

City of Forada, Minnesota

Alcohol and Drug Use Firefighter and First Responder Response and Policy

The City of Forada Fire Department and First Responders requires firefighters and responders to follow these rules for responding to calls after the consumption of alcohol or drugs.

1. All firefighters/first responders shall submit to a Preliminary Breath Test upon suspicion of having consumed an alcoholic beverage before going out on a call, with a maximum test reading of 0.04. Any test result above 0.04 level, the individual will not be allowed on the fire or medical responder call. No disciplinary actions will be taken; the firefighter/responder just doesn't attend the call. This is in order to encourage individuals to be forthright about their alcohol consumption.
2. There is zero tolerance for any illegal drug use, unless prescribed by a physician. If firefighter/responder is found to be taking illegal drugs, said firefighter/responder will be up for investigation and possible termination. Investigation could require urine or blood testing.
3. Upon arriving at the fire hall in response to an emergency call, a firefighter/responder shall immediately inform the Fire Officer or President of Responders or highest rank in charge of any of the following conditions:
 - If the firefighter/responder has consumed alcohol during the preceding four-hour period, and the amount consumed in that period.
 - If the firefighter is using any prescription or non-prescription medication that is labeled with a warning regarding drowsiness, driving, or operation of machinery.

A firefighter/responder who fails to comply with this requirement is subject to disciplinary action.

1st Offense: verbal warning and written notice personnel file.

2nd Offense: written notice and 90 day suspension.

3rd Offense: will be termination.

4. A firefighter/responder who has consumed any alcohol in the preceding four-hour period, or who is using a prescription or non-prescription medication that is labeled with a warning regarding drowsiness, driving, or operation of machinery shall not perform any of the functions listed below, but will instead be assigned to other duties.
 - Drive any vehicle;
 - Use SCBA;
 - Enter a structure fire;
 - Provide emergency medical assistance or first aid – this is 100% Zero Tolerance – meaning zero consumption of alcohol to perform any emergency medical assistance.

If firefighter/responder is suspected of being under the influence and completing any of the above functions, firefighter/responder will be tested via PBT administered by the Fire Officer in charge or President of Responders or Deputy on sight. Failure to take PBT upon request by Fire Officer or President of Responders or highest officer in charge will be considered insubordination and will be 2nd Offense – written notice and 90 day suspension, upon further investigation termination is a possibility. If firefighter/responder tests on the PBT at a 0.04 or

more, an investigation will take place by Fire Chief or President of Responders and City Council, which could result in termination.

5. The Fire Officer in charge or President of Responders shall restrict the activities of any firefighter/responder as s/he deems appropriate if the Fire Officer in charge or President of Responders reasonably believes or suspects that the firefighter may be unable for any reason to safely and properly perform the duties of a firefighter/responder. This applies even if the firefighter/responder is in compliance with the requirements of Paragraphs 1 through 4 of this policy.
6. Any firefighter/responder who during an emergency response observes any indication that another firefighter/responder is under the influence of alcohol or drugs shall immediately report those observations to the Fire Officer in charge or President of Responders. Such indications include the odor of alcohol on the breath, slurred speech, unsteady gait, or disorientation.
7. No personnel shall attend a meeting, training, or drill at the Forada Fire Hall if they have consumed any alcoholic beverages on such day. These dates are set and known way in advance. No alcoholic beverages shall be consumed prior to or during Fire Department and First Responder Fundraiser events.
8. In any case of a scheduled social event that may involve consumption of alcohol by a substantial percentage of the Fire Department or First Responder members, the Fire Chiefs or President of Responders shall arrange in advance for emergency response by a neighboring department pursuant to the appropriate mutual aid agreement.

Est. 1/7/19

Amended to include First Responders 4/9/19