



City of Mobile

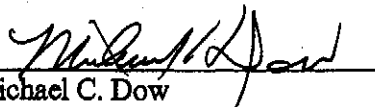
Amended

Executive Order

By the power and authority vested in me as Mayor of the City of Mobile, and in the interest of the City of Mobile, its employees and its citizens, I hereby issue this Executive Order Pursuant to City Ordinance 26-059, adopted June 7, 1988, as codified in the City Code of the City of Mobile, Sections 27-61 through 27-68 to establish a Zero-tolerance policy regarding the possession, sale, distribution, dispensation, manufacture, use and abuse of illegal or unauthorized drugs as described in the City of Mobile's Human Resources current or future versions of the Substance Abuse In the Workplace policy.

1. It is the goal of the City of Mobile to provide our employees with a Drug-Free workplace.
2. It has long been known that the use of illegal or unauthorized drugs can affect motor functions, moods, responses and judgment. People using these substances are a hazard to themselves and those around them.
3. Employees involved in the sale, distribution or transfer of illegal or unauthorized drugs are in violation of federal, state and municipal laws and are aiding and abetting criminal activity.
4. Employees at their place of duty who are found to be under the influence of drugs are subjecting themselves, their fellow employees and our citizens to unnecessary risks and costs.
5. Employees of the City of Mobile who voluntarily request treatment for substance abuse will be given an opportunity to seek assistance and return to work. Employees cannot ask for assistance when identified for random testing or when a post-accident or reasonable suspicion test has been ordered.
6. After July 1, 1997, any employee testing positive for illegal or unauthorized drugs on any of the drug screens authorized by the current Substance Abuse in the Workplace Policy (or any future versions) will be dismissed from employment with the City of Mobile.
7. This Executive Order supersedes all previous Executive Orders regarding Zero-Tolerance.

Done this 1st day of April 2003


Michael C. Dow
Mayor