

RESOLUTION 2008-11

A RESOLUTION ENACTING PERSONNEL POLICIES AND PROCEDURES SUBSECTION 18.C.8, PERMITTING THE COUNTY TO CONDUCT UNANNOUNCED INSPECTIONS OF COUNTY OWNED OR LEASED PROPERTY TO ASSIST IN THE ENFORCEMENT OF ITS ALCOHOL AND DRUG USE POLICY

WHEREAS, the Tooele County Commission finds it necessary to amend the County's Alcohol and Drug Use Policy to ensure a safe and drug-free work environment.

NOW, THEREFORE, BE IT RESOLVED BY THE TOOEELE COUNTY COMMISSION that Personnel Policies and Procedures Subsection 18.C.8 of Section 18, Alcohol and Drug Use Screening, Testing and Treatment, is hereby enacted to read as follows:

Tooele County reserves the right to conduct unannounced inspections of county owned or leased property, work stations, equipment, desks, cabinets, etc. and to utilize detection methods necessary for the enforcement of this Section, including testing, electronic detection equipment, and trained animals. As a condition of employment, all employees accept that such inspections are reasonable searches not requiring a search warrant. County employees shall not use personal locks on county owned or leased property unless approved by their department head or elected official. If a personal lock is used, the employee must give access to the property immediately upon request by the department head or elected official. Failure to grant such access may result in removal of the personal lock by force and discipline consistent with the county's policies and procedures. Even when a personal lock is used, employees have no expectation of privacy in county owned or leased property.

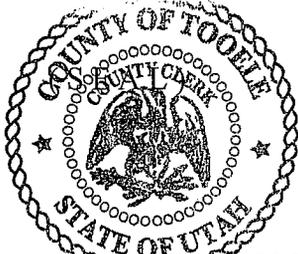
EFFECTIVE DATE: This resolution shall take effect immediately upon passage.

DATED this 2nd day of September 2008.

Res. 2008-06

ATTEST:

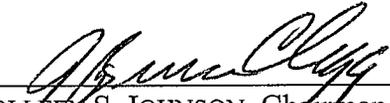

Marilyn K. Gillette, Clerk



APPROVED AS TO FORM:


DOUG HOGAN
Tooele County Attorney

TOOELE COUNTY COMMISSION:


Colleen S. Johnson, Chairman


Commissioner Johnson voted absent
Commissioner Clegg voted aye
Commissioner Hurst voted aye

SECTION 18
ALCOHOL AND DRUG USE SCREENING, TESTING AND TREATMENT

C. USE OF ALCOHOL OR DRUGS:

1. No employee shall drink alcohol while on Tooele County property, in a county vehicle, in a private vehicle on county business, at a county work site, on county business or while representing county interests.
2. No employee shall report for a regularly scheduled duty shift or be on duty while under the influence of alcohol or any drug to the extent that it adversely affects the proper performance of the employee's job or renders the employee incapable of safely and adequately performing job duties. No employee shall be unfit for duty because of being under the influence of alcohol or drugs.
3. On-duty employees shall not operate a motor vehicle while under the influence of alcohol or any drug to a degree which renders the person incapable of safely operating the vehicle.
4. No employee suspected of being under the influence of alcohol or drugs shall be allowed to drive to a testing site or to any other location as long as reasonable suspicion exists that the employee is in an impaired state.
5. Employee shall not use, possess, distribute, manufacture, dispense, sell, or purchase any illegal drugs or controlled substances whenever such persons are on Tooele County property, in a county vehicle, in a private vehicle on county business, at a county work site, on county business or while representing county interests,.
6. Employees shall not use or possess prescription drugs unless such drugs are properly prescribed by a licensed physician and are being properly used for the treatment of any illness or injury.
7. Refusing to submit a sample as provided in this policy, attempting to contaminate a specimen or provide a false specimen, interfering with drug or alcohol testing procedures, or violating this policy in any way are grounds for disciplinary action, which may include termination.
8. Tooele County reserves the right to conduct unannounced inspections of county owned or leased property, work stations, equipment, desks, cabinets, etc. and to utilize detection methods necessary for the enforcement of this Section, including testing, electronic detection equipment, and trained animals. As a condition of employment, all employees accept that such inspections are reasonable searches not requiring a search warrant. County employees shall not use personal locks on county owned or leased property unless approved by their department head or elected official. If a personal lock is used, the employee must give access to the property immediately upon request by the department head or elected official. Failure to grant such access may result in removal of the personal lock by force and discipline consistent with the county's policies and procedures. Even when a personal lock is used, employees have no expectation of privacy in county owned or leased property.