

JACKSONVILLE POLICE DEPARTMENT

Policy: 5-8
Effective: 01-01-09
Revised: 04-22-19

EMPLOYEE DRUG TESTING

PURPOSE: The law enforcement profession has several uniquely compelling interests that justify the use of employee drug testing. The public has a right to expect that those who are sworn to protect them are at all times both physically and mentally prepared to assume these duties. There is sufficient evidence to conclude that the use of controlled substances and other forms of drug abuse will seriously impair an employee's physical and mental health, and, thus, their job performance. Where employee(s) participate in illegal drug use and drug activity, the integrity of the law enforcement profession and public confidence in it are destroyed. This confidence is further eroded by the potential for corruption created by drug use. Therefore, in order to ensure the integrity of the Department and to preserve public trust and confidence in a fit and drug free law enforcement profession, this Department shall implement a drug testing program to detect prohibited drug use by all employees.

POLICY: It is the policy of this Department and the City that the critical mission of law enforcement justifies maintenance of a drug free work environment through the use of an employee drug testing program.

PROCEDURES:

I. APPLICANT DRUG TESTING

- A. Applicants for all positions within the Department shall be required to take a drug test as a condition of employment during a pre-employment medical examination.
- B. Applicants shall be disqualified from further consideration for employment under the following circumstances:
 1. Refusal to submit to a required drug test; or
 2. A confirmed positive drug test indicating drug use prohibited by this policy.

II. EMPLOYEE DRUG TESTING

All employees will be required to take drug tests as a condition of continued employment in order to ascertain prohibited drug use as provided below and in the City of Jacksonville Policies and Procedures Manual:

- A. A supervisor may order an employee to take a drug test upon documented reasonable suspicion that the employee is or has been using drugs. A summary of the facts supporting the order shall be made available to the employee prior to the actual test.
- B. A drug test will be administered as part of any regular physical examination required by this Department.

III. RANDOM DRUG TESTING

To be conducted in conformance with the City of Jacksonville Policies and Procedures Manual.

IV. POSITIVE TEST RESULTS

- A. A positive test result will be cause for further evaluation. Employees having a confirmed positive test result to non-prescribed drugs will be subject to disciplinary action up to and including termination.

B. Command staff will revert back to Jacksonville Police Department Policy 74: Alcohol, Prescription and Non-Prescription Medication and the City of Jacksonville Policies and Procedures Manual to ensure that proper procedures were followed when an employee has tested positive for drugs prescribed to the employee by a licensed physician.

V. RECORDS

The Jacksonville Police Department is committed to abide by all federal, state, and local statutes concerning medical confidentiality for all employees. All drug screens will be maintained in a secured and separate file in the Human Resource Department.



John C. Franklin
Chief of Police