



ORONO POLICE DEPARTMENT

STANDARD OPERATING PROCEDURES

Protect with Vigilance & Serve with Compassion and Excellence

Subject:	Prescription Drug Use	Policy #	A-23
Effective Date:	May 22, 2025	Review Cycle:	2 Years
Distribution:	All Sworn Personnel	# of pages:	2
MLEAP:	2.20		
	<i>Rescinds All Previous Policies Related To This Current Policy</i>		
Issuing Authority:	Chief of Police Daniel Merrill		

I. POLICY

It is the policy of the Orono Police Department to require sworn personnel to report the use of prescription medication to their immediate supervisor when the use of such medication may cause drowsiness, minimize the employee's alertness, or in some other way cause the officer to be unfit for duty. This policy does not override or supersede Orono Police Department *Code of Conduct Policy*. **MLEAP 2.20**

Law enforcement services are expected to be delivered by personnel who are physically and mentally prepared to satisfactorily perform assigned law enforcement duties. It is essential that all Orono Police Department sworn personnel are capable to act in a professional and competent manner. The Orono Police Department strictly prohibits the use of any illegal drug(s) or substance(s). When personnel are prescribed medications, it is essential that the employee, the community, and other officers are not impacted by the effects of such medication.

II. PURPOSE

It is the purpose of this policy to establish the procedures on when and how to report prescription drug use.

III. DEFINITIONS

Fit for Duty: That an officer is in a state (physical, mental or emotional) that enables them to perform assigned tasks competently and in a manner that does not compromise or threaten the safety or health of themselves or others. Final determination of "Fit for Duty" is based on the opinion of the Chief of Police or designee and, where appropriate, in conjunction with other assessment procedures.

Non-Sworn Personnel: The function of non-sworn personnel does not normally place them in a position where the use of prescription drugs will compromise their own safety, the safety of fellow personnel, or the safety of citizens. Non-sworn personnel are not subject to this policy and are not required to notify the department when they are taking prescribed medications. This policy does not override or supersede Orono Police Department *Code of Conduct Policy*.

Sworn Personnel: Personnel who are either in a direct sworn capacity or who may be called upon to act in a sworn capacity, such as dealing with the public or controlling or transporting prisoners. This includes all sworn personnel unless the employee is on restricted duty and/or prohibited from carrying firearms. This policy does not override or supersede Orono Police Department *Code of Conduct Policy*.

IV. PROCEDURE

- A. All personnel designated as sworn employees are subject to the provisions of this policy.
 - 1) Sworn personnel who have been prescribed drugs that indicate that the drug may make them unfit for duty as described under section III shall report this fact to the department and provide a note from the prescribing medical professional with an express conclusion as to whether the officer is fit for duty. The employee shall provide this documentation to the employee's immediate supervisor, along with a copy of the prescription drug label. The documentation must be placed in the employee's personnel file.