

WELCOME!



www.hernandoantidrug.org

WHY ARE YOU HERE?

- **Cost of Minors consuming alcohol**
 - **loss of life**
 - **monetary (increased insurance premiums)**
 - **health (brain development)**

WHAT WILL I LEARN?

- **Responsible Sales**
- **Criminal and civil laws concerning alcohol sales**
- **How to properly check I.D.'s**
- **Alcohol in the body**



WHAT IS ALCOHOL

- **Ethyl Alcohol – the chemical in fermented/distilled beverages that makes people feel intoxicated.**
- **Made from grains, fruits, and berries.**



TYPES OF OFFENSES

■ Criminal

- punishable by jail time and / or a monetary fine

■ Administrative

- punishable by a monetary fine and / or a license suspension



CRIMINAL VIOLATIONS

■ Who can be charged with a criminal violation?

■ License holder

- Fine and / or license suspended

■ Employee

- Jail and / or fine

■ Manager

- Jail and / or fine

SELLING ALCOHOL

How old must a person be to sell or serve alcohol?

ANSWER:

- 18 years old for a bartender/server
- Generally 16 years and older to sell alcohol while employed as a cashier at a grocery store, gas station, convenience store, etc.

ENFORCEMENT

Who regulates the sale of alcohol in Florida?

ANSWER:

- *The Florida Department of Business and Professional Regulation, Division of Alcoholic Beverages and Tobacco* issues licenses, enforces alcohol laws, and regulates/investigates licensees



- *Local law enforcement can also enforce alcohol/tobacco laws.

TIME OF SALES

What hours are you guaranteed by the State of Florida to sell alcohol?



ANSWER:

- Alcoholic beverages are permitted to be sold in Florida between the hours of 7am and midnight-
 - No alcoholic beverages may be sold, served, or consumed in any business holding a license between the hours of midnight and 7am (FS562.14(3)).
- This does not apply to county and municipal ordinances that have established their own regulations.

ALCOHOL PACKAGES

How many types of location licenses are there to sell beer and wine?

ANSWER:

■ Three:

- 1. Package (Off- Premise consumption)**
- 2. On-Premise Consumption**
- 3. Combination of package and on premise consumption**

LIABILITY

I just sell alcohol, no one drinks it on my property. I can't be held liable right?

WRONG!

- Individual servers / clerks can be held liable.
- The licensee cannot be held liable, unless they have been put on notice that the individual purchasing the alcohol is a "habitual drunkard."

REFUSALS

Can I refuse to sell someone alcohol?



ANSWER

- **YES!!**
 - You can refuse to sell alcohol to anyone that you choose to do so....as long as your decision to do so is not based on the individuals race, sex, religion, or another protected class.
 - You can, and should refuse to sell alcohol to anyone who appears to already be impaired.

IN POSSESSION

Is it legal to allow an underage individual to carry alcohol for their parent in my store?

ANSWER

- **NO!!!**

- Only an under age employee, who is "on the clock" can carry alcohol. Under age individuals are **NEVER** allowed to carry or transport alcohol.

SELLING TO MINORS

What is the maximum criminal penalty for selling beer, wine, or liquor to anyone under the age of 21?

ANSWER

- A fine of up to \$500
- AND/OR imprisonment for up to 60 days
- AND/OR suspension or revocation of driver's license



PROVIDING ALCOHOL

What is the maximum criminal penalty for buying for or giving beer, wine, or liquor to anyone under the age of 21?

ANSWER

- A fine of up to \$500
- AND/OR up to 60 days in jail
- AND/OR suspension or revocation of driver's license



FAKE I.D.

What are the consequences for lying or providing false information about your age to purchase liquor, beer, or wine?

ANSWER

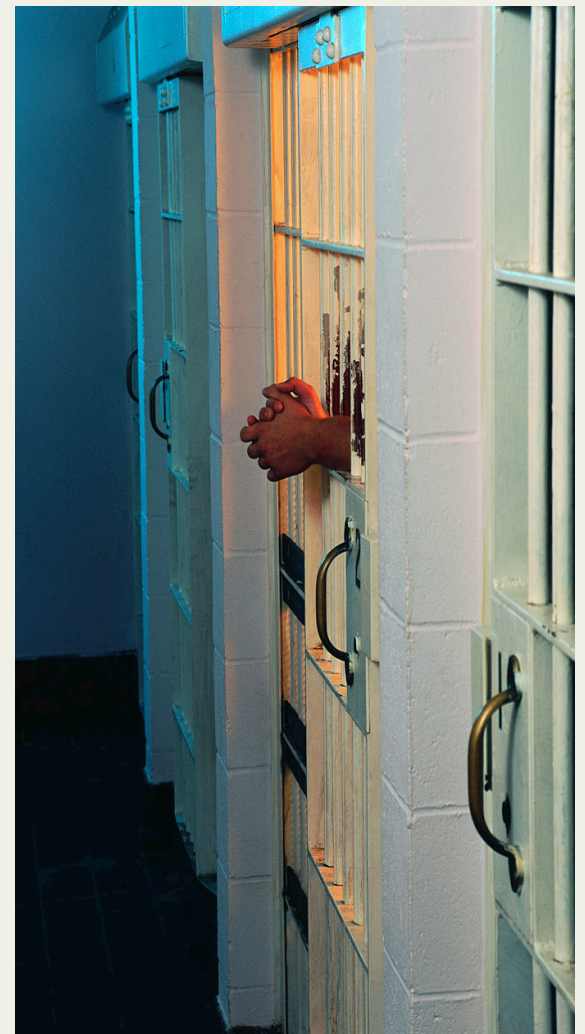
- A fine of up to \$500
- AND/OR up to 60 days in jail
- AND/OR suspension or revocation of driver's license, AND/OR community service up to 40 hours

UNDERAGE POSSESSION

What is the penalty for possessing alcohol if a person is under the age of 21?

