

RESOLUTION NO. 2018- 03

**A RESOLUTION OF THE OKANOGAN COUNTY TRANSIT AUTHORITY
AMENDING POLICY NO. 809A DRUG AND ALCOHOL POLICY.**

WHEREAS, the Board of Directors of the Okanogan County Transit Authority, hereinafter "Board", adopted personnel policies related to the personnel employed by Okanogan County Transit Authority, hereinafter "OCTA", on January 12, 2015, hereinafter "Personnel Policies"; and

WHEREAS, the Board has previously amended Policy No. 205, 208, 302, 702, 809A of the Personnel Policies; and

WHEREAS, the Board desires to amend Policy No. 809A of the Personnel Policies to include USDOT regulation changes effective January 1, 2018.

NOW, THEREFORE, BE IT RESOLVED by the Board of OCTA as follows:

Section 1. The Board does hereby approve and adopt amended Policy No. 809A of the Personnel Policies of OCTA, and such amended policies are attached hereto and incorporated herein as though fully set forth.

Section 2. All existing employees and future employees of OCTA shall receive a copy of amended Policy 809A and shall sign a written acknowledgement indicating that they have received such copies and agree to abide by such as a condition of employment by OCTA

PASSED by the Board at its meeting on the 8th day of January, 2018.


Cindy Gagne, Chairperson

ATTEST:

APPROVED AS TO FORM


Melanie Carroll, Clerk of the Board

W. Scott DeTro, OCTA Attorney

809A

DRUG AND ALCOHOL POLICY

AMENDED 01/08/18

Policy:

Transportation is a vital service to our community and our customers. To ensure that this service is delivered safely, we are dedicated to providing and maintaining a drug and alcohol free working environment. It is the Transit Authority's policy to:

- Assure that employees have the ability to perform assigned duties in a safe, healthy and productive manner;
- Create a workplace free from the adverse effects of drug and alcohol abuse or misuse;
- Prohibit the unlawful distribution, possession, manufacture or use of controlled substances.
- Encourage and support appropriate professional assistance to interested employees with drug and alcohol problems.

Okanogan County Transit Authority cares about the health and well-being of its employees. Illegal drugs in the workplace are a danger to us all. They impair safety and health, promote crime, lower productivity and quality, and undermine public confidence in the work we do. We urge anyone who believes that they are having an alcohol or chemical dependency problem to seek treatment before their job performance and employment are endangered.

Employees are encouraged to request a copy of the applicable job description, to help inform their physician of the requirement for safe performance of their safety sensitive duties. If a drug test detects opioids, the employee has the responsibility to have their prescribing physician contact the Medical Review Officer within 5 days.

Applicability of Policy: This policy applies to all safety sensitive Transit employees: full-time, part-time, and temporary. This policy is intended to comply with 49 CFR part 40 and part 655 as amended, The United States Department of Transportation (USDOT) defines safety sensitive positions as:

- Operation of a revenue service vehicle, even if it is not in revenue service
- Operation of a non-revenue service vehicle that requires a CDL
- Dispatch or controlling movement of a revenue service vehicle
- Maintenance of a revenue service vehicle or equipment used in revenue service.

The safety sensitive positions within Okanogan County Transit Authority that meet the definitions as required by the USDOT are CDL Bus Drivers, Substitute Drivers (including supervisors with CDLs), and Mechanics. Personnel that occasionally cover driving duties, including dispatchers, also fall under the definition because they could be called upon to perform safety sensitive functions even though it is not their normal job duty.

Dispatch functions are not considered "safety sensitive" because their primary duty is to take reservations. Dispatchers are not responsible for the movement of a vehicle, unless they are providing back-up driving, or supporting maintenance activities.

For CDL bus drivers, or employees performing driving duties, all related business on or off property is subject to this policy. Employees who perform safety-sensitive functions for the Transit Authority, will be subject to specific alcohol and drug testing as required by federal regulations.

Adherence to the Transit Authority Alcohol and Drug Policy and participation in testing procedures is a condition of employment.

This policy is intended to comply with all the applicable Federal regulations governing alcohol and drug misuse in the transportation industry. Regulations issued by the U.S. Department of Transportation (found in 49 CFR part 655) mandate urine drug testing and Evidential Breath Alcohol Testing (EBT) for safety-sensitive positions.

