

Lompoc City Council Agenda Item



City Council Meeting Date: January 8, 2013

TO: Laurel M. Barcelona, City Administrator

FROM: Beth Flamm-Overby, Human Resources Manager
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SUBJECT: Adoption of Resolution 5820(13) to Approve the City of Lompoc Personnel Procedures Manual, Chapter 54 (Issue 6): Drugs and Alcohol Testing Under DOT Regulations

Recommendation:

Staff recommends City Council adopt Resolution No. 5820(13), to approve the City of Lompoc Personnel Procedures Manual, Chapter 54 (Issue 6): Drugs and Alcohol Testing Under DOT Regulations.

Background:

The United States Code, Chapter 53 of Title 49, requires the Federal Transit Administration ("FTA") of the United States Department of Transportation ("USDOT") to perform reviews and evaluations of Urbanized Area Formula Grant activities at least every three years.

In August of 2012, the City of Lompoc underwent the FY2012 Triennial Review. The review included an assessment of the grantee's compliance in 24 areas. The review concentrated primarily on procedures and practices employed during the past three years.

During the review it was determined that the City of Lompoc, Personnel Procedures Manual, Chapter 54 (Issue 5): Drugs and Alcohol Testing Under DOT Regulations needed to be updated to reflect current regulation delineating new definitions of drug and alcohol test refusal for covered safety-sensitive employees under this program.

As such, the language was updated and approved by the auditor and prepared for approval of the City Council. Upon adoption, the FTA requires that the City submit a copy of the adopted and revised policy with a discussion of the changes and the action taken to distribute the revised policy.

Fiscal Impact:

The fiscal impact of non-compliance with this revision would be the potential loss of the related FTA grant funding in excess of \$900,000.

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PPM Chapter 54 (Issue 6): Drugs and Alcohol Testing Under DOT Regulations

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Conclusion:

Adoption of this Resolution will bring the City of Lompoc DOT policy into compliance with the applicable United States code related to DOT drug and alcohol testing and to facilitate the Agency's ability to obtain the associated FTA grant funding.

Beth A. Flamm-Overby, Human Resources Manager

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Laurel M. Barcelona, City Administrator

- Attachments: 1) [Resolution No. 5820\(13\)](#)
2) [Exhibit A –City of Lompoc Personnel Procedures Manual, Chapter 54 \(Issue 6\): Drugs and Alcohol Testing Under DOT Regulations](#)
(note: changes are highlighted)