ANSWER

- A fine of up to \$500
- AND/OR up to 60 days in jail
- AND/OR suspension or revocation of driver's license



FAKE ID POSSESSION

What is the penalty for possessing an altered or invalid driver's license or personal identification card?

ANSWER

- A fine of up to \$5,000
- AND/OR imprisonment up to 5 years
- Possessing a Fake ID is a felony



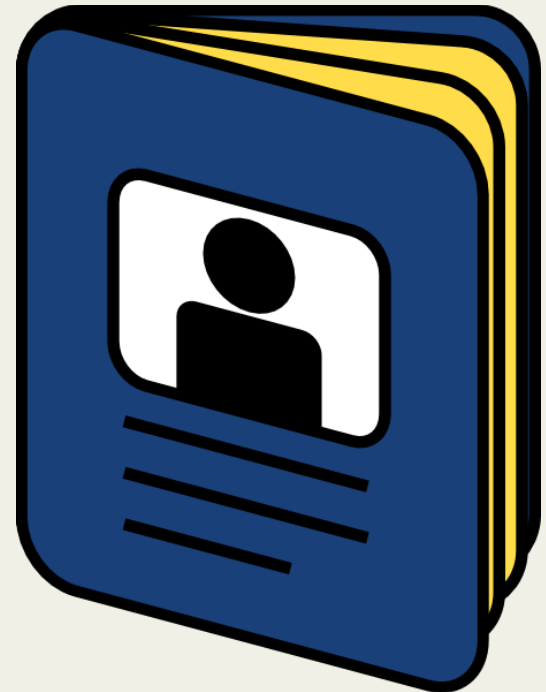
PREVENTING ILLEGAL SALES

STRATEGIES COMMONLY USED BY UNDERAGE PERSONS

- Get a fake ID or borrow someone's ID.
- Get someone else to buy the alcohol or tobacco products (family, friends, or an adult in the parking lot).
- Go during a busy time of day when clerks are more distracted.
- Travel in groups to lessen suspicion.

VALID FORMS OF I.D.

- Government issued drivers license of identification card
- Military identification
- Passport



KEY POINTS

- As an employee, you are responsible for...
- Knowledge of all Florida laws pertaining to the sale of alcohol and tobacco
- Knowing your business's policies on the sale of alcohol and tobacco products
- Knowing the importance of asking for ID
- Knowing the features of an ID that must be checked
- Knowing how to tell if an ID might have been altered or is being misused

I.D.

How Do I Check an Identification?

DETECTION METHODS

- **Size up the cardholder's body language. Is he/she nervous, impatient, intimidating, sweating profusely, breathing rapidly or unevenly?**



DETECTION METHODS

- Evaluate the quality and craftsmanship of the document
- Does the document *feel* right? Trust your tactile senses!



DETECTION METHODS

- Ask subject for additional identification
- Be very suspicious of a person with two drivers licenses, or two of the same type of identification in his wallet/possession

DETECTION METHODS

- Ask subject to recite information on the card, such as address, date of birth, height, weight, etc.
 - Recite information from card to person incorrectly...do they correct you?
- When did you graduate from high school?

INVESTIGATION TECHNIQUES

- **Good Observation**
- **ID Checking Guide**
- **Interview Skills**
 - **Ask pertinent questions about the I.D.**
 - **Ask for info backwards**
 - **How did they get to the establishment?**
 - **Ask for backup I.D.**

INVESTIGATION TECHNIQUES



- **Body Language**
- **Non-verbal communication**
- **The most accurate way to verify age can be determined by calling the police**

HOW TO CHECK AN I.D.

- Have them remove I.D. from wallet
- Check the I.D.s expiration
- Check the date of birth
- “Flick” the I.D.
 - Torn, frayed, damaged?
- Compare photo on I.D. to presenter

HOW TO CHECK AN I.D.

- Check I.D. with I.D. book if unfamiliar
- Check with UV light, magnifier
- Compare signature on I.D.
- Recite information incorrectly...do they correct you?
- Have more experienced co-worker check I.D.

CHECK THE PICTURE



- Make sure the person presenting the document is the person to whom it was issued
- Remember, if you do not compare the bearer to the photograph in the document, you will never determine an impostor!

