



WASHOE COUNTY

Integrity Communication Service

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STAFF REPORT

BOARD MEETING DATE: *July 23, 2019*

DATE: Friday, July 19, 2019

TO: Board of County Commissioners

FROM: Patricia Hurley, Director, Human Resources
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THROUGH: Christine Vuletich, Assistant County Manager

SUBJECT: Recommendation to approve revised Drug Free Workplace Policy. (All Commission Districts).

SUMMARY

Washoe County is committed to a drug-free workplace to ensure that County services are performed safely, efficiently and cost-effectively. Washoe County is committed to maintaining a safe and efficient environment for all of its employees and the public as well as protecting County property, equipment and operations. Alcohol and drug use that affect the workplace will not be tolerated. The revised Drug-Free Workplace Policy updates the current policy.

Washoe County Strategic Objective supported by this item: Valued, Engaged Employee Workforce

PREVIOUS ACTION

In April 1989 the Board adopted a Drug-Free Workplace Policy in accordance with the Federal Drug-Free Workplace Act of 1989.

On October 17, 1995, the Board adopted the County Substance Abuse Policy and Procedures as amended.

On October 23, 2012 the Board adopted revisions to the Washoe County Substance Abuse Policy and Procedures, which were updated to include requirements of federal grant recipients, clarify the prohibition on the use of alcohol, and reinforce that compliance with the policy is a condition of employment.

BACKGROUND

As an employer, Washoe County is committed to maintaining a safe and efficient environment for all of its employees and the public as well as protecting County property, equipment and operations. In 1989 the Board adopted a Drug-Free Workplace Policy in accordance with the Federal Drug-Free Workplace Act of 1989. The policy has been updated over time, most recently in 2012.

AGENDA ITEM # _____

Human Resources worked with the District Attorney's office to update this policy. The updated policy focuses on the following:

- Detailing prohibited conduct including appearing under the influence of drugs or alcohol while on duty, on County premises or on County business is prohibited. This includes prescription and over-the-counter drugs as well as marijuana.
- Reporting and dealing with concerns of problematic use of drugs or alcohol.
- Consequences for violating the policy. While the County may discipline individuals who violate the policy, the policy also acknowledges options for dealing with drug and alcohol issues.

FISCAL IMPACT

No fiscal impact.

RECOMMENDATION

Recommendation to approve revised Drug Free Workplace Policy.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

Move to approve revised Drug Free Workplace Policy.