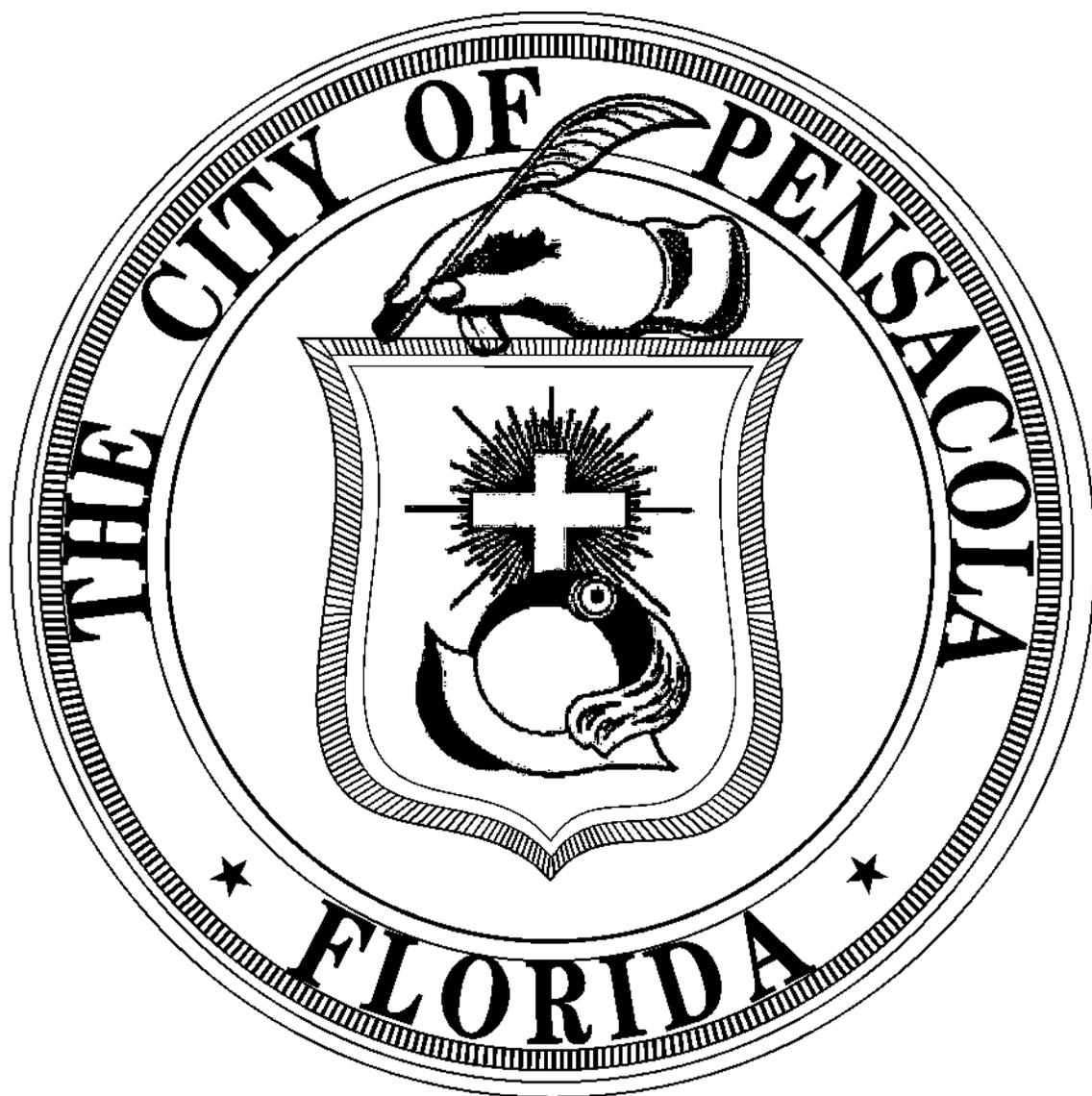




**CITY OF PENSACOLA
DRUG-FREE WORKPLACE HANDOUT**



City of Pensacola, FL

Drug Free Workplace Policy

I. STATEMENT OF POLICY

City of Pensacola, hereafter known as the “Employer” strives to provide a safe work environment and encourages personal health. In this regard, the Employer considers the abuse of drugs on the job to be an unsafe counter-productive work practice. Furthermore, we see substance abuse as a serious threat to our staff and the public. With these objectives in mind, the Employer has established the following policy with regard to the use, possession, and sale of illegal drugs and alcohol at work. **FL Statutes 112.0455 Drug-Free Workplace Act.**

Drug use has serious adverse effects upon a significant portion of the workforce, resulting in billions of dollars of lost productivity each year and posing a threat to the workplace and to public safety and security. Drug use creates a variety of workplace problems, including increased injury on the job, increased absenteeism, increased financial burden on health and benefit programs, increased workplace theft, decreased employee morale, decreased productivity, and a decline in the quality of products and services.

