

## Item Cover Page

### CITY COUNCIL MEETING AGENDA ITEM REPORT

**DATE:** August 20, 2024

**SUBMITTED BY:** Joanne Kiernan, Mayor

**ITEM TYPE:** Discussion and Vote

**AGENDA SECTION:** Mayor's Department

**SUBJECT:** Authorization for the Mayor to sign a Memorandum of Agreement with the City and the Civil Service Employee Administration and City of Saratoga Springs DPW for a drug testing policy.

**SUGGESTED ACTION:**

**ITEM ACTION:** Discussion and Vote

**ITEM NOTES:** The purpose of the policy is to document in writing the current process HR follows with DPW in accordance with the other unions. Currently, they do not have a documented policy like the other unions have. For drug testing procedures, marijuana metabolite will not be screened in quarterly random testing for non-commercial drivers. At the federal level, marijuana metabolite will continue to be tested for all commercial driver's license holders. DPW have Heavy Equipment Operators that are required to possess and maintain a commercial driver's license at all times. Marijuana metabolite will still be tested under the "reasonable suspicion" and "post accident" clauses outlined in the policy.

**ATTACHMENTS:**

[signed City of Saratoga Springs DPW MOA for drug testing policy.pdf](#)