



St. Bernard Parish Council

8201 West Judge Perez Drive Chalmette, Louisiana, 70043
(504) 278-4228 Fax (504) 278-4209
www.sbpsg.net

#19

Fred Everhardt, Jr.
*Councilmember
at Large*

Gillis McCloskey
*Councilmember
at Large*

Patrice Cusimano
*Councilmember
District A*

Joshua "Josh" Moran
*Councilmember
District B*

Cindi Meyer
*Councilmember
District C*

Ryan Randall
*Councilmember
District D*

Amanda Mones
*Councilmember
District E*

Roxanne Adams
Clerk of Council

EXTRACT OF THE OFFICIAL PROCEEDINGS OF THE COUNCIL OF THE PARISH OF ST. BERNARD, STATE OF LOUISIANA, TAKEN AT A REGULAR MEETING HELD IN THE COUNCIL CHAMBERS OF THE ST. BERNARD PARISH GOVERNMENT COMPLEX, 8201 WEST JUDGE PEREZ DRIVE, CHALMETTE, LOUISIANA ON TUESDAY, SEPTEMBER 16, 2025 AT THREE O'CLOCK P.M.

On motion of Mrs. Mones, seconded by Mr. Moran, it was moved to **adopt** the following ordinance:

ORDINANCE SBPC #2681-09-25

Summary No. 4294

Personnel Board recommended **APPROVAL** on 8/20/25
Introduced by: Councilmember Mones on 9/2/25
Public Hearing held on 9/16/25

AN ORDINANCE TO **REPEAL AND REPLACE** IN ITS ENTIRETY CHAPTER 17, PERSONNEL; ARTICLE I, EMPLOYEE RIGHTS, OBLIGATIONS, AND PROHIBITIONS; DIVISION 6, SUBSTANCE ABUSE POLICY OF THE ST. BERNARD PARISH CODE OF ORDINANCES.

ST. BERNARD PARISH COUNCIL DOES HEREBY ORDAIN:

SECTION 1. The St. Bernard Parish Council, as the Governing Authority of the Parish, does hereby repeal and replace in its entirety Chapter 17, Personnel; Article I, Employee Rights, Obligations, and Prohibitions; Division 6, Substance Abuse Policy of the St. Bernard Parish Code of Ordinances is hereby amended as per attached Exhibit "A".

SECTION 2. Effective Date. This Ordinance shall become effective immediately upon approval of the State of Louisiana. In the event of a presidential veto, this Ordinance shall become effective upon a two-thirds favorable vote of the total membership of the Council and then approved by the State of Louisiana pursuant to Sections 2-11 and 2-13 of the St. Bernard Parish Home Rule Charter.

SECTION 3. Severability. If any section, clause, paragraph, provision or portion of this ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, such holding shall not affect any other section, clause, paragraph, provision or portion of this ordinance, the St. Bernard Parish Council hereby expressing and declaring that it would have adopted the remaining portion of this ordinance with the invalid portions omitted.



St. Bernard Parish Council

8201 West Judge Perez Drive Chalmette, Louisiana, 70043
(504) 278-4228 Fax (504) 278-4209
www.sbpsg.net

Fred Everhardt, Jr.
*Councilmember
at Large*

Gillis McCloskey
*Councilmember
at Large*

Patrice Cusimano
*Councilmember
District A*

Joshua "Josh" Moran
*Councilmember
District B*

Cindi Meyer
*Councilmember
District C*

Ryan Randall
*Councilmember
District D*

Amanda Mones
*Councilmember
District E*

Roxanne Adams
Clerk of Council

Page -2-
Extract #19, continued
September 16, 2025

The above and foregoing having been submitted to a vote, the vote thereupon resulted as follows:

YEAS: Cusimano, Moran, Meyer, Randall, Mones, Everhardt

NAYS: None

ABSENT: None

The Council Chair, Mr. McCloskey, cast his vote as **YEA**.

And the motion was declared **adopted** on the 16th day of September, 2025.


