



## **Scope:**

- A. The proposed policy covers drug and alcohol testing for job applicants applying for positions that meet one or more of the following criteria:
- a. A Driver's License is a minimum qualification; or
  - b. Access to drugs and alcohol; or
  - c. Operation of heavy and/or motorized equipment; or
  - d. Direct interaction with children or vulnerable adults; or
  - e. Dispatches or responds to life-threatening emergencies; or
  - f. Handles cash, cash equivalents, checks, securities or has access to bank or investment accounts.

The proposed policy amends criteria e above by adding the words "Dispatches or." Criteria f is a new criteria being recommended for addition to the policy.

Any appointed, classified or temporary position that meets one or more of the above criteria will require drug and alcohol testing.

- B. The proposed policy will apply to job applicants covered by the proposed policy, not current City employees. Current employees are subject to testing under the existing Reasonable Suspicion Drug & Alcohol Testing Policy.

## **Supporting Information:**

The best behavior you can expect from an employee is their presentation during the pre-employment process. Pre-employment testing to screen out substance abusers is a screening tool that protects the City and its stakeholders from expensive risks. The following information provides support for revising our existing policy:

### **Medical Costs:**

Claim costs for City of Minneapolis healthcare plan members who were diagnosed with substance abuse and/or chemical dependency are *four* times higher than costs for a typical member and totaled over \$4 million for all services rendered, including direct substance abuse/chemical dependency services. The City's claims costs for direct substance abuse/chemical dependency services last year was \$720,000.

### **Worker's Compensation Costs:**

The City of Minneapolis Workers' Compensation Unit paid out \$5.6 million in 2007. While we don't have specific information about how many of these claims were related to substance abuse, according to the National Council on Compensation Insurance nearly half of all workers' compensation claims are related to substance abuse.

### **Disciplinary Actions:**

Over the past 5 years, 10% of our recorded disciplinary action has related to drug and/or alcohol use.

### **Drug and Alcohol Test Results:**

In the last 8 years, 1.9% of the Pre-Employment Testing resulted in a positive test; 50% of reasonable suspicion testing resulted in a positive test; 1.8% of random testing resulted in a positive test; and, almost 10% of post-accident testing resulted in a positive test.

### **Legal Compliance:**

Revising the policy ensures the City of Minneapolis has continued compliance with state and federal laws.