

<b>READINGTON TOWNSHIP POLICE DEPARTMENT</b>			
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<b>SUBJECT: Drug Testing Sworn Employees</b>			
<b>EFFECTIVE DATE:</b> 03/31/11	<b>ACCREDITATION STANDARDS:</b>	<b>REVISION DATE</b> 7/19/18	<b>PAGE #</b> Lt. C. DeWire
<b>BY THE ORDER OF:</b> Joseph J. Greco Chief of Police			
<b>SUPERSEDES ORDER #:</b>			

**POLICY:**

Law enforcement organizations are responsible for providing the highest level of service to the public. An officer’s life, the lives of fellow officers, and the lives of the public depend on each officer’s alertness and ability to make rational decisions. Thus, officers must maintain appropriate physical and mental readiness to perform their duties safely and effectively at all times. Further, such physical and mental readiness shall be unaffected by illegal drug use.

In October 1986, the New Jersey Attorney General issued the ‘*Law Enforcement Drug Testing Policy*.’ The ‘*Law Enforcement Drug Testing Policy*’ governs the drug testing of law enforcement applicants, trainees, and sworn officers. The ‘*Law Enforcement Drug Testing Policy*’ historically encouraged, but did not require, law enforcement agencies to adopt random drug screening policies and procedures.

In 2018, however, the New Jersey Attorney General issued Directive 2018-2 which requires all New Jersey law enforcement agencies to conduct mandatory random drug testing of all sworn officers. Directive 2018-2 applies to all state, county, and municipal law enforcement officers who are responsible for enforcing the criminal laws in New Jersey, who come under the jurisdiction of the Police Training Act, and who are authorized to carry a firearm pursuant to N.J.S.A. 2C:39-6. Further, although Directive 2018-2 supersedes certain portions of the ‘*Law Enforcement Drug Testing Policy*’, it in no way alters a law enforcement agency’s long-standing ability drug-test officers upon developing reasonable suspicion that an officer is using drugs illegally.

## **I. Applicability**

### **A. This policy applies to:**

1. Applicants for a position as a law enforcement officer who, if appointed, will be responsible for enforcing the criminal laws of this State and will be authorized to carry a firearm under *N.J.S.A. 2C:39-6*;
2. Law enforcement officer trainees subject to the Police Training Act while they attend a mandatory basis training course; and
3. Sworn law enforcement officers who are responsible for enforcing the criminal laws of this State, come under the jurisdiction of the Police Training Act, and are authorized to carry a firearm under *N.J.S.A. 2C:39-6*.

### **B. This policy does not apply to civilian employees of a law enforcement agency. Agencies that wish to drug test civilian employees should consult with legal counsel to establish drug testing policies and procedures consistent with human resource policies and/or collective bargaining rights.**

### **C. Employment Status**

Drug testing includes applicant testing, trainee testing, and officer testing. Testing is required of all police applicants and trainees. Law enforcement agencies are required to implement a random drug testing program for all sworn officers in their departments. Law enforcement agencies also have an independent obligation to drug test individual officers and trainees when there is reasonable suspicion to believe that the officer or trainee is illegally using drugs.

#### **1. Applicant Testing**

Drug testing is an important component of a pre-employment background investigation. Prospective employees will be drug tested as a condition of employment. Law enforcement agencies engaged in the hiring process are required to drug test prospective employees at any point during the pre-employment process.

Applicants for employment may be tested as many times as the law enforcement agency deems necessary to ensure that the applicants are not engaged in the illegal use of drugs. For example, applicants who have been drug tested as part of the application process may be tested again if a significant amount of time has elapsed since the previous step in the employment process.

During the pre-employment process, the agency must comply with the provisions of the Americans with Disabilities Act (ADA) by refraining from making any medical inquiries. The medication information form should not be used at the

applicant stage unless a positive test result requires an explanation by the prospective employee.

## 2. Trainee Testing

Individuals hired as law enforcement officers who are required to attend and successfully complete a mandatory basic training course approved by the Police Training Commission are subject to drug testing during their attendance at a police academy. Trainees will be required to submit one or more urine specimens for testing while they attend a mandatory basic training course. The drug testing of law enforcement trainees will be conducted by the police academy staff under rules and regulations adopted by the Police Training Commission.

Individual trainees shall also be required to submit a urine specimen for testing when there exists reasonable suspicion to believe that the trainee is illegally using drugs. A trainee shall be ordered to submit to a drug test based on reasonable suspicion only with the approval of the county prosecutor, the chief executive officer of the trainee's agency, or the academy director.

## 3. Officer Testing

Sworn law enforcement officers shall be ordered to submit a urine specimen for testing when they have been randomly selected to submit to a drug test. Sworn law enforcement officers shall also be required to submit a urine specimen for testing when there exists reasonable suspicion to believe that the officer is illegally using drugs, including steroids. An officer shall be ordered to submit to a drug test based on reasonable suspicion only with the approval of the county prosecutor or the chief executive officer of the officer's agency.

Urine specimens may also be collected from law enforcement officers during a regularly scheduled and announced medical examination or a fitness-for-duty examination. However, the collection and analysis of these specimens are not governed by this policy.

### D. Types of Testing:

#### 1. Random Testing

Random drug testing of all county and local sworn law enforcement officers is required. Random selection is defined as a method of selecting officers for drug testing in which every member of the agency, regardless of rank or assignment, has an equal chance of being selected each and every time a selection is made. An officer who has been selected on one or more previous occasions for a random drug test is not excused from future tests.