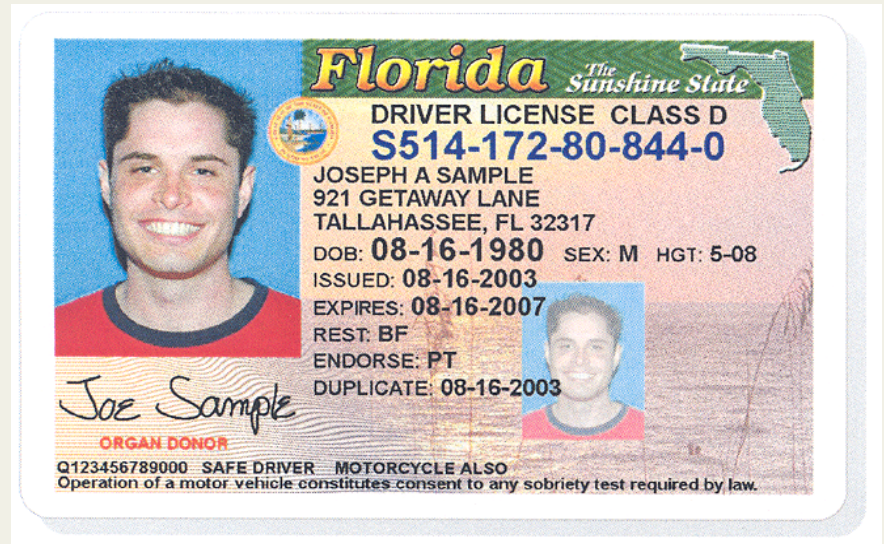
**FUNDAMENTAL
COMPONENTS OF THE
FLORIDA DRIVER
LICENSE**

