

# MANCHESTER TOWNSHIP POLICE GENERAL ORDER



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**SUBJECT: LAW ENFORCEMENT DRUG TESTING**

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**BY THE ORDER OF:**

**Chief Lisa D. Parker**

**SUPERSEDES ORDER #: 2003-06**

**PURPOSE:** The purpose of this General Order is to provide the sworn law enforcement personnel of the Manchester Township Police with uniform guidelines and standard operating procedures governing law enforcement drug testing.

**POLICY:** It is the policy of the Manchester Township Police that drug tests shall be conducted of all law enforcement trainees while attending a mandatory basic training course and of all law enforcement officers and trainees when there exists reasonable suspicion to believe that they have used an illegal drug or substance. Furthermore, random drug tests shall also be conducted in accordance with the random drug-screening program established in the following procedures. In all cases, drug testing shall be consistent with the provisions of the Attorney General's Law Enforcement Drug Testing Policy and the following procedures as outlined.

## PROCEDURE:

### I. DEFINITIONS:

- A. **Applicant:** persons who apply for a position as a law enforcement officer who, if appointed, will be responsible for the enforcement of the criminal laws of this State and will be authorized to carry a firearm under N.J.S.A. 2C:39-6.
- B. **Chief Executive Officer:** the ranking sworn law enforcement officer or public safety director in the municipality, hereinafter referred to as the Chief of Police.
- C. **Laboratory:** Refers to the NJ State Medical Examiner Toxicology Laboratory which is the only facility approved for the analysis of law enforcement drug tests conducted under the Law Enforcement Drug Testing Policy
- D. **Law Enforcement Trainee:** persons who are subject to the Police Training Act while they attend a mandatory basic training course. For purposes of this policy, trainee also includes Class II and Class III officers.
- E. **Law Enforcement Officers:** sworn law enforcement personnel who are responsible for the enforcement of 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. This shall include both Class II and Class III Special Law Enforcement Officers.
- F. **Random Selection:** a method of selection in which each and every sworn member of the law enforcement agency, regardless of rank or assignment, has an equal chance to be selected for drug testing each and every time a selection is conducted.

### II. APPLICABILITY

- A. Applicants For Law Enforcement Officer Position
  - 1. This written directive recognizes that drug testing is an important component of a pre-employment background investigation. Thus, prospective employees shall be drug tested as a condition of employment. The policy requires law enforcement agencies engaged in the hiring process to drug test prospective employees at any point during the pre-employment process.
  - 2. In addition, 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.
  - 3. During the pre-employment process, the agency must ensure that it complies with the provisions of the Americans with Disabilities Act (ADA) by refraining from making any medical inquiries. Therefore, the medication information form should not be used at the applicant stage, unless:
    - a. The applicant has received and signed a Conditional Offer of Employment or;
    - b. A positive test result requires an explanation by the prospective employee.
- B. Law Enforcement Trainees

1. 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.
2. 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.

C. Sworn Law Enforcement Officers

1. 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. Random selection shall be defined as a method of selection in which each and every sworn member of the law enforcement agency, regardless of rank or assignment, has an equal chance to be selected for drug testing each and every time a selection is conducted.
2. 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. 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.
3. 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.

### III. NOTIFICATION OF DRUG TESTING PROCEDURES

A. Applicants

1. Applicants for law enforcement positions with the Manchester Township Police shall receive notice that the pre-employment process will include drug testing. Notification shall indicate that a negative result is a condition of employment and that a positive result will:
  - a. Cause the applicant being dropped from consideration for employment; and:
  - b. Cause the applicant's name to be reported to the Central Drug Registry maintained by the Division of State Police; and
  - c. Preclude the applicant from being considered for future law enforcement for a period of two years.
2. In addition, 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.