##### a. Date Selection

The Hunterdon County Prosecutor and / or a representative of that office not mandated for the drug testing policy is hereby designated to select the dates for when random random drug testing will take place at minimum per year in accordance with Attorney General Directive 2018-2.

b. Extended Leave

It will be the policy of this department that if a randomly selected officer is not scheduled to be on duty for more than two weeks (14 days) from the time the urine sample is to be taken, that officer will be skipped and the next drawn number used.

i. List Creation

A list of all sworn officers in the department will be compiled. The list will then be signed by the Chief / Chief Executive Officer or his designee, collection officer and a representative of the officers' union verifying all sworn officer's names are contained on said list. The Chief / Chief Executive Officer or his designee will randomize unique identifiers that will be placed to correspond to each name on the signed list. The completed list with all sworn officer names with the corresponding unique identifiers will be sealed in an envelope and signed by the Chief / Chief Executive Officer, collection officer and a representative of the officers' union.

ii. Officer Selection

The Chief / Chief Executive Officer or his designee will have a representative of the officers' union select the required percentage of officers to be tested from a set of tags that contain the corresponding identifiers. Two additional tags will be selected in case a chosen officer is on an extended leave as described in I) D) 1) b of this policy. The union representative will record the number from the selected tags on the [Random Drug Screening Selection Form](#). The form will be signed and dated and then place in a sealed envelope which will then be signed by the Chief of Police, collection officer and the union representative. The two sealed envelopes will be placed in to a third sealed envelope together and signed by the Chief of Police, collection officer and the union representative. The envelope will be retained in the Internal Affairs file(s) and not opened until the selected date as determined above. This process will be completed for each required random selection test to be conducted. On the selected testing date, the Chief of Police will open the sealed envelope(s) and advise the collection officer of those officers required to be tested. The envelope(s) and tag(s) will be retained, initialed and dated by the Chief of Police & Collection Officer to be stored in the appropriate Internal Affairs file in accordance with Attorney General Directive 2018-2.

The number of officers to be selected each time a random test is conducted shall be less than the total number of sworn officers employed by the agency,

but a minimum of ten percent (10%) must be randomly tested each time. Each agency must perform the random test at least once in 2018 and at least twice in every subsequent calendar year.

## 2. Reasonable Suspicion

Agencies must undertake drug testing when reasonable suspicion exists to believe a law enforcement officer is engaged in the illegal use of controlled substances. Reasonable suspicion requires objective facts which, with inferences, would lead a reasonable person to conclude that drug-related activity is taking or has taken place and that a particular individual is involved in that drug activity. Before a law enforcement officer may be ordered to submit to a drug test based on reasonable suspicion, the agency shall prepare a written report documenting the basis for the reasonable suspicion. Under emergent circumstances, approval may be given for a reasonable suspicion test on the basis of a verbal report.

## II. Notification of drug testing procedure

### A. Applicants

1. Agencies must notify applicants for law enforcement positions that the pre-employment process will include drug testing. This notification will also indicate that a negative result is a condition of employment and that a positive result will:
  - a) result in the applicant being dropped from consideration for employment;
  - b) cause the applicant's name to be reported to the Central Drug Registry maintained by the Division of State Police and to the Hunterdon County Prosecutor; and
  - c) preclude the applicant from being considered for future law enforcement employment for a period of two years from the date of the drug test. In addition, the notification will indicate that if the applicant is currently employed by another agency as a sworn law enforcement officer and the officer tests positive for illegal drug use, the officer's employing agency will be notified of the test results and the officer will be terminated from employment and permanently barred from future law enforcement employment in New Jersey. Applicants shall be further informed that their refusal to submit to a drug test shall result in their no longer being considered for law enforcement employment in New Jersey.

### B. Trainees

1. All newly appointed law enforcement officers shall be informed that drug testing is mandatory during basic training. Newly appointed officers shall also be informed that a negative result is a condition of employment and that a positive result will result in:
  - a) the trainee's dismissal from basic training;
  - b) the trainee's termination from employment;
  - c) inclusion of the trainee's name in the Central Drug Registry maintained by the Division of State Police and being reported to the Hunterdon County Prosecutor; and
  - d) the trainee being permanently barred from future law enforcement employment in New Jersey.

2. Newly appointed officers shall be further informed that the refusal to submit to a drug test shall result in their dismissal from employment, a permanent ban from future law enforcement employment in New Jersey, and inclusion of their name in the Central Drug Registry maintained by the Division of State Police.
3. Each police academy will include in its rules and regulations a provision implementing drug testing during basic training.

