



City Council
COMMITTEE OF THE WHOLE
City of Belvidere, Illinois

Alderman Clayton Stevens	Vice Chairman Public Works
Alderman Tom Porter	Chairman Building, Planning & Zoning
Alderman Daniel Snow	Co-Chairman City-County
Alderman Michael Borowicz	Vice Chairman Finance and Personnel
Alderman Wendy Frank	Vice Co-Chairman City-County
Alderman Thomas Ratcliffe	Chairman Finance and Personnel
Alderman George Crawford	Chairman Public Safety
Alderman Mike McGee	Vice Chairman Building, Planning & Zoning
Alderman Marsha Freeman	Chairman Public Works
Alderman Ric Breerton	Vice Chairman Public Safety

AGENDA

September 23, 2019
6:00 p.m.
City Council Chambers
401 Whitney Boulevard, Belvidere, Illinois

Call to Order – Mayor Mike Chamberlain:

Roll Call: Present: Absent:

Public Comment:

Public Forum:

Reports of Officers, Boards, and Special Committees:

Mayor Chamberlain – Proclamation for BraveHearts’ Trail to Zero Day.
Police Chief Woody – Alliance against Intoxicated Motorists Recognition of Officers.

1. Public Safety, Unfinished Business:

(A) Update – Traffic Enforcement Garfield and W. 5th Street.

2. Public Safety, New Business:

- (A) Fire – Presentation Firefighter Tangye - Compliance Engine.
- (B) Fire – Hazmat Monitoring Equipment – donation General Mills Foundation Hometown Grantmaking Program.

3. Finance & Personnel, Unfinished Business: None.

4. Finance & Personnel, New Business:

- (A) Azavar Governmental Solutions – Gas Utility Tax.
- (B) Acceptance of First United Methodist Church General Mills Park Donation.
- (C) Sikich Audit Review.

5. Other:

- (A) Special Use Application – 300 S Main Street.
- (B) General Overview Cannabis Regulation and Tax Act.

6. Adjournment:



Proclamation

WHEREAS, BraveHearts is the nation's leading equine rehabilitation program for Veterans; AND

WHEREAS, Trail to Zero is a 20-mile horseback ride that commemorates the number of Veterans lives lost on average every day to suicide; AND

WHEREAS, BraveHearts' Trail to Zero not only brings awareness to Veteran suicide but also helps the Veterans on the ride to heal and advance their horsemanship; AND

WHEREAS, here at the City of Belvidere we respect, admire, and support the efforts of the BraveHearts organization; AND

NOW THEREFORE BE IT RESOLVED that I, Mike Chamberlain, as Mayor of the City of Belvidere, Illinois, do hereby proclaim September 28, 2019 to be:

"Trail to Zero Day"

in Belvidere, and encourage residents to recognize the issues and work together to stand behind BraveHearts' Trail to Zero.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Belvidere to be affixed this 23rd day of September, 2019.

Mike Chamberlain
Mayor of Belvidere

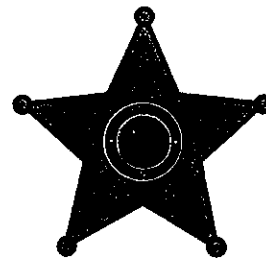


Belvidere Police Department

Shane Woody - Chief of Police


Matthew Wallace - Deputy Chief, Investigations

Patrick Gardner - Deputy Chief, Patrol



615 N. Main Street • Belvidere, IL 61008 • Phone 815-544-9626 • Fax 815-544-9603 • www.ci.belvidere.il.us

TO: Mayor Chamberlain and City Council

FROM: Chief Shane Woody 

DATE: September 23, 2019

RE: Alliance Against Intoxicated Motorists Recognition of Officers

Every year, the Alliance Against Intoxicated Motorists (AAIM) recognizes officers for their exceptional D.U.I. enforcement. Four Belvidere Police Department Officers, as shown below, have been acknowledged by this Alliance for their DUI enforcements/arrests in 2018.

❖ Officer Joseph McDermott	15
❖ Officer Matthew Korn	15
❖ Officer Christopher Garcia	11
❖ Officer Joseph Danielak	11

Congratulations to these officers for their life-saving efforts and exceptional public service!

SW/sd

Belvidere Police Department

Shane Woody - Chief of Police

Matthew Wallace - Deputy Chief, Investigations

Patrick Gardner - Deputy Chief, Patrol



615 N. Main Street - Belvidere, IL 61008 - Phone 815-544-9626 - Fax 815-544-9603 - www.ci.belvidere.il.us

TO: Mayor Chamberlain and City Council

FROM: Chief Shane Woody

DATE: September 11, 2019

RE: Traffic Enforcement Garfield & W. 5th Street

During the committee meeting on August 12, 2019 Public Works Director discussed traffic control devices/signage at the intersection of Garfield and W. 5th St. During the discussion Deputy Chief Wallace informed the council what the process was for the police department when handling a speed enforcement issue including the placement of the speed trailer at the location, collecting data and determine if a speed issue existed, if so, what dates and times of those offenses were most prevalent, then deploying patrol officers to that location during those dates and times to conduct traffic enforcement. At that meeting it was determined the most appropriate course of action to address this issue was to deploy the speed trailer, collect and analyze the data and determine if speed enforcement was necessary.

The speed trailer was deployed in the 100 block of W. 5th St. with a visible speed indicator of oncoming eastbound vehicles. The posted speed limit was input into the speed trailer at 25mph.

The attached bar graph spreadsheet consists of 10 days' worth of speed data from Garfield and W. 5th St. for August 14, 2019 – August 23, 2019. Each sheet shows an hourly breakdown and each bar graph indicates how many vehicles were recorded as speeding in that hour for each day.

This information was disseminated to the patrol sergeants who assigned patrol officers over a period of 2 weeks to conduct speed enforcement for the area of Garfield and W. 5th St. On September 10, 2019 each shift sergeant reported to Deputy Chief Gardner the following results:

Belvidere Police Department

Shane Woody - Chief of Police

Matthew Wallace - Deputy Chief, Investigations

Patrick Gardner - Deputy Chief, Patrol



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Details conducted – 35

Number of speed violations – 0

Number of traffic stops – 0

Number of traffic tickets – 0

Number written warnings – 0

Speed range – 12mph – 30mph

Community Policing Officer Blankenship has been in contact with the initial complainant and has informed them of the police departments process for handling these types of issues.