B. Trainees

1. All trainees shall be informed that drug testing is mandatory during basic training. Trainees shall also be informed that a negative result is a condition of employment and that a positive result will cause:
  - a. The officer's termination from employment; and
  - b. Their name to be included in the Central Drug Registry maintained by the Division of State Police; and
  - c. The officer to be permanently barred from future law enforcement in New Jersey.
2. Trainees shall be further informed that the refusal to submit to a drug test shall result in their dismissal from employment and a permanent ban from future law enforcement employment in New Jersey.
3. For purposes of this policy, Class II Special Officers are under the same protocols as trainees. Under the Special Law Enforcement Officers' Act, (N.J.S.A. 40A:14-146.8 et seq.), special law enforcement officers are required to comply with the same rules and regulations as regular police officers employed by the same agency. Therefore, if an agency's regular police officers are required to undergo drug testing, the agency's special law enforcement officers are also required to undergo drug testing. In addition, special law enforcement officers are subject to testing only during those periods when they are employed by the municipality. For example, if a special law enforcement officer is appointed in January but employed between May and October, the special officer is exempt from drug testing between January and April, subject to drug testing between May and October and exempt again in November and December. Special law enforcement officers employed throughout the calendar year are subject to drug testing throughout the calendar year. During those periods when they are eligible for drug testing, special law enforcement officers should be tested at the same time and in the same manner as the agency's regular police officers.

C. Sworn Law Enforcement Officers – Reasonable Suspicion Testing

1. In accordance with this written directive, individual law enforcement officers will be ordered to submit to a drug test when there is a reasonable suspicion to believe that the officer is illegally using drugs. 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.
  - a. The reasonable suspicion standard is "less demanding" than the probable cause standard in two ways. First, the amount of evidence needed to satisfy the reasonable suspicion standard is less than that needed to satisfy the probable cause standard. Second, the type of information used to satisfy the reasonable suspicion standard may be "less reliable than that required to show probable cause." The following factors should be evaluated to determine the quality and relevance of the information acquired by the law enforcement agency:
    - 1) The nature and source of the information;

- 2) Whether the information constitutes direct evidence or is hearsay in nature;
  - 3) The reliability of the informant or source;
  - 4) Whether corroborating information exists and the degree to which it corroborates the accusation; and
  - 5) Whether and to what extent the information may be stale.
2. Before an officer may be ordered to submit to a drug test based on reasonable suspicion, a written report shall be prepared which documents the basis for the reasonable suspicion. The report shall be reviewed by the County Prosecutor and the Chief of Police before a reasonable suspicion test may be ordered. Under emergent circumstances, approval may be given for a reasonable suspicion test by means of a verbal report.
  3. Section 3:2.20 of the Department's Rules and Regulations specify that a negative result is a condition of employment as a sworn officer and that a positive result will cause:
    - a. The officer's termination from employment; and
    - b. The officer's name to be included in the Central Drug Registry maintained by the Division of State Police; and
    - c. The officer to be permanently barred from future law enforcement employment in New Jersey.
  4. In accordance with this written directive, 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.
- D. Sworn Law Enforcement Officers – Random Drug Testing
1. All law enforcement officers of the Manchester Township Police are eligible for random drug testing regardless of rank or assignment.
  2. The random selection for basic drug testing shall occur on an annual basis, at a minimum. The random selection may also be done semi-annually. In either case, the Chief of Police shall ensure that no less than 20% of the agency's officers are randomly selected per year. If random testing is done annually, then 20% of the agency's officers shall be selected. If random testing is done semi-annually, then 10% of the agency's officers shall be selected for each test. This will be done only after certifying the list of eligible officers.
  3. A method of random selection has been established, which ensures that every probationary, SLEO and full-time sworn officer in the Manchester Township Police Department has an equal chance to be selected for testing each and every time a selection takes place, regardless of rank, and regardless of the fact that one or more officers were randomly selected for testing at a prior selection process during the same calendar year.

