

# Alcohol Usage Policy

## **PURPOSE:**

To define the department's policy towards its member's use of alcohol and alcoholic beverages in regards to participation in assigned duty, stand-by assignments, training drill sessions, meetings, department events and the on-call program.

## **OBJECTIVES:**

It is the goal of the Coldsprings-Excelsior Volunteer Fire & Rescue that no employee of the fire department is ever under the influence of alcohol while on duty, at training, at department meetings or events or while responding on calls. It is also a goal that no employee of the department ever causes an injury to self or others or causes property damage due to the effects of alcohol and drugs. Finally it is a goal of this policy that no employee ever cause harm to the professional image of the fire department in the eyes of the public by the consumption of alcohol prior to the performance of any job related duties.

## **POLICY:**

When there is public contact with a fire department employee who has used intoxicants, it reflects on each and every member of the organization. In addition, the stresses of firefighting and emergency services require all to be mentally and physically responsive. To meet the objectives of this policy, the following is considered to be policy:

1. No member shall report for assigned duty shifts, drive any fire department apparatus, attend training drills, attend departmental events or meetings or respond on calls under the influence of alcohol, or with the smell of alcoholic beverage on their breath, or if, in the judgment of the Incident Commander, the member appears to be under the influence of an alcoholic beverage or any type of drugs.
2. Fire department employees that are "on call" agree not to consume any alcohol for the entire duration of that standby assignment.
3. No member shall drive or ride in the ambulance or come into contact with any Emergency Medical Services patient with the smell of alcoholic beverage on their breath, or if, in the judgment of an officer Incident Commander, the member appears to be under the influence of an alcoholic beverage or any type of drugs.

4. No member shall respond to any other incident if such member is under the influence of any type of drugs or has a Blood Alcohol Concentration (BAC) of greater than .02%, or in the judgment of an officer, or Incident Commander, the member's faculties appear to be impaired as a result of the alcohol or drugs. See Exhibit 1 - Blood Alcohol Concentration chart.
5. Any member convicted of driving at any time while intoxicated or driving while under the influence of drugs, in a vehicle not belonging to the Coldsprings-Excelsior Fire & Rescue Department, shall have their Fire Department driving privileges reviewed by the Fire Chief and the Board of Directors. Other disciplinary action will be considered as well, up to and possibly including termination.
6. No member shall consume or serve any alcoholic beverages in public, or in taverns or in the bar areas of restaurants while wearing an official issue Coldsprings-Excelsior Fire & Rescue Department uniform, while carrying a pager issued by the Coldsprings-Excelsior Fire & Rescue Department or while carrying a portable radio containing Coldsprings-Excelsior Fire & Rescue Department frequencies.
7. No member shall possess or consume alcoholic beverages in any of the Coldsprings-Excelsior Fire & Rescue stations and/or on its grounds. No open alcoholic beverage containers shall be on the premises of any operational portions of the Coldsprings-Excelsior Fire & Rescue Department, including department facilities, vehicles, grounds or any other area or property of the Coldsprings-Excelsior Fire & Rescue Department.
8. A drug and alcohol test may be required when there is probable cause to believe that a member's faculties are impaired on the job or that the member is otherwise unfit for duty due to the use of a controlled substance. "Probable cause" is a belief based on objective and articulable facts sufficient to lead a reasonable person to believe a member's faculties are impaired on the job due to the use of a controlled substance.
9. Any drug or alcohol test shall be taken in accordance with the procedures prescribed by Michigan statute. Any person who refuses to submit to a request for alcohol and drug testing made pursuant to, and in accordance with this policy, or is found using, possessing or distributing any illegal substances, is subject to discipline up to and including termination of membership in the department. If a drug and alcohol test is taken pursuant to this policy and detectable amounts of a prohibited drug or other chemical substance is found in

the member's system, the member shall be referred for substance abuse evaluation and must undergo rehabilitation counseling if recommended by the substance abuse evaluation. The department reserves the right to terminate the membership of any member who tests positive for the presence of prohibited alcohol or other chemical substances, but refuses to undergo substance abuse evaluation or fails to comply with the requirements or any treatment plan recommended by the substance abuse evaluation.

10. Any refusal of a member to comply with this alcohol policy will be regarded as a willful disregard of a direct order and violation of department regulations. Any violation of this policy will result in a course of progressive disciplinary action as outlined in Coldsprings-Excelsior Fire & Rescue Drug-Free policy.
11. No sections of this policy shall be construed to be in conflict with the Coldsprings-Excelsior Fire & Rescue Drug-Free Workplace policy.

Coldspring Excelsior Fire and Rescue  
Standard Operating Policies  
6565 County Road 612 NE  
Kalkaska, MI 49646

Section 1.4

Approval Signatures

Fire Chief :

\_\_\_\_\_ Date: \_\_\_\_\_

Assistant Fire Chief:

\_\_\_\_\_ Date: \_\_\_\_\_

Coldsprings Twp Representative:

\_\_\_\_\_ Date: \_\_\_\_\_

Excelsior Twp Representative:

\_\_\_\_\_ Date: \_\_\_\_\_