

**AN OPEN LETTER TO THE EMPLOYEES OF  
THE CITY OF PEMBROKE PINES**

WE HAVE COME TO RECOGNIZE THAT SUBSTANCE ABUSE IS AN ON THE JOB PROBLEM, AS WELL AS A SOCIAL PROBLEM FOR ALL OF US. WE BELIEVE ABUSE OF ALCOHOL AND USE OF ILLEGAL DRUGS ENDANGERS THE HEALTH AND SAFETY OF THE ABUSERS AND OF THE OTHERS AROUND THEM.

THE CITY OF PEMBROKE PINES HAS COMMITTED TO CREATING AND MAINTAINING A DRUG FREE WORKPLACE WITHOUT JEOPARDIZING THE JOB SECURITY OF VALUED, BUT TROUBLED EMPLOYEES, PROVIDED THEY ARE PREPARED TO HELP US HELP THEM.

OUR POLICY NOW FORMALLY STATES THAT SUBSTANCE ABUSE WILL NOT BE TOLERATED DURING WORKING HOURS OR ON THE PREMISES OF THE CITY OF PEMBROKE PINES, INCLUDING THE PARKING LOTS. THIS PROHIBITION INCLUDES THE POSSESSION, USE OR SALE OF ILLEGAL DRUGS OR ALCOHOL. (CITY SPONSORED ACTIVITIES DURING WHICH ALCOHOLIC BEVERAGES MAY BE SERVED ARE NOT INCLUDED IN THIS PROVISION.)

EMPLOYEES WHO ARE FOUND TO BE UNDER THE INFLUENCE OF ILLEGAL DRUGS OR ALCOHOL OR WHO VIOLATE THIS POLICY IN OTHER WAYS ARE SUBJECT TO DISCIPLINARY ACTION, WHICH MAY INCLUDE TERMINATION. BECAUSE OF THE SERIOUS NATURE OF THESE VIOLATIONS, EACH INDIVIDUAL CASE WILL BE THOROUGHLY INVESTIGATED TO DETERMINE THE APPROPRIATE COURSE OF ACTION.

PROPOSED ORDINANCE NO. 97-44

ORDINANCE NO. 1248

1 AN ORDINANCE OF THE CITY COMMISSION OF  
2 THE CITY OF PEMBROKE PINES, FLORIDA,  
3 AMENDING CHAPTER 34, EMPLOYMENT  
4 POLICIES, BY CREATING A NEW SUBCHAPTER  
5 ENTITLED "DRUG FREE WORKPLACE" AND  
6 CREATING NEW SECTIONS 34.89 THROUGH 34.94  
7 OF THE CODE OF ORDINANCES OF THE CITY OF  
8 PEMBROKE PINES, FLORIDA, IN ORDER TO  
9 ESTABLISH A DRUG FREE WORKPLACE  
10 PROGRAM IN ACCORDANCE WITH SECTION  
11 440.102 FLORIDA STATUTES; REVISING SECTIONS  
12 34.90, 34.91(B), AND 34.91 (O)(6); PROVIDING FOR  
13 CODIFICATION; PROVIDING FOR CONFLICTS;  
14 PROVIDING FOR SEVERABILITY; PROVIDING FOR  
15 AN EFFECTIVE DATE.  
16

17 WHEREAS, in Sections 440.101 and 440.102 Florida Statutes (the "Act") the  
18 Florida Legislature set forth its legislative intent to promote drug-free workplaces in order  
19 that employers in the state be afforded the opportunity to maximize their levels of  
20 productivity, and established program requirements; and

21 WHEREAS, on August 19, 1992, the City Commission enacted Permanent  
22 Ordinance No. 1000 which established its Drug-Free Workplace Policy, which is referred  
23 to as an Exhibit to the Ordinance; and

24 WHEREAS, the City's Drug Free Workplace Policy is not currently codified in  
25 the City's Code of Ordinances; and

26 WHEREAS, the City of Pembroke Pines desires to officially codify Sections 34.90  
27 through 34.94 said subchapter being entitled "Drug Free Workplace"; and

28 WHEREAS, the City Commission of the City of Pembroke Pines Florida, desire  
29 to revise Sections 34.90, 34.91, and 34.92; and

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1                   NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF  
2 THE CITY OF PEMBROKE PINES, FLORIDA, THAT:

3                   Section 1.           The foregoing "WHEREAS" clauses are hereby ratified and  
4 confirmed as being true and correct and are hereby made a specific part of this Ordinance.