ROXANNE BURAS
CLERK OF COUNCIL


GILLIS MCCLOSKEY
COUNCIL CHAIR

Delivered to the Parish President

9/18/25 2:00pm

Date and Time

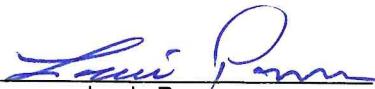
Received by

Magen Kelley

Approved

✓

Vetoed


Louis Pomes

Parish President

Returned to Clerk of the Council

9/24/25 9:00am

Date and Time

Received by

Yolaya Dahouy

Summary No. 4294
Exhibit "A"
Ordinance SBPC #2681-09-25

Chapter 17 – Personnel

Article I – Employee Rights, Obligations, and Prohibitions

Division 6 – Substance Abuse Policy

Sec. 17-28. Purposes of the policy.

This drug, alcohol and contraband policy (the "Policy") has been established by St. Bernard Parish Government to:

- (1) Provide a safe and healthy work environment;
- (2) Eradicate drug and alcohol abuse and their effects in the parish workplace;
- (3) Protect the general public;
- (4) Deter the unlawful manufacture, distribution, dispensation, possession, and use of drugs and alcohol;
- (5) Maintain the efficient and orderly operation of the public services provided by the parish;
- (6) Protect taxpayer property;
- (7) Investigate accidents in the workplace;
- (8) Investigate possible individual employee impairment in the workplace; and
- (9) Comply with applicable laws and regulations.

Sec. 17-29. Definitions.

As used in this article:

Alcoholic beverage means any fluid or any solid capable of being converted into fluid, suitable for human consumption, and containing more than one-half of one percent (0.5%) alcohol by volume, including, malt, vinous, spirituous, alcoholic or intoxicating liquors, beer, porter, ale, stout, fruit juices, cider or wine.

Drug means, as these provisions may be amended, from time to time:

- (1) Any controlled dangerous substance as defined in the Louisiana Uniform Controlled Dangerous Substances Law, R.S. 40:961 through 995, and 40:961 through 995, and 40:961(7);
- (2) Any controlled substance as defined at 21 U.S.C. 802(6) or 21 CFR Part 1308;
- (3) Any controlled substance analogue as defined at 21 U.S.C. 802(32);
- (4) Anabolic steroids, which include all substance listed at 21 U.S.C. 802(41) and R.S. 40:964, Schedule III, paragraph E;
- (5) Any drug which is legally obtainable but has not been legally obtained.

Parish means the local governmental entity of the Parish of St. Bernard as established in the St. Bernard Parish Home Rule Charter, any department, agency, subdivision, office, commission, or board thereof, and any unit of local government provided for in, or the formation of which is authorized by, the council of the Parish of St. Bernard.

Parish employee or *employee* means any person:

- (1) Within the parish personnel system and all employees covered or defined by the personnel policy rules of the Parish of St. Bernard; or
- (2) Providing services to the parish under a contract of employment.

Parish workplace means, for a particular parish employee:

- (1) Any site, building, premises, or other location, including without limitation areas such as desks or work stations, lockers, storage areas, and parking lots;
- (2) Any automobile, truck, motorcycle, cart, or other vehicle, whether motor-driven or not; and
- (3) Any mechanized equipment not considered a vehicle;

at which that employee is performing parish work, or which that employee is using, occupying, driving, or otherwise operating while in the course and scope of parish employment.

Positive test means:

- (1) For a drug, when the drug or its metabolite is found in the employee's urine in concentrations greater than the applicable cutoff levels in a confirmatory testing procedure (as defined in R.S. 49:1001(6)) and when a medical review officer (as defined in R.S. 49:1001(10)) determines that there exists no legitimate explanation for the presence of the drug or metabolite in the urine.
- (2) For alcohol, when the employee's blood alcohol concentration is 0.05 percent or more by weight based on grams of alcohol per one hundred cubic centimeters of blood.

Reasonable suspicion means the observation of any one of the following facts:

- (1) Employee behavior that indicates that the employee may be under the influence of drugs or alcohol while in the parish workplace;
- (2) Direct observation by a supervisor of employee drug or alcohol use or possession while in the parish workplace;
- (3) Arrest or conviction of the employee for a drug-related offense, or the identification of the employee by the investigating authority as the focus of a current criminal investigation into illegal drug possession, use, or trafficking; or
- (4) Information received by a supervisor from an unidentified source or sources that the employee is using drugs or alcohol or is impaired in the parish workplace, when this information is corroborated by direct observation by any supervisor of drug or alcohol use by the employee or by other evidence from any supervisor with training and experience in the evaluation of drug-induced impairment.

