

Manual. In the case of a first offense, the employee shall, not be, dismissed providing that the employee completes the following:

- a. The employee must sign up for a drug/alcohol counseling/rehabilitation program satisfactory to the City.
- b. The employee must participate in and successfully complete the program.
- c. The employee must agree to submit to a "no notice" drug/alcohol test during treatment, and for a period of two years after completion of the chemical dependency treatment program.

If a determination is made by the Mazeppa City Council that it is reasonably necessary to protect the health or safety of the employee, co-workers, or the public, an employee can be suspended from employment pending the outcome of a confirmatory retest. Reinstatement with back pay will be provided if the confirmatory retest shows a negative presence of drug and/or alcohol.

No employee shall possess, distribute, sell, or use alcohol or any controlled substance on any premises or work site owned or operated by the City of Mazeppa unless medically prescribed by a licensed physician. This paragraph shall not apply to sales made by City employees at the City Liquor Dispensary in the ordinary course of business.

Except as required by Minnesota's "Drug and Alcohol Testing in the Work Place Act", nothing in this policy is intended to and does not give job applicants and/or city employees any contractual rights.

Exclusion

The terms of this policy above shall not apply to the following:

- Public or private dances;
- Parties sanctioned by the City Council such as fireman's parties, annual Christmas party, etc.; and
- Any other events sanctioned by the City Council.