

POLICY AND PROCEDURES
BLOOMFIELD GENOA CITY
FIRE & RESCUE

ALCOHOL, MEDICATIONS & DRUGS

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POLICY:

Members and employees of Bloomfield Genoa City Fire & Rescue (BGCFR) must report for calls, trainings, drills, meetings, or any other official business or duty of the company unimpaired by drugs, intoxicants, narcotics, or any other controlled substance. At no time may any member or employee drive or operate department vehicles if they have consumed alcohol or taken prescription, mind-altering medications, within eight hours prior to driving or operating the vehicle. Members and employees may be disciplined, up to and including dismissal, for possession, consumption, or use of any drugs, drug paraphernalia, intoxicants, alcohol, narcotics, or any other controlled substance while on duty, at any time.

Because prescription medication can also affect an individual's demeanor and job performance, it is the member's and employee's responsibility to notify BGCFR if he or she is taking legal prescription drugs, which has a direct or secondary response, which may cause mind-altering effects. Such prescriptions drugs must be given under medical supervision and may not interfere with the performance of department duties.

If any officer of BGCFR has reasonable suspicion that a member is in violation of this policy they may require the member to undergo a drug and/or alcohol test. The member or employee will be referred to a PBT or certified intoxolizer testing agency or to a medical facility for completion of the test. Refusal by any member or employee to submit to the test shall be grounds for termination.

Depending on the seriousness and circumstances of the offense, a member or employee who tests positive for drugs and/or alcohol above departmental limits may be referred to a counseling, rehabilitation, or employee assistance program. Refusal to cooperate in this program may result in discipline, up to and including dismissal.

No alcohol shall be stored or consumed in either of the fire stations without prior consent by the Chief or an officer in the Chief's absence.

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