

West Sand Lake Fire District Alcohol/Drug Guidelines

Purpose:

There will be a **zero-tolerance** policy related to alcohol and drug use for all members responding to, operating at or participating in alarms, meetings, training, and any other fire department related activity in an intoxicated state or under the influence of illegal drugs.

No member shall participate or be present at any fire department activity or represent the district/company in any activity if they are impaired (BAC of .05 or higher) or under the influence of drugs. Any person under the influence of alcohol or drugs is incompetent to serve as a firefighter or care provider. For reference purposes it is suggested that you not participate in any activities if you have had an alcoholic beverage within the last 4 hours.

Procedure:

If a member is suspected of being under the influence of drugs or alcohol the follow steps need to happen:

1. Notify the highest-ranking officer at the fire district activity.
2. The officer in charge will request for the person in question to be escorted by another officer (or designated person) to a local Emergency Room.
3. The person in question will be tested using a Breathalyzer test and/or Urine test. In the case of the breathalyzer test, if the first test is positive a second test will be done, usually within 15-20 minutes of the first test. The Fire District will pay for all costs associated with the testing. Refusal to submit to the testing will result in an immediate suspension pending a hearing.
4. Written documentation of the test will be given to the escorting officer or designee. This documentation will be delivered to the Chief at his/her earliest convenience within 48 hours.
5. If the breathalyzer test results are .05 or higher for alcohol the member in question will be suspended immediately. If the alcohol level is below .05 then the escorting officer will bring the member back to the station and let them go home. If the level is .05 or above then the escorting officer will drive the member to their home, the member is NOT to drive home themselves.
6. If the Urine test for drugs shows positive for ANY illegal substances the member will be suspended immediately and escorted home.

7. A member who violates this policy may be immediately suspended. The chief has the option of continuing the suspension for up to 30 days. In that time frame the suspended member will be served with a hearing notice. Notice of that hearing will be personally served to the member at least ten days but not more than 30 days before the date of the hearing. The district may initiate suspension or termination proceedings in accordance with 209-L of the General Municipal Law.

Any questions about the above policy can be directed to any member of the Board of Fire Commissioners.

Reviewed: January 23, 2012