

RESOLUTION

PROHIBITING THE USE OF TOBACCO PRODUCTS BY NEWLY HIRED

POLICE AND FIRE PERSONNEL

WHEREAS, the County wishes to reduce its Workers Compensation liability under the Heart and Lung and Cancer Presumption legislation; and

WHEREAS, smoking and the use of tobacco products have been linked to heart and lung diseases including cancer; and

WHEREAS, the County wishes to establish the consequence of smoking or using tobacco products for employees for whom it is prohibited; and

WHEREAS, the County wishes to ensure that employees maintain licenses and certifications required of positions they hold.

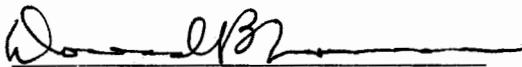
NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, adopts the attached additions to Section 2.9.1 and Section 7.6.L of the Personnel Policies and Procedures Manual.

This resolution is effective on and after July 1, 1994.



Perry M. DePue
Chairman, Board of Supervisors

ATTEST:



David B. Norman
Clerk to the Board

<u>SUPERVISOR</u>	<u>VOTE</u>
MAGOON	AYE
EDWARDS	AYE
TAYLOR	NAY
SISK	NAY
DEPUE	AYE

Adopted by the Board of Supervisors of James City County, Virginia, this 20th day of June, 1994.

smokers.res