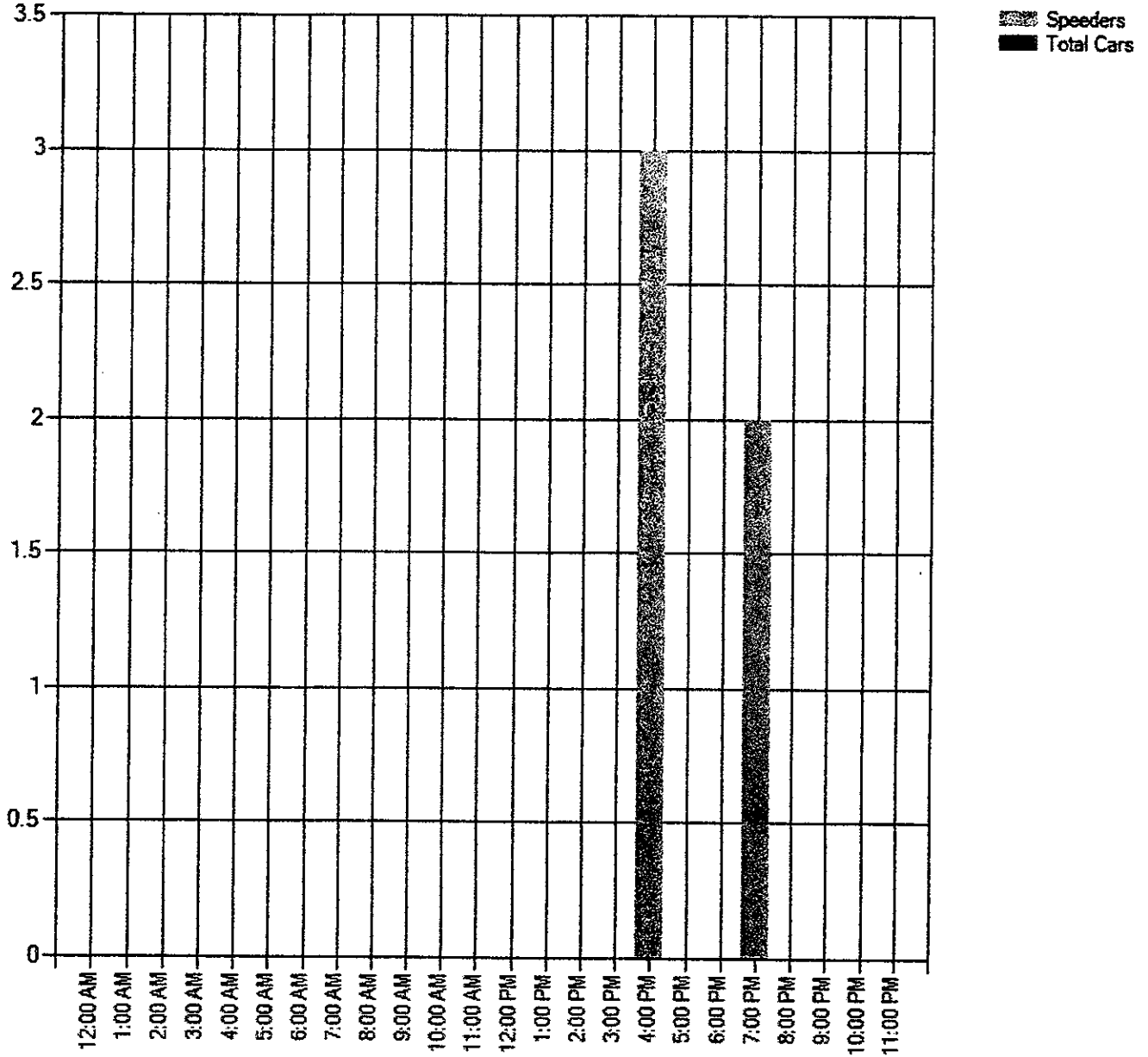
Respectfully,

A handwritten signature in black ink, appearing to read "Shane Woody".

Chief Shane Woody

Date: 08/26/2019 12:00 AM
Report Start Date: 08/14/2019 12:00 AM
Report End Date: 08/15/2019 12:00 AM
Time Interval: 60 minutes
Speed Interval: 5 mph
Posted Speed Limit: 25 mph
Average Speed: 33 mph
Highest Speed: 35 mph
50th Percentile: 33 mph
85th Percentile: 35 mph