5                   Section 2.           Chapter 34 of the Code of Ordinances of the City of  
6 Pembroke Pines, Florida ("Code") is hereby amended to provide for the City of Pembroke  
7 Pines officially codifying Sections 34.90 through 34.94 subchapter entitled "Drug Free  
8 Workplace" revising Sections 34.90, 34.91, and 34.92 as set forth below:

9   **DRUG FREE WORK PLACE**

10                   ~~§34.90 ADOPTION BY REFERENCE.~~

11                   ~~This chapter is hereby amended to provide for this subchapter, providing~~  
12 ~~for a drug free workplace. The policy, attached as Exhibit A to Ordinance 1000,~~  
13 ~~passed 8-19-92, is hereby adopted by reference and is made a part hereof.~~

14                   **SECTION 34.89 - POLICY STATEMENT**

15                   The City of Pembroke Pines ("City") is committed to provide a safe work  
16 environment for its employees, our community, and society. Substance  
17 abuse is a national problem which impairs the health and safety of  
18 employees, promotes crime, and harms our community. The City is  
19 addressing this problem by instituting a drug free workplace program.

20                   Substance abuse is a complex, yet treatable disease. The ultimate goal of  
21 this policy is to balance our respect for individual privacy with our need to  
22 keep a safe, productive drug free environment. Our Intention is to prevent  
23 and treat substance abuse. We would like to encourage those who use  
24 drugs or abuse alcohol to seek help in overcoming their problem. The City  
25 considers substance abuse to be an unsafe and counter-productive work  
26 practice.

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1 The City's policy is in accordance with the Florida drug free workplace  
2 program as provided in Section 440.102, Florida Statutes and Rule 38F-  
3 9.001, Florida Administrative Code.  
4

5 To ensure a work place free from the influence of illegal drugs and alcohol  
6 abuse, the following policy has been established.  
7

8 It is the policy of the City that an employee found with the presence of  
9 alcohol or illegal drugs in his/her system, in possession of, using, selling,  
10 trading, or offering for sale illegal drugs or alcohol during working hours,  
11 may be subject to disciplinary action up to and including termination. (City  
12 sponsored activities which may include the service of alcoholic beverages  
13 are not included in this provision).  
14

15 An employee reporting for work visibly impaired is unable to properly  
16 perform required duties and will not be allowed to work. If possible, the  
17 supervisor should first seek another supervisor's opinion of the employees  
18 status. Then the supervisor should consult privately with the employee with  
19 the observation, to rule out any problem(s) that may have been caused by  
20 prescription drugs.  
21

22 If, in the opinion of the supervisor, the employee is considered impaired,  
23 the employee should be sent home, after drug testing by a medical facility,  
24 by taxi or other safe transportation alternative, depending on the  
25 determination of the observed impairment, accompanied by the supervisor  
26 or another employee, if necessary. An impaired employee should not be  
27 allowed to drive. The prescribed test direction form shall be completed by  
28 the supervisor.  
29

30 Prescription drugs prescribed by the employee's physician may be taken  
31 during working hours. The employee shall notify the supervisor if the use  
32 of properly prescribed drugs will affect the employee's work performance.  
33 Abuse of prescription drugs will not be tolerated.  
34

35 It is the responsibility of the City's supervisors to counsel with an employee  
36 whenever they see changes in performance that suggest an employee  
37 problem. The supervisor may suggest that the employee voluntarily seek  
38 help from the Employee Assistance Program ("EAP") or decide that the  
39 severity of the observed problem is such that a formal referral to the EAP  
40 should be made.  
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SECTION 34.90 - DEFINITIONS

