



COMMITTEE TRANSMITTAL

May 25, 2018

To: Members of the Board of Directors
From: *RW*
Laurena Weinert, Clerk of the Board
Subject: Amendments to the Orange County Transportation Authority
Drug and Alcohol Policy Manual

Executive Committee Meeting of May 7, 2018

Present: Chairwoman Bartlett, Vice Chairman Shaw, and Directors Do, Hennessey, M. Murphy, Murray, and Nelson
Absent: None

Committee Vote

This item was passed by the Members present.

Committee Recommendations

- A. Authorize the Chief Executive Officer, or designee, to increase the Orange County Transportation Authority's random alcohol testing rate from 20 percent to 50 percent annually for all safety-sensitive employees in order to emulate the current testing rates for drugs (Manual Section 5.5G Policy Section VIIA).
- B. Authorize the Chief Executive Officer, or designee, to replace the obsolete table of drug testing thresholds (Manual Section 5.4), with "drugs or classes of drugs to be tested and the applicable threshold levels for positive findings shall be determined by current Department of Transportation and Federal Transit Administration regulations."
- C. Authorize the Chief Executive Officer, or designee, to make all necessary edits to ensure Attachment B (Disclosure of Prescription and Over-the-Counter Drugs form), prescription drug use physician review requirements (Manual Section 4.2A), are mandatory under Orange County Transportation Authority policy.



Committee Recommendations (Continued)

- D. Authorize the Chief Executive Officer, or designee, to change the requirement for drug and alcohol testing at the time of an employee's Department of Motor Vehicles medical recertification and/or physical examinations to implementing a biennial testing requirement and continuing with more proactive and stringent Department of Transportation random testing and prescription drug safeguard measures (Manual Section 5.5B, 5.5G, 6.2C, Attachment B, and Policy Section VIIA).
- E. Authorize the Chief Executive Officer, or designee, to remove the Facilities Maintenance Department from the list of regulated safety-sensitive positions (Manual Section 9), in compliance with the federal definition.

Committee Discussion

At the May 7, 2018 Executive Committee (Committee) meeting, the Committee requested that a definition be provided for an "unhealthy" employee, as referenced in the third paragraph, of the third sentence, on page three of the staff report.

An employee's health status is reviewed and determined at the time of an employee's Department of Motor Vehicle medical recertification by a licensed medical professional. In accordance with the determination, an employee is granted a medical certification that could have an expiration ranging anywhere from thirty days to two years. In the worst case scenario, if an employee's health is of serious concern, the medical professional may not grant the employee a certification, thus revoking his/her ability to driver commercially.

The "unhealthy" employee would be any employee whose medical certification expiration had been determined to be less than two years.