Number Above Speed Limit: 5
Total Number of Vehicles: 5



Date: 08/26/2019 12:00 AM

Report Start Date: 08/15/2019 12:00 AM

Report End Date: 08/16/2019 12:00 AM

Time Interval: 60 minutes

Speed Interval: 5 mph

Posted Speed Limit: 25 mph

Average Speed: 39 mph

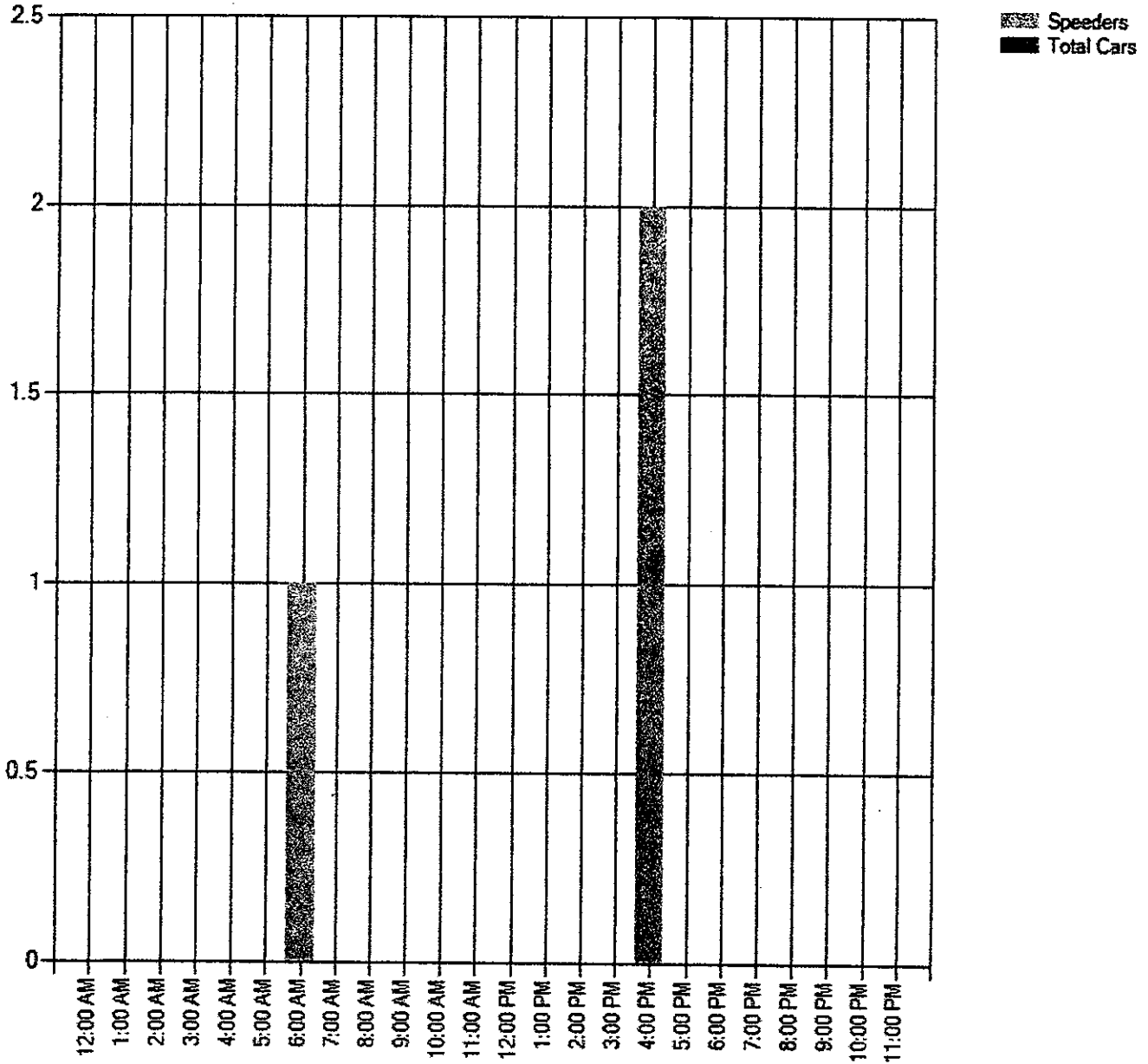
Highest Speed: 48 mph

50th Percentile: 38 mph

85th Percentile: 48 mph

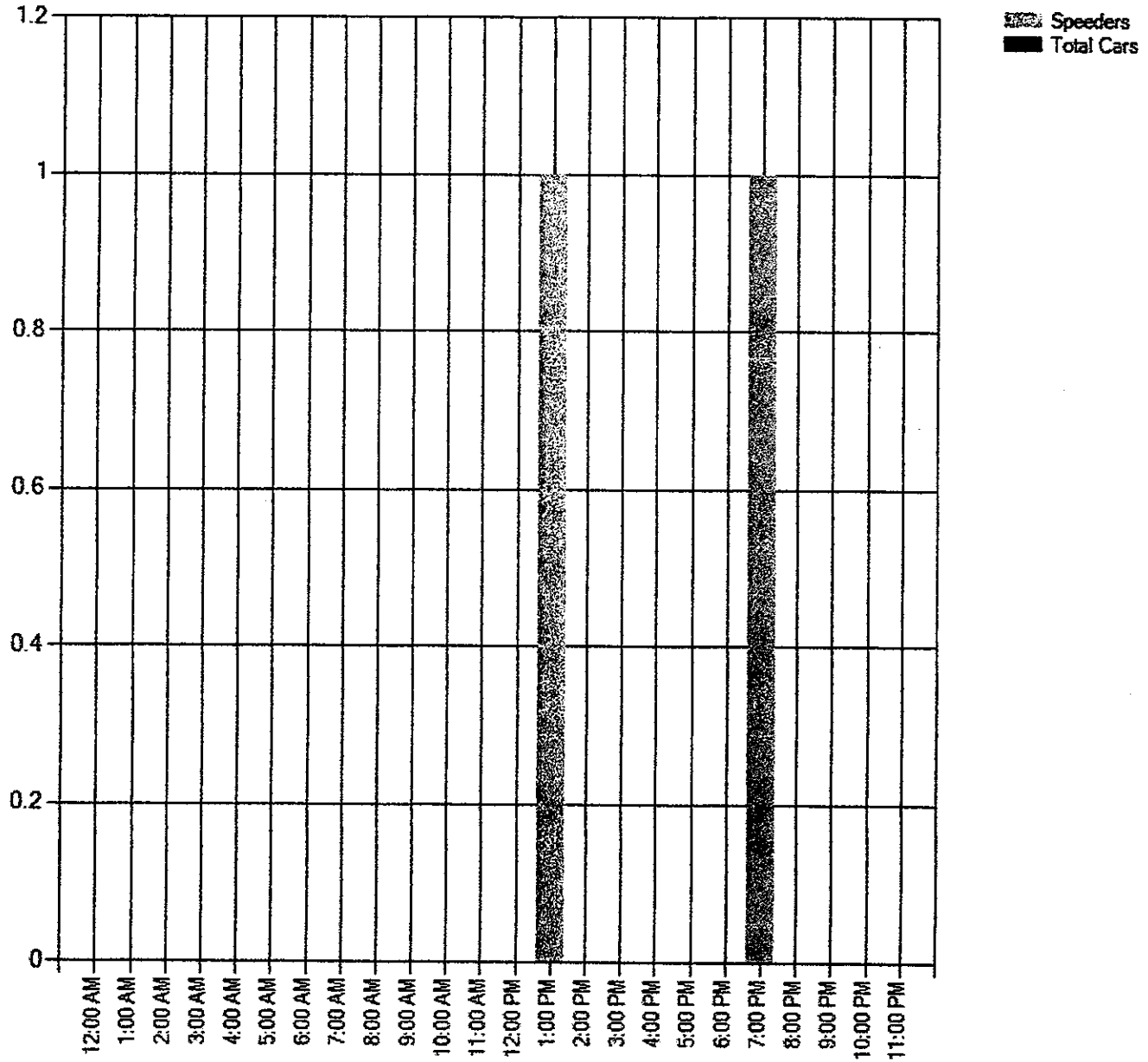
Number Above Speed Limit: 3

Total Number of Vehicles: 3



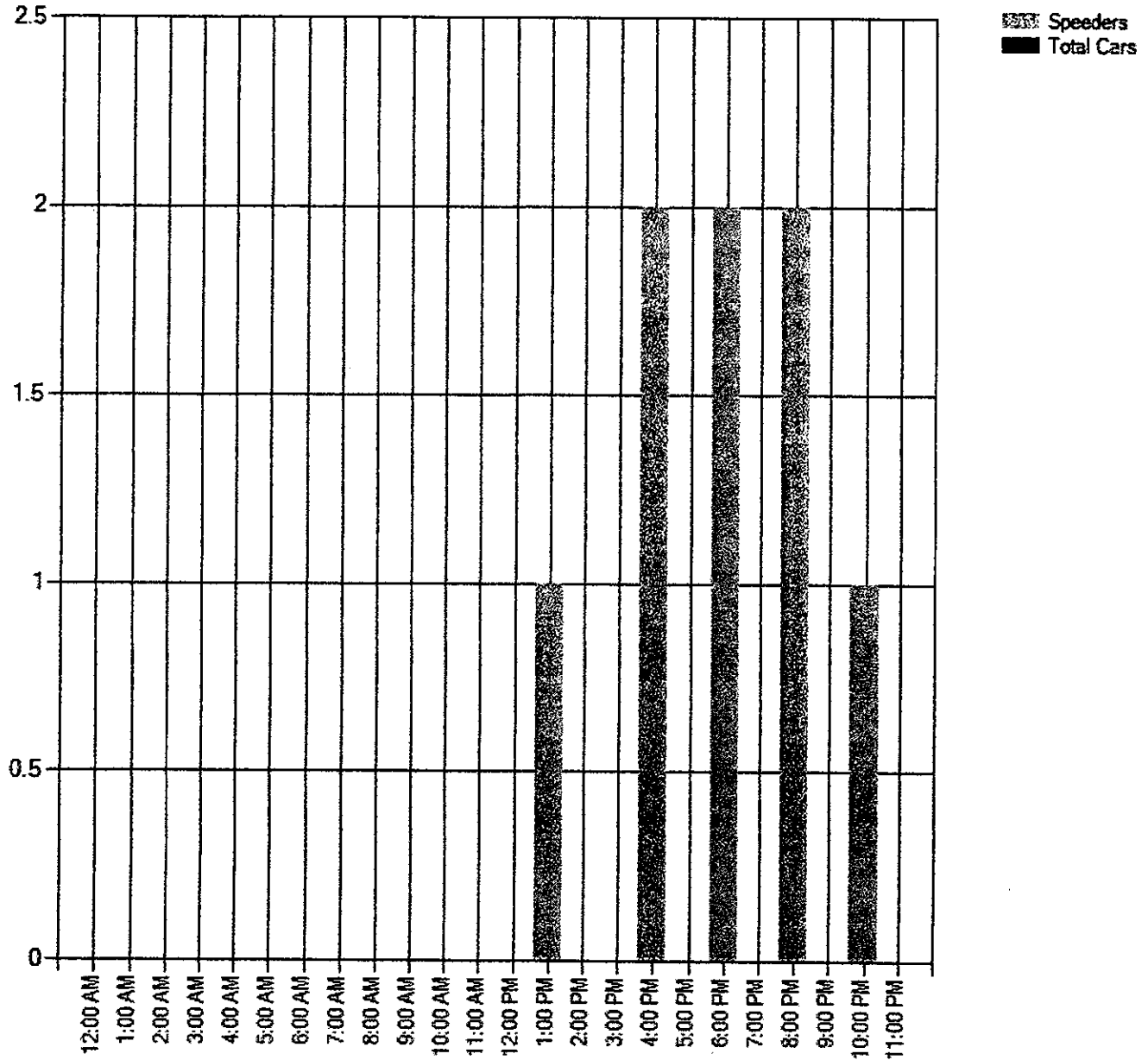
Date: 08/26/2019 12:00 AM
 Report Start Date: 08/16/2019 12:00 AM
 Report End Date: 08/17/2019 12:00 AM
 Time Interval: 60 minutes
 Speed Interval: 5 mph
 Posted Speed Limit: 25 mph
 Average Speed: 35 mph
 Highest Speed: 36 mph
 50th Percentile: 36 mph
 85th Percentile: 36 mph

Number Above Speed Limit: 2
 Total Number of Vehicles: 2



Date: 08/26/2019 12:00 AM
Report Start Date: 08/17/2019 12:00 AM
Report End Date: 08/18/2019 12:00 AM
Time Interval: 60 minutes
Speed Interval: 5 mph
Posted Speed Limit: 25 mph
Average Speed: 35 mph
Highest Speed: 44 mph
50th Percentile: 35 mph
85th Percentile: 41 mph

