SOMERSET WATER METER REPLACEMENT PROJECT

DRUG FREE WORKPLACE

Policy Statement

It shall be the policy of the City of Somerset that its workplace shall be drug-free in compliance with the Drug-Free Workplace Act of 1988 (PL 100-690, Title V, Subtitle D). This publication provides details of this policy, a statement on dangers of drugs in the workplace, sources of information and assistance and is the basis of a form each employee is required to sign assuring compliance.

It is the policy of the City of Somerset that no employee shall engage in the unlawful manufacture, distribution, dispensing, possession or the use of a controlled substance in the workplace of the city. Controlled substances are those described in KRS 218A.020 through KRS 218A.40 as included in this statement or in regulations of the Cabinet for Human Resources.

The Purpose of this policy is to avoid the dangers of drugs in the workplace as described further in this statement. Another purpose is to advise employees of available sources of counseling, rehabilitation and employee assistance.

Each employee is instructed, hereby, that they shall notify the Mayor within five days of any criminal drug statute conviction for a violation in the workplace. Within 30 days, the Mayor and City Council must take action as appropriate.

Any employee violating the terms of this policy statement is subject to immediate dismissal. Employees found to be abusing drugs, but not convicted of any drug state violation, will be subject to progressive discipline and required to satisfactorily participate in a rehabilitation program approved for such purposes at the employees expense.

Drug-Free Workplace

Drug abuse has an effect on many things, including absenteeism, productivity, number of health and accident claims, morale of other workers and employee turnover. The cost of drug abuse has been currently estimated at more than $10 billion per year. Problem drinking costs the country about $33 billion per year.

Beneath the statistics -- lost time, money, and productivity -- is a great deal of human suffering. People who abuse chemicals tend to be very erratic in their behavior toward others. They'll be warm and pleasant one moment, vicious and cruel the next. Their empathy becomes increasingly impaired as they become more preoccupied by their drug of choice.

Problem drinkers and drug abusers also tend to lose interest in things that they once loved and enjoyed. Self-hatred builds because at some level these people realize they are failing

themselves and their families. They act contrary to their own beliefs, and this increases their pain.

Financial and legal troubles are common in families with alcohol and drug abusers. Abusers earn less money because of lost hours at work, and their earning power is adversely affected.

Drugs With Potential for Abuse

Alcohol A central nervous system depressant similar in most aspects to sedative-hypnotic compounds such as barbiturates. Nevertheless, alcohol is sometimes thought of as a stimulant because of the initial feelings of increased energy many people experience after the first drink or two. This is due to an increase in the blood sugar level and the release of inhibition that accompanies alcohol use. This initial effect may also lead intoxicated people to believe they can perform such tasks as driving or dancing, better than they really can. Carefully controlled experiments have shown, however, that alcohol increased neither physical nor mental abilities.

The brain is extremely sensitive to the depressant effects of alcohol. The highest centers -- speech, cognition, restraint, and judgment -- are depressed first, followed by lower brain function, respiration, and spinal cord reflexes as the quantity of alcohol in the blood rises. When alcohol is consumed in large quantities over a short period, it can depress the respiratory reflex center, and death may occur.

Barbiturates (Nembutal, Seconal, Amytal, Tuinal, etc.) These are central nervous system depressants that are highly addictive both mentally and physically; they have a high potential for causing overdose reactions with severe and dangerous withdrawal complications.

Minor Tranquilizers (Librium, Valium, etc.) these have an effect similar to barbiturates and alcohol but are less powerful in their effect.

Narcotics (Opium, Morphine, Heroin) These drugs act upon the central nervous system and parasympathetic nervous system to reduce pain, induce sleep and give a general calming effect. They are physically and psychologically addicting and, because of the haphazard manner in which they are manufactured and sold, frequently are used in excess.

Stimulants (Amphetamines, Cocaine) These are drugs that effect the central nervous system, causing increased alertness and activity and bringing on a feeling of confidence and well-being. They cause psychological dependency and physical dependency. They can have negative effects when overused and may be fatal.

Hallucinogens (LSD, Mescaline, PCP, etc.) These drugs act upon the central nervous system and produce changes in perception with accompanying excitement to the user. They are likely to cause psychological or physical dependency and are unreliable in their effect and may cause extreme anxiety reactions or panic states in some users. Persons under the influence are at great risk from accidents.

Marijuana The active ingredient in marijuana is ThC, which is sometimes classified as a hallucinogen. ThC physically enters the bloodstream and acts on the brain and nervous system. It increases heart rate and lowers body temperature, stimulates appetite, interferes with coordination and reactions, produces a dry mouth and throat. Mentally, it affects mood and perceptions unpredictably. Users may feel excitement and extreme happiness or anxiety and panic. Use reduces coordination, motivation, and judgment and operation of vehicles or machinery can be very dangerous.

Volatile Substances (gasoline, paint thinner, airplane glues, etc.) These substances act on the central nervous system and produce an intoxicating effect. They can be extremely dangerous, causing either brain damage or death from overdose.

Caffeine and Nicotine These can also be described as drugs. Their physical effects are well documented. They are very psychologically addicting and can be physically addicting. Too much of either in the system can be distracting by increasing excitation resulting in difficulty with concentration. Low-level nicotine poisoning causes nausea, dizziness, and general weakness; these symptoms are often experienced by the first-time smoker. In acute poisoning, nicotine causes tremors that develop into convulsions and frequently end in death.

Effects of excessive caffeine consumption may include restlessness, nervousness, insomnia, gastrointestinal complaints, cardiac dysrhythmia, psychomotor agitation, and being suspected of being a contributing factor in the development of a number of physical disease states.

This Drug-Free Policy Statement adopted this 25th day of July, 2022

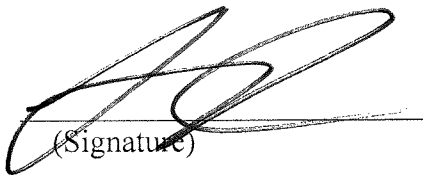
Attest:

City Clerk
Title

Alan Keck
Mayor

(To be signed by new employees when given a copy of the City's Drug-Free Workplace Policy.)

I , _____, do hereby certify that I have read and understand the City of Somerset's Drug-Free Workplace Policy and have received a copy of the aforementioned Policy.



_____ _____

(Signature) (Date)