



# CITY OF MANITOWOC

WISCONSIN, USA

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**DATE:** October 2, 2023  
**TO:** Personnel Committee  
**FROM:** Jessie Lillibridge, HR Director  
**RE:** Revised Police Department Drug & Alcohol Policy

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The 2013-2014 police collective bargaining agreement specified that the City would implement a random drug and alcohol policy in effect by 2014. That policy was created and approved by Council in November 2013.

I worked with the Police Chief to revise the policy as attached. We removed language dictating actions of contracted labs and lab employees, since the City has no jurisdiction in this area. Also, we changed language to remove the requirement for represented employees to be drug-tested after an officer involved critical incident (OICI). In reviewing policies from other agencies, it's standard for this to be voluntary.

The recommendation is to approve the revised policy effective October 17, 2023. These recommended changes were shared with the WPPA business agent and union president.

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## HUMAN RESOURCES

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