



Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 11/15/2022

Consent Agenda

Department: Strategy & Innovation

Presenter(s): Rafael Baptista, Strategy & Innovation Director

Contact(s): Rafael Baptista, Strategy & Innovation Director

Subject: Technical Corrections to Drug-Free Workplace

Brief Summary: Staff review of the Drug-Free Workplace Policy adopted in May of 2022, identified the need for edits to the policy.

Upon further review, staff identified that Federal and State laws occasionally require certain drug testing requirements. Staff discovered that the County is required to conduct random drug testing of employees required to hold a CDL as a condition of employment. Staff recommends adding language that "When required by State or Federal Law, Buncombe County will conduct appropriate drug testing of employees."

Changes were also made to the policy to allow the County to conduct hair sample testing of applicants for specific positions within the County. Additionally, grammatical changes have been made which have no material impact.

County Manager's comments and Recommendation: Approve the policy as proposed.