

Babylon Fire Department

Drug Abuse Policy

Introduction

The Babylon Fire Department recognizes drug abuse as a modern day problem affecting all professions. The Department also recognizes that many contributing factors cause certain individuals to use drugs illegally or to abuse prescription drugs. Firefighting and emergency medical service personnel are not immune from these problems. Department members having such problems are encouraged to seek diagnosis and aid from the Department in seeking assistance and follow up with treatment that may be prescribed by qualified professionals.

The Babylon Fire Department has the responsibility to provide the highest quality of safety services to the residents of the Village and to ensure the safety of its members when engaged in emergency responses or other Department activities. Any impairment of a member's physical or mental condition, as a result of substance abuse, may affect and impact the Department's ability to meet those responsibilities.

The following is the substance abuse policy of the Babylon Fire Department covering all members. All members have been advised that violations of this policy will result in disciplinary action that may include suspension or expulsion from the Department.

Copies of this policy will be made available to all members of the Department and all members will acknowledge having received copies of the policy.

Substance Abuse Policy

The use, sale, transfer, distribution or manufacture of drugs or any controlled substance, drug paraphernalia or any combination thereof, as defined in the Public Health Law and Criminal Law of the State of New York, or the misuse of prescription medication at any time whether on or off of any premises of the Babylon Fire Department, its apparatus or any private vehicle parked on Department property is strictly forbidden.

Any member violating this policy is subject to disciplinary action before the Board of Wardens that can include suspension or expulsion from the Department.

New Members after January 1, 2006

All candidates for membership in any of the Companies of the Department or as a Firefighter E shall be required to take and pass a drug test, as per DOT standards, as part of their pre induction physical.

All candidates must give written permission for the testing agency to release the results of the test to the Board of Wardens of the Babylon fire Department.

Failure to sign the agreement and/or to submit to the testing will disqualify the candidate from consideration for membership in the Department. A candidate may resubmit an application for membership no sooner than six months after being denied consideration for membership as long as they consent to the drug-screening test.

Current Members after January 1, 2006

All members of the Department are subject to random drug testing as required by the Board of Wardens as per DOT standards.

10% of the Department will be tested during the year, members will be chosen for testing on a random basis by the testing agency. Every member will be eligible for testing in each selection cycle. A member chosen for testing but unable to present themselves due to a long term, verifiable, absence from the Department will be replaced by another randomly chosen member.

Any member refusing to sign the consent form so that test results can be released to the Board of Wardens or who refuses to take the test will be considered to have had a positive test result for a controlled substance.

Any member who is found to be in violation of the Department Drug Abuse Policy will immediately be relieved of duty for a minimum of six months and will be returned to duty only after being tested again with a negative result.

Being a volunteer organization the Department assumes no responsibility to provide counseling or other treatment for a member who fails the drug test. However, the Department will make available information on where to seek such assistance. The Chief of the Department or his designee will provide the information to the member on request.

By-Law Changes

It will be necessary to change the by laws of the Department in two places in order to implement the new drug testing policy.

Article IX Membership Section 3

- A) The current sentence must have the following added: “All persons seeking membership will be required to pass a physical examination that will include a drug test with negative results.”

Article XII General Rules

Section 4

- B) This is a new addition. “All members must be in compliance with the Department drug policy to maintain their membership.”

ADMINISTRATIVE GUIDELINES DEPARTMENT DRUG TESTING

A drug- screening program will be set up following DOT regulations for all active Department members. Land, Sea and Air Medical Review Specialists will be the testing agency used by the Babylon Fire Department.

The program will include:

- Applicant screening
- Random testing for all active members
- Post Accident testing

Medical Review of Positive Tests

A Medical Review Officer will review all positive results and meet with the individual testing positive. Any positive lab result can be overturned by the MRO with proper documentation provided by the tested individual. Some examples would be providing medical prescriptions or a doctor’s note concerning ongoing treatment.

Random Testing

- Ten percent of the Department will be tested each year.
- Testing will take place quarterly but not on any set date.
- The Department will provide a roster of all active members to the testing office.
- A computer generated list of individuals selected for testing will be sent to the Chief’s office.
- The Chiefs will notify the selected individuals who will then have three days to present themselves to the testing site. There will be both daytime and evening

hours available to members. The Department will discuss with the agency the possibility of on- site testing.

- All active members will be eligible for selection each quarter and each year.

Post Accident Testing

A drug test will be required after any significant accident requiring medical attention, vehicle and/ or property damage as determined by a Chief and/or the Board of Wardens.

SAMSHA 5 Drug Panel

Active members will be screened for the following:

Marijuana

Cocaine

Opiates

Phencyclidine (PCP)

Amphetamines