

## GENERAL ORDINANCE NO. 9, 2013

*General Ordinance No. 9, 2013* is an ordinance that amends Article XIII of the City of Beech Grove Personnel Manual pursuant to drug testing for employees.

**WHEREAS,** all persons employed by the City of Beech Grove are considered professional employees who provide dedicated services to the citizens of Beech Grove; and

**WHEREAS,** employees must be held to a higher standard and are often seen in the public light; and

**WHEREAS,** random drug testing is very prevalent in the workforce and presents a positive image for everyone; and

**WHEREAS,** some employees are currently not subject to random drug testing.

**THEREFORE BE IT ORDAINED** that the Common Council desires to amend the Article XIII of the City of Beech Grove Personnel Manual to address random drug testing of all employees hired by the City of Beech Grove.

**THEREFORE BE IT FURTHER ORDAINED** that the Common Council desires the following amendment be included in Article XIII of the City of Beech Grove Personnel manual and be carried out as such.

### **ARTICLE XIII SAFETY**

#### **ADD: SECTION 6. RANDOM DRUG TESTING**

All persons employed by the City of Beech Grove shall be subject to unannounced random drug tests. Each Department Head shall be instructed to carry out the random drug test in their respective department, which shall include themselves. Tests shall be conducted by a medical clinic approved by the City of Beech Grove. The costs associated with the random drug testing shall be paid for by the City of Beech Grove. The City shall not bear any other costs.

Employees directed to be tested shall be driven to the testing site, unless the medical clinic conducts the testing on site.

Failure to have a drug test conducted within (2) hours of notification shall constitute failure, unless otherwise authorized by the Department Head.

Tests that result in a positive response shall preclude the employee from returning to work. Such employee shall be placed on administrative leave until further consultation has concluded.

Test conclusions shall be given to the respective Department Head of whom the employee is assigned to.

If an employee declines to be tested, the finding shall be a positive test.

**NOW THEREFORE BE IT ORDAINED** that the Common Council desires that random drug testing measures take place.

**NOW THEREFORE BE IT FURTHER ORDAINED** that this ordinance only applies to the above listed amendment.

**NOW THEREFORE BE IT FURTHER ORDAINED** that this ordinance shall go into effect thirty (30) days after passage by the Common Council, signed by the Council president, attested by the Clerk Treasurer, and signed by the Mayor.

Ordinance Resolution Number: #9

Passed by the Common Council of the City of Beech Grove, Indiana this 3RD

Day of JUNE 2013.

1<sup>st</sup> Reading: APRIL 1st 2013 3<sup>rd</sup> Reading: JUNE 3RD 2013

2<sup>nd</sup> Reading: MAY 6<sup>th</sup> 2013

**Common Council for the City of Beech Grove, Indiana**

Mary Huser Stewart  Y or N  
Mary Huser Stewart

Anthony Davidson  Y or N  
Anthony Davidson

David Harrison  Y or N  
David Harrison

Kathy Coates  Y or N  
Kathy Coates

Edward Bell  Y or N  
Edward Bell

John Jennings  Y or N  
John Jennings

David Mobley  Y or N  
David Mobley

Ed Bell  
ATTEST: Ed Bell  
Council President

Presented by me to the Mayor of the City of Beech Grove, Indiana on this 3RD

Day of JUNE, 2013 at 7:30 P.M.

Dan McMillan  
ATTESTED:  
Dan McMillan, Clerk Treasurer

Approved by the Mayor of the City of Beech Grove, Indiana this 3RD day

of JUNE, 2013, at 7:30 P.M.

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Dennis B. Buckley, Mayor  
City of Beech Grove