- a. Testing Date and Time - The date and time of a random test shall not be made known to the officers in the agency until immediately prior to the test. There shall be no advanced notification that would allow an officer to be absent from or create the ability to defraud the administration of the test. Selected officers who are on duty at the time of the test will be required to submit a urine specimen at that time, during a confidential specimen acquisition process.
  - b. Individual Selected for Random Drug Testing Not Available - In the event that an individual is randomly selected for drug testing and they are not available, (i.e., vacation, sick or other short term-absence), they will provide a specimen to be tested to the monitor on their next working day. If the individual who has been randomly selected is on extended leave, (i.e., sick or medical leave, suspension, administrative or terminal leave, etc.), an alternate individual will be randomly selected to replace said officer.
  - c. Monitoring the Process - The process (random selection of officers) shall be monitored and witnessed by the following:
    - 1) The Chief of Police or in his/her absence, the Chief's designee;
    - 2) At least one (1) representative from a Manchester Township Police Department bargaining unit (PBA or SOA); and
    - 3) The Commander of the Office of Professional Standards or in his/her absence, another member of the agency's Command Staff.
  - d. Employment Status - Testing of sworn law enforcement officers is the responsibility of the employing agency and shall include any officers who are temporarily assigned to other agencies, task forces, teams or the like. Temporarily assigned officers shall therefore be included with every other officer employed by the Manchester Township Police Department as a potential officer to be randomly tested. It is not the responsibility of the agency to which the officer is temporarily assigned to include that assigned officer in its pool of sworn officers subject to random testing. It is the responsibility of the agency to which the officer is temporarily assigned to make that officer available to his/her agency if the assigned officer is randomly chosen by his/her agency to be drug tested. It is also the responsibility of the agency to which the officer is temporarily assigned to report any behavior or other facts to the assigned officer's agency that could result in reasonable suspicion to believe that the assigned officer is engaged in the illegal use of controlled substance.
4. The method of random selection shall be as follows:
- a. Each officer shall be assigned a 4-digit personal identification number (PIN) which shall be used to identify the officers who are drawn in a lottery.
  - b. A complete inventory of each PIN will be conducted prior to being placed in the selection container. This inventory will consist of a comparison of the PIN's to the up-to-date sworn officer roster so as to ensure that all currently employed sworn officers have been assigned a PIN and that they are in the lottery. The inventory and subsequent comparison will be done

by the Chief of Police or his/her designee in the presence of a member of the collective bargaining unit.

- c. The PIN will be placed in a container and randomly drawn by the Chief of Police or his/her designee.
  - d. Officers selected for drug testing shall be notified in writing from the Chief of Police or his/her designee.
  - e. Any member of the agency who discloses the identity of an individual selected for random testing or the fact that a random selection is scheduled to take place prior to the collection of urine specimens shall be subject to administrative discipline.
5. At the discretion of the Chief of Police, a random selection for steroid drug testing may take place during the random selection process for basic drug testing. In cases where the Chief of Police has determined to test for steroids, the following procedures shall be followed:
- a. One officer shall be selected from those who were randomly selected for basic drug testing. The employee who is randomly selected first during the lottery process shall be the one tested for steroids. The test for steroids for the selected officer will be in addition to the basic drug test.
  - b. All other aspects of the selection process shall follow those steps outlined in Section III, D, 4, a-e listed above.
6. Officers who refuse to submit to a drug test when randomly selected, or who knowingly tamper with or alter a urine sample by use of adulterants or dilution, 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 shall be deemed to have refused to submit to the drug test.
7. The knowing tampering with or alteration of a urine sample by adulteration or dilution will be treated in the same manner as if the officer tested positive for the illegal use of drugs. Alteration or adulteration will be presumed if, among other reasons, the temperature gauge of the collection container registers an improper temperature, or the State Toxicology Laboratory or other independent laboratory facility discloses the presence of an adulterant or dilution by some means.

