

VACo Survey | County Employment as it relates to Marijuana

Amherst County

- "We have not changed our zero-tolerance policy because it is required for federal funding. We do random testing of all employees who regularly drive county vehicles and/or operate county equipment including Public Safety employees."

Augusta County

- "The county still has a zero tolerance for alcohol and drug use."
- [Attached is an example of a policy that is within Augusta County's fire and rescue department.](#)
(See paragraph with an asterisk next to it)

Charlotte County

- "No special policy regarding recreational or medical marijuana."

Chesterfield County

- "Recreation marijuana is prohibited as it is a schedule 1 controlled substance. Medical marijuana is allowed with a valid prescription (for non CDL employees)"
- [Full Chesterfield County Alcohol and Substance Abuse Policy](#)
- **Chesterfield County policy related to the use of marijuana (cannabis)**
Legitimate use of Drugs Affecting Test Results – No employee shall report for duty or remain on duty when the employee uses any controlled substances, except when the use is pursuant to the prescription of a licensed medical practitioner who has advised the employee that the substance will not adversely affect the employee's ability to safely perform the employee's assigned duties including the job-related operation

of any vehicle or equipment.

Any employee who conclusively establishes by competent medical evidence that a positive drug test result was caused by the presence of a prescription drug which the employee was taking in accordance with a valid prescription shall not be deemed to have violated this policy because of failing a test for that drug. This applies to employees who possess a valid written certification from a practitioner for cannabis oil or other forms of cannabis extracts, if prescribed by a registered practitioner. A valid written certification/prescription must have been issued prior to the drug screen being conducted, in order to be in compliance with this policy.

Dinwiddie County

- [Dinwiddie County Drug and Alcohol Policy](#)

Fairfax County

- Has not implemented any policy regarding the topic

Hanover County

- Doesn't have a policy in place specifically regarding medical use of marijuana
- [Hanover County Human Resource policies](#)
- Refer to Section 16: Drug Free Workplace and Substance Abuse Testing within the attachment, this is what Hanover County references as well as the accommodation process under the Americans with Disabilities Act (ADA)

Isle of Wight County

- Has not implemented any policy regarding the topic

King and Queen County

- "I would consider the use of medical marijuana (prescribed by a doctor) in the same manner that I would consider any other prescription medication that may impair an employee's ability to perform some of their duties. There is currently no exception in our policy for recreational use."
- [Attached is a copy of King and Queen County's Drug and Alcohol policy which addresses marijuana use](#)

Lunenburg County

- Has not implemented any policy regarding the topic

Montgomery County

- Has not implemented any policy regarding the topic

Powhatan County

- [Attached is a copy of Powhatan County's adopted handbook, this was adopted in 2017 and therefore reflects no changes since the legalization of marijuana in VA \(Page 30\)](#)
- [Powhatan County further included a "draft policy" which is currently under review by the county attorney which seeks to address changes in the law and revamp their employee handbook](#)

Prince George County

- "... all Prince George County employees are required to pass a drug test (including marijuana). No exceptions. We don't want employees under any influence while serving the public."

Pulaski County

- "Pulaski County, including our public safety department, has a zero tolerance drug policy. When it comes to marijuana we follow the required federal/state policies in that we accept medical marijuana cards;

however, our key word is impaired. An employee may not be impaired on the job and we also do not hire if the new hire drug screen is positive without a medical marijuana card. Our public safety department has not implemented their own policy as it relates to marijuana usage."

Rappahannock County

- Has not implemented any policy regarding the topic

Rockbridge County

- The county has turned away applicants who have failed drug screening, even those who have supposedly used marijuana medicinally as their policies, "do not allow for wiggle room," and that, "If they test positive they are not employable." County leadership also stated, "Currently we adhere to zero tolerance in the workplace."

Shenandoah County

- "Shenandoah County has not adopted specific personnel policies identifying the recreational or medical use of marijuana for any class of employees. The only exception are those who possess CDL credentials governed by federal law which as I recall still prohibits its use."

Since its legalization we have treated marijuana similar to any other legal, controlled substance. Employees may not be under the influence of any drug or alcohol while at work or possess it at work. We maintain the ability to provide reasonable suspicion testing as well as post-accident testing."

Smyth County

- Has not implemented any policy regarding the topic

Spotsylvania County

- "While recreational use may be allowed by the Commonwealth it is still a federally controlled substance. Since it is an illegal substance by federal regulation, and we have a no tolerance policy it is a violation of policy in our locality to use marijuana."

Washington County

- Zero tolerance policy for recreational use of marijuana but allowance for medical use. Employees would have to provide valid written certification issued by the practitioner. No marijuana possession allowed in county facilities and vehicles. Additionally, since Washington County employs CDL drivers, the policy must be aligned with DOT regulations, which say CDL drivers cannot use marijuana at all, even if prescribed by a doctor.
- [Washington County Drug and Alcohol Free Workplace Policy](#)

Wythe County

- Has not implemented any policy regarding the topic