

Addendum 2

Chambers County Safety Impact Positions

SAFETY IMPACT POSITION means an employment positions involving job duties, which if performed with inattentiveness, errors in judgment, or diminished coordination, dexterity, or composure, may result in mistakes that could present a substantial and/or imminent threat to the personal health and safety of the employee, co-worker, and/or the public. Safety impact positions include but are not limited to those who are authorized and required to carry firearms in the performance of their duties, persons who have direct unsupervised contact with narcotics, controlled substances or other similar prohibited substances and persons who operate motor vehicles in the performance of their duties. All safety impact positions shall be defined by the Chambers County Commissioners Court upon advice of the Human Resources Administrator and the County Attorney.

The following positions will be considered safety impact positions and will be subject to random drug and alcohol testing:

1. CDL/DOT

Rationale: Federal Guidelines

2. Law Enforcement Officers (Deputies, Task Force, Investigators)

Rationale: Law Enforcement officers have contact with illegal drugs, firearms, and drive motor-vehicles in dangerous and possibly high-speed situations. Errors in their judgment pose a danger to coworkers and the public.

3. Jailers

Rationale: Jailers have care, custody, and control of people who could be suicidal and/or homicidal. Jailers have contact with and may confiscate illegal drugs. Jailers also have contact with and responsibility for passing out inmates' prescription medications. Errors in their judgment pose a danger to coworkers, inmates, and possibly the public.

4. Dispatchers

Rationale: Dispatchers are responsible for answering 911 calls from the public, as well as managing communications in possibly life-threatening situations (law enforcement, Fire, EMS). Errors in their judgment pose a danger to the lives of officers, firefighters, EMTs, Paramedics, and the public.

5. Motor Vehicle and Motorized Equipment Operators

Rationale: Employees who drive/operate, or are subject to driving/operating, county-owned motor vehicles and motorized equipment: May be involved in the direction or management of traffic, may work in construction areas and public right-of-ways, and may have contact with hazardous materials. Errors in their judgment pose a risk to themselves, co-workers, and the public.

6. Medical Staff

Rationale: Employees who provide medical care, and have access to medications as part of their duties. Errors in their judgment pose a risk to themselves, patients, and co-workers.