#### **IV. SPECIMEN ACQUISITION PROCEDURES**

##### **A. Preliminary Acquisition Procedures**

1. One member of the Department Staff will serve as monitor of the specimen acquisition process. The monitor shall always be of the same sex as the individual being tested. In the event there is no member of the same sex available, the agency may request that a member of the same sex from another law enforcement agency serve as monitor of the process.
2. Procedures for Police Applicants:

- a. Prior to the submission of a 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)**
  - b. 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 III, A of this policy.
  - c. Applicants shall not complete a Drug Testing Medication Information form (Attachment D) prior to the submission of a specimen unless they have already received a conditional offer of employment. However, applicants who have not received a conditional offer of employment can be required to complete a medical questionnaire if, following the submission of their specimen to the Laboratory for analysis, the Manchester Township Police Department receives a report indicating that the specimen tested positive for a controlled substance.
3. Procedures for Trainees:
- a. Prior to the submission of a urine specimen, a trainee enrolled in a basic training course shall execute a form **(Attachment B)** 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 III B of this policy.
  - b. The form shall also advise trainees that the refusal to participate in the test process carries the same penalties as testing positive.
  - c. Trainees shall also complete a Drug Testing Medication Information form **(Attachment D)**, which clearly describes all medications, both prescription, and over-the-counter (nonprescription), dietary supplements, and nutritional supplements that were ingested in the past 14 days.
  - d. The Drug Testing Medication Information form **(Attachment D)** shall be placed in an envelope, which is sealed by the donor. The donor shall date and initial the seal, and write their unique identifier (Donor ID) on the envelope.
4. Procedures for Sworn Officers:
- a. Prior to the submission of a urine specimen, an officer shall execute a form **(Attachment C)** advising the officer that a negative result is a condition of employment and that a positive result will result in the consequences outlined in Section III C of this policy.
  - b. The form shall also advise the officer that the refusal to participate in the test process carries the same penalties as testing positive.
  - c. 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 were ingested by the officer during the past 14 days.
  - d. The Drug Testing Medication Information form **(Attachment D)** shall be placed in an envelope, which is sealed by the donor. The donor shall date



and initial the seal and write their unique identifier (Donor ID) on the envelope.

B. Monitor Responsibilities

1. 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. Individual specimens and forms shall be identified throughout the process by the use of donor identification (Donor ID). At no time shall a name appear on any form or specimen container sent to the Laboratory.
  - c. Complying with chain of custody procedures established by the Laboratory for the collection and submission for analysis of urine specimens.
  - d. Specimens shall be collected utilizing split collection kits supplied by the Laboratory. Under no circumstances shall a specimen be collected and submitted for analysis in a specimen container that has not been approved by the NJ State Medical Examiner Toxicology Laboratory. It is the responsibility of each agency to contact the Laboratory to obtain the Split Specimen Kits and Forensic Urine Drug Testing Custody and Submission Forms (CSF).
  - e. Collecting and submitting urine specimens in accordance with procedures established by the Laboratory.
2. In order 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.
3. 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 the individual officer. If a monitor concludes that direct observation is necessary, he or she must document the facts supporting the belief that the officer will attempt to compromise the integrity of the test process before there can be direct observation.

C. Specimen Collection

1. Unless otherwise noted, all steps must be completed by the donor in the presence of the monitor.
2. The monitor completes the agency information, donor identification, and test information sections of the Custody and Submission Form (CSF).

3. The monitor allows the donor to select one NJ Medical Examiner State Toxicology Laboratory issued sealed split specimen collection kit.
4. The donor unseals the split specimen collection kit, removes the specimen bag and specimen containers from the specimen collection container, and places all items on a clean surface.
  - a. The specimen containers shall be kept closed/unsealed at this time.
  - b. The specimen collection container and specimen containers should be kept within view of both the donor and the monitor.
5. The monitor instructs the donor to void a specimen of at least 45 mL into the specimen collection container, to not flush the toilet, and return with the specimen container immediately after the specimen is produced.
6. The monitor checks the specimen for adequate volume and the temperature indicator strip on the specimen container within 4 minutes.
  - a. A color change between 90° and 100°F indicates an acceptable specimen temperature. The monitor indicates if the temperature is acceptable by marking either the “Yes” or “No” box in the specimen collection section of the CSF. If a temperature strip does not indicate the acceptable temperature, the monitor must consider the possibility that the officer attempted to tamper with the collection.
  - b. The monitor must follow the “shy bladder” procedure for donors that initially are unable to produce an adequate amount of urine (See Section D. “Shy Bladder” Procedure below)
7. The monitor instructs the donor to split the collected specimen into the specimen containers.
  - a. The donor opens both specimen containers and pours at least 30 mL of urine from the collection container in the primary specimen container and at least 15 mL of urine from the collection container in the secondary specimen container.
  - b. The donor secures both specimen containers by placing and securing the lids/caps on the specimen containers.
8. The monitor instructs the donor to seal the specimen containers with tamper evidence seals from the CSF.
  - a. The donor carefully removes the Bottle A Specimen Container Security Seal from the CSF and places it over the lid/cap and down the sides of the primary specimen container with the greater volume of urine (30 mL).
  - b. The donor carefully removes the Bottle B (SPLIT) Specimen Container Security Seal from the CSF and places it over the lid/cap and down the sides of the secondary specimen container with the lesser volume of urine (15 mL).
  - c. After the seals are placed on the specimen containers, the donor writes the collection date and his or her initials in the space provided on the security

