

**JACKSON TOWNSHIP POLICE DEPARTMENT**  
**Policy Concerning Random Drug & Alcohol Testing**

**Adopted: March 30<sup>th</sup> , 2006**

**I. POLICY**

- A. Use of illegal drugs, at anytime, in any amounts, or use of alcohol during work or prior to work so as to interfere with work is prohibited and shall be grounds for immediate dismissal.
- B. The Township finds that the standards and procedures for random testing applied to holders of Commercial Drivers Licenses are equally justified for police officers of Jackson Township.
- C. Beginning April 3, 2006, the names of all full-time and part-time police officers of Jackson Township shall be submitted to the Township's CDL testing agency with directions that such officers shall be treated identically to holders of Commercial Driver Licenses with respect to random drawing of names for testing, requirements to report to the testing laboratory for testing, and notification of the Township in the event that a police officer fails the random drug or alcohol test.
- D. Jackson Township shall comply with all published rules of the CDL testing facility, and such compliance and reporting for testing when called shall be a condition of continued employment with the Township.
- E. A test failure by an officer shall be grounds for suspension, and unless the officer has entered in-patient treatment for drug or alcohol abuse within 60 days of the test failure, the suspension shall be automatically converted to a dismissal.
- F. Collective Bargaining Agreement Procedures.
  - 1. Officers, including the Chief of Police, are entitled to the procedural protections provided for in the current Collective Bargaining Agreement, and following completion of an investigation, no disciplinary action shall be taken until such time as any mandatory requirements, (if any), of the Collective Bargaining Agreement are met.
  - 2. In the event that there are no procedural requirements mandated under the Collective Bargaining Agreement for a particular proposed disciplinary action, the affected officer may appeal the determination of the Chief , or in the case of the Chief, he may appeal the determination of the Township Manager which involves a direct loss of pay to the Board of Supervisors under provisions of Pennsylvania Local Public Agency Law. In such a hearing, the officer involved shall have the option of having the hearing conducted as a public or private hearing. The result of the hearing shall be public, but not specific findings.

Adopted by the **Jackson Township Supervisors**, the 30<sup>th</sup> day of March, 2006.

**JACKSON TOWNSHIP BOARD OF SUPERVISORS**

By: \_\_\_\_\_  
David Bracken, Chairman

By: \_\_\_\_\_  
Robert Stephens, Supervisor

ATTEST:

\_\_\_\_\_  
David M. Hirko, Township Secretary  
(Seal)

By: \_\_\_\_\_  
Bruce Baker, Supervisor