

RESOLUTION NO. 106-2023

OFFERED BY: Mayor Alonso

A RESOLUTION TO AMEND THE SECTION TITLED “DRUGS AND ALCOHOL” IN THE CITY OF REMINDERVILLE EMPLOYEE HANDBOOK, AND DECLARING AN EMERGENCY.

WHEREAS, in light of the passage of Issue 2 legalizing marijuana in November 2023, Council has determined there is a need to amend a section of the Employee Handbook, entitled “Drugs and Alcohol”, therefore,

NOW, BE IT RESOLVED by the Council of the City of Reminderville, County of Summit, State of Ohio:

SECTION 1. That the City of Reminderville Employee Handbook section entitled “Drugs and Alcohol”, which currently reads:

Drugs and Alcohol

Employees are prohibited from using, possessing, purchasing, distributing, selling, or having in the body system alcohol, illegal drugs, or controlled substances. The use and possession of controlled substances is to be in compliance with the physician’s directions. Abuse or misuse of prescription drugs which interfere with performance or orderly conduct of business is prohibited. This prohibition shall apply while employees are engaged in any work-related activity. When reasonable suspicion exists that an employee has reported to work under the influence of alcohol, illegal drugs, or is impaired due to abuse or misuse of controlled substances including prescription medication, the employee may be subject to medical assessment and/or alcohol and/or drug testing and disciplinary action up to and including termination. A failure or refusal to test will result in termination of employment.

be amended to read:

Drugs and Alcohol

Employees are prohibited from using, possessing, purchasing, distributing, selling, or having in the body system alcohol, illegal drugs, marijuana, or controlled substances. The use and possession of controlled substances is to be in compliance with the physician’s directions. Abuse or misuse of prescription drugs which interfere with performance or orderly conduct of business is prohibited. This prohibition shall apply while employees are engaged in any work-related activity. When reasonable suspicion exists that an employee has reported to work under the influence of alcohol, illegal drugs, or is impaired due to abuse or misuse of controlled substances including prescription medication, the employee may be subject to medical assessment and/or alcohol and/or drug testing and disciplinary action up to and including termination. A failure or refusal to test will result in termination of employment.

SECTION 2. The Council finds and determines that all formal action by this Council concerning and relating to the adoption of this Resolution were taken in an open meeting of this Council and that all deliberations of this Council and of any committees that resulted in those formal actions were in meetings open to the public in compliance with the law.

SECTION 3. That this Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety, comfort, convenience, and general welfare of the inhabitants of the City of Reminderville, to wit: said amendment is for the benefit of the residents of the City of Reminderville, and if this Resolution receives the necessary number of votes, it shall take effect and be in force after its passage; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

Passed:

Sam Alonso, Mayor

Attestation:

Stacey Task
Clerk of Council

I, Stacey Task, Clerk of Council of the City of Reminderville, Summit County, Ohio do hereby certify that the foregoing **RESOLUTION 106-2023** was duly and regularly passed by the Council of the City of Reminderville at a regular meeting of Council on the _____ day of _____, 2023.

Stacey Task
Clerk of Council