

Utah Department of Health

2015 Intent Item #7 Pre-Employment Drug Testing

The Utah Department of Health does not have a policy on pre-employment drug testing unless it is a position that Department of Human Resource Management (DHRM) designates as a highly sensitive position and/or required by a federal law or federal regulations.

Currently, the staff members of the Forensic Toxicology Program in the Utah Public Health Laboratory are classified by DHRM as ***Safety Sensitive***. The Utah Public Health Laboratory is under the Division of Disease Control and Prevention.

Number of FTEs in Forensic Toxicology: 10 FTEs

**State of Utah
Drug and Alcohol Testing Policy
Department of Human Resource Management
Effective Date: August 30, 2013**

1.1 Policy Statement

The State of Utah is committed to provide a workplace where employees of the state and the general public can safely conduct business. It is the policy of the State of Utah to provide a work environment that is free from the unlawful manufacture, distribution, sale, dispensation, possession, or use of controlled substances or alcohol.

1.2 Compliance with Federal/State Laws and Regulations

This policy has been written to comply with current federal laws and regulations, state law and Department of Human Resource Management (DHRM) rules which relate to a drug-free workplace, drug and alcohol testing, drug abuse and alcohol misuse, employee conduct, corrective action and discipline. A listing of applicable laws, rules, and regulations can be found in Appendix A.

1.3 Scope of Policy

This policy applies to all employees of the executive branch of the State of Utah. This policy also applies to final candidates under consideration for highly sensitive positions. Employment with the State of Utah is conditioned upon compliance with this policy.

Employees who hold positions designated by DHRM as highly sensitive are required to comply with a higher standard. These employees are subject to random drug and alcohol testing as authorized by DHRM. Highly sensitive positions fall under the following categories:

Safety Sensitive:

A position approved by DHRM that includes the performance of safety sensitive functions:

- a) requiring an employee to operate a commercial motor vehicle under 49 CFR 383
- b) directly related to law enforcement
- c) involving direct access or having control over direct access to controlled substances
- d) directly impacting the safety or welfare of the general public
- e) requiring an employee to carry or have access to firearms