



DEPARTMENT OF DEFENSE
UNITED STATES SOUTHERN COMMAND
3511 NW 91ST AVENUE
MIAMI, FL 33172-1217

REPLY TO
ATTENTION OF

SCCS

3 April 2000

POLICY MEMORANDUM 2-00

From: Commander in Chief
To: See Distribution

SUBJECT: U.S. Southern Command Policy Memorandum – Urinalysis Testing Program

1. This policy memorandum supersedes, SCCC, 14 April 1998, U.S. Southern Command Policy Memorandum – Urinalysis Testing.

2. **Purpose.** This policy establishes HQ, USSOUTHCOM guidance for use of drug testing to deter uniformed service members/civilian personnel from abusing drugs (including illegal drugs and other illicit substances). It is USSOUTHCOM policy to:

a. Use drug testing to enable commanders to detect drug abuse and assess the security, military fitness, readiness, good order, and discipline in support of our missions and objectives.

b. Use drug testing as a basis to take action, adverse or otherwise (including referral for treatment), against uniformed service members/civilian personnel based on a positive test result.

c. Recognize the illicit use of anabolic steroids by uniformed service members as an offense under the Uniform Code of Military Justice (UCMJ), Section 978 of 10, United States Code (USC), Sections 801-940 (Uniform Code of Military Justice) and Section 978 of Title 10, USC.

3. **Applicability.** This policy is applicable to the uniformed service members and the Federal civilian employees of HQ USSOUTHCOM, Miami and its subordinate Security Assistance Organizations (SAOs). Supporting elements assigned or attached to USSOUTHCOM (e.g., BASEOPS and ASA) will adhere to this policy.

4. **Frequency.**

a. Commanders will enforce and test one hundred percent of their uniformed service members at least twice a year.

b. Federal civilian employees will be administered urinalysis testing per Executive Order 12564, AR 600-85 and other applicable DOD directives and Service regulations. Federal civilian employees working in a Testing Designated Position (TDP) will be subject to random drug testing at a rate of one hundred percent of the random drug testing pool twice a year. An explanation of TDP positions is listed at Appendix A.

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5. Implementation. BASEOPS is the implementing agency for this policy. BASEOPS will ensure uniformed service members and civilian personnel are tested consistent with applicable DOD directives, Service regulations, and Executive Order.

6. Civilian Contractors. Commanders/directors will ensure their respective civilian contractors agree to instituting and maintaining a program for achieving the objective of a drug-free work force, per DOD Federal Acquisition Regulation (DFAR) Drug-free Work Force 252.223-7004 and other applicable DOD directives. Contract employees will be administered urinalysis testing consistent with drug-free work force clauses relevant to each individual contract.

7. Evaluation and Control.

a. BASEOPS will provide a monthly urinalysis report of urinalysis testing to the USSOUTHCOM Chief of Staff. Monthly report will include testing data for HQ, USSOUTHCOM; SAOs; and Joint Task Force-Bravo. Suspense for monthly report will be the 10th of the month, reporting testing data for the preceding month.

b. USSOUTHCOM Inspector General will ensure SAOs are in strict compliance with the USSOUTHCOM Urinalysis Program.

FOR THE COMMANDER IN CHIEF:


JERRY C. McABEE
Brigadier General, U.S. Marine Corps
Chief of Staff, U.S. Southern Command

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APPENDIX A

Testing-Designated Positions

1. Positions that authorize the incumbent to carry firearms.
2. Positions that require the incumbent to operate a motor vehicle transporting one or more passengers on at least a weekly basis.
3. Operators of motor vehicles who are required to have a commercial drivers license and drive motor vehicles weighing more than 26,001 pounds or drive motor vehicles transporting hazardous materials.
4. Positions that require the incumbent to maintain a Top Secret clearance or have access to Sensitive Compartmented Information.
5. Railroad operating crews and railroad personnel in positions in which the duties include handling train movement orders, conducting safety inspections, or the maintaining and repairing of signal systems.
6. Aviation flight crewmembers, air traffic controllers, and aviation personnel in positions in which the duties include dispatching, safety inspections, or the repair and maintenance of aircraft.
7. ADAPCP positions in which the incumbent provides direct rehabilitation and treatment services to identified illegal drug users.
8. Personnel Reliability Program (PRP) positions. Nuclear duty positions or chemical duty positions under the provisions of AR 50-5 or AR 50-6.
9. Positions that require duties involving the supervision or performance of controlling and extinguishing fires, and/or the rescuing of people endangered by fire.
10. Positions that require the handling of munitions or explosives in connection with the manufacturing, maintenance, storage, inspection, transportation, or demilitarization of these items.
11. Positions that require the incumbents to electroplate critical aircraft parts.
12. Front line law enforcement personnel with drug interdiction duties who have access to firearms.