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- A. ALCOHOL means ethyl alcohol (ethanol) and includes distilled spirits, wine, malt beverages, and intoxicating liquors.
- B. ALCOHOL ABUSE - an employee shall be determined to be under the influence of alcohol if the employee's normal faculties are impaired due to the consumption of alcohol or the employee blood alcohol level is 0.04-0.05 or higher.
- C. ILLEGAL DRUGS means any drug(s) which is not legally obtainable, which may be legally obtainable but has not been legally obtained or which is being used in a manner or for a purpose other than as prescribed.
- D. DRUGS means alcohol, amphetamines, cannabinoids, cocaine, phencyclidine (PCP), hallucinogens, synthetic narcotics, designer drugs, or a metabolite of any of the substances listed above.
- E. LEGAL DRUG means prescribed drugs and over the counter drugs which have been legally obtained and are being used solely for the purpose for which they were prescribed or manufactured.
- F. JOB APPLICANT means a person who has applied for a position with the City and has been offered employment conditioned upon successfully passing a drug test.
- G. EMPLOYEE means an individual who works for the City on a full-time basis and receives compensation.
- H. DRUG TESTING means any chemical, biological, or physical instrumental analysis for the purpose of determining the presence of an illegal drug or its metabolites, including alcohol.
- (1) DRUG TESTING may require the collection of blood, urine, breath, saliva, or hair of an employee or job applicant.
- I. INITIAL DRUG TEST means a screening procedure of the blood and urine of employees and job applicants for the presence of alcohol and illegal drugs in accordance with the Florida Drug Free Workplace Program and appropriate Florida Administrative Rules.

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All levels equal to or exceeding the following shall be reported as positive:

Alcohol	0.05 G%
Amphetamines	1,000 NG/ML
Cannabinoids	100 NG/ML
Cocaine	300 NG/ML
Phencyclidine	25 NG/ML
Methaqualone	300 NG/ML
Opiates	300 NG/ML
Barbiturates	300 NG/ML
Benzodiazepines	300 NG/ML
Synthetic Narcotics:	
Methadone	300 NG/ML
Propoxyphene	300 NG/ML

J. CONFIRMATION TEST means a second test of all specimens identified as positive on an initial test in accordance with the Florida Drug Free Workplace Program and appropriate Florida Administrative Rules. All levels equal to or exceeding the following shall be reported as positive:

Alcohol	0.05 G%
Cannabinoids	15 NG/ML
Cocaine	150 NG/ML
Phencyclidine	25 NG/ML
Methaqualone	150 NG/ML
Opiates	300 NG/ML
Barbiturates	150 NG/ML
Benzodiazepines	150 NG/ML
Synthetic Narcotics:	
Methadone	150 NG/ML
Propoxyphene	150 NG/ML

K. DRUG TESTING METHODOLOGY

SPECIMENS for drug testing will be collected, handled, maintained, and tested in accordance with the Florida Drug-Free Workplace Program and the appropriate Administrative Rules. Urine will be used for the initial and confirmation tests for all drugs

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1 except alcohol. Blood will be used for the initial and confirmation  
2 tests for alcohol.

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4 L. POSITIVE CONFIRMED TEST FOR CONFIRMATION TEST  
5 means a second procedure which confirms a positive result from an  
6 initial drug test.

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8 M. MEDICAL REVIEW OFFICER (MRO) means a licensed  
9 physician with knowledge of prescription drugs, pharmacology, and  
10 toxicology of drugs, who is responsible for receiving and reviewing  
11 all positive confirmed test results and who is responsible for  
12 contacting all individuals who test positive in a confirmation test to  
13 inquire about possible medications which could have caused a  
14 positive result.

15  
16 N. PRESCRIPTION OR NON-PRESCRIPTION MEDICATION  
17 means a drug or medication obtained pursuant to a prescription as  
18 defined by Section 893.02, Florida Statutes, or a medication that is  
19 authorized pursuant to a federal or state law for general distribution  
20 and use without a prescription in the treatment of human diseases,  
21 ailments, or injuries.

22  
23 O. REASONABLE SUSPICION DRUG TESTING means drug  
24 testing based on a belief that an employee is using or has used drugs  
25 in violation of this policy drawn from specific objective and  
26 documented facts and reasonable inferences drawn from those facts  
27 in light of experience. Among other things, such facts and  
28 inferences may be based upon:

29  
30 (1) Observable phenomena while at work, such as direct observation of  
31 drug use or of the physical symptoms or manifestations of being  
32 under the influence of a drug.