seals to certify that the specimen containers contain the specimen that he or she provided.

9. The monitor prints his/her name, signs and dates the monitor/agency acknowledgement section of the CSF.
10. The monitor instructs the donor to place both specimens in the front pouch of the specimen bag that contains the absorbent pad.
11. The monitor separates the white laboratory copy of the CSF, folds it, and places it in the rear pouch of the specimen bag along with the sealed medication information sheet, if provided.
12. The monitor seals the specimen bag by removing the release liner from the flap and folding the blue adhesive flap to cover the crosshatch slit opening.
13. Any remaining urine and the specimen collection container may be discarded.
14. The monitor will take possession of the sealed specimen bag and ensure that it is delivered to the NJ State Medical Examiner Toxicology Laboratory in a timely manner (See Section V. 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 test 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.
2. If the donor remains unable to provide a specimen after a reasonable period of time, the monitor may have the donor examined by a doctor to determine whether the inability to produce a specimen was the result of a medical or physical infirmity or constituted a refusal to cooperate with the drug testing process.

E. Split Specimen

1. A donor whose specimen tested positive may only challenge the positive test result by having the split specimen independently tested by an accredited laboratory. The first specimen will not be retested.
2. The split specimen will be maintained at the Laboratory for a minimum of one (1) year following the receipt of a positive drug test result from the Laboratory by the submitting agency.
3. The split specimen will be released by the Laboratory under the following circumstances:

- a. The agency is notified by the 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/she wishes to challenge the positive test result.
4. A representative of the split 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 second test laboratory by commercial courier also following accepted chain of custody procedures.
  5. Following testing of the split specimen, the independent laboratory will report the result of the split specimen drug test to the donor, to the submitting agency, and to the NJ State Medical Examiner Toxicology Laboratory medical review officer.

#### **V. SUBMISSION OF SPECIMENS TO THE LABORATORY FOR ANALYSIS**

- A. The NJ State Medical Examiner Toxicology Laboratory (**Attachment E**) is the only facility approved for the analysis of law enforcement drug tests conducted under the Law Enforcement Drug Testing Policy. Law enforcement agencies are not permitted to use any other facility or laboratory for the purpose of analyzing urine specimens for illegal drug use by law enforcement officers.
- B. Urine specimens should be submitted to the 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 Manchester Township Police Department shall store the specimen in a controlled access refrigerated storage area until submission to the Laboratory.
- C. Specimens may be submitted to the Laboratory by commercial courier using “next day delivery” or in person. (appointments only)
- D. The 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. In addition to ensuring that the appropriate documentation has been completed and submitted for each specimen, the 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 reason for rejection clearly stated.

