

RESOLUTION NUMBER 427

FILED

06 JUL 12 PM 1:43

**RESOLUTION TO ESTABLISH PRE-EMPLOYMENT SUBSTANCE AND
ALCOHOL ABUSE SCREENING**

WHEREAS, Dorchester County Government seeks to hire drug and alcohol free employees; and

WHEREAS, a drug-free workplace is fundamental to efficient, effective and responsible government; and

NOW, THEREFORE, BE IT RESOLVED THAT:

The Dorchester County Council will not approve hiring anyone whom it knows currently abuses drugs or alcohol. Pre-employment drug testing shall be conducted before any offer of a position is made to any applicant.

Pre-employment Testing:

Dorchester County Government will conduct pre-employment drug and/or alcohol testing for all applicants offered a position prior to final selection and authorization to begin work. Letters of offer to affected new employees will indicate that the offer is contingent upon completion of a drug test which indicates a verified negative drug screen result and a successful background check. The individual will be informed of the positive drug screen. In addition, if the results of the background check verify a previous violation of a Federal Drug and Alcohol regulation, the individual will not be allowed to work. Applicants will be notified of this condition of employment at the time they are notified of their contingent offer of employment. If they refuse to comply the contingent offer of employment will be withdrawn and the applicant not considered further for employment.

If for any reason an applicant believes the results of the drug and/or breath alcohol test is incorrect they make ask for another test on the split sample at their own cost. The second test result will be final.

Definitions:

1. "Substance" means alcohol or drugs.
2. "Alcohol" means ethyl alcohol or ethanol.
3. "Testing" means any substance and/or breath alcohol testing used by Dorchester County for a legitimate business purpose.

4. "Drug" means a controlled dangerous substance that taken into the body, or other than alcohol, which may impair one's mental faculties, changes one's mood and/or physical performance or any other substance which must be dispensed by a licensed health care professional and/or an over the counter drug.
5. "Split Sample" means that at the collection site the urine specimen will be split into a primary specimen and a secondary specimen to be used in case there are problems with the primary specimen or contested results.

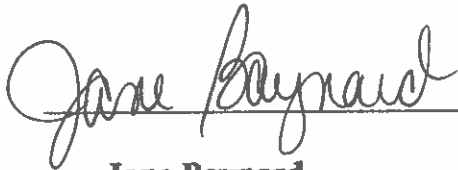
THIS RESOLUTION IS HEREBY PASSED AND ADOPTED

20th DAY OF June, 2006

TO BE EFFECTIVE JULY 1, 2006.

ATTEST:

DORCHESTER COUNTY COUNCIL



Jane Baynard

County Manager



Glenn L. Bramble, President

David B. Yockey, Vice-President



Effie M. Elzey



William V. Nichols



Ricky Travers

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