

Alcohol Use at City Facilities**1.4.4****PURPOSE**

To provide policy direction regarding the service, consumption and possession of alcoholic beverages by City employees both during and after working hours at City owned facilities.

BACKGROUND

The City of San Jose has a significant interest in the health and safety of its employees and the citizens of San Jose. Through its Substance Abuse Policy, the City of San Jose actively and aggressively pursues a workplace that is free from the dangers associated with alcohol and drug abuse. This is in compliance with the Federal Drug-Free Workplace Act of 1988. The City also has a direct interest to ensure that employees adhere to high standards of conduct expected by the community.

The City's current Substance Abuse Policy states that employees:

- Shall not report to work under the influence of alcohol or drugs or exhibit symptoms of alcohol or drug use;
- While on duty shall not use, possess, sell or provide drugs or alcohol;
- Shall not have their ability to work or be on paid stand-by impaired as a result of the use of alcohol or drugs.

The Substance Abuse Policy, however, does not specifically address alcohol use by City employees at City owned facilities. The Alcohol Use at City Facilities Policy, therefore, is intended to provide direction to management, and City employees under their supervision, on what the stipulations are regarding the service, consumption and possession of alcoholic beverages at City owned facilities both during and after working hours.

POLICY

The policy regarding the use of alcoholic beverages by City employees both during and after working hours at City owned facilities is as follows:

Alcohol Use at City Owned Facilities:

Except as provided below, the service, consumption and possession of alcoholic beverages by City employees is prohibited both during and after working hours at City owned facilities.

Exception:

After working hours, alcoholic beverages may be served and consumed by City employees at events located at City owned facilities that allow the service and consumption of alcohol. Such facilities would include, but are not limited to, the Technology Museum of Innovation, Convention Center, Center for Performing Arts, Arena, parks, community centers and theaters. City offices or worksites located at such facilities would be excluded.

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The purpose of this exception is to recognize the appropriateness of City employees utilizing various City owned facilities in the same manner as members of the public.

Organizations Affected:

All City employees who are organizationally charged with reporting to the City Manager are covered under this policy. This policy supersedes all other City department guidelines on alcohol use at City owned facilities. Those employees charged with reporting to the Mayor and City Council and other City Council appointees are not covered under this policy.

Approved:

/s/ Debra Figone
Assistant City Manager

6/15/1999
Date