33  
34 (2) Abnormal conduct or erratic behavior while at work or a significant  
35 deterioration of work performance, either or both of which are  
36 recognized symptoms of alcohol or drug abuse and which are not  
37 adequately explained by the employee or are not related to the  
38 employee's working conditions.

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40 (3) A report of drug use, provided by a reliable and credible source,  
41 which has been independently corroborated (test direction form shall  
42 be used).

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- (4) Evidence that an employee has tampered with a drug test during his employment with the current employer.
  - (5) Information that an employee has caused, or contributed to, an accident while at work.
  - (6) Evidence that an employee has illegally used, possessed, sold, solicited, or transferred drugs, while working or while on the City's premises or while operating a vehicle, machinery, or equipment of the City.

P. SPECIMEN means a tissue or product of the human body including blood, urine, saliva, hair, capable or revealing the presence of alcohol and/or illegal drugs or their metabolites.

**SECTION 34.91 - GENERAL PROCEDURES**

**A. TYPES OF TESTING**

In order to maintain a drug and alcohol free work environment, the City will test for the presence of alcohol and drugs in the following circumstances:

- (1) JOB APPLICANTS: All job applicants who have been offered a position of employment are required to take a drug and alcohol test.
- (2) REASONABLE SUSPICION: All employees who are determined to be under reasonable suspicion of drug or alcohol use (as defined herein), are required to take a drug and alcohol test.
- (3) FITNESS FOR DUTY: All employees who are subject to a routine fitness for duty medical examinations are required to take a drug and alcohol test as part of their medical examination.
- (4) FOLLOW-UP: All employees who have been referred to an employee assistance program or rehabilitation program by the City for drug and/or alcohol abuse are required to take drug and alcohol tests on a quarterly, semi-annual, or annual basis for two (2) years after returning to work.
- (5) POST ACCIDENT OR INJURY: Employees who are involved in a job related accident or incident, and appear to be contributory.

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which results or might have resulted in bodily injury or property loss or damage.

**B. CONSEQUENCES OF REFUSING A DRUG TEST**

(1) An employee who refuses to submit to a drug test will be subject to discipline, up to and including termination. An employee who refuses to submit to a drug test also will forfeit his eligibility for all worker's compensation medical and indemnity benefits.

(2) A job applicant who refuses to submit to a drug test will not be hired.

**C. ACTIONS FOLLOWING A POSITIVE CONFIRMED TEST**

The City may institute disciplinary action, up to and including termination, for any employee who has a positive, confirmed drug test.

**D. CONFIDENTIALITY**

Confidentiality of records concerning drug testing will be maintained except to the extent necessary to comply with this policy. All information, reports, memos, and drug test reports, written, or otherwise, received by the City through the drug testing program will be kept confidential as provided by law.

The City, Employee Assistance Program, laboratories, drug and alcohol rehabilitation programs who receive or have access to information concerning drug test results shall keep all information confidential. No such information will be released unless there is a voluntary written consent, signed by an employee or job applicant, except where such release is compelled by a court pursuant to an appeal taken under this section, or where deemed appropriate by a professional or occupational licensing board in a related disciplinary proceeding.

The City will maintain records concerning drug testing separate and apart from an employee's or job applicant's personnel file. Information n drug testing results shall not be released in any criminal hearing.

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1            E.    **REPORTING OF USE OF MEDICATION**

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3            Employees and job applicants may confidentially report the use of  
4            prescription or non-prescription medication both before and after having a  
5            drug test. A form for reporting medication use is attached.

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7            F.    **NOTICE OF COMMON MEDICATIONS**

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9            A list of the most common medications, by brand name or common name,  
10           as applicable, as well as by chemical name, which may alter or affect a  
11           drug test is attached. Employees and job applicants should review this list  
12           prior to submitting to a drug test.

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14           G.    **MEDICATION INFORMATION**

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16           An employee or job applicant may consult with the testing laboratory for  
17           technical information regarding prescription and non-prescription  
18           medication.

