

LOCAL LAW 2012-03
TOWN OF WEST SENECA
MODIFICATION TO Chapter 25, PERSONNEL POLICIES

Section 25-18

- A. One of the town's primary objectives is to provide a safe, healthful and productive working environment for all of our employees. This means that all employees must be in suitable mental and physical condition at all times while working for the town. Our work environment and our employees must be completely free of substance abuse and its harmful and dangerous effects. *All applicants offered a position, to be hired after June 1, 2012 will be required to submit to a drug screen as a condition to their hire. In its sole discretion, the Town Board of the Town of West Seneca may refuse to hire an individual who fails a drug test. In its sole discretion, the Town may hire an individual who fails a drug test and impose conditions, the violation of which may result in all remedies, up to and including termination.* (amended May 21, 2012).

ARTICLE V

BACKGROUND CHECKS OF NEW HIRES AFTER JUNE 1, 2012

Section 25-20

- A. *The objective and policy of the Town of West Seneca is and has been to maintain a safe and healthful environment for all employees, residents, and all members of the general public who visit the Town.*
- B. *In order to further effectuate this objection and police, effective June 1, 2012, all applicants offered a position will have a criminal history check. In its sole discretion, and subject to all other applicable laws, the Town Board of the Town of West Seneca may refuse to hire an individual who refuses to undergo a criminal history check or whose criminal history check reveals a conviction of a misdemeanor or felony in the State of New York, or equivalent in any other jurisdiction.*
- C. *For all potential new hires whose duties may include the operation of Town motor vehicles or other motorized equipment, the potential new hire shall undergo a check into his or her driving history. In its sole discretion, the Town Board of the Town of West Seneca may refuse to hire an individual who refuses to permit a check of the individuals driving history. The Town Board of the Town of West Seneca may consider the potential new hires' driving record in its hiring decision.*