Drug addiction is a complex, yet treatable disease. We encourage those who abuse drugs or alcohol to seek help in overcoming their problem and participate in an alcohol and drug rehabilitation program.

Prior to testing, employees and job applicants shall be given a written policy statement. The ultimate goal of this policy is to balance our respect for individual privacy with our need to keep a safe and drug free environment within government through fair and reasonable drug testing methods for the protection of public employees and employers. Our intention is to prevent and treat substance abuse.

It is the Employer’s policy that an employee found with the presence of illegal drugs and/or alcohol in his/her system, in possession of, using, selling, trading, or offering for sale illegal drugs during working hours, at government functions, or on city premises (including parking lots) may be subject to disciplinary action up to and including discharge. The use of any over the counter products that contain illegal drugs is expressly prohibited. Anyone observing a violation of this policy must report it to his or her immediate supervisor, and that violation be reported to the Department Administrator.

Drugs prescribed by employee's physician may be taken during work hours. The employee should notify the supervisor if the use of properly prescribed medication will affect the employee's work performance. Abuse of prescription drugs will not be tolerated.

Employees must be in compliance with all federal drug laws and the Federal Controlled Substance Act and the Florida Drug Free Workplace Act, Chapter 112. Any and all information gathered as a result of the drug testing program is confidential and may not be disclosed except in accordance with procedures allowed under the Federal/State Statute, County or City policy.

As a condition of employment, employees must abide by the terms of this policy and must notify the Employer in writing of any conviction of a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction.

II. DEFINITIONS

DEFINITIONS.—Except where the context otherwise requires, as used in this act:

- (a) “Drug” means alcohol, including distilled spirits, wine, malt beverages, and intoxicating liquors; amphetamines; cannabinoids; cocaine; phencyclidine (PCP); hallucinogens; methaqualone; opiates; barbiturates; benzodiazepines; synthetic narcotics; designer drugs; or a metabolite of any of the substances listed herein.
- (b) “Drug test” or “test” means any chemical, biological, or physical instrumental analysis administered for the purpose of determining the presence or absence of a drug or its metabolites.
- (c) “Initial drug test” means a sensitive, rapid, and reliable procedure to identify negative and presumptive positive specimens. All initial tests must use an immunoassay procedure or an equivalent, or must use a more accurate scientifically accepted method approved by the Agency for Health Care Administration as more accurate technology becomes available in a cost-effective form.
- (d) “Confirmation test,” “confirmed test,” or “confirmed drug test” means a second analytical procedure used to identify the presence of a specific drug or metabolite in a specimen. The confirmation test must be different in scientific principle from that of the initial test procedure. This confirmation method must be capable of providing requisite specificity, sensitivity, and quantitative accuracy.
- (e) “Chain of custody” refers to the methodology of tracking specified materials or substances for the purpose of maintaining control and accountability from initial collection to final disposition for all such materials or substances and providing for accountability at each stage in handling, testing, storing specimens, and reporting of test results.
- (f) “Job applicant” means a person who has applied for a position with an employer and has been offered employment conditioned upon successfully passing a drug test.
- (g) “Employee” means a person who works for salary, wages, or other remuneration for an employer.
- (h) “Employer” means an agency within state government that employs individuals for salary, wages, or other remuneration.
- (i) “Prescription or nonprescription medication” means a drug or medication obtained pursuant to a prescription as defined by s. [893.02](#) or a medication that is authorized pursuant to federal or state law for general distribution and use without a prescription in the treatment of human diseases, ailments, or injuries.
- (j) “Random testing” means a drug test conducted on employees who are selected through the use of a computer-generated random sample of an employer’s employees.
- (k) “Reasonable suspicion drug testing” means drug testing based on a belief that an employee is using or has used drugs in violation of the employer’s policy drawn from specific objective and articulable facts and reasonable inferences drawn from those facts in light of experience. Reasonable suspicion drug testing may not be required except upon the recommendation of a supervisor who is at least one level of supervision higher than the immediate supervisor of the employee in question. Among other things, such facts and inferences may be based upon:
 - 1. Observable phenomena while at work, such as direct observation of drug use or of the physical symptoms or manifestations of being under the influence of a drug.
 - 2. Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance.