This policy sets forth the Transit Authority's program for alcohol and drug abuse testing and reporting guidelines for safety-sensitive employees operating a vehicle requiring a Commercial Driver's License.

All affected employees will receive 60 minutes of training regarding this policy. In addition, supervisory personnel will receive 60 minutes of alcohol training and 60 minutes of drug training for the purposes of making reasonable suspicion determinations for testing.

The behaviors prohibited by USDOT rules include:

Consumption of alcohol:

- four hours prior to performing a safety-sensitive function
- eight hours following an accident
- while on-call (or subject to call-back)
- having a blood alcohol concentration of .04 or greater when performing a safety sensitive function

Testing for alcohol is conducted immediately prior to, during or after performing safety sensitive duties.

Ingestion of prohibited drugs at all times. Prohibited drugs are defined in 49CFR Part 655 as amended

Testing for drug/drug metabolites can be conducted anytime that a safety sensitive employee is on duty.

Procedures:

(1) **Testing:** Testing will be conducted in a manner to assure a high degree of accuracy and reliability by using the techniques, chain of custody procedures, U.S. Department of Transportation chain of custody and control form with unique identification number, equipment and laboratory facilities which have been approved by the U.S. Department of Health and Human Services as called for in the regulations (49 CFR Part 40 as amended). Both alcohol and drug testing will be conducted in an environment which affords maximum privacy.

(2) **Confidentiality:** The Transit Authority will maintain the employee's privacy, strictly adhere to all standards of confidentiality, and assure all employees that testing records and results will be released only to the following:

- To the employee if they request in writing.
- NTSB during an accident investigation.
- Decision-maker in a lawsuit, grievance, or other proceeding initiated on behalf of the employee.
- Representative of the United States Department of Transportation with Transit Authority to monitor contracts and compliance with USDOT regulations.
- Subsequent employers, if requested in writing by the employee.
- Other identified individuals if requested in writing by the employee.
- USDOT authorities.
- Washington State Department of Licensing
- Transportation agencies with regulatory Transit Authority over Okanogan County Transit Authority programs.

Confidentiality is maintained throughout the drug/alcohol testing process. All positive test results are first forwarded to the Medical Review Officer (MRO), (see Section on MRO Responsibilities page 129-130). The MRO reviews the individual medical history and affords the employee an opportunity to offer any clarifying information that would explain a positive or non-negative test. In cases where disciplinary action or termination results from a non-negative or positive test, such information is shared only with those in a supervisory capacity involved in that action.

(3) **Discipline for Non-Compliance or Positive Test Results:** While the Transit Authority is anxious to assist employees with alcohol or chemical dependence problems, employees are expected to remember that safety is the Transit Authority's first priority. Therefore, employees **MUST NOT** report for work or continue to work if they are under the influence or impaired. Failure to observe the Prohibited Conduct rules established in this policy will result in disciplinary action regardless of whether or not an employee is participating in a treatment program. Such employees are expected to observe all other job performance standards and work rules, including attendance, required of all employees.

Any employee who refuses to comply with a request for testing, who provides false information in connection with a test, or who attempts to falsify test results through tampering, contamination, adulteration, or substitution shall be removed from duty immediately. Refusals are defined in 49CFR Part 40 and Part 655 as amended. Such refusals will be treated as a positive test, with the employee subject to referral to treatment,

Conditional Retention Agreement and additional testing in accordance with SAP requirements. .

An individual who refuses to submit or has a verified positive drug or alcohol test will be removed immediately from the safety sensitive function and will be referred to the closest SAP (Substance Abuse Professional) as recommended by the Transit Authority's contractor. The current contractor for drug and alcohol services is QCL. An individual having a verified positive drug or alcohol test or refusing to submit to a test must be referred to and evaluated by a SAP.

An individual who has an opioid detected, and the MRO reports that they are "medically unqualified" to continue safety sensitive work will be removed from duty immediately. The employee will be placed on unpaid leave for a maximum of 30 days. During that time, the employee may use any sick or annual leave accrued. The employee may consult their physician to address the return of a result of "medically unqualified".

The Transit Authority may seek an independent evaluation of the medical qualification prior to re-instatement to safety sensitive work. The Transit Authority, may extend the unpaid leave in circumstances where medical evaluation requires additional time. If the individual is unable to verify that they are "medically qualified" will be terminated from employment.