#### C. Sworn law enforcement officers

1. Each municipal law enforcement agency shall include in its rules and regulations, as defined in *N.J.S.A. 40A:14-118*, and every county law enforcement agency shall include in appropriate standard operating procedures, a provision that individual law enforcement officers are subject to mandatory random drug testing and also will be ordered to submit to a drug test when reasonable suspicion exists to believe that the officer is illegally using drugs.
2. Before an officer may be ordered to submit to a drug test based on reasonable suspicion, the agency shall prepare a written report documenting the basis for the reasonable suspicion. The report shall be reviewed by the county prosecutor or the chief executive officer of the law enforcement agency before a reasonable suspicion test may be ordered. Under emergent circumstances, approval may be given for a reasonable suspicion test on the basis of a verbal report.
3. A negative result is a condition of employment as a sworn officer. A positive result will result in: a) the officer's termination from employment; b) inclusion of the officer's name in the Central Drug Registry maintained by the Division of State Police and being reported to the Hunterdon County Prosecutor; and c) the officer being permanently barred from future law enforcement employment in New Jersey.
4. Officers who refuse to submit to a drug test based on reasonable suspicion after being lawfully ordered to do so are subject to the same penalties as those officers who test positive for the illegal use of drugs. A sworn law enforcement officer who resigns or retires after receiving a lawful order to submit a urine specimen for drug testing and who does not provide the specimen shall be deemed to have refused to submit to the drug test.

### **III. Specimen Acquisition Procedures**

#### A. Preliminary acquisition procedures

1. The law enforcement agency shall designate a member of its staff to serve as monitor of the specimen acquisition process. The monitor shall always be of the same gender as the individual being tested. In the event no member of the same gender is available from the agency collecting the specimens, the agency may request that a member of the same gender from another law enforcement agency serve as monitor of the process.

2. The monitor of the specimen acquisition process shall be responsible for:
  - a. Ensuring that all documentation is fully and accurately completed by the individual submitting the specimen (the donor).
  - b. Collecting specimens in a manner that provides for individual privacy while ensuring the integrity of the specimen.
  - c. Complying with chain of custody procedures established for the collection and submission for analysis of urine specimens to the New Jersey State Toxicology Laboratory.
3. Prior to submitting a urine specimen, an applicant for a law enforcement position shall execute a form consenting to the collection and analysis of their urine for illegal drugs (Attachment A). The form shall also advise the applicant that a negative result is a condition of employment and that a positive result will result in the consequences outlined in Section II A of this Policy. Applicants are not required to complete a Drug Testing Medication Information form at this time (*see V. Analysis of Specimens (E)*).
4. Prior to submitting a urine specimen, a trainee enrolled in a basic training course shall execute a form advising the trainee that a negative result is a condition of employment and that a positive result will result in the consequences outlined in Section II B of the Policy (Attachment B). The form shall also advise the trainee that refusal to participate in the test process carries the same penalties as testing positive. Trainees shall also complete a Drug Testing Medication Information form (Attachment D) listing all prescription medication, non-prescription (over-the-counter) medication, dietary supplements, and nutritional supplements that the trainee ingested in the past 14 days. The Drug Testing Medication Information form shall be placed in an envelope sealed by the trainee donor. The trainee donor shall date and initial the seal.
5. Prior to submitting a urine specimen, sworn law enforcement officers shall execute a form advising the officer that a negative result is a condition of employment and that a positive result will result in the consequences outline in Section II C of this Policy (Attachment C). The form shall also advise the officer that refusal to participate in the test process carries the same penalties as testing positive. Sworn officers shall complete the Drug Testing Medication Information form (Attachment D) listing all prescription medication, non-prescription (over-the-counter) medication, dietary supplements, and nutritional supplements that the officer ingested in the past 14 days. The Drug Testing Medication Information form shall be placed in an envelope sealed by the officer donor. The officer donor shall date and initial the seal.

#### B. Specimen collection

1. Throughout the test process, the identity of individual applicants, trainees, and sworn law enforcement officers shall remain confidential. Individual specimens

shall be identified throughout the process by the use of social security numbers. At no time shall an individual's name appear on any form or specimen container sent to the State Toxicology Laboratory.

2. Specimens will be collected utilizing equipment and supplies approved by the State Toxicology Laboratory. Under no circumstances shall a specimen be collected and submitted for analysis in a specimen container that has not been approved by the State Toxicology Laboratory. It is the responsibility of each agency to contact the Laboratory to obtain the appropriate supplies and equipment, including the Law Enforcement Drug Testing Custody and Submission form.
3. Urine specimens will be collected and submitted in accordance with procedures established by the State Toxicology Laboratory.
4. To ensure the accuracy and integrity of the collection process, a monitor may:
  - a. Direct an individual officer who has been selected for drug testing to remove outer clothing (jackets, sweaters etc.), empty their pockets, and wash their hands under running water before they produce a specimen.
  - b. Add tinting agents to toilet water and secure the area where the specimens are to be collected prior to specimen collection.
5. If the monitor has reason to believe that an individual officer will attempt to adulterate or contaminate a specimen, substitute another substance or liquid for their specimen, or compromise the integrity of the test process, the monitor may conduct a direct observation of that individual. If a monitor concludes that direct observation is necessary, he or she must document the facts supporting the belief that the individual will attempt to compromise the integrity of the test process before there can be direct observation.

#### C. Urine Specimen Collection Procedures

1. Unless otherwise noted, all steps must be completed by the donor in the presence of the monitor.
2. The monitor allows the donor to select two sealed specimen container kits.
3. The donor unseals both kits and removes the kit contents on a clean surface.
4. Using an ordinary pencil, the donor writes his or her social security number and the letter "A" below that number on one of the I.D. labels, and places the label inside one of the specimen containers printed side out, thereby designating this bottle, and the subsequently produced specimen, as "bottle A" and "first specimen."

