

# **Random, Post Accident, Reasonable Suspicion Drug Testing for Uniformed Employees**



**City Council A Session  
Agenda Item #23  
April 17, 2025  
Human Resources Department**

# Background



- The City of San Antonio has two Collective Bargaining (CBA) Agreements addressing drug testing. One is with the Fire Department, and the other is with the Police Department.
- Per their respective CBA's, 100% of uniform personnel are subject to random drug testing each calendar year.
- Personnel are also subject to reasonable suspicion and post-accident testing on a case-by-case basis.

# Summary



- Human Resources solicited a Request for Proposal to provide these services.
  - Advertised 11/13/24 – 01/06/25
  - Total Responses Received: Six
    - Two were non-responsive
    - Four were eligible for review
  - Estimated annual contract value: \$180,000
    - \$65k-SAFD, \$115k-SAPD
  - Total contract value: \$900,000 (5yr)
    - \$325k-SAFD, \$575k-SAPD
  - Funding is available in the General Fund
  - Three-year term with two optional one-year renewals

# Recommendation

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- Staff recommends approval of the contract with Oracle Tech Diagnostics.

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