Number Above Speed Limit: 8
Total Number of Vehicles: 8



Date: 08/26/2019 12:00 AM

Report Start Date: 08/18/2019 12:00 AM

Report End Date: 08/19/2019 12:00 AM

Time Interval: 60 minutes

Speed Interval: 5 mph

Posted Speed Limit: 25 mph

Average Speed: 36 mph

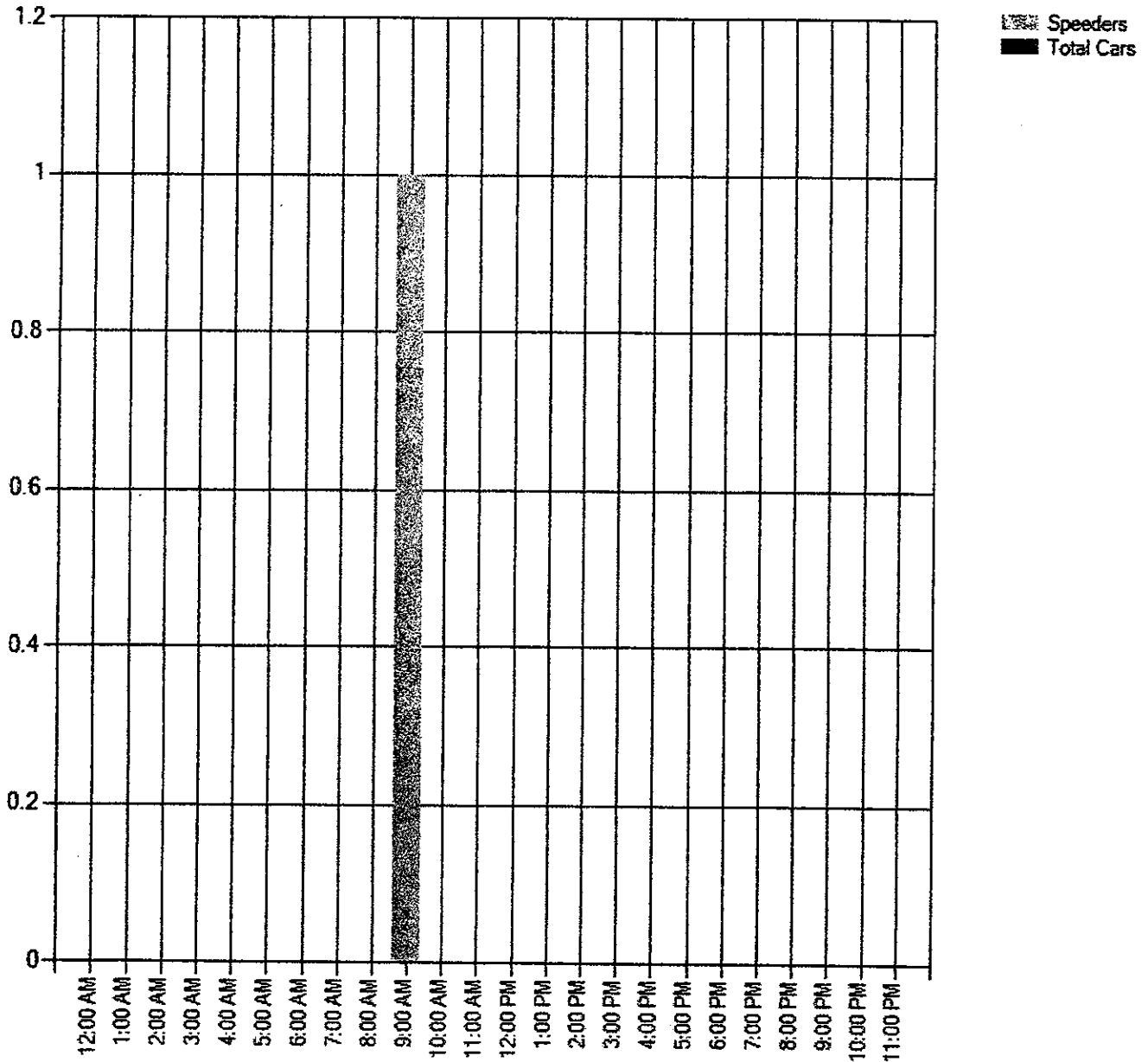
Highest Speed: 36 mph

50th Percentile: 36 mph

85th Percentile: 36 mph

Number Above Speed Limit: 1

Total Number of Vehicles: 1



Date: 08/26/2019 12:00 AM

Report Start Date: 08/19/2019 12:00 AM

Report End Date: 08/20/2019 12:00 AM

Time Interval: 60 minutes

Speed Interval: 5 mph

Posted Speed Limit: 25 mph

Average Speed: 33 mph

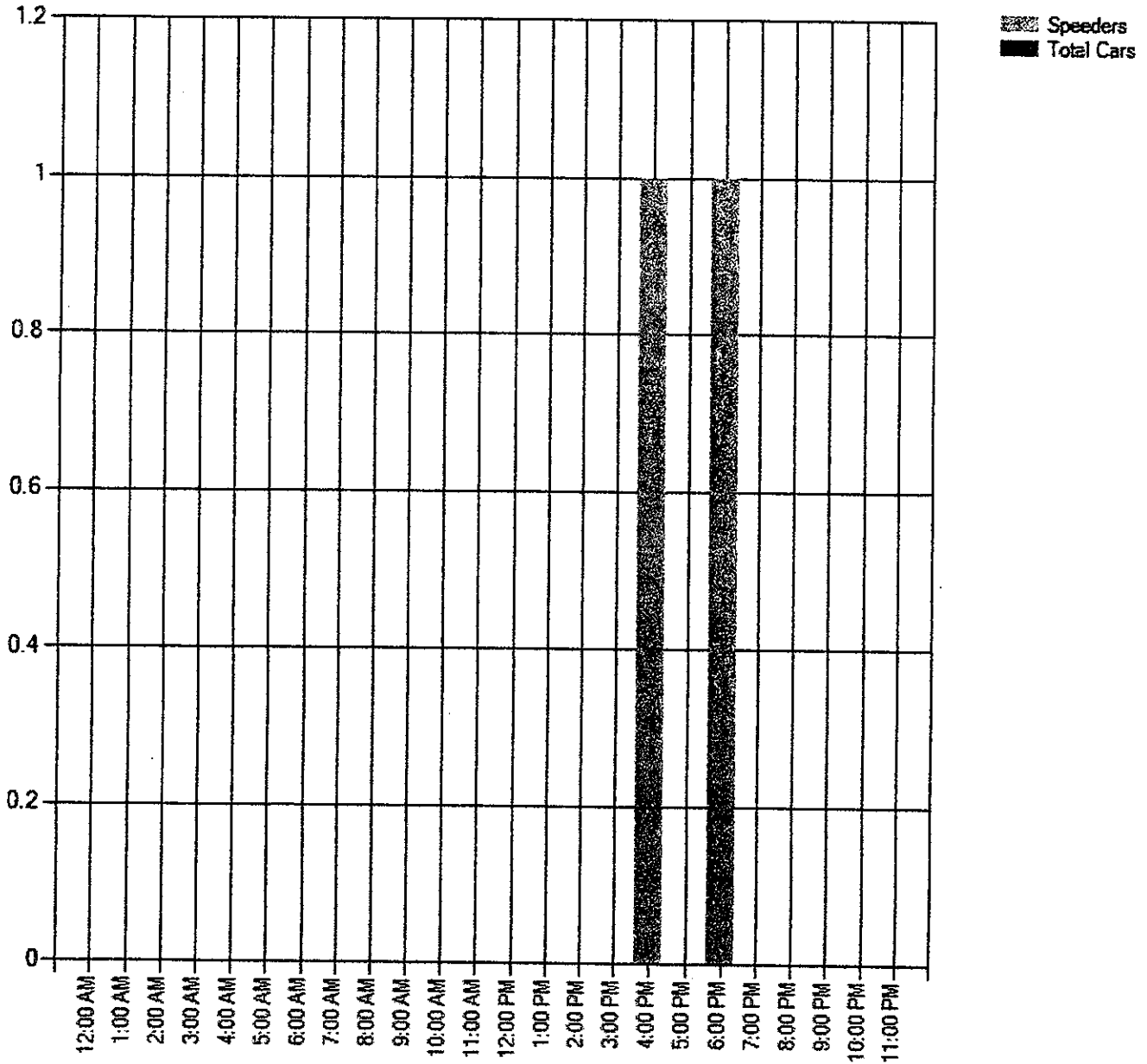
Highest Speed: 34 mph

50th Percentile: 34 mph

85th Percentile: 34 mph

