

Jackson County Transit

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MEMO

DATE: January 21, 2016
TO: Jackson County Board of Commissioners
FROM: Chuck Norris, Director
Jackson County Transit
SUBJECT: Drug and Alcohol Testing Policy Revisions and Updates

In order to comply with Federal Transit Administration (FTA) regulations changes have been made to the following areas of the Jackson County Drug & Alcohol Testing Policy:

1. Definitions Changes– Accident - Remove the term “Revenue from Revenue Vehicle” – page 2. Covered Employee-Under FTA Authority page 3. Revenue Service Vehicles-CDL Reference Removed page 5. Substance Abuse Professional-Added the National Board for Certified Counselors, Inc. and Affiliates/Master Addictions Counselors (NBCC) with Knowledge of and clinical experience in the diagnosis and treatment of drug and alcohol related disorders page 6. Vehicle-A bus, electric bus, van, automobile, rail car, trolley car, trolley bus, or vessel. A public transit vehicle is a vehicle used for public transportation or for ancillary services page 7.
2. Prohibited Substances- Parts of this section underlined, not a federal requirement page 8. Legal Drugs- Added underlined section-not a federal requirement page 9.
3. Prohibited Conduct- Parts of this section underlined, not a federal requirement page 9-10.
4. Testing Requirements- Added underlined section-not a federal requirement page 10-11.
5. Pre-Employment Testing-Section c removed term non-covered page 15. Remove underline in sections H and I this is now a FTA requirement pages 15-16.
6. Reasonable Suspicion- Remove underline in section 3 this is now an FTA requirement page 17.
7. Post-Accident Testing- Added Fatal Accident and Non-Fatal Accident Drug and Alcohol testing procedures pages 17-18.

8. Result of Drug/Alcohol Test-Following a negative dilute the employee will be required to undergo another test page 21. Changes concerning refusal to submit to a drug/alcohol test page 21. Added under the independent authority of Jackson County Transit safety sensitive employees with an alcohol concentration of 0.02-0.039 will be immediately removed from duty and referred to a substance abuse counselor and the employee terminated page 22.

We request that the Board adopt these changes to the Jackson County Transit Drug & Alcohol Testing Policy.