## VI. ANALYSIS OF SPECIMENS

- A. The analysis of the first specimen shall be done in accordance with currently accepted procedures adopted by the 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 final 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:
1. Amphetamines;
  2. Barbiturates;
  3. Benzodiazepine;
  4. Cannabinoids (THC, CBD, etc.);
  5. Cocaine;
  6. Methadone;
  7. Opiates;
  8. Oxycodone/Oxymorphone;
  9. Phencyclidine (PCP).
- C. In addition to the testing outlined above, specimens submitted to the 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 as well as the facilities of cooperating laboratories to arrange drug testing for steroid abuse, as well as various "designer", "club" or "rave" drugs including the following:
1. Methylenedioxymethamphetamine (a.k.a. MDMA, Ecstasy, X, XTC);
  2. Gamma-hydroxybutyrate (a.k.a. GHB, Grievous Bodily Harm, G., Liquid Ecstasy);
  3. Ketamine (a.k.a. Special K, Vitamin K, K);
  4. Rohypnol (a.k.a. Roofies, Rophies, Forget-me pills);
  5. Lysergic acid diethylamide (a.k.a. LSD)

**Note:** The methods and procedures used to analyze specimens for these additional substances will differ from the procedures outlined above. Ordinarily, drug testing for the additional substances listed above will be limited to specimens collected based on reasonable suspicion. Agencies wishing to conduct testing for these additional substances on a more regular basis must contact the Division of Criminal Justice and the State Toxicology Laboratory.

- D. The 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.
- E. When a specimen tests positive at both the initial stage and the second stage, a medical review officer assigned to the Laboratory will review the test results together with the medication information form 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 medical 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.
- F. Applicants for law enforcement employment are not required to completed and submit a Drug Testing Medication Information form with their specimen unless they have received and signed a Conditional Offer of Employment. However, if an applicant who has not received a COE tests positive, the law enforcement agency, following notification from the Laboratory, must have the candidate complete the Drug Testing Medication Information form (**Attachment D**). Once the form has been completed, the agency is responsible for transmitting the form to the Laboratory. A review of the form will be conducted by the medical review officer as outlined above.
- G. In addition to the testing outlined above, specimens submitted to the Laboratory may be tested for additional substances at the request of the law enforcement agency submitting the specimen. The Laboratory has the ability through its own facilities, as well as facilities employed as references laboratories, to arrange drug testing for steroid abuse, as well as other currently abused substances.
- H. The Laboratory will utilize the following test procedure to analyze urine specimens for steroids for law enforcement agencies:
1. A specimen selected for steroid drug testing shall first undergo basic drug testing. Following the completion of the basic drug testing process and regardless of the results of the process, the specimen shall undergo testing for the presence of steroids. Steroid drug testing shall be conducted according to procedures adopted by the Laboratory.
  2. To assist with the implementation and administration of the steroid drug testing process, the Laboratory may utilize the services of one or more clinical laboratories that provide steroid drug testing programs.
  3. Should the Laboratory utilize a steroid drug testing program provided by another clinical laboratory, the Laboratory shall follow accepted scientific and chain of custody procedures to ensure the integrity of the steroid drug test process. These procedures shall encompass the preparation, packaging and referral of the specimen to the clinical laboratory.

4. Steroid drug test results generated by another clinical laboratory shall be reported to the State Toxicology Laboratory for review. Should the State Toxicology Laboratory concur with the results reported by the clinical laboratory, the laboratory shall report the same to the subject officer's employing agency. The authority to issue reports concerning steroid drug testing to the subject officer's employing agency is expressly limited to the Laboratory.
5. Under no circumstances shall an officer selected for random testing whose specimen is designated for steroid testing be required to provide an additional specimen to his or her agency to effectuate the steroid drug testing program.

## VII. DRUG TEST RESULTS

- A. The 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 the 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. The Laboratory shall not report a specimen as having tested positive for a controlled substance until the specimen has undergone a confirmatory test and the medical review officer has reviewed the results of that test with the medical questionnaire pertinent to that specimen.
- C. In some cases, the Laboratory will report that a specimen tested positive for a particular substance and that the information on the medication information form 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 form by the officer. At this point, it is the responsibility of the submitting agency to determine whether the officer had a valid prescription for that drug. Officers who do not have a valid prescription are subject to disciplinary action including, termination by the agency.
- D. Under no circumstances will the Laboratory provide law enforcement agencies with verbal reports of drug test results. In addition, no individual or agency may ask the Laboratory to conduct a second analysis of a specimen that has already been analyzed.
- E. The Office of Professional Standards shall notify the applicant, trainee or sworn officer of the results of a positive test as soon as practical after receipt of the report from the Laboratory. Upon request, the individual may receive a copy of the laboratory report.