Number Above Speed Limit: 2

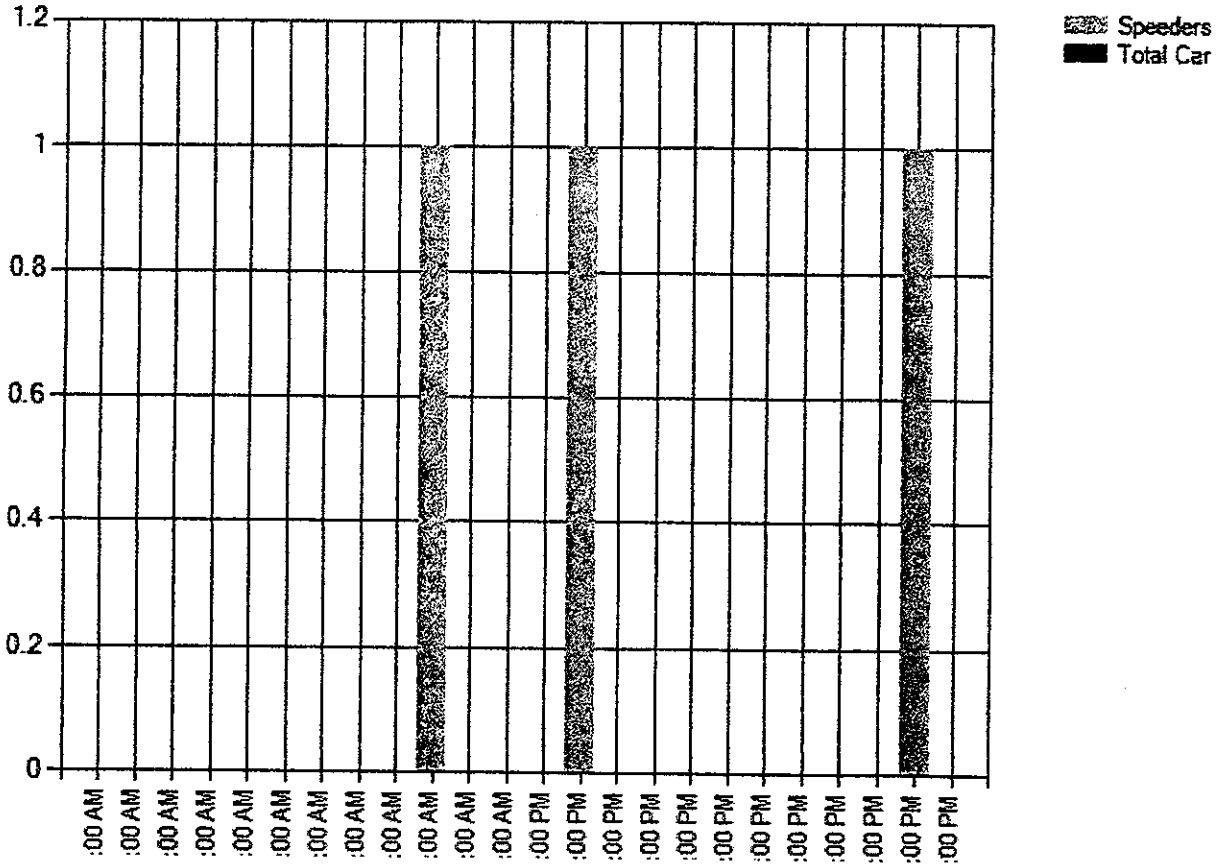
Total Number of Vehicles: 2



Date: 08/26/2019 12:00 AM
Report Start Date: 08/20/2019 12:00 AM
Report End Date: 08/21/2019 12:00 AM

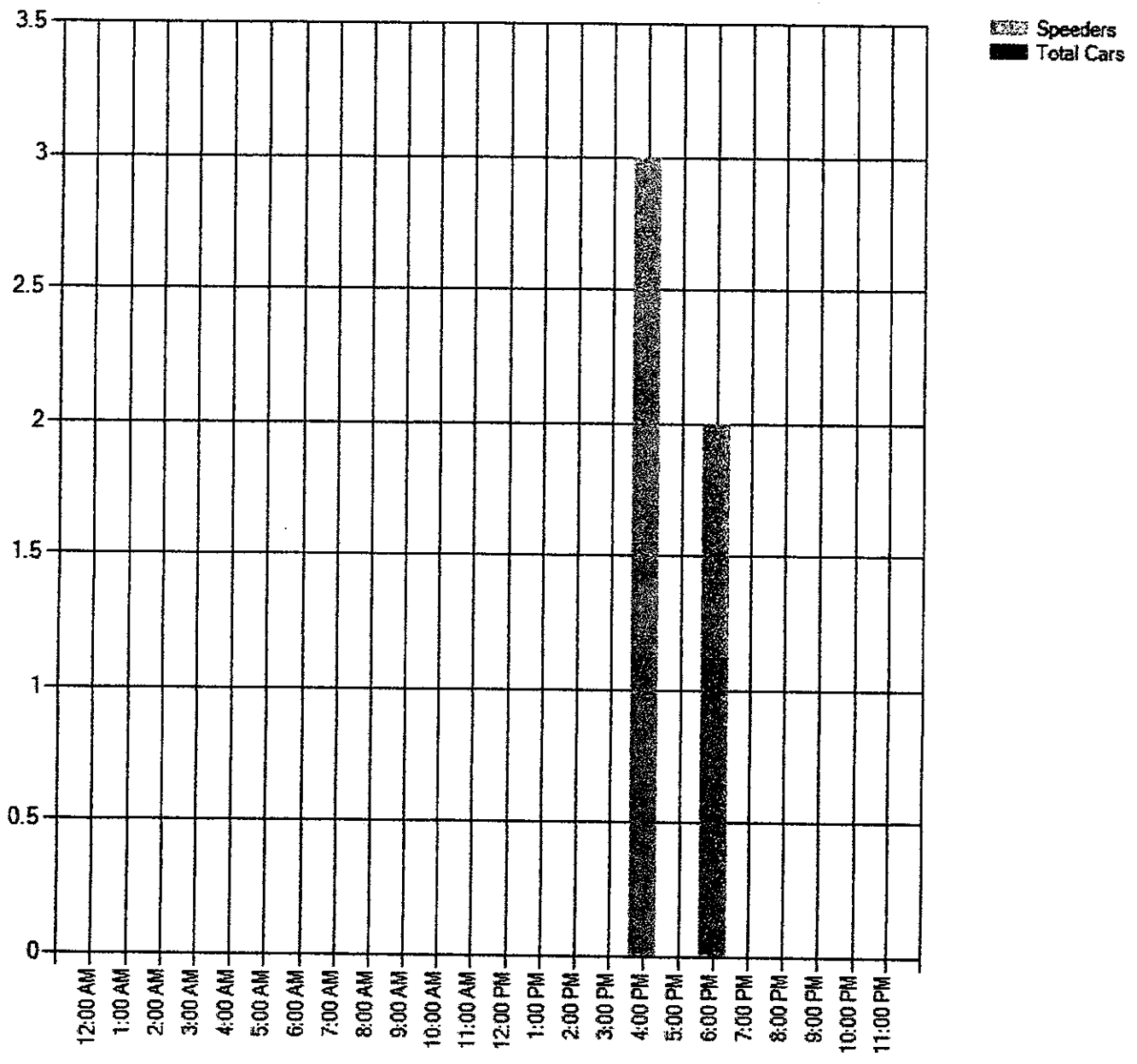
Time Interval: 60 minutes
Speed Interval: 5 mph
Posted Speed Limit: 25 mph
Average Speed: 32 mph
Highest Speed: 32 mph
50th Percentile: 32 mph
85th Percentile: 32 mph

Number Above Speed Limit: 3
Total Number of Vehicles: 3



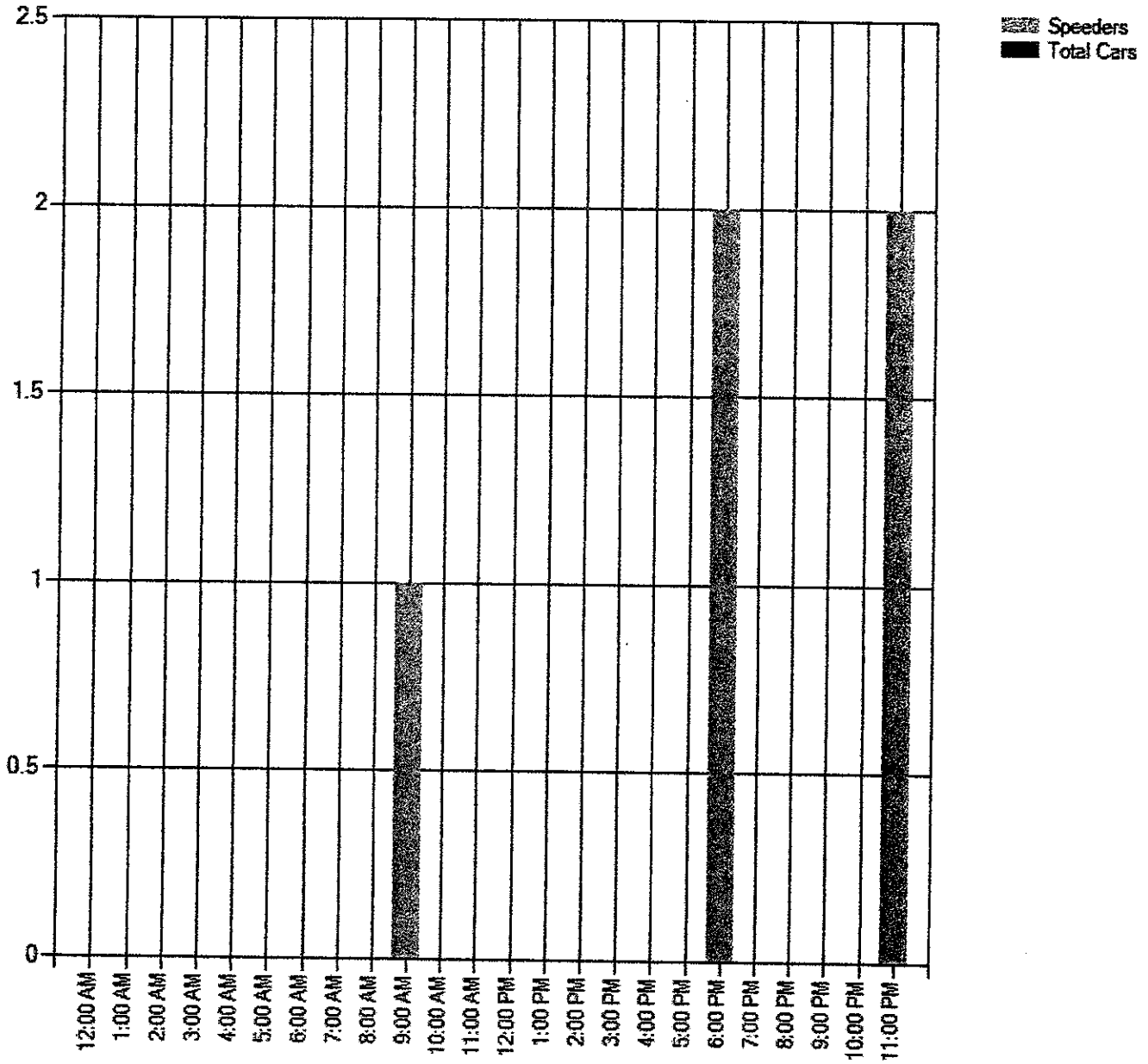
Date: 08/26/2019 12:00 AM
Report Start Date: 08/21/2019 12:00 AM
Report End Date: 08/22/2019 12:00 AM
Time Interval: 60 minutes
Speed Interval: 5 mph
Posted Speed Limit: 25 mph
Average Speed: 34 mph
Highest Speed: 36 mph
50th Percentile: 34 mph
85th Percentile: 36 mph