19  
20           H.    **EMPLOYEE ASSISTANCE PROGRAM**

21  
22           Refer to the Employee Assistance Program policy for the name, address,  
23           and telephone number of the current provider.

24  
25           Other resources available are:

26  
27                    1 800 - 356-9996    **AL-Anon**  
28                    1 800 - 527-5344    **American Council of Alcoholism Helpline**  
29                    1 800 - COCAINE    **Cocaine Hotline**  
30                    1 800 - NCA-CALL   **National Council on Alcoholism**  
31                    1 800 - 662-HELP   **National Institute on Drug Abuse Hotline**  
32                    1 800 - 843-4971   **National Institute on Drug Abuse Hotline**

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34           I.    **DRUGS TO BE TESTED**

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36           Drugs that will be tested are as follows:

- 37  
38           (1)   Alcohol, including distilled spirits, wine, male beverages, and  
39           intoxicating liquors.  
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41           (2)   Amphetamines

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- (3) Cannabinoids
- (4) Cocaine
- (5) Phencyclidine (PCP)
- (6) Hallucinogens
- (7) Methaqualone
- (8) Opiates
- (9) Barbiturates
- (10) Benzodiazepines
- (11) Synthetic Narcotics
- (12) Designer Drugs
- (13) A metabolite of any substance listed herein.

(A List of drugs by brand names or common names is attached.)

The Cut off levels for reporting positive initial and confirmation drug tests are set forth in paragraph II, 9, and 10.

**J. CHALLENGE OF TEST RESULTS**

- (1) An employee or a job applicant who receives a positive confirmed test result may contest or explain the result in writing within five (5) days of receipt of notification of a positive confirmed test result.
- (2) If the explanation or challenge of the employee or job applicant is unsatisfactory to the City, the City within fifteen (15) days of receipt will provide a written explanation as to why the employee or job applicant's explanation is unsatisfactory, and a copy of the report of positive confirmed test results.
- (3) An employee may further challenge the results of the test in a court of competent jurisdiction or, if the drug test was administered due to a

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- 1 workplace injury, by filing a claim for benefits with a judge of  
2 compensation claims, pursuant to Chapter 440, Florida Statutes.  
3 (4) If an employee or job applicant contests the drug test results, he must notify  
4 the laboratory.  
5

6 **K. RIGHT UNDER COLLECTIVE BARGAINING AGREEMENTS**  
7

8 Employees who are covered under a collective bargaining agreement  
9 between the City and any collective bargaining unit, may have a  
10 right to file a grievance regarding discipline imposed by the City as  
11 a result of a violation of this policy.  
12

13 **SECTION 34.92 - POLICY REQUIREMENTS**  
14

15 **A. CONDITIONS OF PRE-EMPLOYMENT**  
16

17 The City will conduct pre-employment screening examinations designed to  
18 prevent hiring individuals who use drugs.  
19

- 20 (1) To determine the suitability of employees to work for the City the  
21 following pre-employment conditions are established:  
22

23 (a) All job applicants will be tested prior to employment for  
24 drug use and alcohol use. Any job offer which a job  
25 applicant may receive from the City is contingent upon  
26 successfully completing a required physical examination.  
27

- 28 (2) Any job applicant who refuses to submit to drug and alcohol testing  
29 as part of the pre-employment testing process will be refused  
30 employment.  
31

- 32 (3) Any job applicant who tests positive for drugs or alcohol use will be  
33 refused employment at that time.  
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- 35 (4) Confidentiality will be maintained pursuant to this policy.  
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- 37 (5) The City will not discriminate against applications for employment  
38 because of the past abuse of drugs or alcohol. It is the current  
39 abuse of drugs or alcohol that the City will not tolerate.  
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B. CURRENT EMPLOYEE DRUG AND ALCOHOL ABUSE SCREENING

The City will maintain screening practices to identify employees who use illegal drug or abuse alcohol. It shall be a condition of continued employment for all employees to submit to drug screening under the following conditions:

- (1) REASONABLE SUSPICION: All employees who are determined to be under reasonable suspicion of drug or alcohol use (as defined herein), are required to take a drug and alcohol test.
- (2) FITNESS FOR DUTY: All employees who are subject to a routine fitness for duty medical examinations are required to take a drug and alcohol test as part of their medical examination.
- (3) FOLLOW-UP: All employees who have been referred to an employee assistance program or rehabilitation program by the City for drug and/or alcohol abuse are required to take drug and alcohol tests on a quarterly, semi-annual or annual basis for two (2) years after returning to work.
- (4) POST ACCIDENT OR INJURY: Employees who are involved in a job related accident or incident, and appear to be contributory, which results or might have resulted in bodily injury or property loss or damage.