3. A report of drug use, provided by a reliable and credible source, which has been independently corroborated.
4. Evidence that an individual has tampered with a drug test during employment with the current employer.
5. Information that an employee has caused, or contributed to, an accident while at work.
6. Evidence that an employee has used, possessed, sold, solicited, or transferred drugs while working or while on the employer's premises or while operating the employer's vehicle, machinery, or equipment.

III. POLICY AND WORK RULES

The Employer's policy is to employ a workforce free from the use of illegal drugs either on or off the job, and free from alcohol in the workplace. Any employee determined to be in violation of this policy is subject to disciplinary action up to and including termination, even for the first offense. It is a Standard of Conduct of the Employees of this Employer that employees shall not use illegal drugs or abuse legal ones. In order to maintain this standard, the Employer shall establish and maintain the programs and rules set forth here.

Employees who are directed by the City clinic staff or supervisor to report to the clinic or an approved collection facility, for a drug/alcohol test and refuse to take a drug or alcohol test may result in a refusal to hire; the employee forfeiting his or her eligibility for medical and indemnity benefits under State Workers' Compensation; and is cause for disciplinary action up to, and including, dismissal of the employee which may also cause denial of Unemployment Compensation.

A. Drug Testing Standards

All testing will be conducted by an Agency for Health Care or State certified laboratory; positive test results will be reviewed by a certified Medical Review Officer to assure accuracy. All testing, specimen collection, security measures, monthly reports, storage, handling, chain of custody procedures, and quality control procedures will be performed in accordance with appropriate State and Federal rules and regulations.

The Agency for Health Care Administration may adopt additional rules to support this law and Part II of Chapter 408, using criteria established by the US Department of Health & Human Services as guidelines for laboratories: standards for licensing; technical assistance; appropriate specimens; methods of analysis; minimum cut-off detection levels; chain of custody procedures; and a list of common medications by brand or common, brand, and chemical name.

B. General Procedures

The Employer will not discriminate against applicants for employment because of past substance abuse. It is the current abuse of drugs which prevents employees from properly performing their jobs and which, therefore, the Employer will not tolerate. No employee or applicant whose drug test is confirmed as positive shall be defined as a person with a "handicap". The Employer will pay for required drug and alcohol tests. The employee shall pay costs of non-required tests.

C. Initial Test

The initial screen for all drugs except alcohol shall use an immunoassay. For alcohol the initial test may be the enzyme oxidation methodology. The following cutoff levels shall be used when first screening specimens to find whether they are negative or need to be tested further with the confirmation test. All levels equal to or exceeding the following shall be reported as positive:

Alcohol	0.04%
Amphetamines	1000 ng/ml
Cannabinoids	50 ng/ml
Cocaine	300 ng/ml
Phencyclidine	25 ng/ml
Methaqualone	300 ng/ml
Opiates	2,000 ng/ml
Barbiturates	300 ng/ml
Benzodiazepine	300 ng/ml
Synthetic Narcotics:	
Methadone	300 ng/ml
Propoxyphene	300 ng/ml

D. Confirmation Test

A positive finding will generate a confirmation test through the GC/MS (gas chromatography /mass spectrometry) method and the results will be kept confidential. A copy of any positive can be received by the employee by submitting his/her request in writing. As drug testing technology is constantly improving and state and federal laws governing said testing are changing almost as rapidly, the company may change the cut off levels without notice. The cut-off levels in effect for the GC/MS at the time of this printing are as follows:

Alcohol	0.04%
Amphetamines (amphetamine, methamphetamine)	500 ng/ml
Cannabinoids	15 ng/ml
Cocaine	150 ng/ml
Phencyclidine	25 ng/ml
Methaqualone Opiates	150 ng/ml
Codeine	2,000 ng/ml
Morphine	2,000 ng/ml
6-Acetylmorphine	10 ng/ml
Barbiturates	150 ng/ml
Benzodiazepine	150 ng/ml
Synthetic Narcotics:	
Methadone	150 ng/ml
Propoxyphene	150 ng/ml

E. Confidentiality

All information, interviews, reports, statements, memoranda and drug and alcohol test results may not be received in evidence, discovery, or disclosed without a written consent by the donor, except when compelled by a hearing officer or a court of competent jurisdiction, or where deemed appropriate by a professional or occupational licensing board in a related disciplinary proceeding, or in defense of a civil or administrative matter, or for the purpose of reviewing certification of employees.

