



**DEPARTMENT OF DEFENSE
COORDINATOR FOR DRUG ENFORCEMENT
POLICY AND SUPPORT**

**1510 DEFENSE PENTAGON
WASHINGTON DC 20301-1510**



JAN 10 2001

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Department of Defense Civilian Drug Testing

This policy memorandum supercedes the November 1997 policy memorandum that increased the minimum drug testing rate for civilians in the Department of Defense. The current policy is as follows:

- Agencies with 80% or more of their workforce designated as Testing Designated Positions (TDPs) will test at a minimum average testing rate of 30% per year.
- Those agencies with less than 80% of their workforce in TDPs will continue to test at a minimum average testing rate of 50% per year.

The program in all agencies is expected to remain visible, thus ensuring deterrence, since employees will still see a significant number of people in the workforce being selected for testing.

In addition, our review of Department of Defense Agencies' drug testing programs determined that policies for selecting which positions were designated as TDPs was not consistent between agencies. Case law establishes which positions may be subject to random drug testing, but each agency's director has the responsibility to develop an effective drug testing plan that includes designation of TDPs. Consequently, my office will review each agency's internal policy on designating TDPs to ensure consistency throughout the Department of Defense.

This policy change is effective immediately. Your future budgets will be adjusted to accommodate this change in policy. Your point of contact for questions is Colonel Mick Smith, at telephone (703) 693-1917, or email msmith@mail.policy.osd.mil

A handwritten signature in black ink, appearing to read "B. Sheridan".

Brian E. Sheridan