

	<b>TRAVIS COUNTY ESD #5</b> <b>MANCHACA FIRE RESCUE</b> <b>Department Memorandum</b>	<b>M2019-009</b>
		Effective: 10/12/2018
	<b>Notice of Disciplinary Action</b>	Expires: NA
		From: C Barron

On September 26<sup>th</sup>, 2018, a member reported an on the job injury and was taken to a local clinic for assessment. As permitted in the personnel handbook, the employee was required to submit to a drug screen as a part of the injury investigation. Test results indicated the presence of a controlled substance. The member’s actions were determined to be a violation of the following regulations of Emergency Services District #5 / Manchaca Fire/Rescue.

**Manchaca Fire/Rescue Policy:**

ESD5 Personnel Handbook:

2.0 Standards of Conduct

2.05 No member, whether on or off duty, shall possess, use, sell or offer for sale, or manufacture any dangerous drug or other substance in violation of the Texas Health and Safety Code (Controlled Substances Act), Schedules I and II. It shall be an exception to this rule that the member is in lawful possession of such substances as a part of a program of medical treatment prescribed by a licensed physician, or other person licensed to prescribe such substances as medication.

2.1.1. Suspension/Dismissal Actions

d) Being intoxicated or under the influence of illegal controlled substance drugs while at work; use or possession of controlled substance drugs in any quantity except medications prescribed by a physician which do not impair work performance;

2.1.4. Crisis Suspension

h) Use and/or possession of any non-prescribed controlled substance, including but not limited to intoxicants, drugs or narcotics

10.36. Substance Abuse

Off-the-job illegal drug use which could adversely affect an employee's job performance or which could jeopardize the safety of other employees, the public, or district facilities, or where such usage adversely affects the public's trust in the ability of the district to carry out its responsibilities, will not be tolerated. Employees who are involved in or suspected of involvement in off-the-job drug activity will be considered in violation of this policy.

Due to these violations, the member was terminated from employment with ESD5.