F. Types of Testing – An Employer is authorized to conduct the following types of tests:

1. Pre-employment Drug Testing: Consistent with the Employer’s policy opposing drug abuse and its commitment to a safe working environment, we have implemented a pre-employment drug testing policy. All job applicants will undergo screening for the presence of illegal drugs as a condition of employment. Applicants will be required to voluntarily submit to a urinalysis test at a laboratory chosen by the Employer after signing a consent and release form. Job applicants who refuse to submit to a drug test or have a positive confirmed drug test are basis for refusal to hire a job applicant. Special Risk and Safety-Sensitive job applicants are required to submit to a drug test, and a refusal to test or a positive confirmed drug test are a basis for refusal to hire the job applicant.

Active Employee Drug Testing: The Employer has adopted screening practices to identify employees who use illegal drugs. It shall be a condition of employment for all employees to refrain from reporting to work, or working with the presence of drugs or alcohol in his/her system, and to submit to drug testing.

2. Routine Fitness for Duty testing: An Employer may require an employee to test if conducted as part of a routinely scheduled employee fitness-for-duty medical examination that is part of the Policy or is scheduled for all members of an employment classification or group.

3. Reasonable Suspicion testing: An Employer may require an employee to submit to testing:

- (1) when there is reasonable suspicion to believe that an employee is using or has used illegal drugs drawn from specific objective facts;
- (2) when there is a report of drug use, provided by a reliable and credible source.; circumstances that could be (but are not limited to) indicators of a drug problem and considered reasonable suspicion are:
- (3) observed drug use during work hours on company premises;
- (4) observable physical signs; incoherent mental state;
- (5) marked changes in personal behavior that are otherwise unexplainable;
- (6) deteriorating work performance that is otherwise unexplainable;
- (7) evidence an employee has used, possessed, sold, solicited, or transferred drugs while on the Employer’s premises or while operating the Employer’s vehicle, machinery, or equipment.

An employee reporting for work visibly under the influence and is unable to properly and safely perform required duties will not be allowed to work. If possible, the supervisor should first seek another supervisor's opinion of the employee’s status. Then the supervisor should consult privately with the employee to determine the cause of the observation, including whether

substance abuse has occurred. If, in the opinion of the supervisor, the employee is unfit for duty, the supervisor should contact the City Nurse to arrange for testing at the earliest possible time. The employee should be provided safe transportation to the City Clinic or an approved collection facility, and accompanied by the supervisor or another employee. An employee such as this should not be allowed to drive.

If an employee is tested for reasonable suspicion, documentation will be placed in the employee's confidential file within five working days of the reasonable suspicion test. The Employer will provide to an employee (upon their request) a written report regarding the circumstances that formed the basis for reasonable suspicion. The original and signed report will be maintained in the confidential human resource records for one year.

4. Post Accident: Information that an employee has caused or contributed to an accident while at work. The employee should contact their supervisor or the City Clinic immediately following an accident to make sure that required alcohol and drug testing procedures are followed. The Employer is a Drug Free Workplace for the benefit of all employees, customers and the community. State law provides for the possible denial of Workers' Compensation benefits for employees who are injured while working and subsequently test positive (**Florida Statutes 440.101 W.C. Act 440.102**), and the denial of Unemployment Compensation. The use of illegal drugs will not be tolerated or subsidized.

5. Random Testing: A public employer may, through the use of an unbiased selection procedure, conduct random drug tests of employees occupying safety-sensitive or special-risk positions if the testing is performed in accordance with drug-testing rules adopted by the Agency for Health Care Administration and the department. Employees who are directed by the City clinic staff or a supervisor to report to the clinic or an approved collection facility, for a drug/alcohol test and who refuse to submit or who fails to appear within a reasonable time as determined by the clinic, are considered a "no show" and will be deemed a positive drug screen.