C. EMPLOYEE ASSISTANCE PROGRAM

The City maintains an employee assistance program (EAP) which provides help to employees and their families who suffer from alcohol or drug abuse. (Refer to EAP Policy)

It is the Responsibility of each employee to seek assistance before drugs and alcohol lead to disciplinary problems.

- (1) Once a violation of this policy occurs, subsequent use of the employee assistance program, on a voluntary basis, will not affect the determination of appropriate disciplinary action.
- (2) An employee's decision to seek assistance from the Employee Assistance Program on a voluntary basis prior to any incident

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warranting disciplinary action will not be used as the basis for disciplinary action or in any disciplinary proceeding.

On the other hand, using the EAP will not be a defense to the imposition of disciplinary action where facts, providing violation of this policy, are obtained outside of the EAP. Accordingly, the purpose and practices of this policy and the EAP are not in conflict but are distinctly separate in their applications.

(3) Through the EAP, the City will provide appropriate assessment, referral to treatment and treatment of drug and alcohol abuse (subject to the provisions of the City's health insurance plan). Such employees may be granted leave with a conditional return to work depending on successful completion of the agreed upon appropriate treatment regimen and in accordance with the career services rules and regulations and any departmental rules and regulations.

(4) Upon successful completion of a drug and/or alcohol treatment program an employee may be released to resume work but will be subject to drug testing on a random, periodic basis, at least quarterly, for at least two years thereafter as a condition of continued employment.

(5) An individual's participation in the program will not be made part of any personnel records, and will remain confidential except to the extent necessary to comply with this policy. Medical and insurance records, if any, will be preserved in the same confidential manner as all other medical records and be retained in a separate file as provided by law.

D. MANAGEMENT'S RESPONSIBILITY

Supervisors are responsible for implementing the drug and alcohol free work place policy. It is the responsibility of the supervisors to observe the behavior of employees on the job as a precaution against unstable or unreliable behavior which could threaten the safety and well-being of employees and the community.

(1) Supervisors are responsible for maintaining a safe work environment by determining employees fitness for duty.

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- (2) In the event a supervisor has a reasonable suspicion that an employee may be affected by drugs or alcohol, the employee must be sent for drug testing. A form for reporting the reason(s) for drug testing is attached.
- (3) In all cases when an employee is being removed from duty for drug testing, the supervisor should notify his superior at the earliest possible time.

10 E. EMPLOYEES RESPONSIBILITY

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- (1) It is each employee's responsibility to be fit for duty when reporting for work and to inform his supervisor if he is under prescription or non-prescription medication which may affect job performance.
- (2) In the event an employee observes behavior which raises a doubt as to the ability of a co-worker to work in a safe, reliable, and trustworthy manner, the employee should report this behavior to his supervisor.
- (3) Employees who voluntarily enter a drug or alcohol treatment and/or rehabilitation program at the request or insistence of the City or, as a condition of continued employment, enter a drug or alcohol treatment and/or rehabilitation program are required to participate and complete recommended treatment. Any employee who enters a drug or alcohol treatment and/or rehabilitation program will be responsible for payment of the treatment and/or program. If the employee fails to comply with the treatment and/or the program, the employee will be subject to discipline, up to and including termination.

32 F. MEDICAL REVIEW OFFICER'S ("MRO") RESPONSIBILITIES

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- (1) The MRO will review all information from the testing laboratory in the event of a positive, confirmed test. The MRO will review any information from the employee or job applicant regarding the use of medication or other relevant medical information set forth in the form submitted prior to drug testing.
- (2) The MRO may request that the testing laboratory provide quantification of test results.

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(3) The MRO will provide his interpretation of positive, confirmed test results to the personnel director.

