



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: March 21, 2016

Re: Adopt revisions to the City of Columbia Employee Drug and Alcohol Policy

## Executive Summary

The proposed resolution would adopt revisions to the City's Employee Drug and Alcohol Policy 1) required by the Federal Railroad Administration, 2) requested by the Federal Transit Administration, and 3) suggested by the City's Medical Review Officer.

## Discussion

The section of the policy containing provisions required under Federal Railroad Administration (FRA) drug and alcohol regulations are amended because of the elimination of the Star Dinner Train to that rail line. The policy has been revised to eliminate language that no longer applies, as required by the FRA.

Additionally, the Federal Transit Administration (FTA) requires City Council approval of all changes in the City drug and alcohol use and testing policy for commercial drivers and safety sensitive employees. Minor revisions are made in those sections to adopt recommended changes that mirror FTA best practices.

Lastly, definitions for two drugs were updated to include the chemicals tested for in an ecstasy screen, and to add heroin as the street name for 6-acetylmorphine under opiates. These clarifications were suggested by the City's Medical Review Officer. The definition of DOT was also added because DOT is referenced in the policy language multiple times.

The revised policy is included as an exhibit.

## Fiscal Impact

Short-Term Impact: None

Long-Term Impact: None

## Vision & Strategic Plan Impact

### [Vision Impacts:](#)

Primary Impact: Governance & Decision Making, Secondary Impact: Secondary, Tertiary Impact: Tertiary



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

## Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

## Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

### Legislative History

Date	Action
None	None

### Suggested Council Action

Adopt the resolution.