



***INFORMATIONAL REPORT***  
***Board of Fire Commissioners***  
***South Bay Fire District 8***

<b>MEETING DATE</b>	11 June 2024
<b>DATE PREPARED</b>	31 May 2024
<b>FROM</b>	Brian VanCamp
<b>TITLE</b>	<b>Policy 3-06 “Drug &amp; Alcohol Free Workplace”</b>
<b>BACKGROUND</b>	<p><b>Background:</b> The current version of Policy 3-06 “Controlled Substances and Alcohol” was adopted in July 2002; an update is obviously long overdue. Due to the complexity of the subject matter and cultural/environmental influences, updating this policy has been a topic of discussion since 2020, and in fact was a point of notation in the current District-Local 2903 Collective Bargaining Agreement adopted in January 2023.</p> <p>After significant work effort by District staff and the Union leadership, a final draft of the updated policy and a detailed attendant procedure have been agreed upon.</p> <p>The policy must be reviewed and approved by the Board; the procedure will then be approved by the Fire Chief. A copy of the procedure is attached for Board information only.</p> <p><b>Recommendations:</b> Board review and approval the draft policy.</p>
<b>COST BENEFIT ANALYSIS</b>	N/A
<b>ESTIMATED ANNUAL COST</b>	N/A: costs for professional medical consultation and advise (medical review officer and substance abuse professional) included in current District budget for goods, services or insurance.
<b>ACCOUNT</b>	District Health & Safety Program
<b>DECISION/ACTION REQUESTED</b>	Board review and approval.