



# MEDICAL EXAMINATIONS

PM-14-15

## Section: 14-00, EMPLOYMENT

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### POLICY

Before the Director of Human Resources or designee extends a job offer for employment with the City of Memphis Government, the applicant shall successfully complete a required urine drug screen or medical examination. Applicants selected for a regular, full-time position determined to be safety sensitive shall be required to take a medical exam. Such examinations shall be scheduled and paid for by the City.

Contingent applicants may be required to successfully complete a urine drug screen. If the applicant is filling a position determined to be safety sensitive, a urine drug screen will be required.

With reasonable basis for the action, the Director of Human Resources or designee may require any employee, at any time, to undergo a medical examination at the expense of the City.

Upon reasonable suspicion that an employee is either using or under the influence of drugs and/or alcohol, the Director of Human Resources or designee may require any employee, at any time, to undergo a urine drug and alcohol screen at the expense of the City.