Safety- or security-sensitive employees include, for purposes of this article:

- (1) All guards;

- (2) All employees involved directly with firefighting duties;
- (3) Certified emergency medical technicians;
- (4) All office of emergency preparedness personnel;
- (5) All employees who operate motor vehicles of whatever type or nature in the performance of their duties;
- (6) All employees who operate any mechanized equipment;
- (7) Employees who perform the duties listed in the Federal Aviation Administration Regulations at 14 CFR Part 121, Appendix I, Section III relating to safety- and security-sensitive positions in the aviation industry; and
- (10) All employees authorized to carry firearms.

Serious incident means:

- (1) Any occurrence involving a parish employee in the parish workplace which:
 - a. Results in one or more deaths;
 - b. Results in bodily injury to any person, who, as a result of the injury:
 - 1. Immediately receives medical treatment away from the scene of the accident; or
 - 2. Receives professional medical treatment beyond first aid;
 - c. Results in total damage to all property aggregating two thousand five hundred (\$2,500.00) or more based on actual costs or reliable estimates; or
 - d. Is caused by an employee's failure to wear protective equipment supplied, made available, required or recommended by the parish or the employee's immediate supervisor; and
- (2) The discharge by an employee of a firearm while in the furtherance of his or her duties of parish employment, regardless of whether the firearm was discharged during the employee's normal duty hours, and excluding the discharge of firearms for practice or training purposes at an approved firing range.

Sec. 17-30. Prohibitions and requirements of this article.

- (a) *Drugs in workplace.* The unlawful manufacture, distribution, dispensation, possession, or use (other than use in accordance with subsections (c)(1)(a.) and (b.) of this section) by a parish employee of any drug in the parish workplace or during the employee's working hours is prohibited.
- (b) *Consumption or possession of alcohol.* All parish employees are prohibited from:
 - (1) Consuming alcoholic beverages in the parish workplace; and
 - (2) Possessing an unsealed container of an alcoholic beverage in the parish workplace, or otherwise possessing an alcoholic beverage under circumstances that indicate that the employee intends to consume the alcoholic beverage in the parish workplace.

Employees may be permitted, however, to engage in possession and moderate consumption of alcohol where such possession and consumption is a customary part of attendance at officially approved social functions, or events or functions such as conferences, receptions and conventions.

(c) *Use of drugs and alcohol.* All parish employees are also prohibited from:

- (1) Working or reporting for work under the influence of any drug, or with a sufficient amount of any drug or metabolite thereof in their systems to result in a positive test as defined in section 17-29 of this article, unless
 - a. The drug was obtained directly, or pursuant to a valid prescription or order, from a practitioner as provided in R.S. 40:978 or R.S. 40:1239, while acting in the course of his professional practice; and
 - b. The employee is using the drug in a manner consistent with such prescription or order; and
- (2) Working or reporting for work under the influence of alcohol, or with sufficient alcohol in their systems to result in a positive test as defined in section 17-29 of this article.

(d) *Convictions.*

- (1) It shall be a violation of this article for an employee to be convicted of a violation of any criminal drug or alcohol statute, when the conviction:
 - a. Arises out of a violation that occurred in the parish workplace, or
 - b. Prevents the employee from performing the regular duties of his or her classification because
 1. The employee is incarcerated as a result of the conviction, or
 2. The crime committed bears such a relation to the employee's regular duties that the fact of its commission renders the employee unfit to continue to perform those duties, or
 - c. Otherwise prevents the employee from performing the regular duties of his or her classification.
- (2) A parish employee who is convicted under any criminal drug statute for a violation occurring in the parish workplace shall, no later than five (5) days after the conviction, notify the Chief Administrative Officer and Director of Human Resources of the conviction.

(e) *Refusal to cooperate.* Compliance with this article, including participation in drug and alcohol testing, is a condition of continued employment with the parish. Any refusal to submit to a drug test or an alcohol test, or refusal to cooperate with the parish in any of the procedures involved in the drug and alcohol testing provided for by this article, shall be a violation of this article. For purposes of this article, refusal shall include not only an express refusal to submit to a drug test or an alcohol test, but also any failure to appear for any test, failure to report a serious incident, or any absence or departure from parish work:

- (1) That occurs without a verified legitimate reason:
 - a. After the employee learns that he or she is required to submit to the test or tests; or
 - b. After an occurrence which, under this article, could result in the employee being required to submit to a drug test or an alcohol test; or
- (2) That is determined by the parish to have been a pretext for avoiding the test or tests.