6. Return-to-duty and Follow-up Testing: Employees who successfully complete a rehabilitation program, or as part of their rehabilitation program may return to work. The employee must agree a **Return-to-duty** test and **Follow-up** drug testing for up to two years following completion of a rehabilitation program. Follow-up testing will be unannounced and on a quarterly, semiannual, or annual basis for up to two years thereafter. Employees not complying with these conditions, or testing positive at any time during or following rehabilitation, will be terminated from employment.

G. Procedures

An employee bringing onto the Employer's premises or property, having possession of, possessing in the employee's body, blood or urine an amount above the threshold levels established by the Agency for Health Care Administration., or using, consuming, transferring, selling or attempting to sell, or transfer any form of illegal drug while on city business or at any time during the hours between the beginning and the end of the employee's working day, whether on city property or not, is guilty of misconduct and is subject to discipline including discharge or suspension without pay from employment, even for a first offense. Failure to submit to required medical or physical examinations or tests is misconduct and is grounds for disciplinary action up

to, and including, dismissal.

All testing will be conducted by an Agency for Health Care Administration or state certified lab; Employees shall give either a blood sample, breath sample, saliva sample and/or a urine sample at a hospital, clinic, approved collection facility, or accredited testing laboratory, as designated by the City Clinic. Positive and negative results will be reviewed by a Medical Review Officer to assure accuracy. All testing, sample collection, storage, handling, and chain of custody will be conducted in accordance with appropriate guidelines of State and Federal rules and regulations.

If a test is not collectable because of possible tampering or adulteration, a second test will be requested. The second test may be observed. If a test is rejected because of purposeful adulteration - the employee will be terminated.

Documentation of a positive drug test result will be placed in the employee's confidential file within five working days, an Employer shall inform the employee in writing of the positive result, consequences of the result, and options available. If an employee is tested for reasonable suspicion, documentation of this test will be placed in the employee's confidential file within five working days of the reasonable suspicion test. The employee shall not be disciplined until a positive test results is communicated to the City.

Safety Sensitive, and Special Risk employees who have tested positive shall not be permitted to perform a safety-sensitive function. If a non-safety sensitive position is not available, the employee may be placed on leave status while participating in an alcohol and drug rehabilitation program. The employee must use a substance/alcohol program approved by the City. While in the program, the employee will be allowed to return to work upon approval by the clinic medical director and program administrator; if not, the employee may use all of their accrued personal time off leave and then may be placed on leave without pay under the City's temporary disability policy.

A Special Risk employee and other positions as designated by the Mayor or designee, may be discharged or disciplined for the first positive confirmed drug test, pursuant to s. 893.13 .

All information received in regard to drug testing results will be maintained in separate confidential files and only be used for the purposes spelled out in this document.

H. Medical Review Officer

A certified Medical Review Officer who is a medical physician shall review with the employee/applicant all positive test results concerning that employee/applicant. An employee/applicant may consult with the MRO, (850)434-3782, after being tested in order to report any prescription or non-prescription drug use. No physician-patient relationship is created by the establishment and administration of a drug-testing program.

I. Education

Employee and Supervisor education and training will be conducted in a manner required by the appropriate state regulations.

J. Employee Assistance

The management of the Employer is aware that many personal or health problems can and do interfere with an employee's ability to perform on the job. These problems may include emotional and mental illness, family and marital stress, abuse of drugs and/or alcohol and others.

Employees whose job performance is not related to a lack of skill and who do not respond to the usual disciplinary procedures are usually in need of the attention of professionals. With proper treatment, many troubled employees can be restored to a satisfactory level of job performance. However, if the underlying problems or illnesses are ignored, they may worsen with time, rendering the person unemployable.

The Employer shall not discharge, discipline, or discriminate against an employee solely upon voluntarily seeking treatment for a drug or alcohol related problem if the employee has not previously tested positive for alcohol or drug use, or previously entered an alcohol and drug rehabilitation program. Participation in an Employee Assistance Program, or another mental health or substance abuse counseling program, will not affect the employee's future career advancement or employment, nor will it protect an employee from disciplinary action if substandard job performance continues. Employee Assistance is used in conjunction with discipline, not a substitute for discipline.

