


F R O M	NAME & TITLE	Steve Sharkey, Director	CITY of BALTIMORE	
	AGENCY NAME & ADDRESS	Department of Transportation (DOT) 417 E Fayette Street, Room 527		
	SUBJECT	City Council Bill 19-0446	M E M O	

TO: Mayor Bernard C. "Jack" Young  
TO: Labor Committee  
FROM: Department of Transportation  
POSITION: No Objection  
RE: Council Bill – 19-0446

DATE: 1/9/20

**INTRODUCTION** – Banning Certain Pre-Employment Drug Screening

**PURPOSE/PLANS** – Banning Certain Pre-Employment Drug Screening For the purpose of banning pre-employment screening tests for tetrahydrocannabinol for employment with the City of Baltimore, with certain exceptions, and providing for a special effective date.

**COMMENTS** – Council Bill 19-0446 looks to eliminate tetrahydrocannabinol from pre-employment drug screening for prospective Baltimore City municipal employees. Tetrahydrocannabinol, commonly referred to as THC, is considered the principle psychoactive component found in cannabis, or marijuana.

Exemptions are written into the introductory version of the bill that would allow for pre-employment drug screening of THC to continue for positions that require commercial driver’s licenses (CDL), involve the operation of a motorized vehicle or heavy machinery, and any positions that must adhere to drug screening per regulations established by the US Department of Transportation or the Maryland Department of Transportation.

The Baltimore City Department of Transportation (DOT) currently has 1252 employees. Of the 1252 employees within the agency, approximately 524 have city-issued yellow cards that allow for the operation of city-owned vehicles. Furthermore, approximately 176 DOT staff currently have CDL licenses. This means that roughly half of DOT’s positions would still likely require pre-employment drug screening for THC.

DOT’s HR Division recommends that any change to Baltimore City’s pre-employment drug screening standards should also trigger an evaluation of Baltimore City’s substance abuse policy. The bill as it currently stands is limited to pre-employment drug screening and not drug screening that existing employees are required to adhere to.

The Department of Transportation does not foresee any significant fiscal or operational impacts associated with the passage of Council Bill 19-0446.

**AGENCY/DEPARTMENT POSITION** – The Department of Transportation has **no objection** towards City Council Bill 19-0446.

If you have any questions, please do not hesitate to contact Liam Davis via email at [Liam.Davis@baltimorecity.gov](mailto:Liam.Davis@baltimorecity.gov) or by phone (410) 545-3207.

Sincerely,  
  
for Steve Sharkey  
Director