**RESOLUTION #2018-13**

**RESOLUTION APPROVING EMERGENY SERVICES DRUG AND ALCOHOL POLICY FOR THE CITY OF GLIDDEN, IOWA**

**WHEREAS**, it is in the best interest of the City of Glidden and its emergency services volunteers that a Drug and Alcohol Policy be adopted and administered; and

**WHEREAS**, the City Council of the City of Glidden desires to adopt an Emergency Services Drug and Alcohol Policy; and

**WHEREAS**, periodic review and revisions of the Policy is necessary to promote best practices and to adopt modifications in federal and state laws; and

**WHEREAS**, the City Council desires the following policy be adopted:

**Section One**: Any Emergency service volunteer, who reports for duty under the influence of alcohol, drugs or any other substance that impairs the volunteer’s mental or physical capacity, shall not be tolerated.

**Section Two:** Emergency Service volunteers who are under the influence of alcohol or drugs or any other substance that impairs the volunteer’s mental or physical capacity, shall not participate in any fire department operations or other functions.

**Section Three:** No alcohol shall be stored at the fire station except for annual fundraising events.

**Section Four:** Upon discovering that an emergency service volunteer has difficulty with substance abuse, the City may provide the volunteer an assistance program that identifies and assists the volunteer and immediate family with substance abuse, stress and personal problems that adversely affect the emergency service volunteer’s work performance. The assistance program may refer volunteers and immediate family, to the proper healthcare services for the purpose of restoring job performance to expected levels, as well as for the restoration of better health.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF GLIDDEN, IOWA**, that the aforementioned Policy become effective as of the date of passage.

**PASSED AND APPROVED** this 23rd day of April, 2018, by the Glidden City Council.

By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Roger R. Hartwigsen, Mayor Suzanne L. Danner, City Clerk