(4) The MRO will assist employee's in an employee assistance program, monitor such employee's progress and confirm completion of the treatment program.

SECTION 34.93

LIST OF DRUGS BY TRADE OR COMMON NAMES

<u>DRUGS</u>	<u>TRADE OR COMMON NAME</u>
<u>OPIUM</u>	<u>DOVER'S POWDER, PAREGORIC, PAREPECTOLIN</u>
<u>MORPHINE</u>	<u>MORPHINE, PECTORAL SYRUP</u>
<u>CODEINE</u>	<u>TYLENOL WITH CODEINE, EMPIRIN COMPOUND WITH CODEINE, ROBITUSSAN A-C</u>
<u>HEROIN</u>	<u>DIACETYLMORPHINE, HORSE, SMACK</u>
<u>HYDROMORPHINE</u>	<u>DILAUDID</u>
<u>MEPERIDINE (PETHIDINE)</u>	<u>DEMEROL, MEPERGAN</u>
<u>METHADONE</u>	<u>DOLOPHINE, METHADONE, METHADOSE</u>
<u>OTHER NARCOTICS</u>	<u>LAAM, LERITINE, NUMORPHAN, PERCODAN, TUSSIONEX, FENTANYL, DARVON, TALWIN, LOMOTIL</u>
<u>DEPRESSANTS</u>	
<u>CHLORAL HYDRATE</u>	<u>NOCTEC, SOMNOS</u>
<u>BARBITURATES</u>	<u>PHENOBARBITAL, TUINAL, AMVTAL NEMBUTAL, SECONAL, LOTUSATE</u>

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<u>BENZODIAZEPINES</u>	<u>ATAVAN, AZENE, CLONOPIN, DALMANE DIAZEPAM, LIBRIUM, XANAX, SERAX, TRANXENE, VALIUM, VERSTRAN, HALCION, PAXIPAM, RESTORIL</u>
<u>METHAQUALONE</u>	<u>QUAALUDE</u>
<u>GLUTETHIMIDE</u>	<u>DORIDEN</u>
<u>OTHER DEPRESSANTS</u>	<u>EOUANIL, MILTOWN, NOLUDAR, PLACIDYL, VALMID</u>
<u>STIMULANTS</u>	
<u>COCAINE</u>	<u>COKE, FLAKE, SNOW, CRACK</u>
<u>AMPHETAMINES</u>	<u>BIPHETAMINE, DELCOBESE, DESOXYN DEXEDRENE, METIATRIC</u>
<u>PHENMETRAZINE</u>	<u>PRELUDIN</u>
<u>METHYLPHENIDATE</u>	<u>RITALIN</u>
<u>OTHER STIMULANTS</u>	<u>ADIPEX, BACARATE, CYLERT, DIDREX, IONAMIN, PLEGINE, PRE-SATE, SANOREX, TENUATE, TEPANIL, VORANIL</u>
<u>HALLUCINOGENS</u>	
<u>LSD</u>	<u>ACID, MICRODOT</u>
<u>MESCALINE AND PEYOTE</u>	<u>MESC, BUTTONS, CACTUS</u>
<u>AMPHETAMINE VARIANTS</u>	<u>2.5-DMA, PMA, STP, MDA, MDMA TMA, DOM, DOB</u>
<u>PHENCYCLIDINE</u>	<u>PCP, ANGEL DUST, HOG</u>
<u>PENCYCLIDINE ANALOGS</u>	<u>PCE, PCPY, TCP</u>
<u>OTHER HALLUCINOGENS</u>	<u>BUFOTENINE, IBOGAIN, DMT, DET, PSILOCYN</u>
<u>CANNABIS</u>	

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<u>MARIJUANA</u>	<u>POT. ACAPULCO GOLD, GRASS, REEFER, SINSEMOLLA, THAI STICKS</u>
<u>TETRAHYDROCANNABINOL</u>	<u>THC</u>
<u>HASHISH</u>	<u>HASH</u>
<u>HASHISH OIL</u>	<u>HASH OIL</u>

SECTION 34.94

OVER THE COUNTER AND PRESCRIPTION DRUGS WHICH COULD ALTER OR AFFECT THE OUTCOME OF A DRUG TEST

ALCOHOL

All liquid medications containing ethyl alcohol (ethanol). Please read the label for alcohol content. As an example, vick's nyquil is 25% (50 PROOF) ethyl alcohol, comtrex is 20% (40 PROOF), contact severe cold formula night strength is 25% (50 PROOF) and listerine is 26.9% (55 PROOF).

