

**To the Mayor and Members of the City Council****February 24, 2026**

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**SUBJECT: POSITIONS SUBJECT TO THE CITY'S DRUG & ALCOHOL TESTING PROGRAM****Executive Summary**

The city promotes a workplace free of drugs and alcohol. In support of this, employees are prohibited from possessing or consuming alcohol or illegal drugs in the workplace, or from being under the influence of drugs or alcohol while on duty.

Employees holding safety-sensitive roles, which require a high-level of safety consciousness or are governed by certain regulatory standards, may have expanded testing requirements. A complete list of current positions can be found in Attachment A. Guidelines for drug and alcohol testing and compliance are outlined in the city's Personnel Rules and Regulations.

**Drug & Alcohol Prohibitions**

The following are prohibited in the workplace or while on duty:

- Alcohol consumption, with the exception of certain City-sponsored events, held outside of an employee's work schedule
- Use, possession, distribution, dispensation, transportation, sale, or manufacture of illegal drugs
- Illegal use of prescription medicines
- Being under the influence of prescribed or over-the-counter medication on duty, when the use causes impairment of job performance

**Drug & Alcohol Testing**

In support of public safety, workplace safety, and accountability, the city requires drug & alcohol testing in the following situations:

- Safety-sensitive Roles
  - Pre-employment (including hire, transfer, or promotion into the role)
  - Random
  - Post-accident
- All Employees
  - Following a determination of reasonable suspicion

**Corrective & Disciplinary Action**

Employees have access to the Employee Assistance Program and behavioral health resources, through the city's health benefits, for proactive support with substance abuse concerns. Employees will not face disciplinary action if they voluntarily seek treatment before they are notified of a drug or alcohol testing requirement.

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Following a positive drug and/or alcohol test, an employee will be subject to disciplinary action, up to and including termination of employment.

- Disciplinary Action
  - Initial positive alcohol or illegal use of a prescription drug test result
  
- Termination
  - Initial illegal drug test result
  - Recurrence of a positive test result for alcohol or illegal use of a prescription drug
  - Refusal to submit to required testing and/or tampering with a test sample

**Additional Guidelines**

Drug & alcohol testing guidelines are managed by the Human Resources Department, in conjunction with city departments, and applicable regulatory bodies. Additional questions or information requests should be directed to Kristen Smith, Director of Human Resources at [Kristen.Smith@FortWorthTexas.gov](mailto:Kristen.Smith@FortWorthTexas.gov) or 817-392-2697.

