

locations or while on duty; or possess controlled substances or prescription drugs without a prescription while on duty. Employees shall not: manufacture, sell, provide, distribute, or dispense prescription drugs or controlled substances to any other employee or to any person while on duty unless authorized by law; or sell, provide, distribute, or dispense alcohol to any other employee while such employee is on duty.

Employees are expected to be familiar with and comply with Policy C-10, which is included in this Resolution by reference.

For cause, management may condition further employment on successful passage of a drug or alcohol test. A refusal to test shall be considered a positive result.

ARTICLE 17 FLEXIBLE BENEFIT PROGRAM AND OPTICAL INSURANCE

Sec. 1701 Flex Benefits Programs.

The County's monthly Flexible Benefit contribution for current, regular employees covered under the provisions of this Resolution who select a County medical plan shall be as follows:

<u>GROUPS</u>	<u>SEMI-MONTHLY CONTRIBUTION</u>	
	<u>Eff. PP 25-07</u>	
1 - 6. As defined in Article 1	\$353.00	
7. As defined in Article 1	\$291.45	Eff. PP 25-07
	\$317.70	Eff. PP 25-08

The County's monthly Flexible Benefit contribution for current, regular employees covered under the provisions of this Resolution who waive County medical plan but select another County benefit shall be as follows:

<u>GROUPS</u>	<u>SEMI-MONTHLY CONTRIBUTION</u>	
	<u>Eff. PP 25-05</u>	
1 - 6. As defined in Article 1	\$267.00	
7. As defined in Article 1	\$212.70	

To be eligible for the above contribution, an employee must participate in the Flexible Benefit Program and be in a paid status at least 5 hours or be on an approved FMLA/CFRA leave during the pay period. The contribution will be paid in the first two pay dates of the month; no contribution is made in the third pay date of the month.