AMPHETAMINES

Obetrol, bibhetamine, desoxyn, dexedrine, didrex

CANNABINOIDS

Marinol (dronabinol, THC)

COCAINE

Cocaine HCl Topical Solution

PHENCYCLIDINE

Not legal by prescription

METHAQUALONE

Not legal by prescription

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1 OPIATES

2  
3 Paregoric, parepectolin, donnagel, PG, morphine, tylenol with codeine, empirin with  
4 codeine, APAP with codeine, aspirin with codeine, robitussin A-C, guiatuss AC,  
5 novahistine DH, novahistine expectorant, dilaudid (hydromorphine), M-S contin and  
6 roxanol (morphine sulfate), percodan, vicidin  
7

8 BARBITURATES

9  
10 phenobarbital, tuinal, amytal, nembutal, seconal, lotusate, fiorinal, fioricet, esgic, burisol,  
11 mebaril, butabarbital, butabital, phrenilin, triad  
12

13 BENZODIAZEPHINES

14  
15 Atavan, azene, clonopin, dalmene, diazepam, librium, xanax, serax, tranxene, valium,  
16 verstran, halcion, paxipam, restorial, centrax  
17

18 METHADONE

19  
20 Dolophine, methadose  
21

22 PROPOXYPHENE

23  
24 Darvocet, darvon N, dolene  
25

26 Section 3. Codification.

27 It is the intention of the City Commission of the City of Pembroke Pines, that the  
28 provisions of this Ordinance shall become and be made a part of the Code of Ordinances  
29 of the City of Pembroke Pines, Florida, and that the Sections of this Ordinance may be  
30 renumbered, re-lettered and the word "Ordinance" may be changed to "Section", "Article"  
31 or such other word or phrase in order to accomplish such intention.

32 Section 4. Conflicting Ordinances.

33 All prior ordinances or resolutions or parts thereof in conflict herewith are to the  
34 extent of said conflict, hereby determined to be of no force and effect.

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Section 5. Severability.

If any section, sentence, clause, or phrase of this Ordinance is held to be invalid or unconstitutional by any court of competent jurisdiction, then said holding shall in no way affect the validity of the remaining portions of this Ordinance.

Section 6. Effective Date.

This Ordinance shall become effective immediately.

PASSED AND ADOPTED BY THE CITY COMMISSION OF THE CITY OF PEMBROKE PINES, FLORIDA, ON THE FIRST READING, THIS 10 DAY OF DECEMBER, 1997.

PASSED ADOPTED BY THE CITY COMMISSION OF THE CITY OF PEMBROKE PINES, FLORIDA, ON THE SECOND AND FINAL READING, THIS 7 DAY OF JANUARY, 1998. B.

CITY OF PEMBROKE PINES, FLORIDA

By: Alex G. Fekete  
MAYOR ALEX G. FEKETE

ATTEST:  
Eileen M. Tesh  
EILEEN M. TESH, CITY CLERK

FEKETE	<u>AYE</u>
ARMSTRONG	<u>AYE</u>
FIORENDINO	<u>AYE</u>
ORTIS	<u>AYE</u>
THIBAUT	<u>AYE</u>

Proposed by commission

I HEREBY CERTIFY THAT I have approved the form of this Ordinance.

Steven L. Josias, 1/7/98  
STEVEN L. JOSIAS, CITY ATTORNEY

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**THE CITY OF PEMBROKE PINES  
FORM FOR REPORTING THE USE OF PRESCRIPTION OR  
NON- PRESCRIPTION MEDICATION**

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

PRESCRIPTION MEDICATION:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

NON-PRESCRIPTION MEDICATION

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SIGNATURE: \_\_\_\_\_

PRINT NAME: \_\_\_\_\_

SOCIAL SECURITY NUMBER: \_\_\_\_\_