If an employee is unable to participate in outpatient rehabilitation, the employee may be placed on leave status while participating in a drug and alcohol rehabilitation program. The employee shall be permitted to use accumulated leave prior to being placed on leave without pay. Upon successful completion of the rehabilitation program, the employee shall be reinstated to the same or equivalent position.

The Human Resource Office will have a list of Drug and Alcohol Counselors and other mental health facilities available in your area. The employee may review this list discreetly. The costs of these services are the responsibility of the employee.

K. Grounds for Discipline or Termination:

An employee bringing onto the Employer's premises or property, having possession of, being under the influence of, possessing in the employee's body, blood, or urine in the amount set forth in Section III, Parts C & D; purposely tampering or adulterating a specimen; or using, consuming, transferring, selling, attempting to sell or transfer any form of illegal drug as defined above while on city business, or at any time during the hours between the beginning and ending of the employee's working day, whether on duty or not, whether on city property or not, is guilty of misconduct and subject to discipline including discharge or suspension without pay from employment, even for the first offense. Failure to submit to required medical and physical examinations or tests is considered refusal to test and is grounds for discharge from employment.

1. The Employer will use the Federal Department of Transportation guidelines to determine a refusal to test in the case of shy bladder or shy lung.
2. In the case of shy bladder or shy lung, the employee, within 5 working days, must secure evaluation from a licensed physician as to whether or not there is a medical condition for a failure to provide sufficient specimen.
3. In the case of psychological cause, the diagnosis must have been made prior to the test. Diagnosis such as typical anxiety is not acceptable.

Employees tested for reasonable suspicion may be placed on leave status or placed in non-safety sensitive jobs pending the results of the required test and/or investigation. An employee with a negative result will be reinstated if suspended, with full back-pay and/or return to the same or equivalent position. A verified positive test will result in immediate disciplinary action up to and including termination of employment. However, if the employee's conduct in connection with the substance/alcohol abuse amounts to conduct for which the City may otherwise discipline the employee, the City may take action prior to knowing a positive test result. If the employee fails to complete the program, or fails to or cannot be rehabilitated, they may be terminated from their employment with the City.

L. Responsibilities of the Employee

As a condition of employment, employees must abide by the terms of this policy and must notify the Employer in writing of any conviction of a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such a conviction.

- (1) The employee must notify his/her supervisor that his/her drug or medication (either prescribed or over-the-counter), may affect or impair his/her judgment or job performance or safety. Violations of this requirement may result in disciplinary action.
- (2) The employee or job applicant must notify the laboratory of any administrative or civil action planned as a result of a positive test within five working days from receipt of notification.
- (3) The Employee has the right to contest the result of a positive drug test, in writing, within five working days of being notified in writing of the positive test result.

M. Rights of the Employee/Job Applicant

- (1) An employee or job applicant who receives a positive confirmed drug test may contest or explain the result to the Medical Review Officer/employer within five working days of receipt of the written test results.
- (2) The employee or job applicant has the right to consult with the Medical Review Officer for technical information regarding the effects of prescription and over the counter medication on the drug test.
- (3) An employee or job applicant may, by written request, have the original specimen re-tested at another certified laboratory of their choice, at their expense.
- (4) The employee can request, in writing, a written report regarding the circumstances that formed the basis for their reasonable suspicion testing.

N. Drugs that may be Tested

The drugs are listed by chemical name and brand or common name.

Alcohol (ethanol, beer, wine, booze, alley juice, fire water, grog, hooch, rocket fuel)

Amphetamines (methamphetamine, amp, cinnamon, lemon drop, trash, tweak, crystal, crank, biphphetamine, desoxyn, dexedrine, speed)

Cannabinoids (marijuana, blunt, columbo, hash, hay, pot, joint, indo, roach, grass, weed, reefer)

Cocaine (coke, blast, flake, railers, ringer, toot, blow, nose candy, snow, crack, rock)

Phencyclidine (PCP, angel dust, LSD, beast, blaze, Superman, tab, trips, hog)

Opiates (opium, codeine, morphine, heroin, dover's powder, paregoric, parepectolin, school boy, smack, tar, chasing the tiger)

Barbiturates (phenobarbital, tuinal, amytal, barbs, downers, tranqs)

Benzodiazepines (bennies, rophies, ativan, azene, clonopin, dalmane, diazepam, halcion,

librium, poxipam, remestan, serax, tranxene, valium, veratrine, vivol, xanax)
Methadone (dolophine, methadose, amidone, fizzies)
Propoxyphene (darvocet, darvon N, dolene, novopropoxyn)

O. When the Employer requires reporting of positive drug tests, this department will follow state procedures and release positive test results only to the appropriate governing authorities.

