



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000

07-08-2011

MEMORANDUM FOR ASSISTANT SECRETARIES OF THE MILITARY DEPARTMENTS
FOR MANPOWER AND RESERVE AFFAIRS

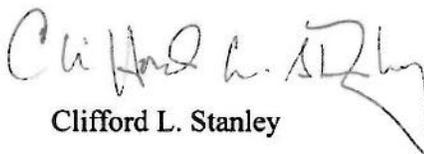
SUBJECT: Department of Defense Civilian Drug Testing Policy

Deterring the use of illegal drugs is essential to a safe, effective, and ready workplace. The current program has been very successful, with only 0.30% of the tested civilian population being positive for illegal drugs. This rate is well below the DoD goal of 1.0%, as well as the rates of many other non-DoD agencies.

Given this success, we can now effectively extend the time between random testing events while still maintaining a vital drug abuse deterrent. Therefore, effective immediately, the DoD random testing rate for civilians in testing designated positions will be 100% over a two year period, or 50% of the workforce per year. Note that these are average probabilities for the entire sampling distribution. Individuals may find they are tested more frequently than the average because selection remains random. Because the threat of random testing remains credible, we do not anticipate that the policy change described above will change.

This policy change does not affect pre-employment, follow up, suspicious, and accident testing, which will remain at 100% annually. The new civilian testing rate will allow us to broaden effectively our drug testing program as suggested by the Chairman of the Joint Chiefs of Staff in his recent memo (attached).

The Secretaries of the Military Departments and the Heads of the other Defense Components will continue to discipline civilian personnel who knowingly use illegal drugs as appropriate. If anyone in your respective organizations have any further questions or concerns, please forward them to Kevin L. Klette, CAPT, USN, (703) 693-5230, or kevin.klette@osd.mil.


Clifford L. Stanley