



# MOUNTAIN BROOK FIRE DEPARTMENT

POLICY NO. 102.01 VOLUME: 1

SUBJECT: Drug-Free Workplace Policy & Alcohol and Drug Testing Policy

SIGNED: \_\_\_\_\_ DATE: 6/6/2013  
Chris J. Mullins, Fire Chief

**SCOPE AND PURPOSE:** The City of Mountain Brook has adopted and implemented its Drug-Free Workplace Policy and Alcohol and Drug Testing Policy with the objectives of ensuring the safety of the public and the City's employees, promoting the City's provision of quality services to our residents and preserving the public's continued confidence in our operations. As part of City Government, the Fire Department is an integral part of this program.

**POLICY:** The City of Mountain Brook by Resolution, has established, **THE ALCOHOL AND DRUG TESTING POLICY OF THE CITY OF MOUNTAIN BROOK AND THE DRUG FREE WORKPLACE POLICY.**

**POLICY AREAS:**

- A. Alcohol and Illegal Drugs are Prohibited
- B. Alcohol and Drug Testing
  - 1. Applicant Testing
  - 2. Work-Related Injuries
  - 3. Damage to Property
  - 4. Reasonable Suspicion
  - 5. Employees in Safety Sensitive Positions
- C. Notification Regarding Testing
- D. Searches
- E. Employee Assistance Program
- F. Disciplinary Action
- G. Administration of Policy

