

NOTICE OF REQUIREMENT FOR REASONABLE SUSPICION DRUG/ALCOHOL TESTING

Alcohol testing will require you to blow into a device steadily and forcefully enough to produce a measurable amount of breath. In the alternative, a device will be used to collect a saliva sample.

CONSEQUENCES OF REFUSAL TO SUBMIT TO DRUG/ALCOHOL TESTING:

If you refuse to submit to a drug/alcohol test, you will not be subject to disciplinary action for refusing to consent. However, the fact that you refused is a rebuttable presumption that you were under the influence of drugs/alcohol at the time you were ordered to submit to testing. **NOTE:** Failure to provide a specimen within four (4) hours for urine testing or two (2) hours for breath or saliva testing constitutes a refusal to test. You may be subject to discipline for being under the influence of drugs/alcohol based on the rebuttable presumption and the documentation of your performance and behavior.

CONSEQUENCES OF POSITIVE RESULT ON DRUG/ALCOHOL TEST:

Through the phone number you listed on the Pre-Urine Test Declaration Form, you should expect to receive drug test results within four (4) business days of specimen collection. If your drug or alcohol test is positive, and any positive drug test is not adequately justified to the County's Medical Review Officer (MRO), the Department may take disciplinary action against you. The Department will rely on the positive test result in conjunction with your observed behavior at the time the tests were ordered. You may consult with your Department to determine if you may voluntarily enter and complete a drug/alcohol abuse education/treatment program to mitigate the severity of discipline. You have the same right and must follow the same procedures to dispute a disciplinary action pursuant to these procedures as you would any other disciplinary action.

RIGHT OF RETEST:

For other than negative drug test results, you will receive a copy of the laboratory report and the MRO's written report. You will also be advised of your right to have the second urine specimen bottle independently tested and reviewed by an independent MRO. All testing is conducted on County time and at County expense.

I HAVE RECEIVED AND REVIEWED A COPY OF THIS NOTICE, INCLUDING MY RIGHT TO REPRESENTATION PRIOR TO OFFERING AN EXPLANATION OF THE DEPARTMENT'S OBSERVATIONS, AND MY RIGHT TO RETEST IF DRUG TEST RESULTS ARE POSITIVE.

Employee's Signature

Date