

**Random:**

Any employee of the County subject to the terms of this policy, as a result of a random test, with a verified positive controlled substance test result and/or a confirmed alcohol breath test with a confirmed test result of 0.04 or greater will be subject to disciplinary action up to and including termination. If terminated, employee will be referred to a qualified substance abuse professional.

If the confirmed alcohol breath test result is 0.02 or greater but less than 0.04 the employee will be subject to disciplinary action including, but not necessarily limited to a twenty-four hour suspension followed by a retest of the employee's Breath Alcohol content at his or her expense.

**Substance Abuse Professional Services:**

In all cases with a verified positive controlled substance test result and/or a confirmed alcohol breath test result the employee will be referred to a Substance Abuse Professional (SAP) for evaluation, referral and treatment. The referral to the SAP applies even if the employee is terminated. The employee is responsible for any expense incurred under such treatment or rehabilitation subject any health insurance benefits which may apply.

If an employee should approach the County for assistance through rehabilitation for drug abuse or alcohol abuse prior to a testing request by the County, all possible and positive consideration for a medical leave of absence for treatment and/or counseling will be pursued. If an employee is terminated, the County will not be obligated to provide assistance beyond the last day of employment.

Supervisory Training as required will be provided all supervisors.

Educational materials as required will be provided to all employees in safety-sensitive positions.

Any questions regarding this policy should be directed to:

\_\_\_\_\_ N. Paul Gregory, Jr. \_\_\_\_\_ County Manager \_\_\_\_\_

County official designated to answer questions about this policy.

**END OF ATTACHMENT C**

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**WORK SESSION**  
**September 16, 2024**  
**7:00 p.m.**

The Perquimans County Board of Commissioners Work Session on September 16, 2024, was cancelled.

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