CARD FRONT

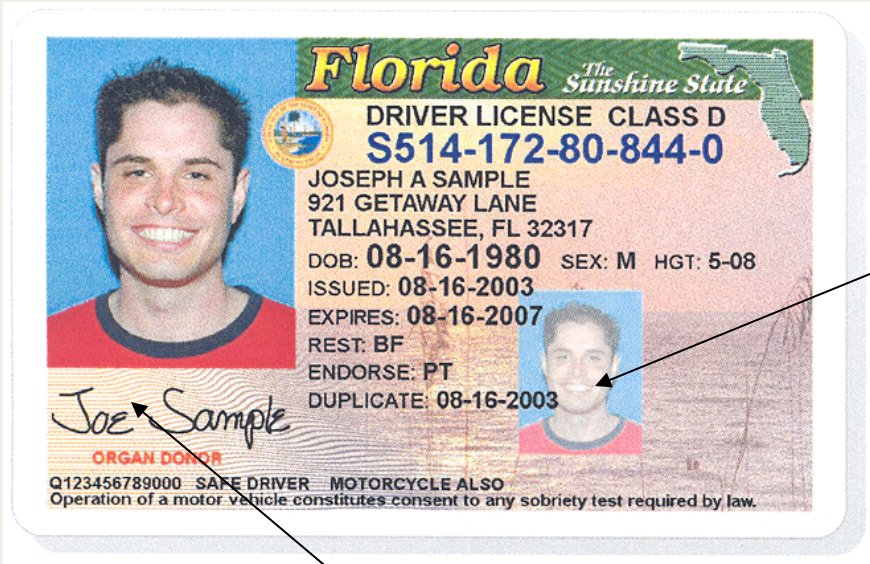
Under 21- vertical



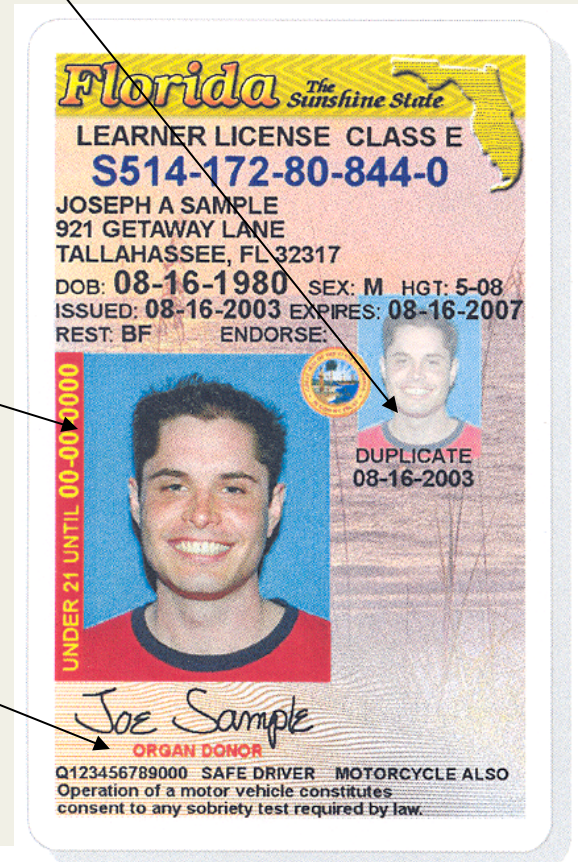
Adult- horizontal



CARD SECURITY FEATURES



Ghost Portrait with Overlapping Data

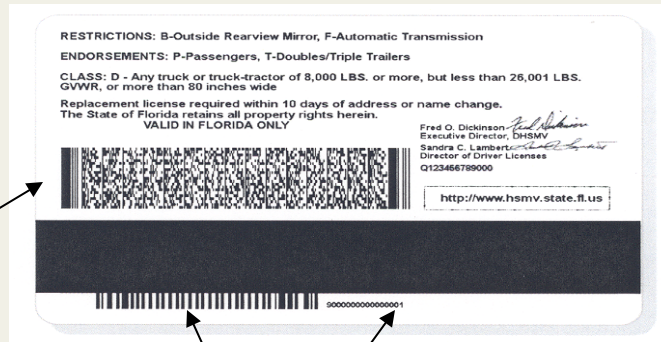


Under 21 Border Flag

Fine Line in Background Gradient Color

CARD SECURITY FEATURES

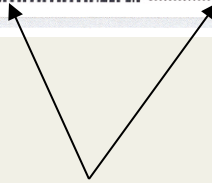
2-D Barcode



Magnetic Strip



Embedded Inventory Number

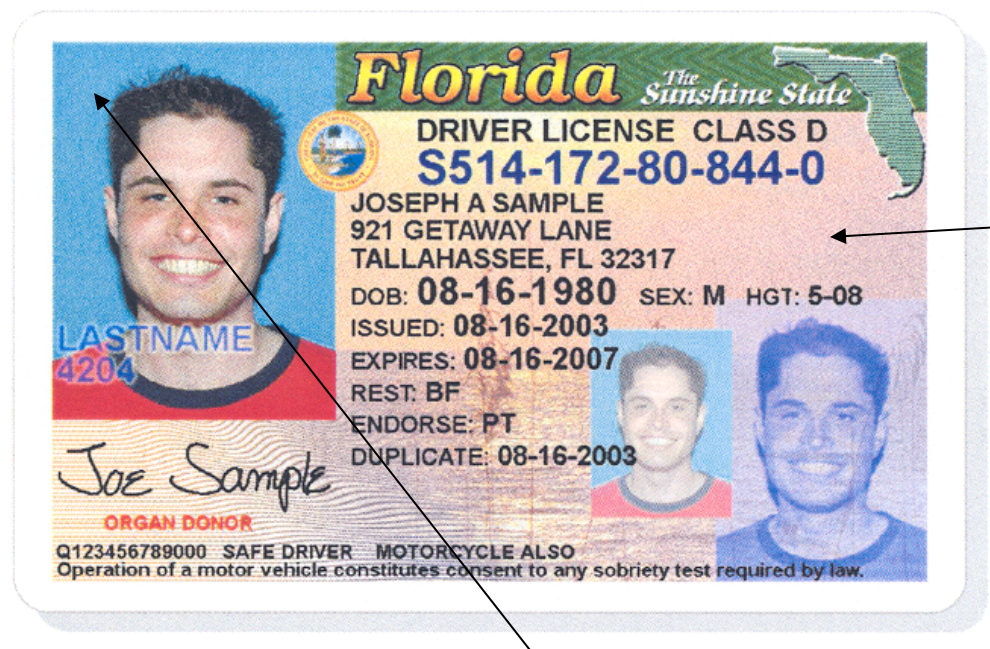


CARD SECURITY FEATURES

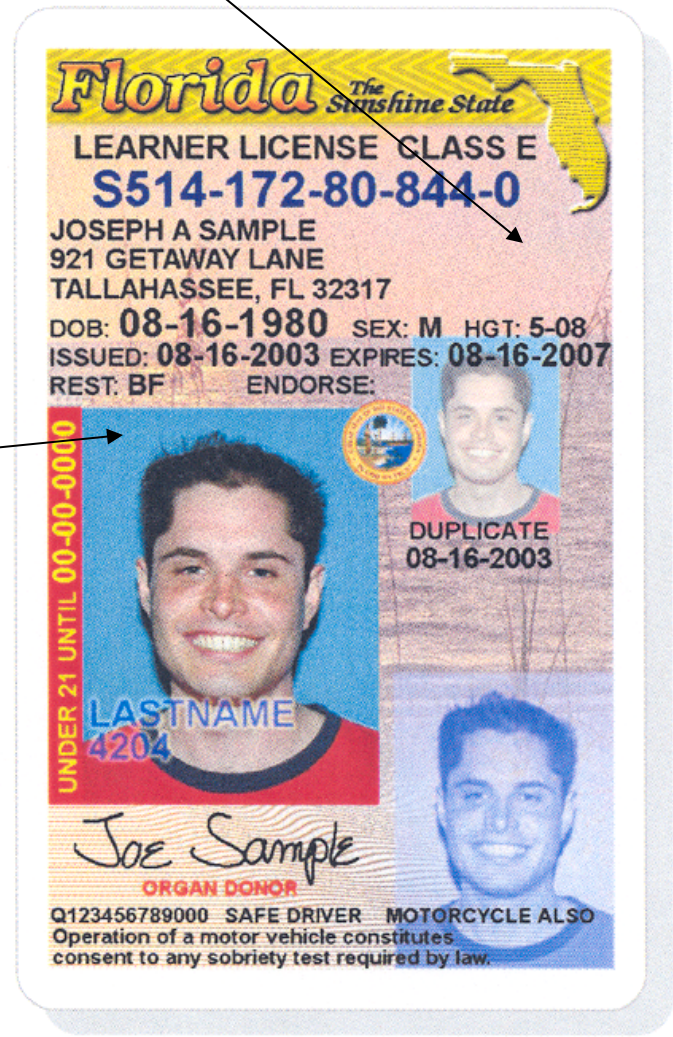
Level Two (2) Security (Covert): Security features on the DL/ID card that are visible with vision enhancements such as a handheld magnifier or portable ultraviolet (UV) light; these features are designed to aid police officers and the business community in the authentication of a DL/ID card presented for a business transaction or as proof of identity to law enforcement officers:

