



III. Goals

The goals of the policy are the following:

- A. establish and maintain a healthy and safe working environment for all City employees;
- B. assure the reputation of the City of Alpena and its employees as good, responsible citizens;
- C. reduce accidental injury to persons and property;
- D. reduce absenteeism, tardiness, and indifferent or declining job performance;
- E. deter the use of illegally used controlled substances and alcohol abuses;
- F. detect the use and abuse of both alcohol and controlled substances by those employees who may persist in the use of these substances in spite of our policy;
- G. provide assistance in rehabilitation for any employee by the City's "Employee Assistance Program."

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IV. Additional Requirements by Department or Employee Classification

A. Department of Public Works

This policy and accompanying procedures are important in addressing this problem. The City shall comply with the regulations of the "Federal Highway Administration," "Department of Transportation (DOT) Qualification of Drivers," and "Procedures for Transportation Workers Drug Testing Programs" (49 CFR, Parts 40 and 382). Finally, the City shall comply with "Michigan's Motor Carrier Safety Act No. 339 of 1990 (M.C.L. 40.11)" and all revisions to that act, specifically, Public Act No. 265 of 1995.

The City's procedures are based upon the federal regulations governing the use of controlled substances, abuses of alcohol, and testing programs designed to deter and detect the use of alcohol and/or controlled substances in the workplace. Violation may result in

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B. Police Department

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Must adhere to its departmental rules and regulations. ~ Anything else?~

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V. Compliance

All City of Alpena employees shall comply with all of the conditions set forth in this policy. Violations of this policy, or portions thereof, may result in disciplinary action up to and including discharge.

Attachment Fire- Why are you not addressed?~

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