**Alcohol and Drug Use Firefighter Response, LMC Model Policy**

*League models are thoughtfully developed by our staff for a city’s consideration. Models should be customized as appropriate for an individual city’s circumstances in consultation with the city’s attorney. Helpful background information on this model may be found in the Information Memo* [*“Fire Department Management and Liability Issues.”*](https://www.lmc.org/resources/fire-department-management-and-liability-issues/)

City of \_\_\_\_\_\_\_, Minnesota

Alcohol and Drug Use Firefighter Response Policy

The City of \_\_\_\_\_\_\_ Fire Department requires firefighters to follow these rules for responding to calls after the consumption of alcohol or drugs.

1. A firefighter who has consumed more than two drinks of alcoholic beverages in the previous four hours shall not respond to an emergency call.
2. A firefighter who has used any illegal drug during the preceding 24 hours shall not respond to an emergency call.
3. Upon arriving at the fire hall in response to an emergency call, a firefighter shall immediately inform the Fire Officer in charge of any of the following conditions:
* If the firefighter has consumed alcohol during the preceding four-hour period, and the amount consumed in that period.
* If the firefighter is using any prescription or non-prescription medication that is labeled with a warning regarding drowsiness, driving, or operation of machinery.

A firefighter who fails to comply with this requirement is subject to disciplinary action.

1. A firefighter who has consumed any alcohol in the preceding four-hour period, or who is using a prescription or non-prescription medication that is labeled with a warning regarding drowsiness, driving, or operation of machinery shall not perform any of the functions listed below, but will instead be assigned to other duties.
* Drive any vehicle;
* Use SCBA;
* Enter a structure fire;
* Provide emergency medical assistance or first aid.
1. The Fire Officer in charge shall restrict the activities of any firefighter as s/he deems appropriate if the Fire Officer in charge reasonably believes or suspects that the firefighter may be unable for any reason to safely and properly perform the duties of a firefighter. This applies even if the firefighter is in compliance with the requirements of Paragraphs 1 through 4 of this policy.
2. Any firefighter who during an emergency response observes any indication that another firefighter is under the influence of alcohol or drugs shall immediately report those observations to the Fire Officer in charge. Such indications include the odor of alcohol on the breath, slurred speech, unsteady gait, or disorientation.
3. In any case of a scheduled social event that may involve consumption of alcohol by a substantial percentage of the Fire Department members, the Fire Chief shall arrange in advance for emergency response by a neighboring department pursuant to the appropriate mutual aid agreement.