

PRE-EMPLOYMENT MEDICAL EXAMINATION AND DRUG SCREENING.

(A) Each person, after receiving a conditional offer of employment to a full-time or part-time, non-seasonal/non-temporary position with the city, shall be required to undergo a medical examination. Medical examinations shall be performed by a physician selected by the Personnel Director of the city. The medical examiner shall report and certify to the Personnel Director whether the person is physically and mentally capable of performing the services required of the position, with or without a reasonable accommodation. If the medical examiner certifies that the person is not physically or mentally capable of performing the essential functions of the position to which he/she has been appointed, and it can be shown that no reasonable accommodation is available that would enable the individual to perform the essential functions of the job or that a requested accommodation would impose an undue hardship on the city, then that person would no longer be eligible for employment in that position with the city, and the conditional offer of employment will be withdrawn.

(B) Each person, after receiving a conditional offer of employment to a full-time or part-time, non-seasonal/non-temporary position with the city, shall be required to undergo a drug screening. Drug screenings shall be performed at agencies and by persons who are trained and certified to perform such tests. The agency that is responsible for performing the drug screenings shall certify in writing to the city the results of said tests. If a drug screening indicates a positive result, and there are grounds, as determined by the Personnel Director, that a false positive reading was given, a second screening may be authorized. If a false reading is not assumed or, in cases of a rescreening with a positive result, the person will not be eligible for employment with the city in that position and the conditional offer of employment will be withdrawn.

(C) The pre-employment medical examination and drug screening shall be performed at the expense of the city.

(D) Each person, after receiving a conditional offer of employment to a temporary position with the city, wherein driving city vehicles is a job-related duty, shall also be required to undergo a drug screening.

(Ord. [3086](#), passed 2-19-74; Am. Ord. 5350, passed 11-18-91; Am. Ord. 5917, passed 11-6-95; Ord. 7383, passed 4-18-05)