



## Agenda Statement

**File #:** 17-0219 **Version:** 1  
**Type:** Work Session Item **Status:** Filed  
**File created:** 4/21/2017 **In control:** City Council  
**On agenda:** 4/25/2017 **Final action:** 4/25/2017  
**Title:** Controlled Substance/Alcohol Policy

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. What does Zero Tolerance Mean, 2. THE DRUG FREE WORKPLACE ACT, 3. Sample Statement Compliant with the Federal Drug, 4. Sample City of Valdez Drug Awareness Acknowledgement, 5. Sample Last Chance Option

Date	Ver.	Action By	Action	Result
4/25/2017	1	City Council	received and filed	

### **ITEM TITLE:**

Controlled Substance/Alcohol Policy

**SUBMITTED BY:** Tim James, H.R. Director

### **FISCAL NOTES:**

Expenditure Required: N/A  
Unencumbered Balance: N/A  
Funding Source: N/A

### **RECOMMENDATION:**

Human Resources' recommendation is to proceed with the development of a Controlled Substance/Alcohol Policy compliant with the 1988 Federal Drug-Free Workplace Act containing a Last Chance Option.

### **SUMMARY STATEMENT:**

The purpose of this work session is to provide clarification to City Council on certain terms and to obtain direction from City Council for the further development of the City of Valdez personnel policy concerning Controlled Substances and Alcohol.

Clarification to Council:

- Zero Tolerance
- 1988 Federal Drug-Free Workplace Act

- Last Chance Option

Direction from Council:

- Compliance with the Drug-Free Workplace Act
- Zero Tolerance Option vs. Last Chance Option