5. The donor then, using an ordinary pencil writes his or her social security number and the letter “B” below that number on the second I.D. label, and places the label inside the second specimen container printed side out, thereby designating this bottle, and the subsequently produced specimen, as “bottle B” and “second specimen.”
6. The monitor checks that the donor’s social security number on both labels matches the social security number provided on the Law Enforcement Drug Testing Custody and Submission form.
7. The monitor will instruct the donor to void a specimen between 45 mL and 60 mL into each specimen container, to not flush the toilet, and to return with both specimens immediately after the specimens are produced.
  - a. The monitor must follow the “shy bladder” procedure for donors that initially are unable to produce an adequate amount of urine (See Section III D. “Shy Bladder” Procedure below).
8. The monitor checks each specimen for adequate volume and temperature indicator strip on the specimen container within 4 minutes. A color change between 90 degrees and 100 degrees F indicates an acceptable specimen temperature. The monitor indicates if the temperature is acceptable in the “Yes/No” column for each specimen and writes the collection date and his or her initials in the spaces provided on the submission form. If a temperature strip does not indicate the acceptable temperature, the monitor must consider the possibility that the donor attempted to tamper with the collection.
9. If the monitor is satisfied that all test requirements are met, and the required documentation is accurate, he or she shall request the donor to seal each one of the specimen containers.
10. If the monitor is not satisfied that all test requirements are met or that the required documentation is accurate, he or she shall document the reason(s) why and, depending on the reason(s), either:
  - a. Collect another specimen pursuant to the procedures set forth in Section III B and C or
  - b. Treat the matter as a refusal to provide a urine sample (see Section VIII).
11. The monitor will take possession of the specimens and documentation. The monitor will ensure that all specimens, including second specimens, are delivered to the New Jersey State Toxicology Laboratory in a timely manner (see Section IV “Submission of Specimens for Analysis” below).

D. “Shy Bladder” Procedure

1. When a donor initially produces an inadequate amount of urine, the monitor must take the following steps:
  - a. Advise the donor to remain on the premises and under the supervision of the monitor until the monitor is satisfied that the donor cannot produce a specimen.
  - b. While the donor is under supervision, allow the donor to drink up to 40 ounces of fluids distributed reasonably over a period of up to three hours in an attempt to induce the production of a specimen.
  - c. Under no circumstances, should multiple voids be combined to produce an adequate sample volume.

E. Second Specimen

1. A donor whose specimen tested positive may only challenge the positive test result by having the second specimen independently tested. The first specimen will not be retested.
2. The second specimen will be maintained at the State Toxicology Laboratory for 60 days following the receipt of a positive drug test result from the laboratory by the submitting agency.
3. The second specimen will be released by the New Jersey State Toxicology Laboratory under the following circumstances:
  - a. The agency is notified by the State Toxicology Laboratory that the first specimen tested positive for a controlled substance;
  - b. The agency notifies the donor that the first specimen tested positive for a controlled substance; and
  - c. The agency is informed by the donor whose specimen tested positive that he or she wishes to challenge the positive test result.
4. The positive urine donor must designate, from a list maintained by the New Jersey State Toxicology Laboratory, a laboratory that is certified by the Substance Abuse and Mental Health Services Administration (SAMHSA) and accredited by the College of American Pathologists (CAP) to conduct workplace urine drug testing, and pay all costs associated with the reception and testing of the sample.
  - a. The State Toxicology Laboratory maintains an up-to-date list of SAMSHA and CAP certified laboratories and will furnish that list upon request.
5. A representative of the second test laboratory may, in person, take possession of the second sample in accordance with accepted chain of custody procedures or the

sample may be sent to the laboratory by pre-paid tracking mail also following expected chain of custody procedures.

6. Following testing of the second specimen, the independent laboratory will report the result of the second specimen drug test to the donor, to the submitting agency, and to the medical review officer.

#### **IV. Submission of Specimens for Analysis**

- A. The New Jersey State Toxicology Laboratory is the only facility approved for the analysis of law enforcement drug tests. Law enforcement agencies are not permitted to use any other facility or laboratory for purposes of analyzing urine specimens for illegal drug use by law enforcement officers.
- B. Urine specimens should be submitted to the State Toxicology Laboratory as soon as possible after their collection. In the event a specimen cannot be submitted to the laboratory within one working day of its collection, the law enforcement agency shall store the specimen in a controlled access refrigerated storage area until submission to the State Toxicology Laboratory (Attachment E).
- C. Submission of specimens to the State Toxicology Laboratory may be accomplished by personnel from the law enforcement agency or commercial courier using “next day delivery.” Specimens submitted by commercial courier must be packaged to ensure their integrity.
- D. All specimens must be accompanied by the Law Enforcement Drug Testing Custody and Submission form, which can be obtained from the laboratory, and the sealed envelope containing the Drug Testing Medication Information form. The State Toxicology Laboratory will inspect all documentation to ensure that it has been properly completed. Failure to include the appropriate documentation with each submission will cause the Laboratory to delay conducting an analysis of the specimen or specimens until the missing documentation is submitted.
- E. The State Toxicology Laboratory shall inspect each specimen for damage and evidence of tampering.
  1. The Laboratory may reject any specimen it has reason to believe has been tampered with or is damaged; and
  2. Notify the submitting agency in writing with the clearly stated reason for rejection.

