



TEXAS MILITARY DEPARTMENT

DIRECTIVE

TMD-OSA
DISTRIBUTION: A

TMDD 1202.01
1 September 2023

MEDICAL SCREENING AND DRUG TESTING OF SECURITY OFFICERS

References. See Enclosure B.

1. Purpose. To ensure full-time Security Officers (SO) employed by the Texas Military Department (TMD) conduct a medical examination and drug screening at agency's expense to determine ability to perform the essential functions of the position for which they were hired, with or without reasonable accommodation.
2. Cancellation. This directive replaces TMDD 1402.04 dated 26 August 2019.
3. Applicability. This issuance applies to all full-time TMD Security Officers (SO).
4. Policy. All personnel employed by TMD who perform security duties must meet annual medical screening and drug testing requirements. See reference (a).
 - a. Initial hire applicants will complete the Health Self-Certification and Hold Harmless Agreement to confirm their ability to perform the Physical Ability Test (PAT) and agree to hold TMD harmless for any damage or injury that may occur during the PAT conducted prior to employment. All agreements will be signed and notarized before the initial interview. Applicants unwilling to complete this agreement will be ineligible for employment with TMD as a Security Officer.
 - b. All SOs must annually sign a DA Form 5019 (Condition of Employment for Certain Civilian Positions Identified Critical under the Department of the Army Drug-Free Federal Workplace Program). All SOs will participate in periodic drug testing per federal requirements and state laws on a random basis to ensure the deterrent value of the testing program.
 - c. All SOs are subject to an annual medical examination at the agency's expense to determine individual medical fitness to continue performing the essential job functions defined in Appendix C-4 of reference (a), with or without reasonable accommodation. The medical examination will identify any health condition substantially aggravated by duties, evaluate an individual's health

and fitness to take the PAT and serve as a baseline for tracking health trends.

d. TMD will identify a contract Occupational Medical Facility to perform annual medical evaluations, including periodic drug testing.

e. SOs with disabilities or who otherwise have long-term medical restrictions must be able to physically perform the essential functions for the position they are hired for and complete the PAT. Americans with Disabilities Act (ADA) allows SOs with disabilities to request reasonable accommodations to perform essential job functions.

(1) Only career-status SOs may submit ADA requests with long-term or chronic medical restrictions.

(2) Submit ADA requests annually to the Office of State Administration (OSA).

(3) Temporary conditions are reviewed case-by-case, depending on the ability to perform essential job functions physically. Temporary needs cannot extend beyond 12 months from the date of injury. Employees must complete a successful PAT within 90 days of medical clearance.

5. Definitions.

a. *Occupational Medical Facility.* A facility that provides comprehensive medical care for work related exams, injuries, illnesses and more.

b. *Career-status.* More than two years of employment with TMD in a SO position.

6. Responsibilities.

a. *Supervisors, the Garrison Commander, Base Operations Supervisors (ARNG), and Security Cooperative Agreement Program Managers* will ensure SO completes the medical screening and drug testing annually.

b. *Occupational Medical Facility physician* is responsible for making recommendations to TMD on whether an employee can perform the essential functions of the job, with or without reasonable accommodation, as well as identify work restrictions, if appropriate, suggest practices, aids, or devices that would allow an employee to perform the essential job functions under reasonable accommodation.

c. *Employees* must submit all private physician documentation of physical ability to perform essential job functions to the Occupational Medical Facility physician and the OSA.

d. *OSA* will receive all medical examination and drug testing results and coordinate with management regarding results and requests for reasonable accommodations.

7. Summary of Changes. None.

8. Releasability. This directive is approved for public release; distribution is unlimited.
9. Effective Date. This directive is effective upon publication and must be revised, reissued, canceled, or certified as current every five years.



A handwritten signature in black ink that reads "Thomas M. Suelzer".

THOMAS M. SUELZER
Major General, TXANG
Adjutant General

Enclosure:

- A - Health Self-Certification and Hold Harmless Agreement
- B - References

ENCLOSURE A

Health Self-Certification and Hold Harmless Agreement

I, _____, am a candidate applying for entry into the Texas
Name
 Military Department (TMD) Security Program.

By signing this agreement, I acknowledge that I have requested an opportunity to take the Physical Ability Test (PAT) conducted by the Texas Military Department (TMD) and that I understand the requirements to successfully pass the PAT:

Dummy Drag (25 feet)	Candidate must drag a 140–150-pound dummy 25 feet within 15 seconds
100 Meter Run	Female candidates: within 30 seconds Male candidates: within 25 Seconds

The undersigned does hereby:

Certify that I am in good physical and mental health and my fitness level is sufficient to safely perform the requirements of the Physical Ability Test (PAT).

AND

Hold harmless and indemnify to the fullest extent allowed by law the Texas Military Department (TMD) and its agents for any damage or injury which may occur to myself or my personal property arising from my participation in said physical ability tests.

By:

Sworn to before me this _____

Day of _____, 20_____

Notary Public

ENCLOSURE B

REFERENCES

- (a) AR 190-56, "The Army Civilian Police and Security Guard Program", 15 March 2013
- (b) AFI 31-118, "Security Forces Standards and Procedures", 14 November 2022
- (c) Army National Guard (ARNG) Security and Cooperative Agreement, Appendix 3, Security Guard Activities, 30 September 2022
- (d) Air National Guard (ANG) Security and Cooperative Agreement, Appendix 23, 30 September 2022
- (e) TMD Handbook 1400.01, "State Employee Policies and Procedure Handbook", 1 January 2018
- (f) TMD Directive 1402.03, "Physical Ability Test (PAT) for TMD Security Officers", 26 August 2019