SUBJECT: Medical Screening and Drug Testing for Texas Military Department (TMD) Security Officers

References: See enclosure.

1. PURPOSE. Full-time TMD security officers are required to undergo a medical examination and drug screening at government expense to determine if they can perform the essential functions of the job, with or without reasonable accommodation.

2. APPLICABILITY AND SCOPE. This issuance applies to all full-time TMD security officers.

3. POLICY.

   a. All personnel employed by TMD whom perform security duties must meet the medical screening requirements in accordance with AR 190-56, Master Cooperative Agreement, Army National Guard (ARNG) Security Cooperative Agreement, Appendix 3, and requirements of similar security positions within state agencies.

   b. All security officers must 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 security officers will participate in periodic drug testing per state laws on a random basis to ensure the deterrent value of the testing program.

   c. New hires and current security officers. A medical examination is required at the agency’s expense to certify whether the individual is medically fit to perform the essential job functions, identified in AR 190-56, C-4, with or without reasonable accommodation, identify any health condition that may be substantially aggravated by the job, evaluate an individual’s health and fitness to take the Physical Ability Test (PAT), and serve as a baseline for tracking health trends.

   d. Periodic medical evaluations will be performed annually via Occupational Medical Facility identified by TMD. The Occupational Medical Facility will also administer periodic drug testing for security officers.
e. Security officers with disabilities, or who otherwise have long-term medical restrictions, must be able to perform the essential functions of the job. Reasonable accommodation will be made to allow individuals with disabilities to perform essential job functions.

4. DEFINITIONS. Occupational medical facility is a facility providing comprehensive medical care for work related exams, injuries, illnesses and more.

5. RESPONSIBILITIES. Security supervisors and the Provost Marshal will ensure security officers complete annual medical screening and drug testing. The examining provider will make a recommendation to TMD as to whether the individual can perform the essential functions of the job, with or without reasonable accommodation, and take the PAT. The examining provider will identify work restrictions, if appropriate, and suggest practices, aids, or devices that would allow the individual to perform the essential job functions under reasonable accommodation.

6. INFORMATION REQUIREMENTS. The contracted Occupational Medical Facility will maintain individual medical information, such as medical records, specialized tests, or an examination by another medical specialist, as required.

7. RELEASABILITY. Unlimited.

8. EFFECTIVE DATE. This directive is effective immediately and will expire two years from the date of publication unless sooner rescinded or superseded.

9. POINT OF CONTACT. The Provost Marshal at 512-782-5042.

Encl

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Adjutant General

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SIG-Issuance
Enclosure

References.


2. Master Cooperative Agreement, Army National Guard (ARNG) Security Cooperative Agreement, Appendix 3

3. TMD Handbook 1400.01, State Employee Policies and Procedure Handbook, dated 1 January 2018