



City of Austin

Recommendation for Action

File #: 26-1683, **Agenda Item #:** 26.

5/21/2026

Posting Language

Ratify a contract for drug and alcohol testing services for Austin Human Resources with Occupational Health Centers of The Southwest, P.A. d/b/a Concentra Medical Centers in an amount of \$35,845 and authorize an amendment to increase the amount by \$84,000 for a total contract amount not to exceed \$501,845. Funding: \$35,845 was available in prior fiscal years' Operating Budgets of Austin Human Resources. \$84,000 is available in the Operating Budget of Austin Human Resources.

Lead Department

Austin Financial Services.

Client Department(s)

Austin Human Resources.

Fiscal Note

Funding in the amount of \$11,972 was available in the Fiscal Year 2023-2024 Operating Budget of Austin Human Resources. Funding in the amount of \$23,873 was available in the Fiscal Year 2024-2025 Operating Budget of Austin Human Resources Department. Funding in the amount of \$84,000 is available in the Fiscal Year 2025-2026 Operating Budget of Austin Human Resources. Funding for the remaining contract term is contingent upon available funding in future budgets.

Procurement Language:

Ratification.

MBE/WBE:

Ratifications to existing contracts are exempt from the City Code Chapter 2-9B (Minority-Owned and Women-Owned Business Enterprise Procurement Program); therefore, no subcontracting goals were established.

For More Information:

Direct questions regarding this Recommendation for Council Action to the Austin Financial Services - Central Procurement at: FSDCentralProcurementRCAs@austintexas.gov or [512-974-2500](mailto:FSDCentralProcurementRCAs@austintexas.gov).

Additional Backup Information:

The requested action is to ratify a contract with Concentra Medical Centers to conduct drug and alcohol testing for City employees whose job duties may require them to operate a City-owned or leased commercial vehicle and increase the contract authorization going forward due to increased demand in these services. The contract is instrumental in ensuring that the City meets all federal testing requirements.

When this contract was developed in 2023, Austin Human Resources anticipated, based on historical data, that the City would require approximately 1,220 drug and 220 alcohol tests annually. The Department has seen a significant increase with a high of 1,480 tests in calendar year 2024 due to ramping up hiring for Commercial Driver's License (CDL) drivers. The following circumstances require these tests to be completed:

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- Pre-Employment Testing - CDL drivers must undergo a drug test before they can perform any safety-sensitive functions. A negative result is required for employment.
 - Random Testing - Employers must conduct unannounced random drug and alcohol tests throughout the year. The minimum testing rates are 50% for drugs and 10% for alcohol of the total number of drivers.
 - Post-Accident Testing - Testing is required for drivers involved in accidents that result in fatalities or injuries. Alcohol tests must be conducted within two hours of the accident, while drug tests should be done as soon as possible, but no later than 32 hours after the incident.
 - Reasonable Suspicion Testing - If a trained supervisor has reasonable suspicion that a driver is under the influence of drugs or alcohol, a test must be administered.
 - Return-to-Duty and Follow-Up Testing - Drivers who test positive or refuse to test must complete a return-to-duty process, which includes evaluation and follow-up testing to ensure compliance with the regulations.

These services were not expected to exceed the City Manager's authority. However, services had to continue prior to Council authorization to ensure compliance with the U.S. Department of Transportation Regulations and 49 CFR, parts 40 and 382 issued under the Omnibus Transportation Employee Testing Act of 1991.

The increased authorization is expected to cover the cost of services through the remaining contract term. Austin Human Resources will assess usage volumes prior to the contract's expiration and will incorporate the increased usage in future contracts.