- (f) *Interference with testing.* Parish employees are prohibited from altering, tampering in any manner with, or substituting a sample for a drug test or alcohol test or other alcohol test or otherwise interfering with any testing procedures. It shall also be a violation of this article for any parish employee to fail or refuse to enforce or otherwise to circumvent any provisions of this article.
- (g) *Leaving a drug treatment program.* Parish employees are prohibited from leaving a drug or alcohol treatment program prior to completion and prior to being properly released to return to work.
- (h) *Positive test after completion of substance abuse program.* All parish employees are prohibited from testing positive for any substance prohibited by this policy after completion of a counseling or rehabilitation program and return to work.
- (i) *Discipline for violations.* The violation of any of the above provisions shall constitute just cause for the disciplinary action set forth in section 17-34 of this article.

Sec. 17-31. Drug testing procedure.

- (a) *Generally.* All collection, shipment, analysis, and review procedures conducted in connection with drug testing authorized or mandated by the provisions of this article shall comply with R.S. 49:1001 through 1015 where applicable, as well as with any applicable regulations.
- (b) *Cutoff levels.* The cutoff levels for all drug testing shall comply with R.S. 49:1005(B). The initial cutoff level for marijuana as determined by immunoassay testing shall be the lowest level authorized by any applicable statute or regulation.
- (c) *When conducted.* The parish shall require employees to submit samples for testing in order to:
 - (1) Enforce the prohibitions of this article;
 - (2) Comply with applicable laws and regulations; and
 - (3) All employees shall be required to submit to random drug-screening when requested to do so by the director of human resources. These tests shall be given on a random basis without any prior notice to employees.
- (d) *Vendor.* The director of human resources shall select a vendor laboratory to conduct and analyze the results of the testing authorized by this article. The vendor shall be provided with a list of the employees who are subject to random testing. The vendor shall be responsible for the random selection of employees to be tested each month. The vendor shall also choose at random the day of the month on which the testing is to be conducted. The vendor shall then inform the director of human resources who will inform the supervisors of the employees to be tested that the testing is to take place that day.

Sec. 17-32. Enforcement of this article.

- (a) *Generally.* In order to enforce the prohibitions of this article against drugs and alcohol in the parish workplace, the parish may:
 - (1) Perform drug and alcohol testing of applicants for parish employment;
 - (2) Perform drug and alcohol testing and conduct searches of parish employees when circumstances provide reasonable, individualized suspicion of a violation of the prohibitions of this article;
 - (3) Perform drug and alcohol testing of parish employees following serious incidents;

- (4) Perform random drug and alcohol testing of parish employees; and
- (5) Perform drug and alcohol testing of groups of employees who occupy safety- or security-sensitive positions.

(b) *Drug testing of applicants.*

- (1) The parish may require any applicant for employment to submit to a drug test and an alcohol test.
- (2) The parish shall not employ an applicant who has tested positive on a drug test or an alcohol test conducted pursuant to this subsection. Such an applicant shall, where applicable, be considered:
 - a. Physically unfit to perform parish work;
 - b. Physically unfit to perform the duties of the class applied for; and
 - c. Physically unfit to perform the work or duties as defined in the job description provided by the parish or by the personnel policy manual.

(c) *Reasonable suspicion.*

- (1) The parish may search the person of any employee when there exists individualized reasonable suspicion that the employee is violating the prohibitions of this article. This search may include a drug test and an alcohol test. In addition, the search may encompass any areas of the parish workplace to which the employee has access. Without limitation, the parish may search desks or work stations, lockers, storage areas, parking lots (not including personal vehicles parked therein), equipment bags, lunch boxes, and parish vehicles and other motorized equipment. Employees should have no expectation of privacy in any such places.
- (2) The reasonable suspicion upon which the search is based shall be supported by specific, objective facts known or observed by a supervisor or other appropriate parish personnel or safety officer and reduced to writing prior to the search or test, and by any rational inferences the observer is entitled to draw from those facts based upon his or her experience.