An individual who has an opioid detected, and the MRO reports that they present a "significant safety risk", will be removed from duty immediately. During the time the individual is removed from duty, the employee may use any sick or annual leave accrued. The individual may be required to have medical assessments necessary to determine if they can be returned to perform safety sensitive duty.

Confirmed positive drug or alcohol test results or a refusal to test shall be reported as a positive test to the Department of Licensing (DOL) for all CDL holders in accordance with RCW 46.25.

When an employee is instructed to proceed to a collection site for drug and/or alcohol testing, they must go directly to the site. Notification times are documented by supervisory staff within the Transit Authority. The collection site documents arrival time. Failure to promptly arrive at the site for collection will result in disciplinary action. Arrival at a local site must occur within 30 minutes of notification. Employees will be instructed to report to a collection site when they can be reasonably expected to access the site within 30 minutes. A supervisor will transport employees for post accident testing to eliminate any potential for delays other than those attributed to law enforcement investigation. Delayed arrival at the collection site requires a written report by a supervisor indicating the cause of delay.

If there is a negative dilute test result, OCTA will accept the test result and there will be no retest, unless the creatinine concentration of a negative dilute specimen was greater than or equal to 2mg/dL, but less than or equal to 5mg/dL.

A dilute negative test result with a creatinine level greater than or equal to 2mg/dL but less than or equal to 5mg/dL requires an immediate recollection under direct observation (49CFR Part 40, section 40.67).

Test refusals are defined in 49CFR Part 40 and Part 655 as amended, and include the following scenarios;

Failure to provide breath or urine sample
Insufficient volume without valid medical explanation
Tampering, adulterating or substituting specimen
Failing to appear for test within a reasonable time
Leaving the scene of an accident without just cause prior to submitting to a test
Failing to permit an observed or monitored collection when required
Failing to take a second test when required
Failing to undergo a medical examination when required
Failing to cooperate with any part of the testing process
Failing to sign Step 2 of Alcohol test form
MRO verified adulterated/substituted sample
Once test is underway, failing to remain at site and provide a specimen

Note: For pre-employment it is NOT a refusal if the employee fails to appear for a test. For pre-employment, it is NOT refusal if the employee fails to remain at site prior to commencement of test. For pre-employment, it is NOT a refusal if the employee aborts the collection before the test commences.

(4) Types of Testing: The USDOT requires that all safety sensitive employees of the Transit Authority will be subject to testing prior to employment, randomly, for reasonable suspicion, following an accident/incident, and prior to return to duty (after failing a test) or upon the completion of a substance abuse treatment program (follow-up).

- Pre-employment testing: Drug testing is required for new hires, transferring employees, or staff returning from a leave of 90 days or more (if they have been unavailable for random selection). Prior to testing, the employee/applicant will be notified in writing of the requirement to pass a drug test. Receipt by the Transit Authority of a satisfactory (negative) result is required prior to performance of safety sensitive duties. The Transit Authority may choose to hire and begin non-safety sensitive training prior to receiving a negative drug test. However, a positive pre-employment drug test will result in immediate termination. No waiver or acceptance of previous employer's statement will be accepted. The only acceptable drug test result for pre-employment is "negative".
- Reasonable Suspicion Testing: All Transit Authority employees are subject to a fitness for duty evaluation including a drug or alcohol test when there is reason to suspect impairment. Drug testing may occur any time an employee is on paid work time. Alcohol testing must be conducted immediately prior to, during, or immediately after performing safety sensitive job duties. A referral for testing will be determined based on physical behavior, performance, contemporaneous observation. Such referrals will be made by supervisory personnel who are trained to detect the signs and symptoms of drug and alcohol use. Supervisors must receive 120 minutes of training on making reasonable suspicion determinations for drugs (60 minutes) and alcohol (60 minutes).
- Post-Accident/Incident Testing: As defined by the USDOT, an accident means an occurrence associated with the operation of a vehicle, if as a result;

- (a) An individual dies;
- (b) An individual suffers a bodily injury and immediately receives medical treatment away from the scene of the accident;
- (c) With respect to an occurrence in which the mass transit vehicle involved is a bus or automobile, one or more vehicles incurs disabling damage as the result of the occurrence and is transported away from the scene by a tow truck or other vehicle;

Post-accident alcohol and drug testing is required by the USDOT under the following circumstances:

- Fatal accidents: As soon as practicable following an accident involving the loss of human life, the Transit Authority shall test each surviving covered employee operating the transit vehicle at the time of the accident. The Transit Authority will also test any other covered employee whose performance could have contributed to the accident, as determined by the Transit Authority using the best information available at the time of the decision.
- Non-fatal accidents: As soon as practicable following an accident not involving the loss of human life, in which the transit vehicle is a bus or automobile, the Transit Authority shall test each covered employee operating the transit vehicle at the time of the accident unless the Transit Authority determines, using the best information available at the time of the decision, that the covered employee's performance can be completely discounted as a contributing factor to the accident. The Transit Authority shall also test any other covered employee whose performance could have contributed to the accident, as determined by the Transit Authority using the best information available at the time of the decision.

Following an accident under the above circumstances, the employee will be tested as soon as possible, but not to exceed eight hours for alcohol testing and 32 hours for drug testing. Employees involved in accidents must refrain from alcohol use for eight hours following the accident or until a drug/alcohol test is administered.

Employees who leave the scene of an accident without valid appropriate authorization prior to the testing will be considered to have refused the test and be subject to discipline up to and including termination. Employees can be authorized to leave the scene in the following manner:

- (a) transported for medical care by emergency personnel. Drug and alcohol screening must be completed if consent can be given by the employee. If no consent is available (unconscious person), law enforcement medical records may be utilized.
- (b) by their supervisor (after law enforcement has released them).

The Supervisor must transport them to drug/alcohol screening when they are released from the scene.

Nothing in this section shall be construed to require the delay of necessary medical attention for the injured following an accident or to prohibit a covered employee from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary emergency medical care.

In any case, drug and alcohol testing must be conducted in accordance with this section. Any other Transit employee whose performance may have contributed to accidents under this section will be tested, for example, maintenance and dispatching employees.

- Random Testing: Employees in safety-sensitive positions will be subjected to random, unannounced and immediate testing on all days and hours of work throughout the year. The Transit Authority will test individuals at a rate slightly higher than the requirements of 49CFR Part 40 and Part 655 as amended to compensate for times when an individual selected is unavailable during the testing period. For purposes of generating random testing and Medical Officer review, the Transit Authority contracts with QCL. Compliance with testing administration is the responsibility of the General Manager.
- Return-To-Duty Testing: The Transit Authority requires return-to-duty testing for employees that have signed a "Last Chance Agreement" and have completed an initial and follow-up assessment with a SAP. The return to work test MUST be performed (for either drug or alcohol based on the positive prior result) prior to an employee resuming safety sensitive work after evaluation and treatment. Employees that test positive are subject to immediate termination for misconduct.
- Follow-up: Follow-up testing schedules will be determined by the SAP with a minimum requirement of 6 tests in 12 months and may continue for up to 60 months. The employee MUST pay for the follow-up testing. Follow-up testing is non-negotiable. An employee in follow-up testing is also subject to random testing. The Transit Authority's "Last Chance Agreement" requires compliance with return to duty testing and must show evidence of treatment as required by the SAP.
- A new employee that was participating in a SAP required program of follow-up testing and treatment, will be required to complete their course of testing and treatment as assigned. Failure to complete the SAP required treatment and follow-up testing will result in immediate termination.

(5) Drug Testing Procedures: Prohibited drugs are any illegal controlled substance as identified in 49CFR Part 40 as well as any drug not approved for medical use by the USDA or the USFDA. Illegal use includes use of, or impairment by, any illegal drug, misuse of legally prescribed or over the counter drugs, or illegally obtained prescription drugs. The USDOT also requires testing for the following four drugs; **semi-synthetic opioids** (i.e., hydrocodone, oxycodone, hydromorphone, oxymorphone).

Drug testing is done through collection of urine samples, which are split for separate analysis. Drug testing is conducted according to 49 CFR Part 40 as amended. An initial screen is performed on the primary sample to differentiate a negative specimen from one

that requires further testing for drugs or drug metabolites. Confirmatory tests are secondary analytical procedures performed on a different aliquot of the original specimen to identify and quantify the presence of a specific drug or drug metabolite. Laboratories are required to: 1) test all DOT specimens for specimen validity (including adulterants and urine substitutions); and 2) follow all U.S. Department of Health and Human Resources (HHS) protocols for doing so.