**Jesus "Jay" Chapa**  
**City Manager**

## Attachment A

### Current Safety-sensitive Positions

<ul style="list-style-type: none"><li>• AD, Office of the Medical Director</li><li>• Airport Operations Supervisor</li><li>• Animal Control Officer</li><li>• Animal Shelter Technician</li><li>• Arborist I</li><li>• Arborist II</li><li>• Asst Field Operations Supv</li><li>• Asst Forensic Division Manager</li><li>• Auto Body Repairer</li><li>• Chief Deputy City Marshal</li><li>• Chief Helicopter Pilot</li><li>• City Marshal</li><li>• Civilian Response Specialist</li><li>• Code Compliance Officer</li><li>• Community Center Aide</li><li>• Community Center Coordinator</li><li>• Community Center Supervisor</li><li>• Crime Analyst</li><li>• Crime Lab QA Coordinator</li><li>• Criminal Intelligence Analyst</li><li>• Deputy City Marshal I</li><li>• Deputy City Marshal II</li><li>• Deputy City Marshal Trainee</li><li>• Electronics Technician</li><li>• EMS Administration Officer</li><li>• EMS Deputy Officer</li><li>• EMS Manager</li><li>• EMS Supervisor</li><li>• EMT</li><li>• EMT Trainee</li><li>• Environmental Specialist</li><li>• Environmental Supervisor</li><li>• Equine Care Specialist</li><li>• Equipment Operator</li><li>• Equipment Operator Trainee</li><li>• Facilities Coordinator</li><li>• Facilities Supervisor</li><li>• FD Protection Specialist</li><li>• Field Operations Crewleader</li><li>• Field Operations Supervisor</li><li>• Field Services Representative</li><li>• Fire Assistant Chief</li><li>• Fire Battalion Chief</li><li>• Fire Captain</li><li>• Fire Chief</li><li>• Fire Deputy Chief</li><li>• Fire Engineer</li><li>• Fire Fighter</li><li>• Fire Lieutenant</li><li>• Fire Trainee</li></ul>	<ul style="list-style-type: none"><li>• Firearms Technician</li><li>• Fleet Coordinator</li><li>• Fleet Crewleader</li><li>• Fleet Mechanic I</li><li>• Fleet Mechanic II</li><li>• Fleet Supervisor</li><li>• Forensic Division Manager</li><li>• Forensic Scientist I</li><li>• Forensic Scientist II</li><li>• Forensic Scientist III</li><li>• Forensic Scientist IV</li><li>• Forensic Supervisor</li><li>• Greenhouse Attendant</li><li>• Ground Transportation Coord</li><li>• Helicopter Mechanic</li><li>• Helicopter Pilot</li><li>• Infrastructure QC Specialist</li><li>• Instrumentation Electrical Technician II</li><li>• Instrumentation/Elect Apprentice I</li><li>• Instrumentation/Elect Apprentice II</li><li>• Instrumentation/Elect Supv</li><li>• Instrumentation/Elect Tech</li><li>• Latent Print Examiner</li><li>• Latent Print Supervisor</li><li>• Latent Print Technician</li><li>• Lead Paramedic</li><li>• Lead Paramedic Trainee</li><li>• Maintenance Worker</li><li>• Meter Services Technician I</li><li>• Meter Services Technician II</li><li>• Operation and Maintenance Tech</li><li>• Pesticide Applicator</li><li>• Police Assistant Chief</li><li>• Police Captain</li><li>• Police Chief</li><li>• Police Commander</li><li>• Police Corporal Detective</li><li>• Police Deputy Chief</li><li>• Police Lieutenant</li><li>• Police Officer</li><li>• Police Sergeant</li><li>• Police Trainee</li><li>• Polygraph Examiner</li><li>• Protective Gear Specialist</li><li>• Public Safety Communicator I</li><li>• Public Safety Communicator II</li><li>• Public Safety Communicator III</li><li>• Public Safety Support Manager</li><li>• Security Systems Technician</li></ul>	<ul style="list-style-type: none"><li>• Senior Arborist</li><li>• Signal Systems Crewleader</li><li>• Signal Systems Supervisor</li><li>• Signal Systems Technician I</li><li>• Signal Systems Technician II</li><li>• Skilled Trades Technician I</li><li>• Skilled Trades Technician II</li><li>• Sr Auto Body Repairer</li><li>• Sr Civilian Response Spclst</li><li>• Sr Crime Analyst</li><li>• Sr Deputy City Marshal</li><li>• Sr Equipment Operator</li><li>• Sr Fleet Mechanic</li><li>• Sr Instrumentation/Elect Tech</li><li>• Sr Maintenance Worker</li><li>• Sr Skilled Trades Technician</li><li>• Sr Turbine Operator</li><li>• Sr Water Systems Mechanic</li><li>• Sr Water Systems Technician</li><li>• Stagehand</li><li>• Stagehand Crewleader</li><li>• Telecommunications Manager</li><li>• Telecommunications Supervisor</li><li>• Telecommunicator</li><li>• Telecommunicator Trainee</li><li>• Traffic Control Supervisor</li><li>• Traffic Control Technician</li><li>• Traffic Services Worker</li><li>• Traffic Systems Crewleader</li><li>• Traffic Systems Supervisor</li><li>• Traffic Systems Technician I</li><li>• Traffic Systems Technician II</li><li>• Turbine Operator</li><li>• Utility Line Crewleader</li><li>• Utility Line Technician</li><li>• Utility Operations Specialist</li><li>• Veterinarian</li><li>• Veterinary Technician</li><li>• Water Field Operations Crewleader</li><li>• Water Systems Mechanic I</li><li>• Water Systems Mechanic II</li><li>• Water Systems Sampler</li><li>• Water Systems Specialist</li><li>• Water Systems Supv</li><li>• Water Systems Technician I</li><li>• Water Systems Technician I</li></ul>
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