(d) *Post-incident.*

- (1) All parish employees shall report all serious incidents occurring in the parish workplace to their immediate supervisor, or to any parish representative if the immediate supervisor is unavailable, within four (4) hours of this serious incident. Any employee who fails to report an incident within the prescribed period shall be considered to have violated this article and shall be subject to the disciplinary action set forth in section 17-34 hereof, unless the employee is physically unable to make the report or such other extreme or extraordinary circumstances exist that justify the failure to report.
- (2) Any employee whose order, action, or failure to act the parish determines to be, or cannot rule out as, a causative factor in a serious incident occurring in the parish workplace, may be required to submit to a drug test and an alcohol test.
- (3) Additionally, any employee who sustains an injury in the parish workplace may be required to submit to a drug test and an alcohol test for purposes authorized by the Louisiana Worker's Compensation Act, R.S. 23:1021 et seq. When appropriate, a positive test under this subsection may also be considered a positive test for all other purposes of this chapter.

- (e) *Group testing.* The parish may test all safety- or security-sensitive employees, or may test any groups of such employees when circumstances establish that or provide reasonable suspicion that one or more of the employees in the group has violated or is violating the provisions of this article. The methods for determining an appropriate group for testing under this subsection shall be based on a rational connection between the circumstances giving rise to the reasonable suspicion and the identification of the group of employees to be tested.
- (f) *Anabolic steroids.* Safety- and security-sensitive employees shall be subject to testing for anabolic steroid use under subsection (c) of this section.

Sec. 17-33. Compliance with statutes and regulations.

The adoption of this article is intended to fulfill any and all state and federal statutory and regulatory requirements that the parish promulgate a written substance abuse policy. Where applicable, the parish shall conduct drug testing pursuant to this article and in accordance with:

- (1) *Federal regulations.* United States Department of Transportation Drug Testing Procedures, 49 CFR Part 40, Federal Aviation Administration Anti-Drug Program Rules, 14 CFR Part 121, and Federal Highway Administration Controlled-Substance Testing Rules, 49 CFR Part 391;
- (2) *Louisiana drug testing law.* Act 1036 of the 1990 Legislature, codified at R.S. 49:1001 et seq.;
- (3) *Workers' and unemployment compensation.* Procedures promulgated pursuant to statutory or regulatory authority granted under R.S. 23:1021 et seq. and R.S. 23:1471 et seq.; and
- (4) *Other applicable rules.* Any other applicable federal, state or local statutes or regulations.

Sec. 17-34. Discipline.

- (a) *Constitutional and other protections.* Neither this section nor any part of this article is intended to deny or otherwise limit an employee's right to a pretermination hearing or to any other due process protections guaranteed the employee under the United States and Louisiana Constitutions, or to any appeal rights available to the employee under the applicable civil service system.
- (b) *Generally.* Violation of any provisions of this article shall be considered:
 - (1) An act to the prejudice of the service, or an act which otherwise subjects an employee to removal from the service; and
 - (2) An act to the prejudice of the departmental service or contrary to the public interest or policy, or an act which otherwise subjects an employee to removal from the service.
- (c) *Penalty for violations.* The parish shall dismiss any employee who:
 - (1) Unlawfully manufactures, distributes, dispenses, possesses, or uses any drug in the parish workplace in violation of subsection 17-30(a) of this article;
 - (2) Consumes or possesses alcohol in the parish workplace in violation of subsection 17-30(b) of this chapter;
 - (3) Is convicted of a felony violation of any criminal drug or alcohol statute under the circumstances defined in subsection 17-30(d)(1) of this article;

(4) Any employee, however, despite the above provisions of this section, who tests positive for a substance prohibited by this ordinance as a result of a confirmed urine or blood test, may be offered the opportunity to voluntarily admit themselves to a counseling or rehabilitation program for the first offense only. However, an employee will not be offered rehabilitation:

- a. Where violations of the ordinance occur in connection with a violation of other or safety rules which would ordinarily result in discharge.
- b. Where the employee's prior disciplinary record in connection with the drug ordinance violation would ordinarily result in discharge.

Any first offense admission to such a program as a result of substance testing, may also require an indefinite suspension of regular employment until the documented admission to and completion of, a reasonable drug and alcohol treatment or counseling program and the satisfactory passing of a return-to-work substance abuse screen test.

The counseling may be obtained from a public or private medical or mental health facility of the employee's choice. The parish does not assume responsibility for arranging or paying for the counseling or treatment.

An employee under the supervision of a counselor may utilize sick leave, but may not utilize annual leave. Once an employee's sick leave has been depleted, the employee shall take un-paid medical leave until the employee has completed treatment as prescribed by the counselor.

No adverse action will be taken against any employee based on a confirmed positive testing result, if a reasonable doubt exists as to either the accuracy of the result or the chain of custody of the sample.