There are certain situations that may require the employee to provide, at the collection site, another urine or breath sample:

Directly observed collections will occur only when there is a specific reason to believe that an employee may be attempting, or have sufficient reason, to evade the testing process.

Observed collections are required in compliance with 49CFR Part 40 and Part 655 as amended.

Items such as prosthetic devices designed to carry clean urine will be checked by observers with both male and female donors. The observer will have the employee raise and lower clothing, and then put it back into place for the observed collection. An observed collection immediately following the initial collection is required when:

- the employee's urine sample is outside the normal temperature range
- the collection site person observes conduct that clearly and unequivocally indicates an attempt to adulterate or substitute the sample
- following a positive, adulterated or substituted test, and the split sample is not available for testing, the specimen is invalid with no medical explanation

The Medical Review Officer (MRO) reviews and interprets an individual's confirmed positive test by 1) reviewing the individual's medical history, including any medical records and biomedical information provided; 2) affording the individual the opportunity to discuss the test result; 3) deciding whether there is a legitimate medical explanation for the result, including legally prescribed medication; 4) verification of an existing and current prescription for an opioid; and 5) has the authority to order additional testing.

The MRO also has the following responsibilities with regard to drug and alcohol testing.

- They receive the results of drug tests from the laboratory
- Review documentation for fatal and correctable flaws
- Investigate and correct problems when possible
- Make at least 3 attempts in 24 hours to contact the employee. If unable to contact, notify the employer of the need to speak to employee.
 - When the MRO contacts an employee to verify the validity of an Opioid result, the employee has 5 days to have their prescribing physician contact the MRO.
 - If the prescribing physician does not contact the MRO, the MRO may report a result including, "a safety risk associated with continued use" or report that the employee is "medically unqualified" based on CDL requirements.
 - The MRO may report a safety risk, or that an employee is medically unqualified, even if the drug test is reported as negative.
- Interpret lab reports, including verification of lab positives.
- If appropriate, request the laboratory to analyze the original specimen again to verify the accuracy of the reported test result.

- Notify each employee that has a verified positive test result that he or she has 72 hours to request a split sample analysis. If requested, the MRO directs (in writing) the laboratory to ship the split specimen to another DHHS certified laboratory for analysis. OCTA will cover the cost of the analysis.
- Cancel the test and report the cancellation and reasons to the DOT, the employer, and the employee if analysis of the split specimen fails to confirm the presence of drug(s) or metabolite(s) found in the primary specimen, or if the split specimen is unavailable or inadequate.
- Notifies the employer when a retest is required- "Specimen unsuitable: cannot obtain a valid drug test result" and no suitable explanation or valid prescription provided by the donor or the split sample is not available for testing following a positive, adulterated, or substituted test result.
- Notifies the employer to require the employee to return to the collection facility for an observed collection when a test is invalid with no medical explanation.
- If a negative test is required, as in the case of pre-employment, return-to-duty and follow-up testing, the MRO will require a clinical evaluation.
- During MRO review of an invalid result, if an employee admits to adulterating or substituting a specimen, the MRO will report the result as a refusal to test (which is a positive result).
- Receives documentation of serious illness, injury, inability to contact the MRO, or other unavoidable circumstances that prevented the employee from contacting the MRO within 72 hours of being notified of the verified positive result.
- Direct the analysis of the split specimen if he/she concludes that there is legitimate explanation for the employee's failure to contact the MRO within 72 hours. If the MRO concludes that there is no legitimate explanation for the employee's failure to contact the MRO within 72 hours, then the MRO is not required to direct the analysis of the split specimen to be performed.
- Maintains all necessary records and sends test result reports to the Transit Authority's drug and alcohol program manager.
- Protects the employees' privacy and testing program confidentiality.

The MRO is directly responsible for informing employees of their right to request split specimen testing and processing employee's request for split sample tests:

- The request must be made by the employee within 72 hours after MRO notification
- Requests after 72 hours may be accommodated if the MRO concludes there was a legitimate explanation for failure to make a request within 72 hours.
- Split specimen results are reported to the Transit Authority regardless of who pays for the test. The Transit Authority will pay for split sample analysis upon written request from the employee.

(6) Alcohol Testing Procedures: No safety sensitive employee shall report for duty within four hours of using alcohol, or use alcohol while subject to being on call. The use of any beverage or mixture, including any medication, containing alcohol during or prior to performing a safety-sensitive function is also prohibited.