- Digital watermark
- UV ghost image
- Variable UV text
- Security indicia

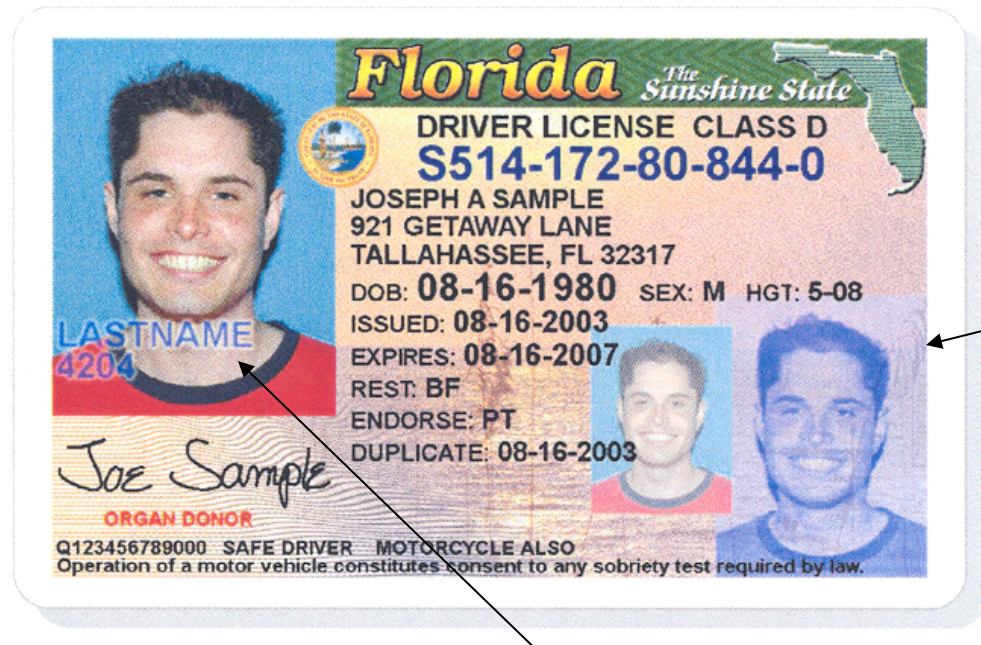
Digital Watermark in Background



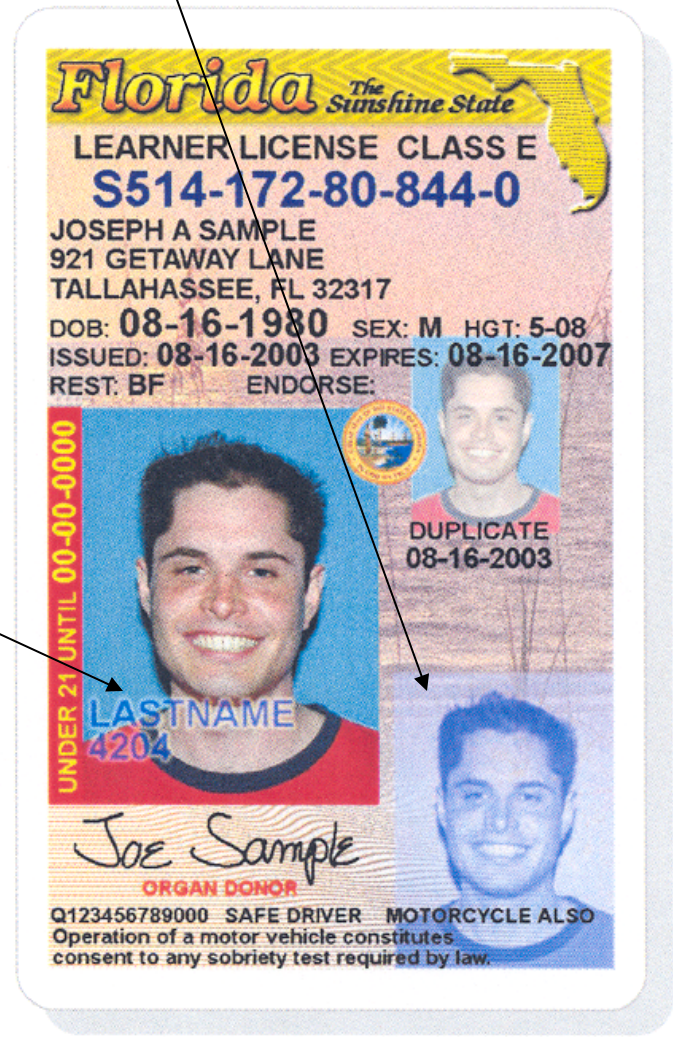
Digital Watermark in Portrait

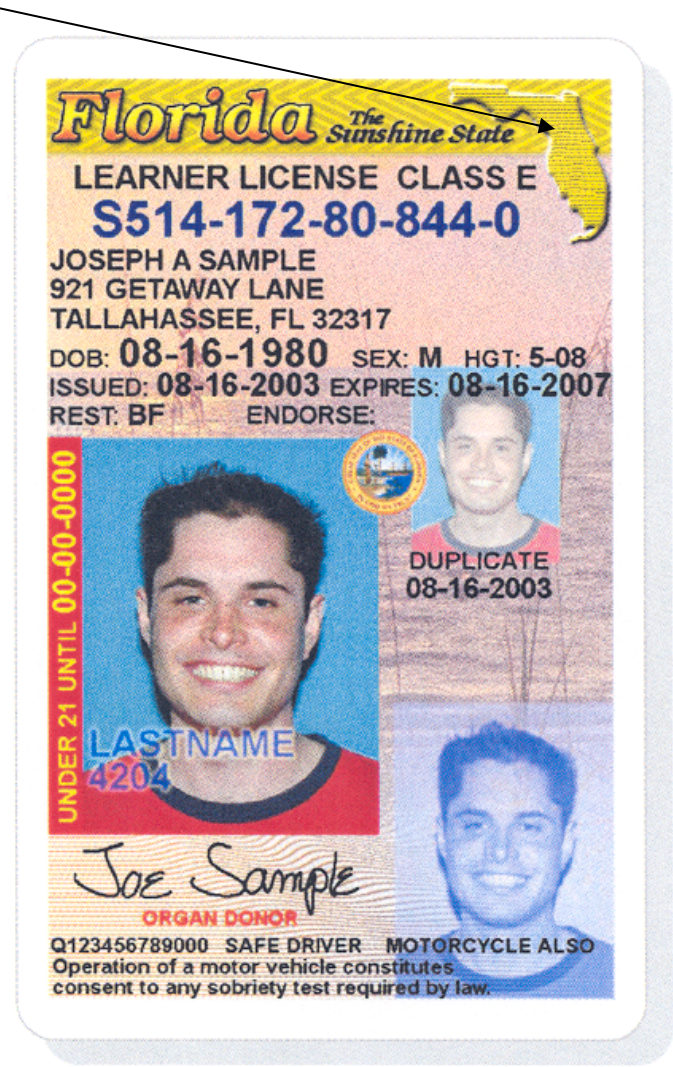
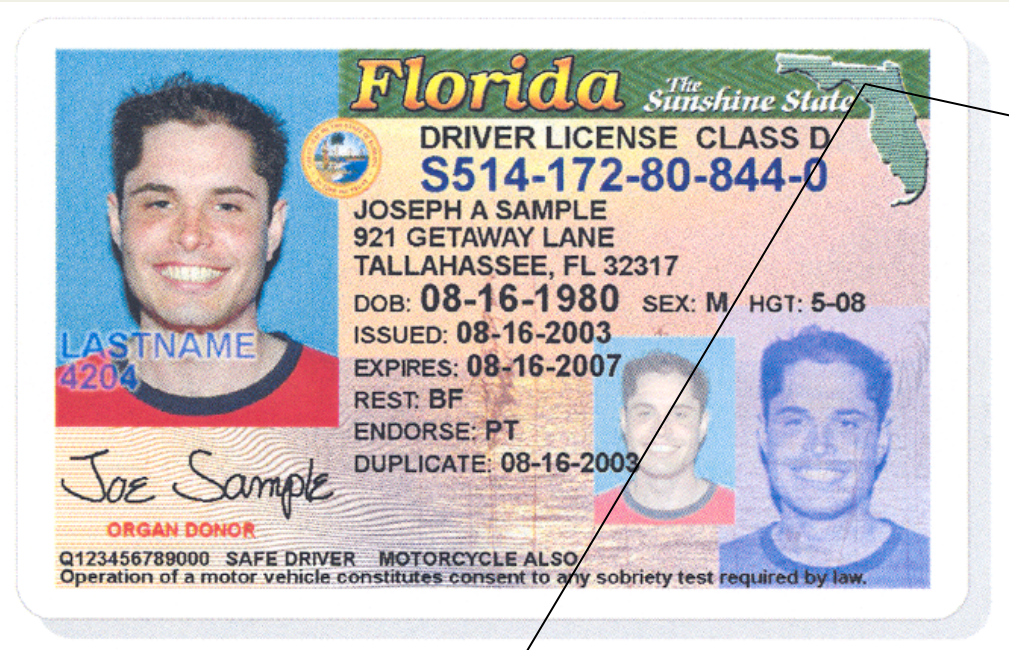


UV Ghost Image



Variable UV Text

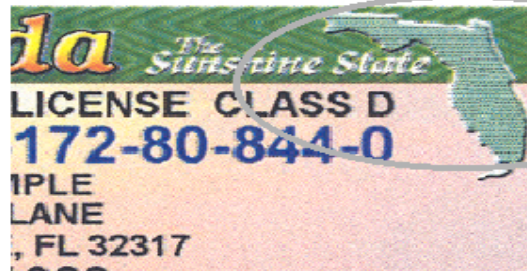




Security Indicia

SECURITY INDICIA

**“FL” visible with
viewfinder**



MICRO-PRINTING

RESTRICTIONS: B-Outside Rearview Mirror, F-Automatic Transmission

ENDORSEMENTS: P-Passengers, T-Doubles/Triple Trailers

CLASS: D - Any truck or truck-tractor of 8,000 LBS. or more, but less than 26,001 LBS.
GVWR, or more than 80 inches wide

Replacement license required within 10 days of address or name change.

The State of Florida retains all property rights herein.