P. An employee or job applicant who has been disciplined or not hired may exhaust either the administrative appeal process or collective bargaining grievance, but not both.

Q. Federal Compliance:

The drug testing procedures provided in this section do not apply where the specific work performed requires employee or job applicants to be subject to drug testing pursuant to:

1. Federal regulations that specifically preempt state and local regulations;
2. Federal regulations or requirements implemented in connection with the operation of a federally regulated facilities;
3. Federal contracts where drug testing is conducted for safety, or protection of sensitive or proprietary data or national security; or
4. State agency rules that adopt federal regulations applicable to the interstate component of a federally regulated activity.

P. Subcontractor, Vendor, Consultant Requirements (Optional)

In all future contracts with individuals or organizations that wish to do business with the Employer a stipulation may be required in the contract or purchase order that requires the subcontractor, vendor, or consultant to have a substance abuse policy. The employees of such subcontractors, vendors, or consultants will be subject to the same rules of conduct and tests as the employees of the company. In the event of an employee of a supplier of goods or services is found to have violated the Substance Abuse Policy, that employee will be denied access to the company's premises and job sites. In addition, if the violation(s) is/are considered flagrant, or the company is not satisfied with the actions of the subcontractor, vendor, or consultant, the company can exercise its right to bar all of the subcontractor's employees from its premises or decline to do business with the subcontractor in the future. All expenses and penalties incurred by a subcontractor, vendor, or consultant as a result of a violation of the company's substance abuse policy shall be paid by the subcontractor, vendor, or consultant.

IV. CONCLUSION

The Employer's Drug Free Workplace Policy is not intended to be abusive or discriminatory nor to come into conflict with any public policy. This city considers drug testing to be only one of several steps to achieve a safe, healthy, and productive atmosphere for its employees. This policy is available for inspection by the job applicant or employees during regular business hours. This policy supersedes any information provided to applicants and/or employees either written or oral and reserves the right to change the provisions of this policy and testing program at any time in the future without prior notice and does not constitute a contract for employment.

See Florida Drug Free Workplace Act, Chapter 112.0455, Public Officers and Employees.

See Florida Statutes, 440.102 Drug Free Workplace Program Requirements.

**OVER-THE-COUNTER AND PRESCRIPTION DRUGS
THAT COULD ALTER OR AFFECT
THE OUTCOME OF A DRUG TEST***

This sheet is for your information only.

Alcohol (all liquid medications containing ethyl alcohol (ethanol). Please read the label for alcohol content. As an example, Vick's Nyquil is 25% (50 proof) ethyl alcohol, Comtrex is 20% (40) proof, Contact Severe Cold Formula Night Strength is 25% (50) proof, and Listerine is 26.9 % (54 proof).

Amphetamines (Obetrol, Biphedamine, Desoxyn, Dexedrine, Didrex, Ionamine, Fastine.)

Cannabinoids Marinol (Dronabinol, THC)

Cocaine Cocaine HCl topical solution (Roxanne)

Phencyclidine Not legal by prescription.

Opiates (Donnalgel PG, Opium, Codeine, Morphine, Tylenol with Codeine, Emprin with Codeine, APAP with Codeine, Aspirin with Codeine, Robitussin AC, Guiatuss AC, Novahistine DH, Novahistine Expectorant, Diluadid (Hydromorphone), M-S Contin and Roxanol (morphine sulfate), Percodan, Vicodin, Tussi-organidin, dover's powder, paregoric, parepectolin, etc.)

Barbiturates (Phenobarbital, Tuinal, Amytal, Nembutal, Seconal, Lotusate, Fiorinal, Fioricet, Esgic, Butisol, Mebral, Butabarbital, Butalbital, Phenrinin, Triad, etc.)

Benzodiazepines (Ativan, Azene, Clonopin, dalmine, Diazepam, Librium, Xanax, Serax, Tranxene, Valium, Verstran, Halcion, Paxipam, Restoril, Centrax)

Methadone (dolophine, methadose)

Propoxyphene (darvocet, darvon N, dolene, novopropoxyn etc.)

