

PREPLACEMENT DRUG SCREENING PROGRAMS

Overview:

The County of Los Angeles (County) has two pre-placement drug screening programs. One is based on the County's Drug Free Workplace Program; the other is part of the County's Federal Department of Transportation (D.O.T.) drug testing program. These two programs are administered separately with testing performed by different contractors at different times. The following Table compares these programs:

Pre-Placement Drug Screening Programs	Drug Free Workplace Program	D.O.T. Drug Testing Program
Who is tested?	Classifications that meet County inclusion criteria	All Class A or B drivers for the County
When?	On the day of the pre-placement medical; This should always be before the employee in on the job	In the immediate time period before the applicant first drives an A/B vehicle for the County; This will usually be after the "applicant" is on the job and now an employee rather than an applicant
How to order?	For covered classifications, automatically part of pre-placement testing protocol; Never should be ordered separately	The employee's supervisor sends the employee to one of the D.O.T. Contractor's satellite collection facilities for a D.O.T. "Pre-Placement" drug test
What tests are done?	Urine testing for eight drugs which include the five D.O.T. drugs plus several prescription medications of concern	Urine testing for five drugs
What are the consequences of a positive test?	Disqualification in the medical pre-employment process	If employed already, restricted duty until returned to full duty by D.O.T. rules

The consequences of having a dual program is that many applicants will have two "pre-placement" drug tests. The first would be at the time of the pre-placement medical examination under the County's Drug Free Workplace program. The second pre-placement drug test would occur at a later time when the test is ordered by the operating Departments under the D.O.T. program. Further information regarding the County's Drug Free Workplace program is found below. For further information regarding D.O.T. program, please refer to the D.O.T. Drug and Alcohol Testing Policy and Procedures, or contact Chief Executive Office Occupational Health Programs (OHP).

Pre-Placement Testing under the County's Drug Free Workplace Program:

The County's Drug Free Workplace Program provides for non-D.O.T. pre-placement drug testing of applicants to classifications that meet the following criteria:

A. Classes directly involved with the safety of the public.

These positions have a direct responsibility for the safety of the public. Impaired ability to perform the essential duties of the position can have a dramatic, immediate and direct impact on the health and safety of the citizens of the County. Persons in these positions must be able to take emergency actions without delay or impairment in judgment or physical ability and must avoid conflicts of interest or compromises of security.

B. Classes involving the operation of trucks, buses, heavy equipment, and professional driving.

These positions have potential for catastrophic consequences to the health and safety of the public and/or other employees if the abilities of an incumbent are impaired. These consequences include death, disability, damage to property and risk of financial liability in unlimited amounts.

C. Classes involved an unusually high degree of fiduciary independence and responsibility.

These positions involve responsibility for major decisions relating to the expenditure, investment or deposit of extremely large amounts of money. The positions must be distinguished by the high degree of their authority and independence and/or public trust.

The following Table presents the classes that have been determined to meet one or more of these criteria at the present time. Departments can request to have additional classes included in the testing program by writing to the OHP. The request should provide details regarding job duties that meet the criteria described above.

Table: Pre-Placement Classifications Subject to Drug Testing under the County of Los Angeles Drug Free Workplace Policy (revised 2/18/16)