Number Above Speed Limit: 5
Total Number of Vehicles: 5



Date: 08/26/2019 12:00 AM
Report Start Date: 08/22/2019 12:00 AM
Report End Date: 08/23/2019 12:00 AM
Time Interval: 60 minutes
Speed Interval: 5 mph
Posted Speed Limit: 25 mph
Average Speed: 36 mph
Highest Speed: 39 mph
50th Percentile: 36 mph
85th Percentile: 39 mph

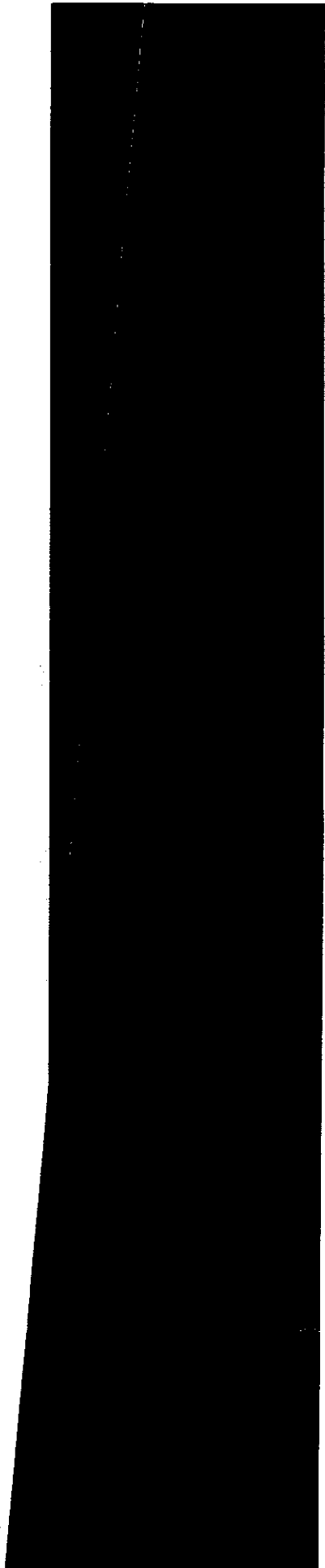
Number Above Speed Limit: 5
Total Number of Vehicles: 5



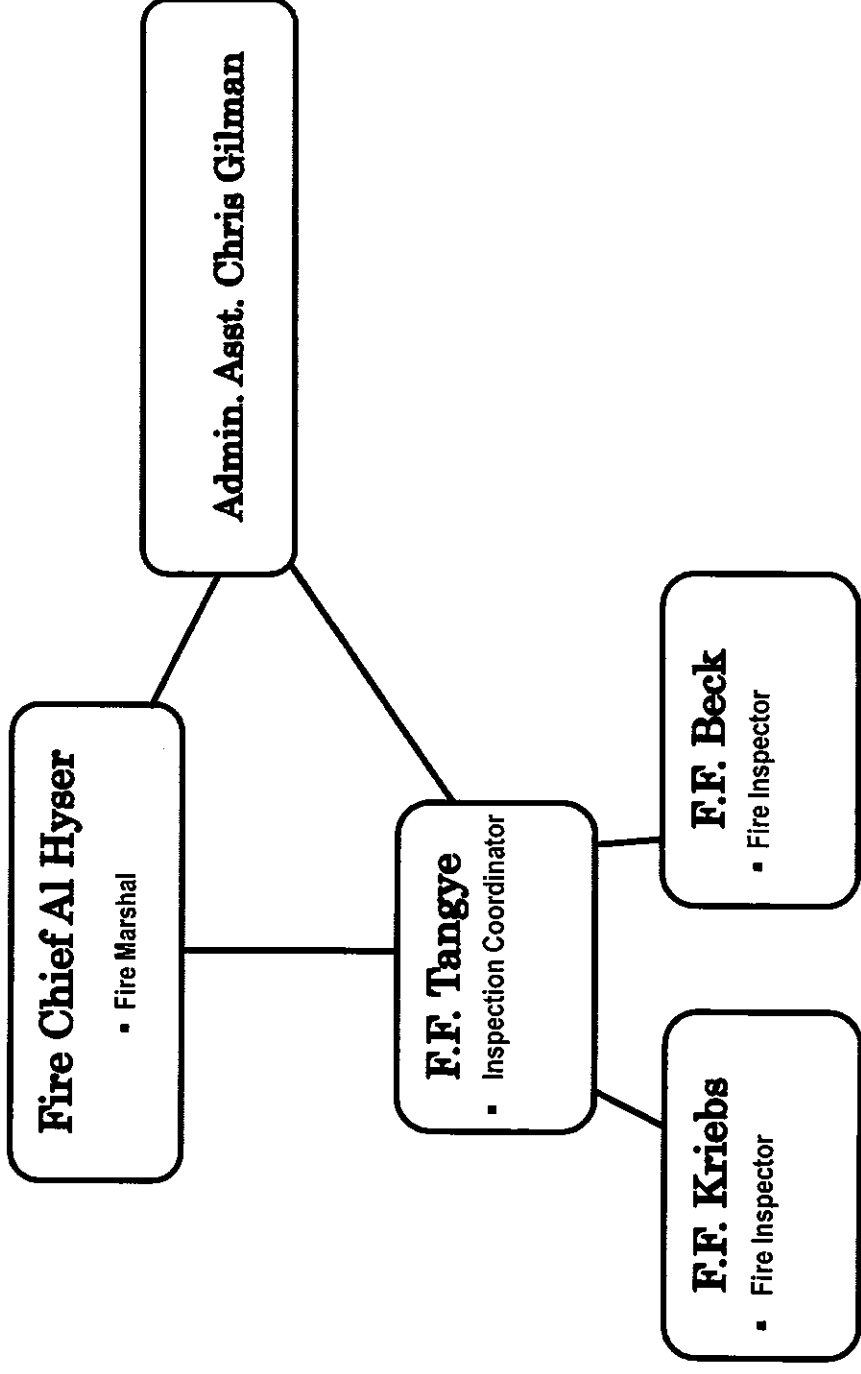
Belvidere Fire Department

Inspection Bureau

Travis Tangye
Firefighter/Paramedic
Inspection Coordinator



Organizational Chart for Inspections



What we do

- ▶ Apartment building inspections - On duty crews inspect (Annually)
 - Highest life safety hazard
 - Fire Inspectors reinspect (since 2017)
 - After 3rd non-compliance → City Attorney
- ▶ School Inspections (Annually)
- ▶ New Construction Plan Reviews
- ▶ New Construction Inspections
- ▶ Compliant Inspections
- ▶ FOIA requests
- ▶ TIER 2 hazard chemicals
- ▶ Drop everything must come today requests



