

2015 Negotiations between
City of Corpus Christi &
Corpus Christi Fire Fighters Association

TENTATIVE AGREEMENT

**ARTICLE 31
DRUG & ALCOHOL TESTING**

Section 1. Drug Testing Policy & Procedure.

The City and Association mutually recognize that Fire Fighters are called to respond to emergency and hazardous situations without notice, and that it is essential to the interests of the City, its citizens, and Fire Fighters themselves to ensure that Fire Fighters are not substance-impaired. To that end, the City and Association agree to drug and alcohol testing as outlined in the Fire Department's Alcohol & Drug Policy, appended to this Agreement as Appendix [REDACTED]. No changes to this policy will be made during the life of this Agreement except by mutual agreement of the City and Association.

Section 2. Selection for Random Drug Testing.

Fire Fighters will be selected for random drug testing on a fair and impartial statistical basis using a computerized program operated and certified as non-discriminatory by an independent firm hired by the City. Fire Fighters will be tested promptly upon being selected by the computer. The City Manager, Fire Chief and Director of Human Resources will be included in the random testing process.

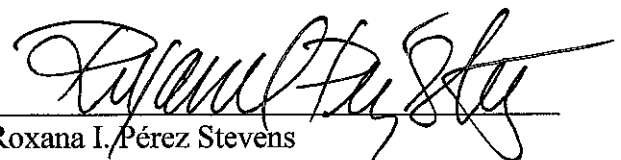
Section 3. Discipline for Drug, Alcohol Violations.

Discipline shall be in accordance with the Fire Department's Alcohol & Drug Policy and the Civil Service Commission's Rules and Regulations.

Agreed this 09 day of April, 2015:



Johnny R. Stobbs



Roxana I. Pérez Stevens