

**RESOLUTION NO. 445**

**A RESOLUTION AUTHORIZING THE MANAGER AND/OR  
CONTROLLER TO ESTABLISH AND IMPLEMENT A DRUG  
AND ALCOHOL PROGRAM FOR SAFETY SENSITIVE FUNCTIONS**

WHEREAS, the Board of Commissioners of the East Wenatchee Water District desires to establish and implement a drug and alcohol program covering employees performing safety sensitive functions and,

WHEREAS, the Board is hereby directing the Manager and/or Controller to oversee and implement this policy so as to comply with the necessary requirements set forth and,

WHEREAS, the Manager and/or Controller find that good judgment, fitness dexterity and integrity are essential to the effective performance of duties required in safety sensitive positions and,

WHEREAS, personnel performing safety sensitive functions while under the influence of alcohol and/or drugs pose a threat to the safety of the public and coworkers and,

WHEREAS, the East Wenatchee Water District has a compelling governmental interest in protecting the public and coworkers from the dangers posed by employees under the influence of alcohol or drugs who perform safety sensitive functions as part of their duties and,

WHEREAS, employees performing safety sensitive functions currently have a reduced expectation of privacy and undergo background investigations and fitness for duty testing. Direct supervision is not always possible and random drug and alcohol testing of those employees performing safety sensitive functions is a reasonable means of achieving the East Wenatchee Water District's compelling governmental interests and,

WHEREAS, the Manager and/or Controller recommend that the positions requiring a commercial driver's license be designated safety sensitive and Board of Commissioners hereby authorize the Manager and/or Controller to establish and implement a drug and alcohol program covering such functions and such program is consistent with the East Wenatchee Water District's commitment to a drug free workplace.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the BOARD OF COMMISSIONERS of the East Wenatchee Water District, as follows:

Duties that involve the possession of commercial drivers license are safety sensitive functions. Those positions requiring such license are incorporated herein by this reference.

Good judgment, fitness, dexterity and integrity among other attributes are essential requirements to the effective performance of these safety sensitive functions.

Employees performing safety sensitive functions while under the influence of illegal drug or alcohol pose a threat to the safety of the public and coworkers.

East Wenatchee Water District has a compelling governmental interest in protecting the public from the danger posed by employees under the influence of alcohol and/or drugs who perform safety sensitive functions.

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Individuals currently performing safety sensitive functions have a reduced expectation of privacy and the drug and alcohol testing program is a reasonable means of achieving the East Wenatchee Water District's compelling governmental interest.

The Manager and/or Controller are hereby authorized to establish and implement a Drug and Alcohol Testing Program covering employees performing safety sensitive functions.

ADOPTED THIS 2nd day of May, 1996 by the BOARD OF COMMISSIONERS of the East Wenatchee Water District, Douglas County, Washington at a regular meeting thereof.

  
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Mike McCourt, President

ATTEST:

  
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Larry D. Witte, Secretary/Treasurer  
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