#### **V. Analysis of Specimens**

- A. The analysis of the first specimen shall be done in accordance with currently accepted procedures adopted by the State Toxicology Laboratory. These procedures shall include but not be limited to security of the test specimens, chain of custody, initial screening and confirmation testing, parent drug and metabolite cut-off levels, and the issuance of test reports. In addition to the controlled substances listed below, every

law enforcement executive may request that specimens be analyzed for the presence of steroids.

B. The Laboratory's drug testing procedures will screen specimens for the following controlled substances:

- Amphetamines
- Barbiturates
- Benzodiazepines
- Cocaine
- Marijuana
- Methadone
- Opiates
- Oxycodone/Oxymorphone
- Phencyclidine

C. The State Toxicology Laboratory utilizes a two-stage procedure to analyze specimens.

1. In the first stage, all specimens will undergo an initial screening. The initial screening determines whether one or more of the nine substances listed, and/or their metabolites are present at or above a designated cutoff. All presumptive positive specimens will undergo a second and more specific type of testing.
2. The second type of testing will employ mass spectrometry detection for the definitive identification and quantitation of drugs and/or metabolites presumptively identified by the initial screen.

D. When a specimen tests positive at both the initial stage and the second stage, a medical review officer assigned to the State Toxicology Laboratory will review the test results together with the Drug Testing Medication Information form (Attachment D) submitted for the specimen. The medical review officer will seek to determine whether any of the substances listed on the form would explain the positive test result. The medical review officer may direct the agency that collected the sample to obtain further information from the individual being tested concerning the medications listed on the medication information form. The medical review officer will then issue a report indicating whether or not the sample tested positive due to a listed medication on the medication information form.

- E. Applicants for law enforcement employment are not required to submit a Drug Testing Medication Information form with their specimen. If an applicant tests positive, the law enforcement agency, following notification from the State Toxicology Laboratory, must have the applicant complete the Drug Testing Medication Information form. Once the form has been completed, the agency is responsible for transmitting it to the Laboratory. A review of the form will be conducted by the medical review officer as outlined above.
- F. In addition to the testing outlined prior, specimens submitted to the State Toxicology Laboratory may be tested for additional substances at the request of the law enforcement agency submitting the specimen. The State Toxicology Laboratory has the ability, through its own facilities and facilities employed as reference laboratories, to arrange drug testing for steroid abuse and other currently abused chemicals.

## **VI. Drug Test Results**

- A. The State Toxicology Laboratory will provide written test results for every specimen submitted for analysis. All efforts will be made to deliver these reports within 15 working days of submission. Reports will be addressed to the contact person listed on the specimen submission record. Positive test results will be sent to the contact person by certified mail.
- B. In some cases, the State Toxicology Laboratory will report that a specimen tested positive for a particular substance and that the information on the Drug Testing Medication Information form (Attachment D) explains the test result. For example the Laboratory may report that a specimen tested positive for barbiturates and a prescription for that barbiturate was listed on the donor's form. It is the responsibility of the submitting agency to determine whether the donor had a valid prescription for that drug. Donors who do not have a valid prescription are subject to disciplinary action, including termination by the agency.
- C. Under no circumstances will the State Toxicology Laboratory provide law enforcement agencies with verbal reports of drug test results.
- D. No individual or agency may ask the Laboratory to conduct a second analysis of a specimen that has already been analyzed.

## **VII. Consequences of a Positive Test Result**

- A. When an applicant tests positive for illegal drug use:
  - 1. The applicant shall be immediately removed from consideration for employment by the agency.
  - 2. The applicant shall be reported to the Central Drug Registry maintained by the Division of State Police by the law enforcement agency to which the individual applied.

3. The applicant shall be precluded from consideration for future law enforcement employment by any law enforcement agency in New Jersey for a period of two years.
  4. Where the applicant is currently employed by another agency as a sworn law enforcement officer, the officer's current employer shall be notified of the positive test result. Under these circumstances, the officer's current employer is required to dismiss the officer from employment and also report his or her name to the Central Drug Registry maintained by the Division of State Police.
  5. Within 10 days after receipt of the applicant's positive test result, the chief executive of the law enforcement agency to which the applicant applied shall provide a confidential written notice to the Hunterdon County Prosecutor documenting that all proper procedures have been followed and that all notifications have been made.
- B. When a trainee tests positive for illegal drug use, subject to rules adopted by the Police Training Commission:
1. The trainee shall be immediately dismissed from basic training subject to the rules adopted by the Police Training Commission and suspended from employment by his or her appointing authority.
  2. Upon final disciplinary action by the appointing authority, the trainee shall be terminated from employment as a law enforcement officer.
  3. The trainee shall be reported to the Central Drug Registry maintained by the Division of State Police.
  4. The trainee shall be permanently barred from future law enforcement employment in New Jersey.
  5. Within 10 days after receipt of the trainee's positive test result, the trainee's appointing authority shall provide a confidential written notice to the Hunterdon County Prosecutor documenting that all proper procedures have been followed and that all notifications have been made.
- C. When a sworn law enforcement officer tests positive for illegal drug use:
1. The officer shall be immediately suspended from all duties.
  2. The officer shall be administratively charged and, upon final disciplinary action by the employing agency, the officer shall be terminated from employment as a law enforcement officer.
  3. The officer shall be reported by his or her employer to the Central Drug Registry maintained by the Division of State Police.

