

**ORIGINAL**

**DELAWARE COUNTY BOARD OF COMMISSIONERS**

**A RESOLUTION AMENDING THE DELAWARE COUNTY, INDIANA  
PERSONNEL POLICY HANDBOOK**

WHEREAS, Delaware County, Indiana is an Equal Opportunity Employer; and

WHEREAS, it is the intent of Delaware County, Indiana to comply with applicable Federal and State of Indiana employment laws and regulations; and

WHEREAS, the amendments contained herein are necessary to bring Delaware County into compliance with relevant the aforementioned laws and regulations; and

WHEREAS, Delaware County, Indiana, through its Personnel Policy Handbook, provides Delaware County employees with information about established terms and conditions of employment and employee benefits.

NOW THEREFORE BE IT RESOLVED AND ESTABLISHED BY THE COUNTY OF DELAWARE, INDIANA BOARD OF COMMISSIONERS THAT:

The following Section Revisions of the Delaware County Personnel Policy Handbook are hereby adopted this 20 day of August, 2012; and shall be in full force and effect upon adoption, and shall supersede and repeal existing oral or written personnel policies and procedures in stated Sections.

**Section 7.4 Drug Free Workplace  
Drug Testing  
Pre-employment Testing**

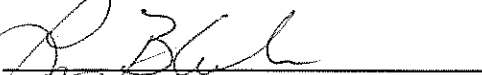
Delaware County will not employ individuals known to use illegal drugs or misuse prescription drugs. All prospective employees shall be subject to drug and alcohol testing. Furthermore, prospective employees will be responsible for any costs and fees associated with requisite drug and alcohol testing. The payment of costs and fees will be due at the time of the testing. Offers of employment shall be contingent on passing the pre-employment drug and alcohol screen. Applicants who refuse to complete the test, test positive, or refuse to complete related documentation will not be hired by the County.


ADOPTED by the Delaware County Commissioners this 20 day of August, 2012.

**BOARD OF COMMISSIONERS  
DELAWARE COUNTY, INDIANA**

  
\_\_\_\_\_  
Todd Donati, President

  
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Don Dunnuck, Commissioner

  
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Larry Bledsoe, Jr., Commissioner

ATTEST:  
  
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Judy Rust, Auditor