Illegal substances, drugs, drug related paraphernalia and unauthorized items discovered through searches and inspections will result in law enforcement authorities being notified.

- (5) Refuses to submit to a drug test or alcohol test or otherwise violates subsection 17-30(e) of this article;
- (6) Interferes with any procedures associated with a drug test or alcohol test in violation of subsection 17-30(f) of this chapter;
- (7) Works or reports for parish work under the influence of alcohol or any drug in violation of subsection 17-30(c) of this article;
- (8) Fails to report a conviction under any criminal drug statute as required by subsection 17-30(d)(2) of this article; or
- (9) Reports for work or performs work with a sufficient amount of alcohol in his or her blood, or anabolic steroids, marijuana, cocaine, amphetamines, opiates or phencyclidine, or metabolites of these classes of drugs, in his or her urine to result in a positive test in violation of subsection 17-30(c) of this article.

(d) *Appeal of positive test.*

- (1) If an employee who tests positive for drugs or alcohol appeals to the parish personnel board from the discharge based on the positive test, the parish may establish a presumption that the collection, shipping, and testing procedures, and the medical review officer review procedures,

were conducted in compliance with any applicable statutes or regulations, as they existed at the time the employee submitted the sample, by introducing into evidence in the proceeding the completed chain of custody documents and test results for test upon which the discharge is based. The parish shall not be required to authenticate any document through live testimony if the document contains a written certification thereon by the author or custodian that it is an original or a true and correct copy of the original.

- (2) The employee may overcome this presumption of regularity by providing a preponderance of proof to the contrary.
- (3) Any information collected pursuant to this chapter may be used in order to defend any lawsuit or claim for unemployment compensation brought by any employee which arises from the implementation of the provisions of this chapter, notwithstanding the confidentiality provisions contained within this chapter.

Sec. 17-35. Self-referral.

- (a) *When available.* An employee who has never tested positive for drugs or alcohol while employed by the parish may, at any time prior to:
 - (1) The observation by an appropriate parish representative of facts that would justify reasonable, individualized suspicion for purposes of subsection 17-32(c) of this article;
 - (2) The occurrence of a serious incident within the meaning of subsection 17-32(d) of this article;
 - (3) Being selected for random testing in accordance with subsection 17-32(a) of this article; or
 - (4) The selection of a group of employees for testing in accordance with subsection 17-32(e) of this article, when the group selected includes the employee;shall refer himself or herself for evaluation and treatment of a drug or alcohol abuse problem. An employee may only self-refer under this article one time during all parish employment. Employees with drug/alcohol personal problems are encouraged to seek early assistance. Counseling/rehabilitation programs shall be at the employee's own expense.
- (b) *Consequences.* An employee shall not be disciplined solely because of the self-referral and shall, with respect to any violations of this article that occur after the self-referral, retain all rights available to parish employees under this article.
- (c) *Procedure.*
 - (1) The intent to self-refer shall be declared either to the CAO, the Director of Human Resources, or his or her designee, in accordance with procedures established by the parish pursuant to this article. If an employee cannot be identified with a parish department, the declaration may also be made to the office of the parish president.
 - (2) The employee shall execute a referral acknowledgment, in which the employee shall:
 - a. Verify the intent to seek evaluation and treatment for a drug or alcohol abuse problem; and
 - b. Acknowledge the consequences of the self-referral.
 - (3) The referral acknowledgment shall be executed before a notary public.

- (4) The employee shall have no right of appeal from the execution of the referral acknowledgment.
- (5) An employee who executes a referral acknowledgment shall not thereafter be permitted to return to work until such time as a physician or other health care provider has evaluated the employee and certified that the employee has obtained rehabilitation or treatment or is otherwise fit to return to the performance of the regular duties of his or her classification. The parish shall be under no duty to transfer the employee to a different position or otherwise to provide work for the employee during this period.
- (6) The employee may use any accrued annual or sick leave during the time he or she is not permitted to return to work; however, the employee shall be placed on leave without pay if all such leave is exhausted during this period.
- (7) The circumstances of the employee's self-referral, including the records of the employee's evaluation and treatment shall, to the extent practicable, be held confidential by the parish. The only records pertaining to the self-referral maintained in the employee's personnel file shall be the original referral acknowledgement.

Secs. 17-36—17-43. - Reserved