VALID IN FLORIDA ONLY

Fred O. Dickinson 
Executive Director, DHSMV

Sandra C. Lambert 
Director of Driver Licenses

Q123456789000

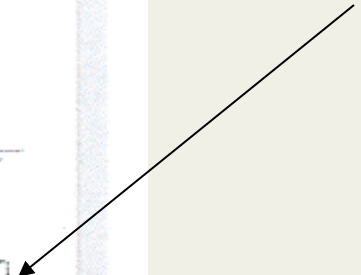


<http://www.hsmv.state.fl.us>



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Micro-printing



MICRO-PRINTING

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Executive Director, DHSMV

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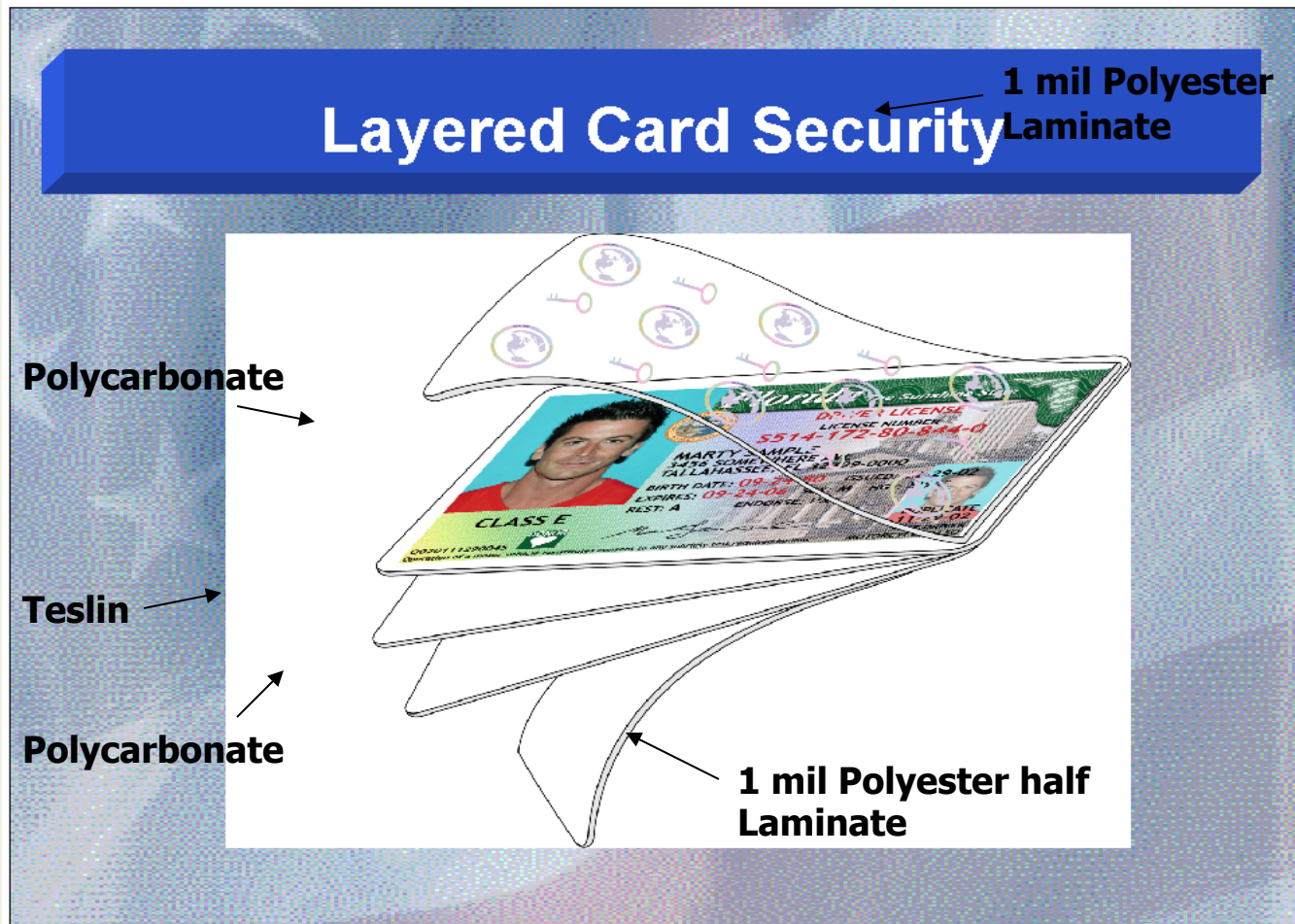
<http://www.hsmv.state.fl.us>

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CARD SECURITY FEATURES

- ***Level Three (3) Security (Forensic):*** Security features on the driver license and identification card that are detectable only through laboratory analysis; these features allow for an authorized laboratory to authenticate a DL/ID card and provide expert testimony to a court as to the presence or absence of the feature(s) that support a criminal prosecution involving a counterfeit or altered driver license or identification cards.

LAYERED CARD SECURITY



NEW HEADER DESIGNS

- Driver License
- Identification Card
- Commercial Driver License
- Learner License



CARD VERIFICATION

- Ultraviolet light/black light
- Magnifying glass
- Diffraction grating viewer
- Magnetic stripe reader
- Barcode reader

I GOT ONE, NOW WHAT?

- Do NOT give the I.D. back to the presenter!
- Any government I.D. belongs to the government not to the individual, they have no “right” to it!
- If they insist on the return of the I.D.. call law enforcement...they will leave
- Make sure the I.D. is turned into management and then to law enforcement
- * Do not risk a physical confrontation to keep the identification

ANY STATE

DRIVER LICENSE

License No. **P99999999** Expires **00-00-00**

JOE A SAMPLE
123 ANY STREET
ANYTOWN, ANY STATE 99999



Sex: **M** Hair: **Black**
Ht: **6-03** Wt: **200**
Eyes: **Brown** DOB: **01-01-81**

A stylized, handwritten signature in black ink, appearing to read "Joe A. Sample", located below the personal information.



