

**MADISON COUNTY FISCAL COURT
MADISON COUNTY, KY
RESOLUTION 2022-34**

**A RESOLUTION OF THE MADISON COUNTY FISCAL COURT
RELATING TO CERTIFICATION OF A DRUG-FREE WORKPLACE
POLICY FOR COUNTY EMPLOYEES AND OFFICIALS**

WHEREAS, it is necessary under the regulations as promulgated by the Commonwealth of Kentucky that the Madison County Fiscal Court approve the certification of a Drug-Free Workplace Policy for County Employees and Officials for undertaking the God's Outreach Project Community Development Block Grant (CDBG) #20C-174;

NOW, THEREFORE, BE IT RESOLVED this 8th day of March 2022, by the Madison County Fiscal Court that:

I. POLICY:

Employees are not to: unlawfully manufacture, distribute, dispense, have possession of, use illegal drugs or alcohol on the job, or report to work under the influence of illegal drugs or alcohol. Employees are not to report to work under the influence of legal drugs or medications that might impair job performance without notifying their respective supervisor. It is the County's intent to maintain a drug-free workplace so that all employees have a safe and productive work environment. Any employee violating this policy will be disciplined according to existing or subsequent statutes or personnel policies.

II. PROCEDURES:

A. The above policy statement will be distributed to all County employees; they must provide written acknowledgment of receipt. In addition, the County will distribute and maintain posters indicating the County's Drug-Free Workplace Policy throughout all County departments and offices. The County will conduct a Drug and Alcohol Awareness Program on a periodic basis.

B. All employees are to notify their supervisor or department head of any drug convictions within five working days after the conviction. Failure of any employees to notify their supervisor or department head of such convictions is cause for disciplinary action. Notification of such convictions are to be immediately communicated by supervisors and department heads to the Madison County Judge Executive.

C. All supervisors or department heads are responsible for enforcing this policy. If sufficient cause exists to suspect an employee of violating this

policy, the supervisor or department head is to report such conduct to the Madison County Judge Executive. Once reported to the Madison County Judge Executive, arrangements will be made for appropriate testing by competent medical authorities. Failure to participate in the prescribed drug testing and/or evidence of behavior contrary to this policy are causes for disciplinary action under existing or subsequent State statutes or County personnel policies.

D. Employees reporting to work on medication prescribed by physician, which might impair job performance, are to immediately notify their respective supervisors and/or department heads of such. The employee shall indicate, via a doctor's note, how the medication will affect the job performance. Appropriate steps should be taken by supervisors to alleviate any hazards that might result from an employee working while taking such medication.

BE IT FURTHER RESOLVED THAT THE MADISON COUNTY FISCAL COURT DOES HEREBY APPROVE THIS RESOLUTION AND AUTHORIZES THE JUDGE EXECUTIVE TO EXECUTE SAME ON BEHALF OF THE COUNTY.

Motion made by Bath, seconded by Robinson.

Vote:	Yes	No
Judge Reagan Taylor	<u>✓</u>	<u> </u>
Magistrate Ben Robinson III	<u>✓</u>	<u> </u>
Magistrate John Tudor	<u>✓</u>	<u> </u>
Magistrate Roger Barger	<u>✓</u>	<u> </u>
Magistrate Tom Botkin	<u>✓</u>	<u> </u>

Signed:
R-79
Reagan Taylor
Madison County Judge Executive

Attested:
Kenny Barger
Kenny Barger
Madison County Clerk

3-8-2022
Date

3-8-22
Date

Drug-Free Workplace

"Employees are not to unlawfully manufacture, distribute, dispense, have possession of, or use illegal drugs or alcohol on the job, or report to work under the influence of illegal drugs. It is the County's intent to maintain a workplace free of these substances, so that all employees may have the opportunity to have a safer, more productive work environment. Any employee reporting to work under the influence of alcohol or illegal drugs is to be dealt with under the County's disciplinary procedures as outlined in the personnel policies, which may include suspension or dismissal. Any employee who commits a work-related drug offense shall be disciplined in accordance with the personnel policies -- without exceptions."

Drug-Free Workplace Act of 1988

All employees are to notify their supervisor or department head of any drug convictions within five (5) working days after the conviction. Failure of any employees to notify their supervisor or department head of such convictions is cause for disciplinary action.