

6.6 POST-ACCIDENT/FIREARM DISCHARGE TESTING

- A. Conditions for Post-Accident/Firearm Discharge.
 - 1. In accordance with the City's Drug Free Policy, any sworn employee that is involved in a motor vehicle accident or firearm discharge may be subject to a mandatory drug test.
 - 2. The collection procedures, as defined in Section 6.3 above, are followed with the additional condition: the affected employee will be escorted to the collection site and will not be permitted to operate a vehicle. The affected employee escort must be a supervisor or his/her designee.
 - 3. Supervisor will contact the on-call HR Supervisor via Communications to make notification.
- B. Critical Incident Testing (for either post-firearm discharge or post-accident situations) may consist of hair follicle, breath, urine or blood analysis.
 - 1. Should the employee have at least 90 to 120 strands of 1.5 inches of hair available, the drug and alcohol testing may be done within 72 hours. If the employee removes any hair during the 72 hours following the critical incident, employee will be disciplined.
 - 2. Should the employee be hospitalized, the employee may also choose to authorize the HRM to conduct drug and alcohol tests on the blood tests obtained from the hospital; provided hospital policy allows for it.
 - 3. If neither option one or two are available, the HRM will coordinate drug and/or alcohol testing within 48 hours after the following incidents.
- C. Post-Firearm Discharge testing will be conducted under either of the circumstances listed below and will entail 10 panel testing, anabolic steroid testing and alcohol testing.
 - 1. Discharge of a firearm, on or off duty, whereby a person was the intentional or accidental object of the shooting. This will include injury and non-injury shootings.
 - 2. Discharge of a firearm on or off duty, while performing a law enforcement function. The following are exceptions: discharge during training, discharge during weapon maintenance, approved shooting of an animal, approved shooting of an object.
- D. Post-Accident testing will be conducted under any of the circumstances listed below and will entail the five panel testing.
 - 1. A sworn employee while driving a City vehicle, becomes involved in a vehicular accident which results in a human fatality.
 - 2. A sworn employee while driving a City vehicle, becomes involved in a vehicular accident and the employee receives a moving traffic violation arising from the accident.
 - 3. A sworn employee while driving a City vehicle, becomes involved in a vehicular accident from which any involved vehicle requires towing from the scene.
 - 4. A sworn employee while driving a City vehicle, becomes involved in a vehicular accident from which any person involved is transported from the scene for medical treatment.
 - 5. An event in which a sworn employee, on or off duty while performing a law enforcement function causes the death or serious injury of another person