4. The officer shall be permanently barred from future law enforcement employment in New Jersey.
5. Within 10 days after receipt of the officer's positive test result, the officer's law enforcement agency's chief executive or designee shall provide a confidential written notice to the Hunterdon County Prosecutor documenting that all proper procedures have been followed and that all notifications have been made.

### **VIII. Consequences of a Refusal to Submit to a Drug Test**

- A. Applicants who refuse to submit to a drug test during the pre-employment process shall be immediately removed from consideration for law enforcement employment and barred from consideration for future law enforcement employment for a period of two years from the date of the refusal. In addition, the appointing authority shall forward the applicant's name to the Central Drug Registry and to the Hunterdon County Prosecutor and note that the individual refused to submit to a drug test.
- B. Trainees who refuse to submit to a drug test during basic training shall be immediately removed from the academy and immediately suspended from employment. Upon a finding that the trainee did in fact refuse to submit a sample, the trainee shall be terminated from law enforcement employment and permanently barred from future law enforcement employment in New Jersey. In addition, the appointing authority shall forward the trainee's name to the Central Drug Registry and to the Hunterdon County Prosecutor and note that the individual refused to submit to a drug test.
- C. Sworn law enforcement officers who refuse to submit to a drug test ordered in response to reasonable suspicion or random selection shall be immediately suspended from employment. Upon a finding that the officer did in fact refuse to submit a sample, the officer shall be terminated from law enforcement employment and permanently barred from future law enforcement employment in New Jersey. In addition, the appointing authority shall forward the officer's name to the Central Drug Registry and to the Hunterdon County Prosecutor and note that the individual refused to submit to a drug test. Please note that if there is no valid reason why an officer cannot produce a specimen, the officer's actions will be treated as a refusal. In addition, a sworn law enforcement who resigns or retires after receiving a lawful order to submit to a urine specimen for drug testing and who does not provide the specimen shall be deemed to have refused to submit to the drug test.

### **IX. Resignation/Retirement in Lieu of Disciplinary Action**

- A. A sworn law enforcement officer who tests positive for illegal drug use or refuses to submit to a drug test, and who resigns or retires in lieu of disciplinary action or prior to the completion of final disciplinary action, shall be reported by his or her employer to the Central Drug Registry and to the Hunterdon County Prosecutor and shall be permanently barred from future law enforcement employment in New Jersey.

### **X. Record Keeping**

- A. Each law enforcement agency's Internal Affairs Unit shall maintain all records relating to the drug testing of applicants, trainees, and law enforcement officers.
- B. Each agency's drug testing records shall include but not be limited to:
  - 1. For all drug testing:
    - a. The identity of those ordered to submit urine samples;
    - b. The reason for the order;
    - c. The date the urine was collected;
    - d. The monitor of the collection process;
    - e. The chain of custody of the urine sample from the time it was collected until the time it was received by the State Toxicology Laboratory;
    - f. The results of the drug testing;
    - g. Copies of notifications to the subject;
    - h. For any positive result, documentation from the donor's physician that the medication was lawfully prescribed and does not render the donor unfit for duty; and
    - i. For any positive result or refusal, appropriate documentation of disciplinary action.
  - 2. For random drug testing, the records shall also include the following information:
    - a. A description of the process used to randomly select officers for drug testing;
    - b. The date selection was made;
    - c. A copy of the document listing the identities of those selected for drug testing;
    - d. A list of those who were actually tested; and
    - e. The date(s) those officers were tested.
- C. Drug testing records shall be maintained with the level of confidentiality required for internal affairs files pursuant to the *New Jersey Internal Affairs Policy and Procedures*.

## **XI. Central Drug Registry**

- A. Every law enforcement agency shall notify the Central Drug Registry maintained by the Division of State Police, and the Hunterdon County Prosecutor, of the identity of

applicants, trainees, and sworn law enforcement officers who test positive for the illegal use of drugs or refuse an order to submit to a drug test (Attachment F).

- B. A sworn law enforcement officer who tests positive for illegal drug use or refuses to submit to a drug test, and who resigns or retires in lieu of disciplinary action or prior to the completion of final disciplinary action, shall be reported by his or her employer to Central Drug Registry and shall be permanently barred from future law enforcement employment in New Jersey.
- C. Notifications to the Central Drug Registry and to the Hunterdon County Prosecutor shall include the following information as to each individual:
  - 1. Name and address of the submitting agency, and contact person;
  - 2. Name of the individual who tested positive;
  - 3. Last known address of the individual;
  - 4. Date of birth;
  - 5. Social security number;
  - 6. SBI number (if known);
  - 7. Gender;
  - 8. Race;
  - 9. Eye color;
  - 10. Substance the individual tested positive for, or circumstances of the refusal to submit a urine sample;
  - 11. Date of the drug test or refusal;
  - 12. Date of final dismissal or separation from the agency; and
  - 13. Whether the individual was an applicant, trainee, or sworn law enforcement officer.
- D. The certification section of the notification form must be completed by the chief or director and notarized with a raised seal.
- E. Notifications<sup>1</sup> to the Central Drug Registry shall be sent to:

**Division of State Police  
State Bureau of Identification**

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<sup>1</sup> A copy of the notification form also shall be sent to the Hunterdon County Prosecutor.

