

**RESOLUTION 2022-13**  
**CITY OF BROKEN BOW HANDI BUS**  
**DRUG AND ALCOHOL TESTING POLICY**

WHEREAS, The City of Broken Bow Handi Bus provides public transit and paratransit services for the residents of Custer County. Part of our mission is to ensure that this service is delivered safely, efficiently, and effectively by establishing a drug and alcohol-free work environment, and to ensure that the workplace remains free from the effects of drugs and alcohol in order to;

WHEREAS, Promote the health and safety of employees and the general public. In keeping with this mission, the City of Broken Bow Handi Bus declares that the unlawful manufacture, distribution, dispense, possession, or use of controlled substances or misuse of alcohol is prohibited for all employees;


WHEREAS, Analytical urine drug testing and breath testing for alcohol will be conducted as required by 49 CFR Part 40 as amended. All employees covered under FTA authority shall be subject to testing prior to performing safety-sensitive duty, for reasonable suspicion, following an accident, and random as defined in Section K, L, M, and N of this policy, and return to duty/follow-up;

WHEREAS, A drug test can be performed any time a covered employee is on duty. A reasonable suspicion or random alcohol test can only be performed just before, during, or after the performance of a safety-sensitive job function. Under the City of Broken Bow Handi Bus authority, a non-DOT alcohol test can be performed any time a covered employee is on duty;

WHEREAS, All covered employees will be subject to urine drug testing and breath alcohol testing as a condition of ongoing employment with the City of Broken Bow Handi Bus. Any safety-sensitive employee who refuses to comply with a request for testing shall be removed from duty and subject to discipline as defined in Section Q of this policy.

WHEREAS, The City Broken Bow Council is authorizing the Mayor to sign the City of Broken Bow Handi Bus Drug and Alcohol Testing Policy.

Resolved this 13<sup>th</sup> day of September 2022.

  
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Rod Sonnichsen, Mayor

ATTEST:

  
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Kandi K. Peters, City Clerk