Classification Title	Item Code	Classification Title	Item Code
Agr Chem Sprayer	O398	Clinical Pharmacist	5513
Agr Inspector Aid	0004	Combination Truck Driver	6053
Ambulance Driver	5065	Communications Messenger Driver	6026
Animal Control Officer I	2979	Communications Tower and Line Helper	7816
Animal Control Officer II	2980	Communications Tower Line Supervisor	7824
Animal Control Officer III	2981	Communications Tower Line Wkg Superv	7822
Appraiser	1962	Communications Tower and Line Worker	7818
Arboretum Gardener	O283	Community Worker**	8103
Asso Agr Wts & Measures Insp	0005	Computer Operator Specialist*	2492
Asst Automotive Equipment Inspector	6041	Construction & Repair Laborer	6601
Asst Arboretum Gardener	O282	Construction Inspector	4195
Asst Dam Operator	7180	Coroner Investigator	1637
Asst Electro-Mechanic	6490	Coroner Investigator Trainee	1636
Asst Elevator Mechanic	6502	County Messenger Driver	6026
Asst Instrument Technician	6641	Crew Instructor	8595
Asst WasteWater Treatment Plant Op	7222	Crime Lab Director, Sheriff	4343
Automotive Equipment Inspector	6045	Crime Lab Technician	4331
Beach Maintenance Supervisor	O378	Critical Care Nurse	5342
Body and Fender Mechanic	7461	Custody Assistant	2749
Bridge Maintenance Worker	6204	Dam Operator	7183
Building Engineer Inspector	4171	Dental Director I*	4776
Building Engineer Inspector Aid	4167	Dental Specialist*	4767
Building Inspector I	4169	Dentist*	4763
Building Inspector II	4173	Departmental HR Manager III*	1885
Building Inspector III	4177	Deputy Probation Officer I (Field)	8604
Business Equipment Technician, Sheriff	6930	Deputy Probation Officer I (Res Treat)	8608
Call Firefighter	9302	Deputy Probation Officer II (Field)	8607
Carpenter	6257	Deputy Probation Officer II (Res Treat)	8609
Carpenter Apprentice	6254	Deputy Public Conservator/Admr I	1480
Carpenter Working Supervisor	6263	Deputy Public Conservator/Admr II	1481
Carpet & Linoleum Layer Apprentice	6280	Deputy Sheriff	2708
Cement & Concrete Finisher	6329	Deputy Sheriff Trainee	2707
Cement & Concrete Worker	6326	Detention Services Officer	8655
Children's Services Social Worker I	9071	Diamond Driller and Grouter	7314
Children's Services Social Worker II	9072	Director, Bureau Operation, Sheriff	O997
Children's Services Social Worker II Intern	9072i	Director, Employee Support Servs, Sheriff	8715
Children's Services Social Worker III	9073	Director, Fiscal Administration, Sheriff	1010
Children's Services Social Worker Intern	9070i	Director, Jail Programs, Sheriff	1063
Children's Services Social Worker Trainee	9070	Director, Medical Services, Sheriff	8088
Civilian Investigator, Sheriff	1641	Dispatcher I	2445
Clinic Driver	5064	District Attorney Investigator	2889
Clinic Nurse I	5327	Electrician	6471
Clinic Nurse II	5328	Electrician Apprentice	6468
Clinic Physician, M.D., (Per Session)	5468	Electrician Supervisor	6480

Electrician Working Supervisor	6477	Heavy Power Equipment Operator	7378
Electro-Mechanic	6492	Heavy Stationary Equipment Mechanic	7434
Electro-Mechanic Working Supervisor	6495	Heavy Truck Driver	6051
Electronics Audio Technician	6535	Helicopter Mechanic	7492
Electronics Communications Equip Installer	6545	Helper Refrigerator	6359
Elevator Mechanic	6504	Helper, Bridge Maintenance	6343
Elevator Mechanic Apprentice	6503	Helper, Drilling Operations	6348
Elevator Mechanic Supervisor	6510	Helper, Electrical	6349
Engineering Geology Asst	4362	Helper, Painting	6354
Engineering Testing Aid I	3852	Hoist Operator	7371
Engineering Testing Aid II	3854	Industrial Hygiene Chemist	4302
Engineering Testing Aid III	3856	Inspector Wts & Measures II	3093
Equipment Maintenance Helper	6607	Institutional Gardening Manager*	O343
Equipment Maintenance Worker	6610	Investigator Aid, Probation	8670
Evidence & Property Custodian I, Sheriff	2298	Investigator Pretrial Services, Probation	8672
Exhibits Custodian, Superior Court	9571	Lake Lifeguard	2948
Fire Construction Equipment Operator	O232	Law Enforcement Technician	2745
Fire Dispatcher I	2432	Light Tractor Operator	7364
Fire Dispatcher II	2433	Light Vehicle Driver	6022
Fire Equipment Mechanic	7472	Locksmith	6704
Fire Suppression Aid	196	Locksmith Apprentice	6702
Firefighter	O199	LVN I	5104
Food Services Manager	4791	Manager, Motor Pool Operation, Sheriff	6039
Food Services Chief*	4794	Matron	2705
Forensic Attendant	4884	Med Records Director I*	1394
Forensic ID Specialist I	4332	Med Records Director II*	1395
Forensic ID Specialist II	4334	Med Records Director III*	1396
Forestry Asssistant	328	Medium Truck Driver	6049
Forestry Tech	326	Messenger Driver (LACERA)	O461
Garage Attendant I	6012	Millwright	7521
General Maintenance Worker	6619	Millwright Apprentice	7519
Glazier	6296	Nurse Manager*	5286
Grounds Maintenance Helper	O350	Nurse Practitioner	5121
Grounds Maintenance Supervisor	O361	Nursing Assistant, Sheriff	5107
Grounds Maintenance Worker I	O352	Nursing Attendant I*	5098
Grounds Maintenance Worker II	O354	Nursing Attendant II*	5100
Group Supervisor II	8617	Nutritionist I***	4802
Group Supervisor, Nights	8618	Ocean Lifeguard	2923
Gunite Gun Operator	6336	Ocean Lifeguard Candidate	2922
Gunite Nozzle Operator	6338	Orthopedic Technician*	5595
Hazardous Materials Specialist I	4400	Painter	6973
Head Cook***	6402	Painter Apprentice	6970
Head Food Service Worker***	6423	Painter Working Supervisor	6979
Head Sewing Worker***	7617	Parking Control Officer	2742
Heavy Power Equipment Oiler	7379	Parking lot Sweeper	6757