* Due to the large number of obscure brand names and constant marketing of new products, this list cannot and is not intended to be all-inclusive.

Should you have any questions regarding this information you may contact:

**Drug Free Workplaces, Inc.
27 W. Romana Street
Pensacola, FL 32502
850-434-3782 or 800-430-3782
help@drugfreeworkplaces.com**

**SUBSTANCE ABUSE PROFESSIONALS ACCESSABLE TO
CITY OF PENSACOLA EMPLOYEES**

Patricia Vanderpool
EAP Lifestyle
Management
201 E. Government St.
Pensacola, FL 32502
251-621-5360

Dr. John Bingham & Dr. Bret Turner
Cordova Counseling Center
4400 Bayou Blvd.
Pensacola, FL 32503

LOCAL DRUG AND ALCOHOL REHABILITATION PROGRAMS

Bradford Health Services
8333 N. Davis Hwy
Suite LLA
Pensacola, FL 32514
888-577-0012

Gulf Breeze Recovery
350 Pensacola Beach Blvd
Gulf Breeze, FL 32561
855-400-6190

CDAC Behavioral Healthcare
3804 N. 9th Ave.
Pensacola, FL 32503
850-434-2724

Lakeview Center
4400 Hickory Shores Blvd.
Gulf Breeze, FL 32563
850-932-9375

**THE CITY OF PENSACOLA
DRUG AND ALCOHOL
INFORMATIONAL BROCHURE**

THE CITY OF PENSACOLA DRUG TESTING POLICY

Our Commitment to You

The City of Pensacola is committed to providing a drug free work environment. The following drugs are included in our employee drug testing:

**General Drug Screen
791858-5 Panel**

Amphetamines
Cocaine
Marijuana Metabolites
Opiates
PCP

**Police Department and Fire Department
795206-7 Panel and 794163-7 Panel**

Amphetamines
Barbiturates
Benzodiazepines
Cocaine
Marijuana Metabolites
Opiates
PCP

**Fire Cadet
797894- 10 Panel**

Amphetamines
THC
Cocaine
Phencyclidine
Methaqualone
Opiates
Barbiturates
Benzodiazepines
Methadone
Propoxyphene

*See Florida Drug Free Workplace Act, Chapter 112.0455,
Public Officers and Employees.
See Florida Statutes, 440.102 Drug Free Workplace Program Requirements.*

**OVER-THE-COUNTER AND PRESCRIPTION DRUGS
THAT COULD ALTER OR AFFECT THE OUTCOME OF A
DRUG TEST**

The following list is for your information only.

Alcohol: All liquid medications containing ethyl alcohol (ethanol). Please read the label for alcohol content. For example, Vick's Nyquil is 25% (50 proof) ethyl alcohol; Comtrex is 20% (40 proof); Listerine is 26.9% (54 proof).

Amphetamines: Obetral, Biphetimine, Desoxyn, Dexedrine, Didrex.

Cannabinoids: Marinol (Dronabinol, THC).

Cocaine: Cocaine HCl topical solution (Roxanne).

Phencyclidine: Not legal by prescription

Opiates and Opioids: Paregoric, Parepectolin, Donnagel PG, Morphine, Tylenol with Codeine, Empirin with Codeine, APA with Codeine, Aspirin with Codeine, Robitussin AC, Guiatuss AC, Novahistine DH, Novahistine Expectorant, Dilaudid (Hydromorphone), M-S Contin and Roxinol (morphine sulfate), Percodan, Vicodin, etc.

Barbiturates: Phenobarbital, Tuinal, Amytal, Nembutal, Seconal, Lotusate, Fiorinal, Fiorecet, Esgic, Butisol, Mebarbal, Butabarbital, Phrenilin, Triad, etc.

Benzodiazepines: Ativan, Azene, Clonopin, Dalmane, Diazepam, Librium, Zanax, Serax, Tranxene, Valium, Verstran, Halcion, Paxipam, Restoril, Centrax.

Methadone: Dolophine, Methadose.

Propoxyphene: Darvocet, Darvon N, Dolene, etc.

Should you have any questions regarding this information you may contact:

Drug Free Workplaces, Inc.
27 W. Romana Street
Pensacola, FL 32502
850-434-3782 or 800-430-3782
help@drugfreeworkplaces.com