

## **9.2 DRUG AND ALCOHOL TESTING**

The County reserves the right to conduct drug and alcohol testing under the following circumstances:

- (1) Following an offer of employment but prior to the performance of any work,
- (2) Where there is evidence of impaired job performance that may be the result of the use of illegal drugs, controlled substances, or alcohol.

Employees who refuse to submit to drug or alcohol testing are subject to discipline, up to and including discharge.