

Town of Oswego Fire District

Alcohol/Drug Policy

Applicability: All Commissioners, Volunteers and Employees

To ensure the safety of all commissioners, volunteers, employees and the general public, the Fire District has instituted the following policy:

- There will be a zero tolerance policy related to alcohol and drug use for all commissioners, volunteers and district employees responding to, operating at or participating in alarms, meetings, training and any other Fire District related activity.
- No commissioner, volunteer or employee shall participate or be present at any Fire District activity or represent the Fire District while intoxicated or under the influence of drugs.
- The Fire District adopts that a blood alcohol content (BAC) of .02 or higher as being intoxicated for the purposes the Fire District.
- For reference purposes it is suggested that personnel do not participate in any Fire District activities within four (4) hours of consuming alcohol.

If a member is suspected of being under the influence of drugs or alcohol the following shall occur:

1. Notify the highest ranking officer at the fire district activity.
2. The officer in charge will request for the person in question to be escorted by another officer (or designated person) to the Oswego Hospital Emergency Room.
3. The person in question will be tested using a breathalyzer test and/or urine test. In the case of the breathalyzer test, if the first test is positive a second test will be done, usually within 15-20 minutes of the first test. The Fire District will pay for all costs associated with the testing. Refusal to submit to the testing will result in an immediate suspension pending a hearing.
4. Written documentation of the test will be given to the escorting officer or designee. This documentation will be delivered to the Chief at his/her earliest convenience within 48 hours.
5. If the breathalyzer test results are .02 or higher for alcohol, the member in question will be suspended immediately. If the alcohol level is below .05 then the escorting officer will bring the member back to the station and let them go home. If the level is .05 or above, then the escorting officer will drive the member to their home. The member is NOT to drive home themselves.

6. If the urine test for drugs is positive for ANY illegal substances, the member will be suspended immediately and escorted home.
7. A member in violation of this policy will be immediately suspended and the rules of the Fire District Discipline Policy will be enacted.

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Revised 03/20/2012