



READINESS

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

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MEMORANDUM FOR DEPUTY CHIEF OF STAFF G1, U.S. ARMY
CHIEF OF NAVAL PERSONNEL
DEPUTY CHIEF OF STAFF, MANPOWER, PERSONNEL
& SERVICES, U.S. AIR FORCE
DEPUTY COMMANDANT FOR MANPOWER AND
RESERVE AFFAIRS, U.S. MARINE CORPS
DIRECTOR FOR MANPOWER AND PERSONNEL,
JOINT STAFF J-1
DEPUTY DIRECTORS OF THE DEFENSE AGENCIES

SUBJECT: Revisions to the Federal Workplace Drug Testing Program.

As stated in Department of Defense Instruction 1010.09, *DoD Civilian Employee Drug-Free Workplace Program*, it is the Department's policy to conduct a program for drug testing its Federal civilian workforce that is in compliance with Department of Health and Human Services (DHHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs. On January 23, 2017, DHHS revised the Mandatory Guidelines for Federal Workplace Drug Testing Programs, effective October 1, 2017. This revision removed one drug, methylenedioxyethylamphetamine (MDEA), from the standard testing panel for employees and applicants and added four Schedule II opioid drugs. These include prescription drugs such as OxyContin, Vicodin, Percocet, and Dilaudid.

The Services and Defense Agencies must implement the revised Guidelines as of October 1, 2017. Agencies should revise their procedures and labor agreements, in accordance with internal policy to:

- Amend their drug-free workplace plans to remove MDEA and add the Schedule II opioids: oxycodone, oxymorphone, hydrocodone, and hydromorphone,
- Notify all applicants and employees of the drugs that will be tested,
- Remind employees of the availability of assistance, treatment, and rehabilitation through the agency Employee Assistance Program.

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