

1. Am I required to take a pre-employment drug test?

Some job classifications require you to pass a pre-employment drug test, per State Personnel Board (SPB) Regulations 213.0-213.6. The class specification (job description) will include this information if a pre-employment test is required.

[SPB Regulations 213.0-213.6](#)
[Job Descriptions](#)

2. Which drugs are tested for pre-employment?

SPB tests for amphetamines/methamphetamines, cocaine, marijuana/cannabinoids (THC), opioids (narcotics), and phencyclidine (PCP).

[SPB Regulations 213.0-213.6](#)

3. What is reasonable suspicion testing?

Job classifications that have a greater than normal level of trust, or responsibility for, or impact on, the health and safety of others are designated as sensitive positions. Employees in these positions may be tested if reasonable suspicion exists per CalHR Regulations 599.960-599.966.

[CalHR Regulations 599.960-599.966](#)

4. What job classifications are designated as sensitive positions?

CalHR maintains a listing of job classifications that are designated as sensitive positions.

[Listing of designated sensitive positions](#)

5. Which drugs are tested for reasonable suspicion?

CalHR tests for amphetamines and methamphetamines, cocaine, marijuana/cannabinoids (THC), opiates (narcotics), phencyclidine (PCP), barbiturates, benzodiazepines, methaqualone and alcohol per CalHR Regulations 599.960-599.966.

[CalHR Regulations 599.960-599.966](#)

6. Are state employees subject to random testing?

Yes, there are currently three groups of employees subject to random testing.

Employees with commercial driver licenses and drive commercial motor vehicles under Federal U.S. Department of Transportation (DOT) Regulations.

[Code of Federal Regulations, title 49, part 382](#)

Employees on board vessels acting under the authority of a license, certificate of registry, or merchant mariner's document under the U.S. Coast Guard Regulations.

[Code of Federal Regulations, title 46, part 16](#)

Employees in Bargaining Unit 6 who are peace officers hired after April 15, 1998 and newly reinstated employees with a break in service of more than 12 months.

[Bargaining Unit 6 contract](#)

7. Which drugs are tested at random?

Commercial drivers are tested for amphetamines/methamphetamines (including MDMA, MDA, and MDEA), cocaine, marijuana, opioids, phencyclidine, and alcohol as specified by DOT regulations.

[Code of Federal Regulations, title 49, part 40](#)

Crewmembers are tested for amphetamines and methamphetamines (including MDMA, MDA, and MDEA), cocaine, marijuana, opioids, and phencyclidine (PCP) as specified by DOT regulations.

[Code of Federal Regulations, title 49, part 40](#)

[Bargaining Unit 6](#) peace officers are tested for amphetamines and methamphetamines (including MDMA, MDA, and MDEA), cocaine, marijuana cannabinoids (THC), opiates (including heroin), phencyclidine (PCP), barbiturates, benzodiazepines, methaqualone, and alcohol per Bargaining Unit 6 contract.

[Bargaining Units 7, 8, 12, and 19](#) commercial drivers are subject to the DOT requirements.

[Bargaining Unit 11](#) commercial drivers are subject to the DOT requirements.

8. Does CalHR provide specimen testing services?

CalHR administers two contract with vendors to provide SAP services. One contract provides specimen collection, laboratory analysis, Medical Review Officer services, training on the signs of substance abuse, consultation, and expert testimony. The other contract provides treatment and return to work recommendations.

9. Can departments use CalHR's vendor?

Yes, the department initiates an interagency agreement with CalHR for the vendor services, rates, and CalHR administrative fees. CalHR then arranges for the testing forms, collection site locations, test results reporting, and billing for services provided.

10. Where are employees sent for testing?

CalHR's vendor provides a website with a logon and password. You can search for the nearest site using city or zip code. The listing provides the collection site name, address, hours of operation, pricing, and a link to a map.

11. What happens if an employee tests positive for drug or alcohol?

Employees who have engaged in prohibited conduct under DOT requirements, must pass a return-to-duty test prior to performing safety-sensitive duties.

12. How are test results reported to departments?

CalHR's vendor provides a website with a logon and password, this gives you access only to your department's results.