

Pocatello Fire District Drug and Alcohol Policy

It is the intent of the policy to keep the Pocatello Fire District in the highest standards that can be set forth by our profession. We must recognize the responsibility and obligation we have to conduct our personal and professional life with scrupulous attention to the trust and confidence, which this community and organization requires.

No member of the Pocatello Fire District will be permitted to respond to any emergency calls or training while under the influence of drugs or alcohol.

No member shall consume or make visible any illegal drugs, drug paraphernalia, or alcohol beverages at any fire ground or training operations.

The members of the Pocatello Fire District intend to ensure a safe and productive environment. Accordingly, this policy prohibits being under the influence, use, possession, transportation, promotion, or sale of illegal drugs or drug paraphernalia, or otherwise legal but illicitly used substances by any member while on organization business or premises, fire ground and training operations. This includes prescribed and over the counter drugs not being used for their intended or authorized purpose and abusive use of alcohol.

The Pocatello Fire District supports the efforts of its members seeking assistance for substance abuse. We recognize that a member's health can affect their performance at a fire or EMS call, the quality of their work at the station, and safety of all firefighters around them. Each member has the responsibility to seek information, counseling and assistance for their own substance abuse problem. The member shall assume financial responsibility for all services.

Any member violating this policy will be brought in front of the Board of Fire Commissioners for disciplinary actions according to the procedures stated in our by-laws.

Testing by urinalysis may be required of a member. Immediate medical attention will be requested and testing may occur when factors such as physical appearance, behavior, or other circumstances give good faith reason to question whether substance abuse may be a factor. A member to be tested for substance abuse will be requested to sign a written consent to the test procedures and to the restricted release of test results.

Failure to sign a written consent could result in immediate suspension, pending an investigation. Use, possession, transportation, promotion, or sales of illegal drugs or drug paraphernalia, or otherwise legal, but illicitly used substances could result in immediate suspension, pending an investigation

If a member's test result is confirmed to be positive, it will be given consideration by the Board of Fire Commissioners in determining any disciplinary action for the event or circumstance, which led to the test. If continued in membership, the member may be required to cooperate with the department in an approved medical evaluation and treatment.

The Board of Fire Commissioners may take additional disciplinary action against a member based on the nature and severity of repeated offenses according to the procedures stated in our by-laws. Disciplinary action may include expulsion from the department.