

Stephen Jardine

From: Alan Lake <alake@utah.gov>
Sent: Monday, March 30, 2015 2:38 PM
To: Stephen Jardine
Cc: Nathan Winters DHS; Mark Brasher; Mills, Jean; Benjamin Buys; Alan Owens
Subject: Response to HB 3, Item 88 regarding drug testing

Stephen:

This email includes a response from the Departments of Human Services and Human Resource Management to a recent legislative request.

HB 3 from the 2015 Legislative Session, Item #88 includes the following language:

"The Legislature intends the Department of Human Services and the Department of Human Resource Management provide information to the Office of the Legislative Fiscal Analyst no later than June 1, 2015 regarding the following: 1) a listing of programs throughout the Department of Human Services by agency and by program documenting where drug testing of job applicants is taking place as well as where drug testing of job applicants is not currently taking place and 2) any formal or informal state policies regarding the use or discouragement of drug testing of job applicants."

DHS Response to #1, regarding current pre-employment drug testing for DHS job applicants:

Currently none of the agencies, institutions, or programs of the Department of Human Services test job applicants for drugs. DHS tests employees for drugs if there is a reasonable suspicion of drug use. Drug testing may also occur following a vehicular accident or when there is a "critical incident", as defined in the policy listed below.

Please contact Nathan Winters, DHS Budget Director or myself with any questions on DHS drug testing.

DHRM Response to #2, regarding statewide policies on drug testing of job applicants:

This is a link to the State of Utah, Drug and Alcohol Testing Policy and Procedures:

<https://dhrm.utah.gov/wp-content/uploads/2013-drug-and-alcohol-policy-and-procedures.pdf>

Please contact Jean Mills-Barber, DHRM Director of Recruitment and Classification, with any questions on this policy.

Please let me know if you need any additional information for this legislative request.

Thank you,

Alan Lake
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