**Central Drug Registry**  
**P.O. Box 7068**  
**West Trenton, New Jersey 08628-0068**

- F. Information contained in the Central Drug Registry may be released by the Division of State Police only under the following circumstances:
1. In response to an inquiry from a criminal justice agency as part of the background investigation process for prospective or new personnel; and
  2. In response to a court order.

XII. Effective Date

This revised policy takes effect 60 days after its revision date. *Attorney General's Law Enforcement Drug Testing Policy* at Section II C1.

**ATTACHMENT A  
DRUG TESTING  
APPLICANT NOTICE AND ACKNOWLEDGMENT**

I, \_\_\_\_\_, understand that as part of the pre-employment process, the \_\_\_\_\_ will conduct a comprehensive background investigation to determine my suitability for the position for which I have applied.

I understand that as part of this process, I will undergo drug testing through urinalysis.

I understand that a negative result is a condition of employment.

I understand that if I refuse to undergo the testing, I will be rejected for employment.

I understand that if I produce a positive test result for illegal drug use, I will be rejected for employment.

I understand that if I produce a positive test result for illegal drug use or refuse to take the test, that information will be forwarded to the Central Drug Registry maintained by the Division of State Police, and to the Hunterdon County Prosecutor. That information can be made available by court order or as part of a confidential investigation relating to employment with a criminal justice agency.

I understand that if I produce a positive test result for illegal drug use or refuse to take the test and am not currently employed as a sworn law enforcement officer, I will be barred from future law enforcement employment in New Jersey for two years from the date of the positive test or refusal. After this two year period, the positive test result or refusal may be considered in evaluating my fitness for future criminal justice employment.

I understand that if I am currently employed as a sworn law enforcement officer and I produce a positive test result for illegal drug use or refuse to take the test, my current law enforcement employer will be notified of the positive test result or refusal. In addition, I will be dismissed from my law enforcement position and I will be permanently barred from law enforcement employment.

I have read and understand the information contained on this "Applicant Notice and Acknowledgment" form. I agree to undergo drug testing through urinalysis as part of the pre-employment process.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Date

August 29,  
2018

**ATTACHMENT B  
DRUG TESTING  
TRAINEE NOTICE AND ACKNOWLEDGMENT**

I, \_\_\_\_\_, understand that as part of the program of training at \_\_\_\_\_, I will undergo unannounced drug testing by urinalysis during the training period.

I understand that a negative result is a condition of my continued attendance at the academy.

I understand that if I refuse to undergo the testing, I will be dismissed from the academy and terminated from my law enforcement position.

I understand that if I produce a positive test result for illegal drug use, I will be dismissed from the academy and the academy will notify my employer of the positive test result. In addition, I will be permanently dismissed from my law enforcement position.

I understand that if I produce a positive test result for illegal drug use or refuse to take the test, that information will be forwarded to the Central Drug Registry maintained by the Division of State Police, and to the Hunterdon County Prosecutor. That information can be made available by court order or as part of a confidential investigation relating to employment with a criminal justice agency.

I understand that if I produce a positive test result for illegal drug use or refuse to take the test, I will be permanently barred from serving as a law enforcement officer in New Jersey.

I have read and understand the information contained on this "Trainee Notice and Acknowledgment" form. I agree to undergo drug testing through urinalysis as part of the academy training program.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Date

August 29, 2018

**ATTACHMENT C**

**DRUG TESTING  
OFFICER NOTICE AND ACKNOWLEDGMENT**

I, \_\_\_\_\_, understand that as part of my employment with \_\_\_\_\_, I am required to undergo unannounced drug testing by urinalysis either through a random drug testing procedure or where reasonable suspicion exists to believe that I am illegally using drugs.

I understand that a negative drug test result is a condition of my continued employment as a sworn officer at the above-listed department.

I understand that if I produce a positive test result for illegal drug use, it will result in my termination from employment as a law enforcement officer.

I understand that if I refuse to undergo testing, it will result in the same penalties as a positive test for the illegal use of drugs.

I understand that if I produce a positive test result for illegal drug use or refuse to take the test, or resign or retire in lieu of disciplinary action or prior to completion of final disciplinary action for testing positive for illegal drug use or refusing to be so tested, that information will be forwarded to the Central Drug Registry maintained by the Division of State Police, and to the Hunterdon County Prosecutor. That information can be made available by court order or as part of a confidential investigation relating to my employment with a criminal justice agency.

I understand that if I produce a positive test result for illegal drug use or refuse to take the test, I will be permanently barred from future employment as a law enforcement officer in New Jersey.

I understand that if I resign or retire after receiving a lawful order to submit a urine specimen for drug testing and do not provide the specimen, I shall be deemed to have refused to submit to the drug test.

I have read and understand the information contained on this "Officer Notice and Acknowledgment" form. I agree to undergo drug testing through urinalysis as a condition of my continued employment as required by law.

\_\_\_\_\_  
Signature of Officer                      Date

\_\_\_\_\_  
Signature of Witness                      Date

August 29, 2018

**ATTACHMENT D**

**DRUG TESTING  
MEDICATION INFORMATION**

As part of the drug testing process, it is essential that you inform us of all medications you have taken in the last fourteen (14) days. Please *carefully* complete the information below.

