

March 21, 2012

**Memorandum Number 020-12HR**

**TO:** Agency Administrators

**FROM:** Bobbie Chappell, Director of Human Resources

**VIA:** Rip Colvin, Executive Director

**SUBJECT:** House Bill 1205 and Senate Bill 1358 – Random Drug Testing

Attached is the House Bill 1205 and Senate Bill 1358 final bill analysis. The final bill was signed by the Governor on March 19, 2012 with an effective date of July 1, 2012.

This bill amends the Drug-Free Workplace Act to authorized agencies to:

- Drug test all job applicants
- Conduct random drug testing of no more than 10 percent of the agency employees no more than once every three months. The random sample of employees to test must be computer-generated by an independent third party.

The bill also revises requirements of the discipline, treatment, and continued employment of an employee who fails (receives a positive) drug test.

Drug testing is to be paid for within an agency's appropriation.