Testing for alcohol must be conducted immediately before, during, or just after performing a safety-sensitive function. Alcohol testing is performed by gathering a sample through an Evidentiary Breath Testing (EBT) device. A positive EBT test is defined by the USDOT as a blood alcohol concentration of 0.04 or greater. Tests for

alcohol concentration will be conducted using National Highway Traffic Safety Administration approved EBT devices operated by trained technicians. An employee who tests at concentrations of 0.04 or above will be retested at least 15 minutes from the first test, but not more than 30 minutes. This is considered a confirmatory test.

- (a) A confirmatory result of 0.02 to 0.039 will result in immediate removal from safety sensitive duty for 8 hours.
- (b) A confirmed alcohol concentration of 0.04 or greater will be considered a positive alcohol test and a violation of this policy and will result in referral to a SAP for assessment. The employee will be required to enter into a "Last Chance Agreement" and comply with all SAP requirements in order to continue employment. The results of a confirmatory test are deemed final.

(7) Responsibilities and Qualifications of Professionals Involved in Testing:

(a) The Transit Authority has contracted with QCL in Ephrata, WA to provide Medical Review Officer (MRO) services. The MRO reviews, interprets and verifies test results. An MRO must be a licensed physician (either medical doctor or doctor of osteopathy) responsible for receiving laboratory results generated by the drug testing program who has knowledge of substance abuse disorders, and has appropriate medical training to interpret and evaluate an individual's confirmed positive test result, together with his/her medical history, and any other relevant bio-medical information. MRO's must meet the credentialing requirements of 49CFR part 40.121, as amended. In addition the MRO will:

- Notify the Transit Authority when a retest is required
- Notify the Transit Authority of use of other performance deteriorating substance by a safety-sensitive employee
- Report adulterated specimens directly to the Transit Authority rather than the employee. Adulterated specimens are considered test refusals
- Maintain all necessary records
- Provide employee an opportunity to discuss or explain a confirmed test result
- Verify laboratory results
- Verify test as positive if employee refuses to participate in verification process
- Inform an employee of their right to request testing of the split sample as noted in the drug test policy. Testing of the split sample will be paid by the Transit Authority.
- Must notify employer when a retest is required from an employee

(b) To be permitted to act as a SAP in the DOT drug and alcohol testing program, an individual must meet each of the requirements of 49CFR Part 40.281:

They must have one of the following credentials:

- be a licensed physician (Doctor of Medicine or Osteopathy);
- be a licensed or certified social worker;
- be a licensed or certified psychologist;
- be a licensed or certified employee assistance professional;

- be a state-licensed or certified marriage and family therapist;
- or be a drug and alcohol counselor certified by the National Association of Alcoholism and Drug Abuse Counselors Certification Commission (NAADAC); or by the International Certification Reciprocity Consortium/Alcohol and Other Drug Abuse (ICRC); or by the National Board for Certified Counselors, Inc. and Affiliates/Master Addictions Counselor (NBCC).

(c) A Substance Abuse Professional must have:

- Specific knowledge of and clinical experience in diagnosis and treatment of drug and alcohol related disorders
- No conflicts of interest of financial interest in referrals

For purposes of this policy, the Transit Authority contracts with QCL for SAP referrals in our service area. The SAP will meet face-to-face with an employee with a confirmed positive test result. The SAP will complete assessment procedures and will monitor the completion of treatment programs. The SAP will stay neutral without a conflict of interest. The SAP will provide the employee and the Transit Authority with return-to-duty requirements. In the event of any change in the Transit Authority's termination decision, the SAP will provide the Transit Authority with the information for follow-up testing.

(a) A Breath Alcohol Technician (BAT) must be:

- Trained to proficiency in the operation of the EBT they are using
- Trained in testing procedures (49 CFR part 40)
- Certified through an NHTSA approved course of instruction
- Demonstrate competence in operation of EBT

Law enforcement officers who have been certified by state or local government to conduct breath alcohol testing are qualified as BATs.

(8) Transit Authority staff responsible for program administration: For further information regarding the drug and alcohol program, employees can contact:

1. General Manager (Kelly Scalf) at 1-509-557-6177

- (9) Transit Authority staff trained to order reasonable suspicion testing:
1. General Manager (Kelly Scalf)
 2. Operations Manager (Brent Timm)
 3. Driver Supervisor/Trainer (Mike Foth)

