



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: December 4, 2017

Re: Revises the City Drug and Alcohol Policy to Comply with Federal DOT Drug Testing Rule Changes in 49 CFR 40

## Executive Summary

The City's drug and alcohol policy (Administrative Rules, Supplement to Chapter 19 as Authorized by Section 19-27, Article II, Drug or Alcohol Use) is amended to comply with a change to federal DOT testing rules, effective January 1, 2018. This resolution adopts the revision required for the City's policy to comply with the changes.

## Discussion

The Federal Department of Transportation (DOT) has published a final rule (82 FR 52229) that amends its drug testing program regulation. The rule expands the drug testing panel for all DOT-mandated drug testing programs. The final rule adds four semi-synthetic opioids (hydrocodone, hydromorphone, oxycodone, and oxycodone) to the DOT drug testing panel. The revision of the drug-testing panel is intended to harmonize with the revised Mandatory Guidelines established by the U.S. Department of Health and Human Services for federal drug testing programs for urine testing.

The City of Columbia has employees in various driving positions subject to DOT regulations. This resolution adopts the revision to the drug and alcohol policy to comply with the final federal rule. The change is attached and highlighted (page 3). DOT requires adoption of the City of Columbia drug and alcohol policy by City Council.

The rule is effective January 1, 2018.

## Fiscal Impact

Short-Term Impact: None

Long-Term Impact: None

## Strategic & Comprehensive Plan Impacts

### [Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

### [Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

## Legislative History

Date	Action
NA	NA

## Suggested Council Action

Adoption of the proposed resolution.