

## HUMAN RESOURCES/RISK MANAGEMENT COMMITTEE NOTES

September 26, 2018

### Attendees:

Committee members: Kathleen Tiegs (Chair) and James V. Curatalo

Staff members: Carrie Corder, Roberta M. Perez, James Bryan, and Eric Grubb

**Members of the Public:** None

**Call to Order:** 3:30 p.m.

**Public Comment:** None

**Additions/Deletions to the Agenda:** None

### I. Employee Policy No. 1.2, Drug and Alcohol

- Staff proposed a policy amendment to update Employee Policy No. 1.2 to expand administrative language changes as follows:
  - The use of Marijuana, including all forms thereof, is an illegal drug regardless of its legal status in California, as it remains an illegal drug under federal law.
  - The addition of semi-synthetic opioid drug listing which includes hydrocodone, hydromorphone, oxycodone, and oxymorphone, and more commonly known as Vicodin, Oxycontin, Norco, Percocet, and Dilaudid.
  - Current employees moving into positions with greater physical demands than the employee's current position will be subject to any medical screening requirements they have not previously completed.
  - A safety-sensitive position is one where the job functions associated with the position directly and immediately relate to public health and safety and the protection of life and property and which are designated as such in the District job description.
- Staff also recommended renaming the current policy from Drug and Alcohol to Drug-Free Workplace.
- The Committee concurred and recommended forwarding the item to the Board of Directors for consideration.

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### 2. Partnership with OPARC-Fire Hydrant Maintenance Program

- Staff presented the Committee with information on a partnership with OPARC, a non-profit organization that facilitates meaningful employment opportunities for adults with disabilities. Our program will provide adults with special needs a chance to paint fire hydrants throughout the community. Our program will begin in November, take place Monday through Thursday and involves one OPARC job coach along with three clients. Services include removing chipped paint from fire hydrants, applying a coat of paint and reporting missing caps. The six-month program is expected result in approximately 400 repainted hydrants.
- The contract services program will cost \$33,000 for FY2019.
- This is an information item only no Committee action was required.

Meeting Adjourned at 3:50 pm