

To: O&S Committee

Date: February 27, 2020

From: Lisa Rettig, Director of Human Resources

Reviewed by: WC 



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**SUBJECT: Follow up on Increased Drug Testing Rates for 2019**

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### SUMMARY OF ISSUES:

Beginning in January 2019 Drug Testing rates were doubled by the FTA. The rate went from 25% to 50%. The rate for alcohol testing remained at 10%.

The Transportation and Human Resources departments have worked closely together to ensure these tests are completed. In the past we have utilized a vendor that would come to our facility to do the testing. Staff would schedule the testing and identify which employees from the random list would be tested. The onsite Vendor would continually be late resulting in employees having to sit and wait for them to show up. Additionally, staff found that employees were often taking the full allotted time to provide their specimen. FTA regulations allow 3 hours before an employee is considered to have refused a test. Due to these problems staff began in late 2018 primarily utilizing Kaiser Occupational Health in Martinez to conduct the testing. Kaiser will conduct testing at anytime during their hours of operation with no appointment needed. This has enabled staff to spread the testing across more days and times within the operational hours of Kaiser Occupational Health. Only one employee is sent for testing at a time rather than scheduling groups of 2-5 employees as was the case with the onsite vendor. Additionally, a Transportation department supervisor or manager transports the employee to be test to and from Kaiser. Staff has found that testing is more efficient in this manner and employees are very rarely utilizing the full 3-hour allotment.

To date there has been no missed service due to Substance Abuse Testing in 2019 or 2020.

### FINANCIAL IMPLICATIONS:

Prior to the January 2019 increase in testing rate the direct costs for the Substance Abuse Program were \$10,500 annually. Staff estimated that this amount would increase to \$15,500 with the change in testing rates. The Actual FY 2020 cost thru December is \$7,435.

Operator hours for Substance Abuse Testing in 2018 totaled 121 and for 2019 the total was 222.

We do not track Supervisor or Management hours used for Substance Abuse Testing.

**ACTION REQUESTED:** None, Information only