



**EAST LAKE TARPON
SPECIAL FIRE CONTROL DISTRICT**
3375 Tarpon Lake Blvd.
Palm Harbor, FL 34685
727-784-8668 fax: 727-474-5830
www.elfr.org

**BOARD OF
FIRE COMMISSIONERS**
Randy Burr
Jim Dalrymple
Kevin Kenney
Tom McQueen
David J. Root

To: All Personnel
From: Fire Chief Tom Jamison
Number: District Directive 2020-01
Date: January 6, 2020

SUBJECT: EAST LAKE FIRE DISTRICT MEDICAL MARIJUANA POLICY

Since the State of Florida enacted the legalization of marijuana for medicinal use (Fla. Stat. § 381.986), the District has examined what this means to the members of East Lake Tarpon Special Fire Control District. While medical marijuana can statutorily be prescribed in Florida; it is still prohibited under Federal Law. Therefore, a conflict exists in the District's Substance Abuse protocol (East Lake Fire District / IAFF Local 1158 CBA, Article 22, Drug Free Workplace and East Lake Fire District SOGS 125-128).

The East Lake Fire District will treat medical marijuana as described in § 381.986 as it does other prescribed controlled substances in accordance with the existing CBA and/or SOGS.

Since marijuana can remain detectable for days and weeks after consumption, it is possible that a positive result could result from a drug test. Employees testing positive for marijuana will be automatically screened for signs of impairment. Those employees possessing the proper legal documentation, required by the State of Florida, and who show no signs of impairment (maintain their fitness for duty criteria) will be allowed to remain on duty and will be treated the same as an employee who has been prescribed a controlled substance by a physician when that substance is used as prescribed. Employees who do not possess the necessary legal documentation or who show visible signs of impairment will be subject to the remedies described in Article 22 of the above referenced CBA and /or SOG.