CITY OF SAN JOSE
CAPITAL OF SILICON VALLEY

Memorandum

TO:	**ALL DEPARTMENT PERSONNEL**	**FROM:**	Anthony Mata Chief of Police
SUBJECT:	**DRUG AND ALCOHOL TESTING FOR SWORN MEMBERS**	**DATE:**	May 26, 2023

APPROVED Memo# 2023-015

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 Department members, through the rank of captain, including recruits in the Police Academy, to random testing for controlled substance and/or alcohol (POA Side Letter Agreement on Drugs and Alcohol Testing).

Sworn members subject to random testing may be randomly tested a maximum of two times in any 12-month period. A computer program will randomly select the names from a list of 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 respond to a designated Concentra facility for testing, as directed.

Separate from and in addition to any random testing, when a Department member is the driver in a work-related moving vehicle accident, they will be responsible for providing a urine and breath sample for testing as soon as possible after the accident (whether or not the Department member was at fault). Alcohol testing will be completed no later than eight hours following the accident using a Department-issued Preliminary Alcohol Screening (PAS) device and drug testing will be completed no later than 32 hours following the accident, unless testing cannot be completed due to a medical emergency.

ORDER

Effective immediately, all sworn Department personnel shall comply with the above procedures for random drug and alcohol testing and drug and alcohol testing pursuant to a work-related vehicle accident.

Anthony Mata
Chief of Police

AM:PH