## VIII. 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; and
  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 2 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 results. 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.
- 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 and suspended from employment from this agency;
  2. Upon final disciplinary action, the trainee shall be terminated from employment as a law enforcement officer, upon final disciplinary action;
  3. The trainee shall be reported to the Central Drug Registry maintained by the Division of State Police; and
  4. The trainee shall be permanently barred from future law enforcement employment in New Jersey.
- 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, the officer shall be terminated from employment as a law enforcement officer.
  3. The officer shall be reported to the Central Drug Registry maintained by the Division of State Police by his or her employer; and
  4. The officer shall be permanently barred from future law enforcement employment in New Jersey.

## IX. 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 for a period of two years. In addition, the Chief of Police shall forward the applicant's name to the Central Drug Registry 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 Chief of Police shall forward the trainee's name to the Central Drug Registry 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 Chief of Police shall forward the officer's name to the Central Drug Registry and note that the individual refused to submit to a drug test. 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 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.

#### **X. 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 Central Drug Registry and shall be permanently barred from future law enforcement employment in New Jersey.

#### **XI. RECORD KEEPING**

- A. The Office of Professional Standards shall maintain all records relating to the drug testing applicants, trainees and law enforcement officers.
- B. This agency's drug testing records shall include but need not be limited to:
  - 1. For all drug testing:
    - a. the identity of those ordered to submit urine samples;
    - b. the reason for that 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 collected until the time it was received by the Laboratory;
    - f. the results of the drug testing;
    - g. copies of notifications to the subject;
    - h. for any positive result or refusal, documentation from the officer's physician that the medication was lawfully prescribed and does not render the officer unfit for duty;
    - i. for any positive result, appropriate documentation of disciplinary action.
  - 2. For random drug testing, the records will 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.

## **XII. CENTRAL DRUG REGISTRY**

- A. The Manchester Township Police Department shall notify the Central Drug Registry maintained by the Division of State Police of the identity of applicants, trainees and sworn law enforcement officers who test positive for the illegal use of drugs or refuses an order to submit a urine sample on the form prescribed in (**Attachment F**).
- B. Notifications to the Central Drug Registry 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.
- C. The certification section of the notification form must be completed by the chief or director, and notarized with a raised seal.
- D. Notifications to the central registry shall be sent to:

**Division of State Police  
State Bureau of Identification  
Central Drug Registry  
P.O. Box 7068  
West Trenton, New Jersey 08628-0068**

- E. Information contained in the central 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.
  - 2. In response to a court order.

**XIII. NOTIFICATION TO COUNTY PROSECUTOR**

- A. In the event of (1) a positive drug test by an officer, (2) a refusal by an officer to take the drug test, or (3) administration of a reasonable suspicion drug test to an officer, the Chief of Police or his/her designee shall provide a confidential written notice to the County Prosecutor or his/her designee within 10 days. Upon completion of any disciplinary action, the Chief of Police or his/her designee shall report the discipline to the County Prosecutor or designee.
- B. By the date designated by the County Prosecutor, the Commander of the Office of Professional Standards shall provide written notice to the County Prosecutor or his/her designee of the dates of testing conducted during the prior year, the total number of sworn officers employed by the agency, the total number of sworn officers tested, and the total number of sworn officers who tested positive.

**XIV. PUBLIC ACCESSIBILITY AND CONFIDENTIALITY**

- A. The agency's Drug Testing Policy shall be made available to the public upon request and shall be posted on the agency website. Annual reports from the County Prosecutors to the Attorney General, as required by Section XIII, also shall be made available to the public upon request and shall be posted on the agency website.
- B. All written reports created or submitted pursuant to this written directive that identify specific officers are confidential and not subject to public disclosure.