THE POLICIES AND PROCEDURES INCLUDED IN THIS MANUAL ARE NOT A CONTRACT OF EMPLOYMENT AND SHOULD NOT BE RELIED ON AS SUCH. THESE POLICIES AND PROCEDURES ARE SUBJECT TO AND MAY BE CHANGED AT ANY TIME BY THE DEPARTMENT OF PUBLIC SAFETY, MEDICAL UNIVERSITY OF SOUTH CAROLINA.

A. PURPOSE

To randomly screen uniformed members of the department (other than for pre-employment testing) for illegal drug/controlled substance usage.

The Department's goal is to ensure that uniformed members do not use illegal drugs/controlled substances, maintain high standards of performance, and are afforded an opportunity to work in a drug free environment.

B. PROCEDURE

To randomly identify uniformed members of the Department for illegal drug/controlled substance screening, University Risk Management will direct the Patrol Commander to identify uniformed members of the Department for automated random screening by utilizing the Department’s personnel database.

1. Individual members selected for random screening will be identified by employee number.

2. Employees selected for random screening will report to Premier Health 4 Carriage Lane Charleston, SC 29407 (843) 763-5788 at the appropriate date and time.

3. Uniformed member MUST report to Premier Health when notified.
4. Uniformed member MUST submit to a urinalysis drug screening test. Refusal will result in suspension from duty and will be grounds for termination from the Department. A confirmed POSITIVE test result will result in Termination from this Department.

5. In the event of a positive result, employees will be contacted by Premier Health’s Medical Review Officer (MRO) to determine if the positive result was due to prescribed medications. If so, the MRO would verify the information with the pharmacy and/or physician. If the drug was legally prescribed, the result would change to a negative result as confirmed by the MRO.

6. The urinalysis is a ten panel drug test screening from an independent accredited laboratory that will detect the following:

   a. THC (marijuana)
   b. Cocaine
   c. Phencyclidine (PCP)
   d. Synthetic Opiates with extended opiates
   e. Amphetamines
   f. Barbiturates
   g. Benzodiazepines
   h. Methadone
   i. Propoxyphene
   j. Methamphetamines

7. In addition, ANY member of the Department of Public Safety who is involved in a motor vehicle accident while operating a Department motor vehicle will be subject to a mandatory drug screening as a part of the accident investigation.

8. A Uniformed member of the Department who discharges their firearm (other than training or at a range) will be subject to mandatory drug/alcohol screening as part of the investigation.