

City of Thomaston

Office of Human Resources
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City of Thomaston Personnel Policy Addendum VI

Effective Date: 03/20/2018

Article XII

Drug Free Policy

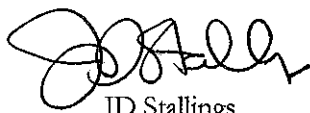
F. Post-Accident Testing:

All employees involved in an accident while on duty, and while operating a city owned vehicle/equipment off duty, regardless of who was at fault in the accident, will be sent for both a drug and alcohol screen. Involved in an accident means that the employee was in, or in control of the vehicle or piece of equipment, at the time of the accident. Passengers will not be tested unless in the accident investigation it is determined the employee passengers affected the person in control of the vehicle or equipment. Additionally, employees whose equipment or vehicles are involved in an accident while the vehicle or equipment was not occupied, will not be tested unless the Police report shows that the vehicle or equipment left unmanned in its location caused the accident.

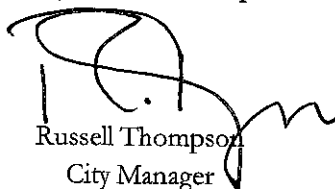
In all cases, if a city employee is involved in an accident involving another vehicle, a Police Report should be made. Law Enforcement contacted may administer the alcohol screen at the scene and forward those results directly to the Human Resources Director. If the accident involves City of Thomaston Police, Georgia State Patrol or other applicable Policing agency should be called to complete the report.

For means of alcohol testing, "intoxication from alcohol" means any concentration of alcohol level of 0.04 or greater as indicated by an alcohol screen test.

Note: Workers Compensation benefits if the injury is determined to have resulted from intoxication from alcohol and/or an illicit controlled substance (including marijuana), may be denied. For that reason, the City reserves the right to test employees seeking medical treatment for any Worker's Compensation injury.



JD Stallings
Mayor



Russell Thompson
City Manager

Adoption Date: 03/20/2018