VILLAGE OF PENINSULA, OHIO
RESOLUTION NO.: 22-2012
INTRODUCED BY: Doug Anderson
DATE PASSED: December 13 2012

RESOLUTION REVISING THE VILLAGE OF PENINSULA EMPLOYEE HANDBOOK POLICY FOR ALCOHOL AND DRUG ABUSE

WHEREAS, the Village of Peninsula ("Village") has adopted an Employee Handbook, which contains a policy relating to Alcohol and Drug Abuse.; and

WHEREAS, the Village desires to continue to promote a safe, drug-free work environment;

NOW THEREFORE, BE IT RESOLVED by the Council of the Village of Peninsula, Summit County, Ohio, to wit:

Section 1 Policy: The Village of Peninsula adopts the following as the Alcohol and Drug abuse policy for employees:

> During employee working hours, or anywhere on the Village's property, while using a Village vehicle, or while wearing a Village uniform, all Village employees are strictly forbidden to: (i) use, possess, sell, or be under the influence of alcohol or illegal drugs, or (ii) abuse prescription medications, or (iii) use prescription medications or over-the-counter medications which may impair job performance impacting your safety or other's safety or compromise public safety unless a doctor has certified fitness for duty. Off duty sale or use of illegal drugs sale or illegal use of prescription drugs is also prohibited. As a condition of employment, employees may be required to submit to random, post-accident, or reasonable suspicion drug or alcohol testing in accordance with this policy. All permanent full-time and permanent part-time applicants shall be required to submit to a drug and alcohol test and successfully pass pre-employment tests as a condition of being hired. The Village of Peninsula reserves the right to search employee personal effects to determine whether employees are in possession of drugs or alcohol for any reasonably suspected violation of this policy. Employees who are convicted under a criminal drug statute must notify their supervisor of the conviction immediately.

Section 2: Revision to Handbook: The Mayor and Fiscal Officer shall revise the existing Employee Handbook to delete the section labeled "ALCOHOL AND DRUG ABUSE" and replace that section with the new policy as set forth in Section 1.

Section 3: Notice: The Mayor and Fiscal Officer shall notify existing employees of the new policy by posting a statement of the policy at a conspicuous location in the Village Hall.

Section 4: Severability: This resolution and the various parts, sentences, paragraphs, sections, and clauses thereof are hereby declared to be severable. Should any part, sentence, paragraph, section, or clause be declared unconstitutional, null, or void by a court of competent jurisdiction, such declaration shall not have any effect on the validity of the remaining parts, sentences, paragraphs, sections, and clauses of this Resolution.

Section 5: Open Meeting: That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this resolution were adopted in an open meeting of this Council and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

Section 6: Effective Date: This Resolution shall take effect on December 13 2012.

Passed:

DOUGLAS G. MAYER, Mayor

Attest:

JOHN D. STEIGEL, Fiscal Officer

I, JOHN D. STEIGEL, Fiscal Officer of the Village of Peninsula, Summit County, Ohio, do hereby certify that the foregoing Resolution was duly passed by the Council of the Village of Peninsula, State of Ohio, on the 13 day of Dec., 2012.

JOHN D. STEIGEL, Fiscal Officer

POSTING CERTIFICATE

I, JOHN D. STEIGEL, Fiscal Officer of the Village of Peninsula, Ohio, do hereby certify that the foregoing Resolution was duly passed by the Council of the Village of Peninsula, State of Ohio, on the 13 day of Dec, 2012; that there is no newspaper published in said municipality, and that publication of the foregoing Resolution was made by posting true copies thereof at five of the most public places in said Village as heretofore determined by Council pursuant to Resolution No. 1884-1997, as follows:

1. Terry Lumber & Supply
2. Woodridge Intermediate School or Peninsula Quarry
3. Peninsula Library & Historical Society
4. Peninsula Village Hall Lobby
5. Peninsula Post Office

Each for a period of fifteen days commencing on the 20 day of Dec, 2012.

John Steigel

JOHN D. STEIGEL, Fiscal Officer