


STATE OF CONNECTICUT
DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION
Police Officer Standards and Training Council
Connecticut Police Academy

GENERAL NOTICE 20-12

To: Chief Law Enforcement Officers
Training Officers
Protective Services
Resident Troopers

From: Karen Boisvert 
Academy Administrator

Date: December 16, 2020

Subject: Renewal of a Police Officer's certification guidance policy in accordance with Public Act, No. 20-01, Section 3 (Section 7 – 294d), Subsection 10 (House Bill No. 6004); urinalysis drug test that screens for controlled substances, including but not limited to, anabolic steroids.

At the December 10th, 2020 regular meeting, the Police Officer Standards and Training Council adopted written guidance language to assist Law Enforcement Units concerning recertification of officers based on the submission of a *“urinalysis drug test that screens for controlled substances, including, but not limited to, anabolic steroids, the result of which indicated no presence of any controlled substance not prescribed for the officer”* pursuant to the Legislative July Special Session, Public Act No. 20-1 (House Bill No. 6004). This attached guidance document will provide:

Section I: The Law - Public Act, No. 20-01, Section 3, Subsection 10 (House Bill No. 6004)

Section II: POSTC responsibility

Section III - VI: Law Enforcement Units responsibility along with POSTC guidance

Notes: Miscellaneous notes

Questions or comments may be directed to my attention either by e-mail Karen.boisvert@ct.gov or phone 203-427-2601.
KB/cjm/kb

Section I: Purpose

The purpose of this document is to provide guidance in accordance with Public Act, No. 20 - 01, Section 3, Subsection 10 (House Bill No. 6004). (Effective from passage - approved July 31, 2020).

“To renew the certification of those police officers who have satisfactorily completed review training programs and submitted to a urinalysis drug test that screens for controlled substances, including, but not limited to anabolic steroids, the result of which indicated no presence of any controlled substance not prescribed for the officer;”.

Section II: POSTC regulation to renew the certification of a Police Officer:

1. Beginning with those police officers who have a certification expiration date of 6/30/2021 and every certification period thereafter, all Police Officers as defined in CGS Sec. 7-294a(9) shall meet the recertification requirements established in Public Act 20 – 1 and maintain documentation as proof of successful fulfillment of these requirements.
2. Although the requirements for recertification have changed, the POSTC process to recertify will remain the same. Upon successful completion of all recertification requirements, agencies shall submit a POSTC – 52 (Police Officer Recertification Form) to the Certification Division.
3. Police Officers unable to satisfactorily complete the recertification requirements prior to the expiration date on the card shall “forfeit” such officer’s appointment and position unless recertified (CGS Section, 7 – 294e) or granted an extension from POSTC.
4. Police Officers in a “forfeit” status will not be a certified police officer. POST- Council has the authority to restore a forfeited certification. All requests to restore a certification shall be submitted to the certification compliance officer for POST- Council consideration and action.
5. All POSTC recertification forms have been updated with a revision date of January 2021. Recertification forms with a date prior to January 2021 **will not be accepted**. POSTC forms retained by the agency shall be kept in the officers’ training file available for certification compliance field audit inspections. POSTC forms retained by POSTC shall be kept in the department’s file at the Academy in accordance with Connecticut State Library, records retention schedule.

Below is a summary of the POSTC recertification requirements and forms:

Within the three year review period all officers must:

- a) Complete all review training requirements set forth by POSTC (currently 60 hours)
- b) Submit to a urinalysis drug test – screened for controlled substances to include anabolic steroids, which indicates no presence of a controlled substance not prescribed for the officer.

List of updated forms used for the recertification process:

- a) POSTC – 50 - Review Training Credit form – retained by the agency in the Officers’ training file
- b) (NEW) POSTC – 50CS form showing evidence of controlled substance compliance, similar to the review training credit form. This form will be retained by the agency in the Officers’ training file
- c) POSTC – 52 form - Police Officer Recertification form – sent to POSTC Certification Division – retained in Department file
- d) POSTC – 56 form - Extension of Training Request form (only if needed) – sent to POSTC Certification Division – retained in Department file

Section III: Reliable testing agency and chain of custody guidance:

Law Enforcement Units have the authority and discretion to choose their own reliable testing agency. Once a testing agency is selected and depending on the vendor, agencies should establish an online account. On online account will grant the CEO or their designee of the Law Enforcement Unit authorization to log in, place an order, and provide the order confirmation to the police officer. This order confirmation can either be emailed to the collection site or printed and handed to the officer to bring into the collection site with them.

Other options to consider: Law Enforcement Units may choose to collect samples locally, either at their health department or by having the vendor come to the Department.

Regardless of the reliable testing agencies selected policy and procedures should be established clearly defining the process to include the chain of custody.

Below are some factors to consider when selecting a reliable testing agency:

- Process to order the screening; online, local health department, etc.
- Urine collection location and process
- Identification and transportation of the sealed sample from the collection site to lab
- Lab process to include; measures to prevent cross contamination and sample/evidence tampering
- Internal and external test review by a scientist
- Process to analyze the sample
- Process for how a positive test is reviewed for accuracy and possible retest
- Flexibility to change controlled substance panel selection
- Medical Review Officer process

Medical Review Officers (MRO) are critical to the screening process. Agencies have discretion to choose their own.

MRO's are licensed physicians who are certified to review, interpret and consult with the agency on the drug test results. MRO's will determine if a donor (Police Officer) has a prescription for a particular substance and if that prescription/medication is being followed/taken appropriately. Some testing agencies may include the MRO service in the screening.