What we haven't

- ▶ Business Inspections
- ▶ Track, follow up, or enforce required maintenance of life safety systems in our businesses
 - Fire sprinkler systems
 - Fire alarm systems
 - Private fire hydrants
 - Kitchen hood systems
 - Fire Escapes
 - Smoke control systems
 - Special suppression systems



Why we haven't

- ▶ Lack of manpower
 - 7 man minimum
 - No part-time or full-time inspectors
- ▶ Only 1 Administrative Assistant



Why we haven't

- ▶ Over 3,000 calls for service/year
- ▶ Company level training
- ▶ Required trainings/maintaining of certifications/continuing education
 - Structural Firefighting
 - Emergency Medical Services
 - Vehicle Extrication
 - Hazardous Materials Release
 - Water/Dive Rescue
 - Rope Rescue (Low & High Angle)
 - Building Construction
 - Incident Command
 - Active Shooter Incidents
 - Natural Gas Leak Mitigation
 - Confined Space Rescue
 - Trench Rescue
 - Boat Operations
 - Hydrant Maintenance
 - Fire Investigations
 - CPR Instruction
 - Child Safety Seats Technician



How can we promote fire and life safety in our businesses with our current staffing levels?

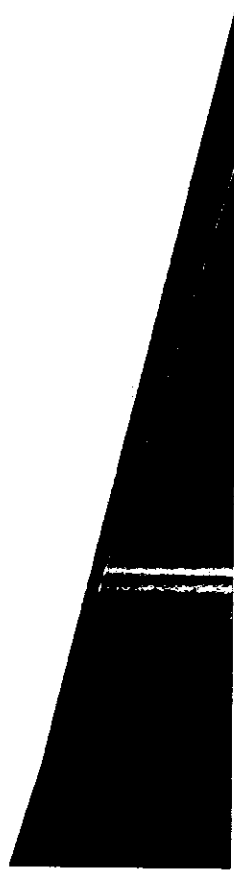
- ▶ One option: Using a tracking company to:
 - Collect
 - Organize
 - Categorize
 - Track
 - Provide written mailed violation notices
 - Provide follow up phone calls
 - Notify the fire department of discrepancies

For all of the required maintenance of life safety systems in our businesses



The Compliance Engine

- ▶ Collects and organizes 3rd party inspection reports of life safety systems
- ▶ Helps verify life safety systems are maintained and operational
- ▶ Reduces administrative tasks
- ▶ Reduces false alarms
- ▶ Free for municipalities
- ▶ 3rd party companies pay \$15 fee to submit reports



Code Officials Need Help

Commercial premises are legally required to maintain:

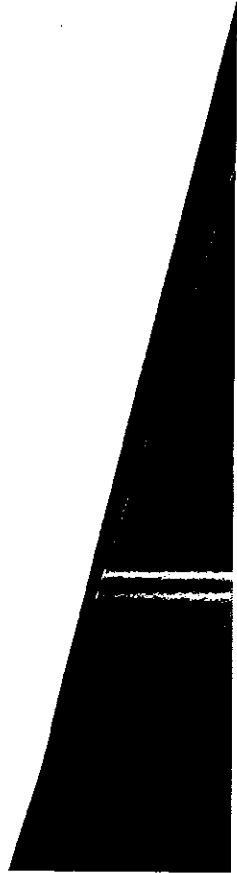
- Fire Alarm Systems
- Fire Sprinkler Systems (Wet/Dry)
- 5 Yr. Sprinkler Obstruction Tests
- Standpipes
- Fire Pumps
- Commercial Kitchen Hood Suppression Systems
- Commercial Hood Cleaning
- Special Suppression System
- Paint/Spray Booths
- Private Hydrant Systems
- Active Smoke Control Systems
- Fire Escapes
- Emergency Power Generators

40%

of Life Safety Systems are not inspected or serviced every year!

29%

of Fire Code Officials time is spent on administrative duties pertaining to inspection, testing, & maintenance!



Current Costs: False Fire Alarms



2.62 million False alarms in the US for 2016.

According to Statista & National Fire Protection Association



32.5%

Due to lack of maintenance and testing.

NFPA Study – False Alarm Activity in U.S.

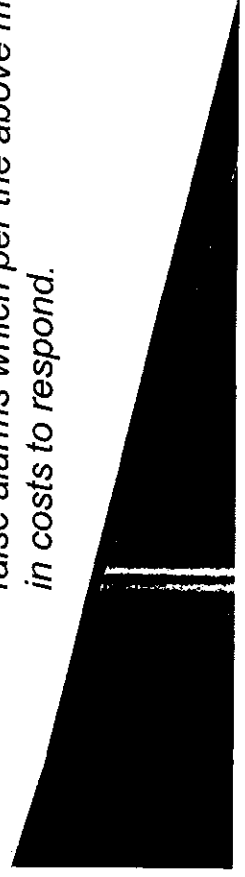


\$500+

Cost to Respond to a False Call.

Brycer surveying 3000 AHJs across the Country (Range is \$400 - \$1200)

In a 5-year span (9/17/14 – 9/17/19) Belvidere Fire Dept. has responded to 1,052 false alarms which per the above minimum standard comes out to over \$400,000 in costs to respond.



Illinois Fire Departments currently using the Brycer Compliance Engine:

DEPARTMENT	CITY	STATE	ZIP	DEPARTMENT	CITY	STATE	ZIP
BLUE ISLAND FIRE DEPARTMENT	BLUE ISLAND	IL	60406	MACOMB FIRE DEPARTMENT	MACOMB	IL	61455
BURBANK FIRE DEPARTMENT	BURBANK	IL	60459	MATTESON FIRE DEPARTMENT	MATTESON	IL	60443
CALUMET CITY FIRE DEPARTMENT	CALUMET CITY	IL	60409	MCCOOK FIRE DEPARTMENT	MCCOOK	IL	60525
CENTRAL STICKNEY FIRE PROTECTION DISTRICT	CHICAGO	IL	60638	MINOOKA FIRE PROTECTION DISTRICT	MINOOKA	IL	60447
CHICAGO FIRE DEPARTMENT/FIRE PREVENTION BUJ CHICAGO	CHICAGO	IL	60610	MOKENA FIRE PROTECTION DISTRICT	MOKENA	IL	60448
CITY OF CRYSTAL LAKE	CRYSTAL LAKE	IL	60014	MORRIS FIRE PROTECTION AND AMBULANCE DISTRICT	MORRIS	IL	60540
CITY OF NAPERVILLE	NAPERVILLE	IL	60540	NEW LENOX FIRE PROTECTION DISTRICT	NEW LENOX	IL	60451
CITY OF SYCAMORE	SYCAMORE	IL	60178	NORTH PARK FIRE PROTECTION DISTRICT	MACHESNEY PARK	IL	61115
COAL CITY FIRE PROTECTION DISTRICT	COAL CITY	IL	60416	NORWOOD PARK FIRE PROTECTION DISTRICT	HARWOOD HEIGHTS	IL	60706
CRESTWOOD FIRE DEPARTMENT	CRESTWOOD	IL	60445	OAK FOREST FIRE DEPARTMENT	OAK FOREST	IL	60452
DARIEN - WOODRIDGE FIRE PROTECTION DISTRICT	DARIEN	IL	60561	PALATINE FIRE PREVENTION	PALATINE	IL	60067
DOWNERS GROVE FIRE DEPARTMENT	DOWNERS GROVE	IL	60515	PEKIN FIRE DEPARTMENT	PEKIN	IL	61554
EAST DUNDEE FIRE PROTECTION DISTRICT	EAST DUNDEE	IL	60118	PEORIA FIRE DEPARTMENT	PEORIA	IL	61603
ELMHURST FIRE DEPARTMENT	ELMHURST	IL	60126	QUINCY FIRE DEPARTMENT	QUINCY	IL	62301
ELK GROVE VILLAGE FIRE DEPARTMENT	ELK GROVE VILLAGE	IL	60007	RIGHTON PARK FIRE DEPARTMENT	RIGHTON PARK	IL	60471
ANTIOCH TOWNSHIP FIRE PROTECTION DISTRICT	ANTIOCH	IL	60002	ROCK ISLAND FIRE DEPARTMENT	ROCK ISLAND	IL	61201
FRANKFORT FIRE PROTECTION DISTRICT	FRANKFORT	IL	60423	ROSELLE FIRE DEPARTMENT	ROSELLE	IL	60172
FRANKLIN PARK FIRE DEPARTMENT	FRANKLIN PARK	IL	60131	TROY FIRE PROTECTION DISTRICT	SHOREWOOD	IL	60404
FREEPORT FIRE DEPARTMENT	FREEPORT	IL	61032	VILLAGE OF ALSIP	ALSIP	IL	60803
HARLEM-ROSCOE FIRE PROTECTION DISTRICT	ROSCOE	IL	61073	VILLAGE OF ARLINGTON HEIGHTS	ARLINGTON HEIGHTS	IL	60004
HOMEWOOD FIRE DEPARTMENT	HOMEWOOD	IL	60430	VILLAGE OF LIBERTYVILLE	LIBERTYVILLE	IL	60048
ITASCA FIRE PROTECTION DISTRICT	ITASCA	IL	60143	VILLAGE OF NILES	NILES	IL	60714
LEMONT FIRE PROTECTION DISTRICT	LEMONT	IL	60439	WARRENVILLE FIRE PROTECTION DISTRICT	WARRENVILLE	IL	60555
LEYDEN FIRE PROTECTION DISTRICT	FRANKLIN PARK	IL	60131	WAUCONDA FIRE DISTRICT	WAUCONDA	IL	60084
LISLE-WOODRIDGE FIRE DISTRICT	WOODRIDGE	IL	60517	WESTCHESTER FIRE DEPARTMENT	WESTCHESTER	IL	60154
LOMBARD FIRE DEPARTMENT	LOMBARD	IL	60148				



