

# Memorandum

**TO:** ALL DEPARTMENT PERSONNEL      **FROM:** Anthony Mata  
Chief of Police

**SUBJECT:** DRUG AND ALCOHOL TESTING      **DATE:** May 23, 2023  
FOR SWORN MEMBERS

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APPROVED

Memo# 2023-013

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## BACKGROUND

On September 22, 2022, a side letter agreement was signed between the San Jose Police Officers' Association (POA) and the City of San Jose, which subjects all sworn POA Department members to random controlled substance and/or alcohol testing.

All sworn POA Department members are subject to the random testing, regardless of rank. This policy also applies to recruits in the Police Academy. Each eligible member may be tested up to two times in any 12-month period. A computer program will randomly select the names from a list of POA Department members. Concentra, the testing service provider, will provide the selected names to the Department.

When a Department member is randomly selected, a command officer will notify them of the time and location of the test. Upon receiving the notification, the selected Department member will immediately respond to a designated Concentra facility for testing.

## ORDER

Effective immediately, all Department personnel shall comply with the above procedures for random drug and alcohol testing.



Anthony Mata  
Chief of Police

AM:PH