

State of Utah  DEPARTMENT OF NATURAL RESOURCES  POLICIES AND PROCEDURES	REF. NR-97-D-5	PAGE 1 of 2
	EFFECTIVE DATE 6/28/97	
	REVISION DATE	
SUBJECT: Use of Alcoholic Beverages		
Ted Stewart, Executive Director		

I. PURPOSE

To define the policy of the Department of Natural Resources on the consumption of alcoholic beverages.

II. POLICY

It is the policy of the department to control the consumption of alcoholic beverages by any employee during duty hours, while driving a state-owned vehicle, or while in a state-owned or leased building, and to provide that no employee shall operate a state vehicle (or a private vehicle for state purposes) when that employee has recently consumed any amount of alcohol. This policy applies to all Department of Natural Resources employees who are on or off duty. This policy shall be enforced as a guard against discredit to the department and against hindrance to employees' effective discharge of duties.

III. PROCEDURE

- A. No employee shall consume intoxicating beverages during their regular work hours or while appearing in public in uniform.
- B. No employee shall report for duty while under the influence of alcohol.
- C. Any on-duty employee of the department may be required by their division director or immediate supervisor, with approval of the Human Resource office, to submit to a chemical test of their breath or blood where reasonable suspicion exists, that said employee has consumed any alcoholic beverage in violation of this policy. The odor of alcoholic beverage on the breath of any employee will be considered presumptive evidence. Failure by an employee to submit to such test when required shall be deemed to be insubordination and subject to disciplinary action.
- D. Any employee violating Sections A or B of this policy shall be taken home for the balance of that duty shift, which shall be charged to sick leave.

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- E. Inasmuch as law enforcement officers carry particular responsibilities to the people of the state of Utah, it shall be the policy of the department to terminate any officer convicted of driving while under the influence of intoxicants, driving under the influence of drugs, or shown to have had a blood alcohol content (BAC) of .08 percent in their system while operating a vehicle on or off duty. Officers, while off duty, shall refrain from consuming intoxicating beverages to the extent that it results in obnoxious, disruptive or disorderly behavior which discredits them or the department, or renders them unfit to report for their next regular tour of duty. Such behavior shall be grounds for disciplinary action including dismissal.
- F. Employees shall not consume alcoholic beverages in state-owned or leased buildings. Exceptions include temporary or permanent housing that is provided by the Department, and approved use at recognized training and social events.
- G. Public intoxication of officers shall be grounds for disciplinary action; and, if repeated, for dismissal.
- H. In addition to this policy, all department employees are to comply with the State Department of Human Resource Management Rules (R477-15-1) regarding Substance Abuse and Drug-Free Workplace Act.
- I. Employees found in violation of this policy will be subject to disciplinary action in accordance with state rules, for failure to uphold these professional standards of the department.