

AUG - 3 2015

CITY OF COLUMBIA, ILLINOIS  
ORDINANCE NO. 3199

  
City Clerk

**AN ORDINANCE ADDING SECTION 2.68.045 TO THE CITY OF COLUMBIA  
MUNICIPAL CODE REGARDING DRUG FREE WORKPLACE**

WHEREAS, the City of Columbia (“City”) does not currently have provisions in the City of Columbia Municipal Code (“City Code”) regarding a drug free workplace; and

WHEREAS, in compliance with the Illinois Drug Free Workplace Act (30 ILCS 580/1, et al.), the City has established a drug-free workplace policy; and

WHEREAS, the City Council believes it is in the best interest of the City, and now desires to add Section 2.68.045 to the City Code addressing the City’s drug-free workplace policy.

NOW, THEREFORE, BE IT ORDAINED, by the City Council of the City of Columbia, Illinois, as follows:

**Section 1.** That the preceding recitations in the upper part of this Ordinance are realleged, restated and adopted as paragraph one (“1”) of this Ordinance.

**Section 2.** That Section 2.68.045 of the City Code shall be added to read as follows:

**“Section 2.68.045 Drug Free Workplace.** In compliance with the Illinois Drug Free Workplace Act, the City has established a drug-free workplace policy.

A. The unlawful manufacture, distribution, dispensation, possession or use of controlled substances, including cannabis, by any employee or official conducting any business on behalf of the City or on or within any property owned by the City is prohibited.

B. Any employee convicted of a violation of any criminal drug statute while conducting business on behalf of the City or on or within any property owned by the City must notify his or her immediate supervisor and/or Department Head of such convictions within five (5) days after the conviction.

C. The City has established a Drug Free Awareness program to inform employees about the dangers of drug abuse in the workplace, the City’s policy of maintaining a drug-free workplace, the available drug counseling programs and employee assistance, and the fact that any employee who violates this Policy or who tests positive for illegal drugs will be discharged.

D. Within thirty (30) days after notice of conviction of a violation of any controlled substances laws or statutes for a violation occurring in the workplace is provided by

the employee, the employee must participate in a drug abuse assistance or rehabilitation program and provide the City with proof of completion of participation in that program.

E. Any employee failing to comply with the terms and conditions of this section will be subject to disciplinary action including immediate discharge and suspension without pay. The City reserves the right to suspend without pay any employee undergoing assistance or rehabilitation.”

**Section 3.** This Ordinance shall be in full force and effect immediately upon passage as provided by law.

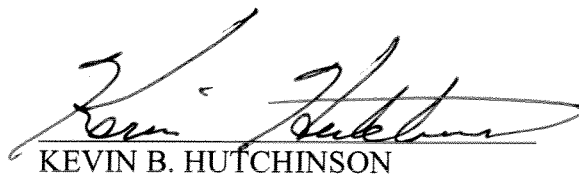
YEAS: Aldermen Ebersohl, Agne, Niemietz, Huch, Reis, Holtkamp and Martens.

NAYS: None.

ABSENT: Alderman Roessler.

ABSTENTIONS: None.

PASSED by the City Council and APPROVED by the Mayor this 3rd day of August, 2015.



KEVIN B. HUTCHINSON  
Mayor  
City of Columbia

ATTEST:



WESLEY J. HOEFFKEN  
City Clerk  
City of Columbia