

**BY ORDER OF THE ST. CHARLES COUNTY
DIRECTOR OF THE DEPARTMENT OF PUBLIC HEALTH**

**Novel Coronavirus 2019 ("COVID-19")
ORDER PROVIDING LIMITED EXEMPTION TO PRE-EMPLOYMENT SCREENING**

WHEREAS, on March 13, 2020, a state of emergency was declared in St. Charles County relating to the immediate and significant risk posed to the health, safety, and wellbeing of the people of St. Charles County that is presented by the SARS-CoV-2 virus, the disease which causes Novel Coronavirus 2019 ("COVID-19");

WHEREAS, several executive orders have been issued since authorizing the director of the St. Charles County Department of Public Health ("SCCDPH") to issue orders, policies, and other rules to implement those executive orders; and

WHEREAS, the SCCDPH has been closely monitoring an outbreak of respiratory illness caused by COVID-19. Infections with COVID-19 have been reported around the world. The first confirmed instance of person-to-person spread of the virus in the United States was reported on January 30, 2020; and

WHEREAS, COVID-19 is considered an infectious, contagious, communicable, and dangerous disease for purposes of §§192.020, 192.139, & 192.300 RSMo.; 19 CSR 20-20.020; and other state and local laws. The SCCDPH's director is the "local health authority" pursuant to 19 CSR 20-20.010(26) and has been delegated the authority to act on St. Charles County's behalf for the public health purposes described in §192.300 RSMo.; and

WHEREAS, the SCCDPH immediately requires experienced epidemiologists, lab technicians, and licensed nurses to assist with efforts to prevent and control the spread of COVID-19 within St. Charles County; and

WHEREAS, St. Charles County wants to assure its employees' fitness for duty and to protect all of its employees and the public from the risks posed by the use of alcohol and controlled substances, consistent with the purpose of St. Charles County's Drug-Free Workplace Policy. So as to further that purpose, St. Charles County intends to hire experienced epidemiologists, lab technicians, and licensed nurses who are currently employed by other public or private entities which comply with the Federal Drug-Free Workplace Act and/or perform pre-employment drug testing as a condition of employment; and

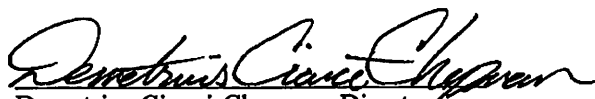
WHEREAS, the intent of this order is to expedite the hiring of licensed, registered nurses to assist the SCCDPH in preventing and controlling the spread of COVID-19 within St. Charles County and to protect the safety and welfare of the people of St. Charles County; and

WHEREAS, this Order is authorized pursuant to §§192.006, 192.200, and 192.300 of the Revised Statutes of Missouri; 19 CSR 20-20.040 of the Rules of the Department of Health and Senior Services; and by certain Executive Orders, as may be further amended.

NOW, THEREFORE, I, DEMETRIUS CIANCI-CHAPMAN, DIRECTOR OF THE DEPARTMENT OF PUBLIC HEALTH OF ST. CHARLES COUNTY, MISSOURI, by virtue of the authority vested in me by the Constitution and the Laws of the State of Missouri, and the Charter and Ordinances of the County of St. Charles, do hereby issue the following Public Health Emergency Order:

1. Receipt of satisfactory pre-employment drug testing results pursuant to §115.830(A)(1) OSCCMo shall not be required prior to commencement of an employee hired by St. Charles County, provided that all of the following requirements are met:
 - a) St. Charles County is hiring the employee to assist the SCCDPH in its efforts related to preventing and controlling the spread of COVID-19 in St. Charles County; and
 - b) At the time of hiring, the employee is employed by another public or private entity which complies with the Federal Drug-Free Workplace Act and/or performs pre-employment drug testing as a condition of employment; and
 - c) As a condition to employment, the employee shall agree in writing to submit to urine testing for the drugs listed in §115.840(A)(1) within thirty (30) days of the commencement of employment; and
 - d) The employee is:
 - a. An epidemiologist; or
 - b. A lab technician; or
 - c. Licensed in Active Status by the Board of Nursing of the Missouri Division of Professional Registration as a Registered Nurse (RN) or a Licensed Practical Nurse (LPN).
2. The continued employment of any employee hired in accordance with Paragraph 1 of this Order shall be contingent upon the receipt of satisfactory test results from urine testing submitted within thirty (30) days from the commencement of employment. Failure to submit to a drug test in accordance with this paragraph shall result in immediate termination of employment and disqualification of the employee from any future appointment to employment with St. Charles County for a period of at least one hundred eighty (180) days.
3. Unless otherwise set forth herein, this order shall be effective on April 16, 2020, upon my execution hereof, and it shall expire only upon further order.

Signed this 16th day of April, 2020.


Demetrius Cianci-Chapman, Director
Department of Public Health
St. Charles County, Missouri

ATTEST:


Brenda Hinton, County Registrar