

Substitute Bill No. 1 for

BILL NO. 313, 2021

ORDINANCE NO. _____, 2022

Introduced by Councilmember Clancy

AN ORDINANCE

AN ORDINANCE AMENDING CHAPTER 201 SLCRO 1974, AS AMENDED, "PERSONNEL - GENERAL," BY ADDING AND ENACTING A NEW SECTION 201.280; AND AMENDING CHAPTER 202 SLCRO 1974 AS AMENDED, "PERSONNEL - CLASSIFIED SERVICE," BY ADDING AND ENACTING A NEW SECTION 202.345, BOTH PERTAINING TO MARIJUANA TESTING FOR CURRENT AND PROSPECTIVE COUNTY EMPLOYEES.

BE IT ORDAINED BY THE COUNTY COUNCIL OF ST. LOUIS COUNTY, MISSOURI, AS FOLLOWS:

SECTION 1. Title II, Chapter 201 SLCRO 1974, as amended, "Personnel - General," is amended by adding and enacting a new Section 201.280, which shall read as follows:

201.280 - Marijuana Testing for Current and Prospective County Employees.

1. No person currently employed by St. Louis County or applying for employment by St. Louis County shall be required to undergo pre-employment or random drug testing for the presence of marijuana metabolites (THC) as a condition or part of employment, except as follows:

- a. All persons currently employed by St. Louis County or applying for employment by St. Louis County shall be subject to undergo random drug testing and pre-employment drug testing for the presence of marijuana metabolites (THC) to the extent such testing is required by state law, federal law, or by the funding source of said employee's position.
- b. All persons currently employed by St. Louis County in a safety sensitive position or who routinely perform safety sensitive functions may be subject to random drug testing for the presence of marijuana metabolites (THC).

- c. All persons currently employed by St. Louis County shall be subject to unannounced, mandatory, and/or immediate drug screening to detect the presence of marijuana metabolites (THC) due to a reasonable suspicion that said employee is impaired or incapable of performing their duties at work due to suspected drug or alcohol use as more fully described in the St. Louis County Drug and Alcohol Prevention Policy.

SECTION 2. Title II, Chapter 202 SLCRO 1974, as amended, "Personnel - Classified Service," is amended by adding and enacting a new Section 202.345, which shall read as follows:

202.345 - Marijuana Testing for Current and Prospective County Employees.

1. No person currently employed by St. Louis County or applying for employment by St. Louis County shall be required to undergo pre-employment or random drug testing for the presence of marijuana metabolites (THC) as a condition or part of employment, except as follows:

- a. All persons currently employed by St. Louis County or applying for employment by St. Louis County shall be subject to undergo random drug testing and pre-employment drug testing for the presence of marijuana metabolites (THC) to the extent such testing is required by state law, federal law, or by the funding source of said employee's position.
- b. All persons currently employed by St. Louis County in a safety sensitive position or who routinely perform safety sensitive functions may be subject to random drug testing for the presence of marijuana metabolites (THC).
- c. All persons currently employed by St. Louis County shall be subject to unannounced, mandatory, and/or immediate drug screening to detect the presence of marijuana metabolites (THC) due to a reasonable suspicion that said employee is impaired or incapable of performing their duties at work due to suspected drug or alcohol use as more fully described in the St. Louis County Drug and Alcohol Prevention Policy.

ADOPTED: _____

CHAIR, COUNTY COUNCIL

APPROVED: _____

COUNTY EXECUTIVE

ATTEST: _____
ADMINISTRATIVE DIRECTOR

APPROVED AS TO LEGAL FORM:

COUNTY COUNSELOR