**BELVIDERE
FIRE
DEPARTMENT**

**123 S. State St.
Belvidere, IL 61008**

Fire Chief and Administration Offices
(815)544-2242
Fax (815)544-2278

Motion...

From:	Chief Hyser	Today's Date:	September 18, 2019
To:	City Council	Effective Date:	September 23, 2019
Subject:	Agenda Item for Public Safety Meeting		

The Belvidere Fire Department is pleased to have been chosen to receive grant money from the General Mills Foundation Hometown Grantmaking Program and would like permission to accept a check in the amount of \$15,000. This check will be utilized for hazmat monitoring equipment which will come out of the equipment budget 01-5-220-8200.

Chief Al Hyser

42281

FIRST UNITED METHODIST CHURCH

610 BONUS AVE
BELVIDERE, IL 61008-2305



States Bank
70-454/812



08/27/2019

PAY TO THE ORDER OF City of Belvidere

\$ **9,778.94

Nine Thousand Seven Hundred Seventy-Eight and 94/100 ***** DOLLARS

City of Belvidere
401 Whitney Blvd.
Belvidere, IL 61008



Susan L. Meyer
AUTHORIZED SIGNATURE

MEMO
General Mills Park Project

FIRST UNITED METHODIST CHURCH

42281

City of Belvidere

Date Type Reference
08/27/2019 Bill

Original Amt.
9,778.94

Balance Due
9,778.94

08/27/2019
Discount
Check Amount

Payment
9,778.94
9,778.94

Midland Bank General General Mills Park Project

9,778.94

Security features. Details on back.

Sept 18, 2019

I am requesting a motion to waive the
Special use application fee of \$700 for the
Property at 300 S. main Street. The
applicant previously applied for, paid for
and was granted a Special use for the
same property.

Wendy Gantz
3rd Ward Alderman

GENERAL OVERVIEW

- The Cannabis Regulation and Tax Act is over 600 pages long.
- Extensive / Arguable over bureaucratic regulation of growing, transporting, selling and transporting cannabis products.
 - Creates two growing licenses including a general growing license and a “craft growers license”. Only 30 adult cultivation center licenses will be issued for the state and no more than 100 craft grower licenses issued.
- Dispensaries are very limited and regulated. Between 1/1/20 and 1/1/21 only 75 dispensary licenses may be issued in specific locations identified in the Act. Belvidere and Boone County do not qualify for a dispensary in that year. Rockford will receive 2 available licenses. These 75 licenses are in addition to any “early adopting” medical marijuana dispensaries that are approved for retail sales.
- Commencing 1/1/21 an additional 110 dispensing licenses will be available and commencing 1/1/22 additional dispensing licenses may be issued but not to exceed 500 statewide.
- Licenses are not issued on a first come first served basis. The state will look at each application and rank the application based upon multiple criteria, including, but not limited to, area need and market saturation.
- The Act permits personal consumption and possession of cannabis up to a specific amount for private use. The Act prohibits public consumption of cannabis with one significant exception. A Public Place is any place where a person may reasonably be expected to be observed by others (excluding private residences).
- The Act prohibits the personal cultivation of cannabis with the exception of holders of a medical marijuana card. However, the criminal code was also amended. Possession of 5 plants or less is now a civil violation with a \$200.00 maximum fine.
- The Act prohibits the sale of cannabis at the same location where alcohol is sold with the exception of certain tinctures.

LOCAL REGULATION AND TAX

(ASSUMING BELVIDERE RECEIVES A DISPENSARY AFTER 1/1/21)

- Home Rule is preempted by the Act. However, the Act specifically authorizes certain local regulation and taxation consistent with the Act.
- Municipalities may NOT prohibit the personal use or possession of cannabis in conformance with the Act.
- Municipalities may prohibit growers and dispensaries within their boundaries.

- Municipalities may place reasonable zoning restrictions upon the location of growers and dispensaries including, but not limited to, time, place and manner restrictions and limits on the number of dispensaries similar to what Belvidere has done with video gaming.
- Municipalities may enact a local retailers occupation tax of up to 3% of the purchase price of any cannabis products sold at a dispensary. This is in addition to all other existing taxes.
- The Act regulates dispensary and grower operations including the age of employees, who may be an employee and all record keeping and security requirements. The municipalities may not regulate in this area unless it is consistent with the Act.
- Cannabis Lounges:
 - The Act allows a municipality to adopt an ordinance allowing for the on-premises consumption of cannabis. The on-premises consumption is prohibited unless specifically allowed by a municipality. This is the exception to the no public consumption provision mentioned earlier.
 - At first blush this would seem to be akin to a bar where a dispensary, if permitted by the municipality, could operate as a cannabis bar and allow consumption on premises.
 - However, potentially it could be greater. The Act, if also authorized by ordinance, would seem to allow a BYO type of facility where individuals could bring their own cannabis to a permitted location and consume the cannabis socially at that location.
 - Municipalities appear to be free to enact reasonable license fees and other regulations, including zoning regulations in the administration of on-site cannabis consumption.

EMPLOYMENT ISSUES

- Employees subject to federally mandated drug testing (e.g. CDL holders) are at risk if they use cannabis in any form. Cannabis is still illegal under federal law. Testing positive may result in the loss or suspension of a CDL. So City employees who hold a CDL may not test positive for cannabis. If they do, they may lose their CDL under federal law and therefore their job. This puts the CDL employees and the City in a very tricky situation.
- Public Safety Employees (Police and Fire). Section 10-35(a)(8) of the new statute specifically prohibits and makes it illegal for a police officer or firefighter to use cannabis **while on duty**. This obviously means they may be free to use cannabis off duty and raises concerns of determining whether an officer is under the influence if they use cannabis off duty and then return to duty. In theory, the same concerns surround alcohol use. However, testing for alcohol is much more refined at this point. We will seek to clarify our drug use and testing policies in light of the new act.

- Section 10-50 of the new statute preserves an employer's right (including the City of Belvidere) to adopt zero tolerance drug free workplace policies that would prohibit the use of cannabis while on duty and prohibit being under the influence of cannabis while at work. However, we cannot prohibit the recreational use of cannabis off duty. Interestingly, the Act creates a "good faith belief" test an employer may use to determine if an employee is under the influence of cannabis. Specifically, the statute provides that the employer may base a determination on whether the employee "...manifests specific, articulable symptoms...that decrease or lessen the employee's performance...including symptoms of the employee's speech, physical dexterity, agility, coordination, demeanor, irrational or unusual behavior...disregard for the safety...or accidents..." Once training becomes available, we should provide that to all supervisory personnel.

If the employer makes a "good faith" determination that the employee has used cannabis at work or is under the influence of cannabis at work, in violation of established work place policies, then the employer is free to discipline the employee up to and including termination. We will begin to address the personnel manual to cover these new employment issues.