Section IV: Controlled substance to include anabolic steroids panel guidance:

Law Enforcement Units have the discretion to choose the drug panel as long as it complies with Public Act, No.20-01, Section 3 Subsection 10 (House Bill No. 6004). Law Enforcement Units should discuss the controlled substance panel selection with the testing agency.

Attached is a list of commonly used controlled substances and anabolic steroids to consider for the panel makeup. It is important to note; agencies are not required to test for ALL controlled substances on this list and this list may change over time.

Medical professionals recommend, periodically changing the controlled substance panel screened for.

Section V: Controlled substances and anabolic steroids cut off guidance:

Controlled substances that do not naturally occur in the body have a quantitative administrative cut off that signifies consumption; agencies should follow reasonable recommended cut offs set by the reliable testing agency.

Testosterone occurs naturally in the body and will be found in all urine (men and women). Due to the presence of testosterone in all urine samples, testing agencies cannot submit a result "indicating no presence" of an anabolic steroid.

To determine improper/illegal use of anabolic steroids, technicians/scientists will review the ratio of testosterone to epitestosterone. Based on medical advice and research, POSTC recommends a testosterone/epitestosterone ratio of 6/1. A specimen with a T/E ratio greater than the cut off of a 6/1 ratio shall be reported as a positive.

On rare occasion, some Police Officers may have a natural elevation that exceeds the 6/1 ratio requiring further testing such as Carbon Isotopic Ratio or sequential testing, etc. This will be determined by the Medical Review Officer.

Section VI – Cost – (Approximate) guidance:

Depending on the testing agency selected, POSTC research indicates the approximate cost greater than \$50.00 less than \$250.00 per officer.

Factors that will influence the cost:

- One time set up fee to establish an account

- Online capability
- Controlled substances and anabolic steroids panel selection
- Urine collection fee
- Process to analyze
- Medical Review Officer (MRO)
- Re-test
- Other administrative cost

Note:

Scientists and MRO's who assisted POSTC with research, highly recommend all agencies develop a policy clearly outlining the agency's process (including but not limited to); vendor selection, drug panel selection and flexibility, chain of custody and consequence of non-compliance.

Police Officers should be aware of over the counter performance enhancing supplements found in local stores. Most of these supplements are not FDA controlled and may contain products that will test positive for anabolic steroids. Warning labels may or may not indicate a positive test result for anabolic steroids on the packaged material. If unsure, don't use the products.

Officers should not use foreign products or products sold over the internet.

Officers should be aware of hemp and/or CBD oils/products sold over the counter in local stores; these types of products may test positive for THC.

It is the individual officer's responsibility to know what products they use, ingest or take for maintaining fitness and health. It is recommended that all officers consult with a physician or medical provider before taking over the counter supplements/products as they may contain substances that can test positive on a drug screening.

KB/questdiagnostics/vmhhchealth/mf/bs/cjm/kb

Commonly used controlled substances and anabolic steroids for drug screen consideration:

Anabolic Androgenic Agents:

1 -Testosterone &/or Metabolite/ 1-Androstendiol/ 1-Androstendione
Bolasterone Metabolite
Boldenone/ Boldione/ Quinbolone Metabolite
Calusterone Metabolite
Clenbuterol
Clostebol Metabolite
Danazol/ Ethisterone &/or Metabolite
Dehydrochloromethyltestosterone (DHCMT) Metabolite
Dihydrotestosterone/ Drostandiol &/or Metabolite
Desoxymethyltestosterone Metabolite
Drostanolone &/or Metabolite
Estra-4,9-dien-3,17-dione Metabolite
Fluoxymesterone Metabolite
Formebolone Metabolite
Furazabol Metabolite
4-Hydroxytestosterone/ Formestane Metabolite
6a-Methylandrostendione Metabolite
Mestanolone Metabolite
Mesterolone &/or Metabolite
Methandrostenolone (Methandienone, Dianabol) Metabolite
Methandriol &/or Metabolite
Methasterone Metabolite
Methenolone &/or Metabolite
Methylnortestosterone Metabolite
Methyltestosterone Metabolite
Methyl- I-testosterone &/or Metabolite
Mibolerone &/or Metabolite
Nandrolone/ 19-Norandrostendione/ 19-Norandrostendiol Metabolite
Norclostebol Metabolite
Norethandrolone/ Ethylestrenol Metabolite
Oxabolone Metabolite
Oxandrolone &/or Metabolite
Oxymesterone
Oxymetholone Metabolite
Prostanozol Metabolite
Stanozolol Metabolite
Stenbolone &/or Metabolite
Testolactone Metabolite

Testosterone/ Androstendione/ Androstendiol/ DHEA (T/E Ratio >6)
Trenbolone Metabolite

Masking Agents: (Optional)

Probenecid
Epitestosterone (> 200 ng/mL)

DRUG CLASS

AMPHETAMINES

Amphetamine Methamphetamine

BARBITURATES

Amobarbital

Butalbital Pentobarbital Phenobarbital

Secobarbital BENZODIAZEPINES

Alprazolam Metabolite

Oxazepam

COCAINE METABOLITES

MARIJUANA METABOLITES

METHADONE

METHAQUALONE

MDA-ANALOGUES

MDA

MDMA MDEA

OPIATES

Morphine Codeine

OPIATES (SEMI-SYNTHETIC)

Hydromorphone

Hydrocodone

OXYCODONES

Oxymorphone

Oxycodone

PHENCYCLIDINE

PROPOXYPHENE

Fentanyl

Tramadol

Buprenorphine