Pest Exterminator	0048	Safety Inspector	3034
Pest Exterminator Working Supervisor	0049	Safety Police Officer	2854
Pharmacist	5512	Security Assistant	2827
Pharmacy Helper*	5501	Security Officer	2828
Pharmacy Tech	5504	Senior Communications Tower Line Worker	7820
Physician Specialist (non-mega)	5476	Senior Cook***	6399
Physician, M.D.*	5475	Senior Dentist*	4766
Physician, Post Graduate	5411	Senior Detention Services Officer	8657
Pilot, Fire Service	211	Senior Equipment Maintenance Worker	6613
Plasterer	6169	Senior General Maintenance Worker	6622
Plumber	7269	Senior Industrial Hygiene Chemist	4301
Plumber Apprentice	7266	Senior Mental Health Counselor, RN*	5280
Pool Lifeguard	2964	Senior Physician Assistant*	5051
Power Equip Mech Working Supervisor	7436	Senior Physician, M.D.	5478
Power Equipment Mechanic	7433	Senior Plumber	7270
Power Equipment Mechanic Helper II	7427	Senior Signal Installation Worker	6517
Power Equipment Operator	7374	Senior Traffic Painter and Sign Poster	7008
Power Equipment Operator Supervisor	7375	Senior Water Services Worker	7852
Power Equipment Painter*	7000	Senior Weed Abatement Worker	0034
Power Line Worker	6454	Sheet Metal Apprentice	7659
Power Sweeper Operator	7384	Sheet Metal Worker	7662
Psychiatric Technician I	8161	Sign Painter	6976
Psychiatric Technician II	8162	Signal Installation Worker	6516
Psychiatric Technician III	8163	Stationary Engineer Apprentice	7196
Psychiatric Technician, Interim Permittee	8160	Stationary Engineer Controls Spec	7200
Public Response Dispatcher I	2450	Stationary Engineer Helper	7193
Public Works Crew Leader	5924	Stationary Engineer I	7197
Public Works Laborer	5922	Stationary Engineer II	7198
Public Works Maintenance Worker	5923	Steam Fitter	7754
Refrigeration Mechanic	7745	Steam Fitter Apprentice	7751
Refrigeration Mechanic Apprentice	7744	Student Professional Worker I**	8243
Refuse Truck Driver	6052	Student Professional Worker II**	8258
Refuse Truck Helper	6061	Supervising Coroner Investigator I	1639
Regional Water Services Superintendent	7857	Supervising Court Exhibits Custodian I	9819
Registered Nurse I	5133	Supervising Court Exhibits Custodian II	9820
Registered Nurse I, Sheriff	5139	Supervising Detention Services Officer	8659
Registered Nurse II	5134	Supervising Deputy Probation Officer	8610
Registered Nurse II, Sheriff	5140	Supervising Evidence/Prop Custodian, Sheriff	2304
Registered Nurse III	5135	Supervising Staff Nurse I, Sheriff	5340
Registered Nurse III, Sheriff	5141	Supervising Transportation Worker	8999
Registered Vet Tech	2986	Survey Aid	3887
Relief Nurse	5261	Survey Tech I	3889
Reserve DPO (Field)	9472	Survey Technician I	5111
Roofer	6290	Traffic Checker	3681
Roofer Apprentice	6289	Traffic Painter and Sign Poster	7007
Roofer, NC	9371	Traffic Signal Electrician	3686
Safety Assistant	3033	Traffic Technician I	3684

Traffic Technician II	3685
Trails Maintenance Supervisor	376
Tram Operator	6065
Transportation Deputy (Probation)	8626
Transportation Truck Driver	6054
Transportation Worker	8997
Transportation Worker I, Sup Ct	9853
Transportation Worker II, Sup Ct	9854
Tree Trimmer	391
Tree Trimmer Working Supervisor	0394
Truck Helper	6059
Utility Tractor Operator	7365
Vet Intern, Crafts Support	8261
Vet Intern, Hvy Maint & Operational Support	8262
Vet Intern, Info Tech Support	8263
Vet Intern, Tech Support	8265
Video Production Asst	7133
Vocational Workshop Instructor*	8598
Warehouse Manager*	2278
Warehouse Wkr I	2331
Warehouse Worker Aid	2329
Waste Control Eng Insp	4213
Waste Control Eng Insp Trainee	4211
Wastewater Treatment Plant Operator	7224
Water Service Helper I	7847
Water Service Helper II	7848
Water Service Worker	7849
Weed Hazard & Pest Abate Wrk	0038
Welder	6110
Welder-Fitter	6117
Welfare Fraud Investigator Trainee	9151
Well Driller	7320

* If hired by the Sheriff Department

**If hired by the Probation Department

***If hired by the Probation or Sheriff Department