

SUBJECT: In the Matter of  
Adopting a Revised  
Alcohol  
and Other Drug  
Abuse Policy

RESOLUTION No. \_\_\_\_\_

The Contra Costa County Board of Supervisors acting solely in its capacity as the governing board of the County of Contra Costa **RESOLVES THAT:**

WHEREAS the Board of Supervisors enacted Resolution No. 92/52 hereinafter referred to as the Alcohol and Other Drug Abuse Policy; and

Deleted: has

Deleted: 90/674

WHEREAS the Board of Supervisors continues to oppose the use of illegal drugs to protect the public's safety and welfare and in order to provide a safe work environment; and

Deleted: and to protect the public's safety and welfare

WHEREAS revision to the Alcohol and Other Drug Abuse Policy is necessary to confirm that marijuana remains prohibited in the workplace under federal law, notwithstanding the Adult Use of Marijuana Act of 2016 (Proposition 64), which was passed by voters on November 8, 2016);

Deleted: include reference to

Deleted: California Drug-Free Workplace

Deleted: 1990;

NOW, THEREFORE, BE IT RESOLVED that Resolution No. 92/52 is hereby rescinded and superseded by the following revised Alcohol and Other Drug Abuse Policy:

Deleted: 90/674

- I. The Government of Contra Costa County has the overall goals of reducing the incidence of the abuse of alcohol and other drugs through prevention and education together with intervention and treatment. The County believes that alcohol and other drug abuse are conditions requiring professional intervention and recovery services. Because Contra Costa County Government is committed to protecting the health, well-being and safety of employees and the public from hazards relating to alcohol and other drug abuse by employees, it will: (a) encourage affected individuals to seek professional help voluntarily at an early state; and (b) assist supervisors in dealing with associated problems related to work performance.

Deleted: is the condition

- II. Pursuant to the requirements of the federal Drug-Free Workplace Act of 1988 (41 USC §§ 8101 et seq.) and the California Drug-Free Workplace Act of 1990 (CA Gov. Code §§ 8350 et seq.), it is the policy of the Contra Costa County Government to continue to provide a drug-free workplace.

Deleted: ; (c) will assist supervisors, fellow employee's alcohol and other drug problems in the workplace

Deleted: Federal DRUG-FREE WORKPLACE OF

Deleted: CALIFORNIA DRUG-FREE WORKPLACE ACT OF

Deleted: ,

- III. For purposes of this policy only, "workplace" means a site for the performance of work that includes 1) all property under the control and use of Contra Costa County, and 2) the employee's location while on County business, such as while operating County vehicles or equipment.

Formatted: Footer

- IV. The **unlawful** manufacture, distribution, dispensing, possession or use of a controlled substance, as defined by the federal Comprehensive Drug Abuse Prevention and Control Act (21 USC § 812), including marijuana, is prohibited in the workplace. Deleted: alcohol or
- V. The consumption, use, being under the influence of, or unlawful distribution of alcohol is prohibited in the workplace. Deleted: The workplace includes all property under the control and use of Contra Costa County.
- VI. Any violation of this **policy** by an employee of Contra Costa County may result in: (1) requiring such employee to participate satisfactorily in a **substance** abuse assistance or rehabilitation program; and/or (2) disciplinary action up to and including termination. Deleted: prohibition  
Deleted: drug
- VII. An employee must notify her/his department head within five **calendar** days of any criminal drug statute conviction for a violation occurring in the workplace. Deleted: on
- VIII. An employee will not be disciplined because she/he voluntarily requests assistance for a **substance abuse** problem. However, seeking assistance or raising any claim related to substance abuse does not relieve an employee of her/his responsibility to meet the **County's** performance, safety, or attendance standards, does not relieve an employee of her/his responsibility to adhere to this policy, and does not insulate the employee from discipline for reasons other than seeking assistance for a **substance abuse** problem. Deleted: an alcohol or other drug  
Deleted: county's  
Deleted: an alcohol or other drug
- IX. The County Administrator and Departments may adopt regulations consistent with this policy.

AGREEMENT TO COMPLY WITH CONTRA COSTA COUNTY  
ALCOHOL & OTHER DRUG ABUSE POLICY

I acknowledge that I have read and understand the Alcohol and Other Drug Abuse Policy of the County of Contra Costa, and I agree that as a condition of my employment by the County/District, I am required to abide by the terms of the Policy.

Deleted: Drug and

Dated: \_\_\_\_\_

\_\_\_\_\_  
(Employee's Signature)

\_\_\_\_\_  
(Typed or Printed Name)

\_\_\_\_\_  
(Employee No.)

Deleted: Social Security

\_\_\_\_\_  
(Department Name)

Cc: Employee  
Personnel File

Deleted: cc.

Deleted: History

Formatted: Footer