



STAFF REPORT

Meeting Type: City Council
Meeting Date: August 18, 2025
From: Muna Rustam, Transit Manager
Subject: Policy Approval: Transit Drug and Alcohol Policy Update

DECISION TO BE MADE:

Approval of updated Transit Drug and Alcohol policy

APPLICABLE COUNCIL GOAL:

- **Goal 4.1:** Continue to promote transit as a safe, efficient mode of transportation.

BACKGROUND / CONTEXT:

The Federal Transit Administration sets the drug and alcohol testing requirements for transit employees in safety sensitive positions. Transit agencies do have the option to have a zero-tolerance or second-chance policy for those who fail a drug or alcohol test. Sandy Transit has a zero-tolerance policy which requires any contracted employee who tests positive to either a drug or alcohol test to be terminated and referred to a Substance Abuse Professional (SAP).

The new draft of the policy remains zero-tolerance and has the following updates that align with FTA requirements; they are reflected in the attached Drug and Alcohol Policy.

For your convenience, updates are listed below:

1. Oral Fluid Drug Testing
 - a. Any reference to "urine" drug testing throughout the policy is updated to reflect "urine and/or oral fluid" drug testing.
2. Modifications to Definition Found In 49 CFR Part 40
 - a. The following definitions have been removed:
 - i. "Invalid drug test" and "Screening drug test"
 - ii. "Initial drug test (also known as "Screening drug text") has been removed and replaced with a definition for "initial drug test"
 - iii. "Limit of Quantification" has been removed and replaced with a definition for "Limit of Quantification (LOQ)"
 - b. The following definitions have been added:
 - i. "Alternate specimen"

- ii. Commercial Driver's License Drug and Alcohol Clearinghouse (Clearinghouse)
- iii. "Cutoff"
- iv. "Oral fluid specimen"
- v. "SSN or Employee ID No."
- vi. "Undiluted (neat) oral fluid"
- vii. "Urine specimen"
- c. The following definitions have been revised:
 - i. "Collection container"
 - ii. "Collection site"
 - iii. "Confirmatory drug test"
 - iv. "Initial specimen validity test"
 - v. "Invalid result"
 - vi. "Laboratory"
 - vii. "Limit of Detection (LOD)"
 - viii. "Non-negative specimen"
 - ix. "Primary specimen"
 - x. "Reconfirmed"
 - xi. "Shipping container"
 - xii. "Specimen bottle"
 - xiii. "Split specimen"
 - xiv. "Split specimen collection"
 - xv. "Substituted specimen"

KEY CONSIDERATIONS / ANALYSIS:

This policy aligns with Federal Transit Administration requirements.

BUDGET IMPACT:

None.

RECOMMENDATION:

Approve the updated Sandy Transit Drug and Alcohol Policy.

SUGGESTED MOTION LANGUAGE:

"I move to approve the August 2025 update of the Sandy Transit Drug and Alcohol Policy."

LIST OF ATTACHMENTS / EXHIBITS:

- Transit Drug and Alcohol Policy – August 2025