

RESOLUTION

TO REVISE EMPLOYEE ALCOHOL MISUSE PREVENTION AND ANTI-DRUG POLICY FOR NON-DOT EMPLOYEES AND DRUG AND ALCOHOL PREVENTION POLICY FOR DOT-REGULATED EMPLOYEES

WHEREAS, the City of Manitowoc is committed to providing a safe and productive work environment for all employees by including following recommendations from Cities and Villages Mutual Insurance Company, our liability carrier, the U.S. Department of Transportation (“DOT”), and remaining in compliance with the Drug-Free Workplace Act of 1988; and

WHEREAS, at a meeting held on August 3, 2026, the Personnel Committee found that the modifications in the attached revised Employee Alcohol Misuse Prevention and Anti-Drug Policy Non-DOT Employees and Drug and Alcohol Prevention Policy for DOT-Regulated Employees are appropriate and recommended the adoption thereof.

NOW THEREFORE BE IT RESOLVED, by the Mayor and Common Council of the City of Manitowoc, to direct Human Resources to revise the Employee Alcohol Misuse Prevention and Anti-Drug Policy Non-DOT Employees and Drug and Alcohol Prevention Policy for DOT-Regulated Employees as attached, effective immediately, to notify employees of the changes, and to have copies of the updated policy available on the Intranet.

INTRODUCED _____ ADOPTED _____

Justin M. Nickels, Mayor

APPROVED _____

Fiscal Impact:	Anticipated zero fiscal impact for the revision of the policies.
Funding Source:	N/A
Finance Director Approval:	/SMA
Approved as to form:	/EGN

This Resolution was drafted by Eric G. Nycz, City Attorney