

Subject: **Alcohol Usage Policy**

Purpose: To define the department's policy towards its member's use of alcohol and alcoholic beverages in regard to participation in assigned duties, stand-by assignments, training drill sessions, meetings, and department events.

Scope: This policy applies to all Northern Piatt Fire Department personnel.

Objectives

It is the goal of the policy that no employee of the fire department is ever under the influence of alcohol while on a call, at training, at department meetings or events while responding on calls. It is also a goal that no employee of the department ever causes an injury to self or others or causes property damage due to the effects of alcohol and drugs. Finally, it is a goal of this policy that no employee ever cause harm to the professional image of the fire department in the eyes of the public by the consumption of alcohol prior to the performance of any job related duties.

Policy

When there is public contact with a fire department member who has used intoxicants, it reflects on each and every member of the organization. In addition, the stresses of firefighting and emergency services require all to be mentally and physically responsive. To meet the objectives of this policy, the following is considered to be policy:

- No member shall respond for calls, drive any fire department apparatus, attend training drills, or attend departmental events or meetings under the influence of alcohol, or with the smell of alcoholic beverage on their breath, or if, in the judgment of the incident commander, the member appears to be under the influence of an alcoholic beverage or any type of drugs.
- No member shall drive or ride in the ambulance or come into contact with any EMS patient with the smell of alcoholic beverage on their breath, or if, in the judgment of the incident commander, the member appears to be under the influence of an alcoholic beverage or any type of drugs.
- No member shall respond to any incident if such member is under the influence of any type of drugs or has a Blood Alcohol Concentration (BAC) of greater than .02%, or in the judgment of an officer, the member's faculties appear to be impaired as a result of the alcohol or drugs.
- Any member convicted of driving at any time while intoxicated or driving while under the influence of drugs, in a vehicle not belonging to the department, shall have their Fire Department driving privileges reviewed by the Fire Chief. Other disciplinary action will be considered as well, up to and possibly including termination.
- No member shall possess or consume alcoholic beverages in the Fire Station and/or on its grounds. No open alcoholic beverages containers shall be on the

premises of any operational portions of the Northern Piatt Fire Department, including department facilities, vehicles, grounds, or any other area or property of the Northern Piatt Fire Department.

- A drug and alcohol test may be required where there is probable cause to believe that a member's faculties are impaired on the job or that the member is otherwise unfit for duty due to the use of a controlled substance. "Probable cause" is a belief based on objective and articulable facts sufficient to lead a reasonable person to believe a member's faculties are impaired on the job due to the use of a controlled substance.
- Any person who refuses to submit to a request for alcohol and drug testing made pursuant to, and in accordance with this policy, or is found using, possessing or distributing any illegal substances, is subject to discipline up to and including termination of membership in the department. If a drug and alcohol test is taken pursuant to policy and detectable amounts of a prohibited drug or other chemical substance is found in the member's system, the department reserves the right to terminate the membership of any member who tests positive for the presence of prohibited alcohol or other chemical substances.
- Any refusal of a member to comply with this alcohol policy will be regarded as a willful disregard of a direct order and violation of department regulations. Any violation of this policy will result in a course of progressive disciplinary action.

By the order of: _____
Fire Chief

Date: _____