



City of Marco Island 	ADMINISTRATIVE POLICIES AND PROCEDURES MANUAL		SUBJECT: POST ACCIDENT DRUG SCREENING	
	NUMBER PER-4	REVISIONS 1	EFFECTIVE DATE: 12/10/2019	PAGE 1 OF 1
	SUPERSEDES REVISION 0	APPROVED BY: 	12-13-19 Michael A. McNees, City Manager	

PER 4.0. Purpose

The City of Marco Island is a drug-free workplace as outlined in the City of Marco Island Employee Resource Guide, Chapter 12. Post-accident testing for workplace injuries or illnesses shall be considered as cause for reasonable suspicion testing.

PER 4.1 - Procedures

Supervisors are required to ensure drug and alcohol testing of employees after an accident.

If an employee is involved in an on-the-job accident or a vehicle accident in which the employee was driving a City vehicle, and any one of the followings occurs:

- An individual dies
- An individual suffers an injury and immediately receives medical treatment away from the accident scene
- One or more vehicles incur disabling damage as a result of the occurrence and are transported away from the scene by tow truck or other vehicle. Disabling damage does NOT include damages that could be remedied temporarily at the scene of the occurrence without special tools or parts; tire disablement without further damage if no spare tire is available; or damage to headlights, taillights, turn signals, horns, or windshield wipers.

Employees will be required to submit to a drug and/or alcohol testing at a laboratory chosen by the City if there is reasonable suspicion of substance abuse.