Check all that apply:

\_\_\_\_ A. During the past 14 days I have taken the following medication prescribed by a physician:

	Name of Medication	Prescribing Physician	Date Last Taken
1			
2			
3			

\_\_\_\_ B. During the past 14 days, I have taken the following non-prescription medications (cough medicine, cold tablets, aspirin, diet medication, nutritional supplements, etc.):

	Name of Medication	Date Last Taken
1		
2		
3		

\_\_\_\_ C. During the past 14 days, I have taken **NO** prescription or non-prescription medications.

\_\_\_\_\_  
Social Security Number and Initials

\_\_\_\_\_  
Date

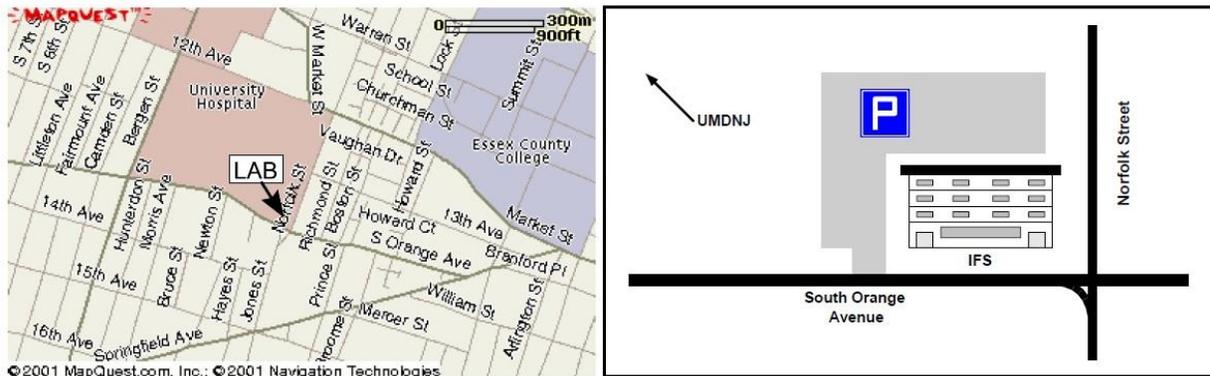
\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Date

August 29, 2018

## ATTACHMENT E

### Directions to



**State Toxicology Laboratory**  
**Edwin H. Albano Institute of Forensic Science (IFS)**  
325 Norfolk Street  
Newark, New Jersey  
973-648-3915

#### From Garden State Parkway North:

1. Take Exit 144, South Orange Avenue.
2. Make a right on South Orange Avenue.
3. Continue about 25 blocks to intersection at Bergen Street (UMDNJ campus is on left.)
4. Continue down South Orange Avenue past traffic light to driveway on left before two story brick building (IFS).

#### From Garden State Parkway South:

1. Take Exit 145, East Orange.
2. Take 1-280 East to first exit (Newark).
3. Make a right on First Street. This becomes Bergen Street.
4. Continue to fifth traffic light at South Orange Avenue.
5. Make a left.
6. Continue down South Orange Avenue past traffic light to driveway on left before two story brick building (IFS).

#### From New Jersey Turnpike North:

1. Take Exit 14, Newark.
2. After toll plaza, take 1-78 West (express or local).
3. Take Exit 56, Hillside Avenue.
4. Continue on Hillside Avenue to end at Avon Avenue.
5. Make left on Avon Avenue.
6. Continue one block to traffic light on Irvine Turner Blvd.
7. Make right on Irvine Turner Blvd. (which becomes Jones St.) and continue to traffic light at South Orange Avenue.
8. Turn left and enter first driveway on right behind two story brick building (IFS).

#### From New Jersey Turnpike South:

1. Take Exit 15W to 1-280 West to Exit 14B, Clifton Avenue.
2. At the traffic light, make a left.
3. Continue on Clifton Avenue to eighth traffic light at South Orange Avenue and Norfolk Street.
4. Turn right and enter first driveway on right behind two story brick building (IFS).

## ATTACHMENT F

### NOTIFICATION TO THE CENTRAL DRUG REGISTRY

<b>AGENCY SUBMITTING</b>			
AGENCY		PHONE	
ADDRESS	CITY	STATE	ZIP
CONTACT PERSON		TITLE	PHONE
<b>PERSON TO BE ENTERED</b>			
NAME		GENDER	EYE COLOR
THIS PERSON WAS:		APPLICANT	TRAINEE
		SWORN OFFICER- RANDOM	SWORN OFFICER- REASONABLE SUSPICION
ADDRESS			
CITY		STATE	ZIP
DOB	SSN	SBI NUMBER (IF KNOWN)	
<b>REASON FOR NOTIFICATION</b>			
THE PERSON LISTED ABOVE TESTED POSITIVE FOR _____ (IDENTIFY SUBSTANCE)			
OR			
REFUSED TO SUBMIT A URINE SAMPLE			
DATE OF THE DRUG TEST OR REFUSAL		DATE OF FINAL DISMISSAL OR SEPARATION FROM AGENCY	
<b><u>CERTIFICATION (Must be completed by Chief or Director. Must be notarized with raised seal)</u></b>			
I hereby affirm that the above information is true and correct to the best of my knowledge.			
_____		_____	
<i>Print Name</i>		<i>Signature</i>	
<i>Title</i>			
Sworn and subscribed before me this _____ day of _____, _____.			
(Seal)			

Mail to: Division of State Police  
Records and Identification Section  
P.O. Box 7068  
West Trenton, New Jersey 08628-0068

August 29, 2018