DONOR

*REMEMBER,
FALSE I.D.'S
DO NOT
NEED TO BE
GOOD, THEY
ONLY NEED
TO BE GOOD
ENOUGH!*

ALCOHOL IN THE BODY

ALCOHOL IN THE BODY

- Absorbed directly into bloodstream from stomach → reaches the brain in about 3 minutes
- Central Nervous System Depressant
 - Slows down breathing, heart rate, reaction time, etc.
 - Can affect judgment in as little as one drink!
- Dilates Blood Vessels and Opens Pores
 - “Blushing”
 - Lowered body temperature → death by hypothermia

ALCOHOL IN THE BODY

- **Intoxication** occurs when someone drinks alcohol faster than the body can process it- The liver processes about **one drink per hour**
- What is a DRINK?



BLOOD ALCOHOL CONCENTRATION (BAC)

- The amount of alcohol present in the blood as a person drinks
- Measured in milligrams percent
 - Ex: BAC of .10% is 1/10 of 1%
- In Florida, 0.08% is considered legally intoxicated for driving

ALCOHOL ABSORPTION RATE

The rate at which our bodies absorb alcohol is affected by...

- The quantity and frequency of drinking
- Food consumption
- Tolerance to alcohol
- Medication and other drugs
- Fatigue and stress
- Body type
- Gender
- Mood
- General Health

IDENTIFYING OBVIOUSLY INTOXICATED PATRONS

■ BEHAVIORS

- Aggression
- Problems in speech and coordination
- Excessive friendliness

■ ATTITUDES

- Obnoxious
- Inappropriate/irrational comments

■ PHYSICAL

- Bloodshot eyes
- Smelling of alcohol

EFFECTS OF ALCOHOL POISONING

- Seizures
- Coma
- Permanent Brain Damage
- Death

SIGNS/SYMPTOMS:

- Mental confusion
- Passing out and cannot be awakened
- Vomiting
 - Seizures
- Slow or Irregular breathing
- Slower heart rate
- Lower body temperature, bluish skin color, paleness



SUGGESTED POLICIES AND PROCEDURES TO PREVENT OR MANAGE INTOXICATION

■ Prevention Techniques

■ Drink Counting

- Pace customers' drinking – suggest alcohol-free beverages and food to patrons who appear intoxicated
- Let other staff know when patron is reaching intoxication

■ Offer Non-Alcoholic Alternatives

■ Crowd Control

■ No Consumption by Staff while on Duty

■ Keep Promotions in Line with Responsible Practices

■ Provide and Market Food

DRINK COUNTING

■ Step 1: Understanding Drink Sizes

<u>Type of Drink</u>	One Beer	One Glass of Wine	One Shot of 80-proof Liquor
<u>Size of Drink</u>	12 oz.	4.5 oz.	1.5 oz.
<u>Alcohol by Volume</u>	4.5% alcohol	12% alcohol	40% alcohol
<u>Alcohol Content</u>	.54 oz. alcohol	.54 oz. alcohol	.54 oz. alcohol

DRINK COUNTING

- **Step 2: Understanding Alcohol's Affect on the Body**

All that is needed to estimate BAC is:

- 1. an approximation of the customer's body size,**
- 2. a sense of how many drinks the customer has consumed and**
- 3. how long the customer has been drinking**

DRINK COUNTING

■ Step 3: Calculating Drink Capacity

To determine if you can safely provide a customer another drink, perform this simple calculation:

1. Take the total number of drinks they've consumed
2. Subtract the number of hours they've been drinking (since everyone metabolizes or eliminates about one drink per hour)
3. Compare the result to the limit based on body size
 1. Small = 2, Medium = 3, Large = 4

PREVENTION- ASSESSING CUSTOMERS

- Customer' s initial presentation
 - ex: Has the customer been drinking before arriving?
- Listening closely and intently to what the customer says
 - ex: Make eye contact , nod with acknowledgement-to show interest
- Observing behavior and body language
 - ex: Tone of voice and posture
- Asking questions to clarify
 - ex: “How are you doing, right now?” “You look like you are not feeling quite right? How are you feeling?”

IDENTIFYING PROBLEM PATRONS

- **Patrons removed from the establishment in the past**
 - Watch for and act firmly/immediately at the first sign of trouble.
- **Obviously intoxicated patrons “inherited” from alcohol service provided at other locations**
 - May be obvious that they are “out on the town” for a good time – find tactful ways to refuse service without losing their long-term business.
- **“Chronically drunk” patrons who are able to conceal their intoxication levels well**
 - Look for signs such as chain smoking, drinking alone, and loss of motor control.

RESPONSIBLE VENDING AND PROCEDURES

- **Make sure you know the liquor law, regulations, and house policies on alcohol service**
- **Be well informed of your drink menu – specialty, non-alcohol, and low-alcohol drinks**
- **Take time to talk with your customers**
- **Serve one drink at a time and wait for customers to reorder**
- **Promote non-salty food/snacks and offer non-alcoholic drinks**
- **Back up and support the decisions made by staff and managers → work as a team!**
- **Be observant of patrons' behavior**
- **Assist coworkers in preventing problem situations from occurring**

QUESTIONS?

- **Question and Answers**
- **Local contact info:**

THANK YOU!

- For more information on RVT, contact:
 - Tresa Watson at 352-596-8000 or tresa@cenaps.com
 - Susan Carrigan at 813-334-0619 or suecarrigan@aol.com



RVT is based on the United Way of Broward County Commission on Substance Abuse's PREP model.