



MEMORANDUM

Date: January 6, 2026

To: Honorable Mayor and Commissioners

Via: Brian L. Barroso
City Manager

From: Rogelio Hernandez, Director of Transportation

Subject: **25-4877 Approval and adoption of the FDOT Policy for Second Chance Drug and Alcohol Policy**

Introduction

Approving the adoption of FDOT Policy for the Second Chance Drug and Alcohol Policy as it relates to the drug and alcohol test requirements and procedures mandated for Safety Sensitive Employees of public transportation providers via Federal Transit Administration (FTA), the US Department of Transportation (USDOT), and Florida Department of Transportation (FDOT)

Background

As part of the Florida Departments of Transportation's compliance oversight program, all 5311 sub-recipient agencies must adopt one of the two approved drug and alcohol policy – FDOT Zero Tolerance or FDOT Second Chance Policy. Key West Transit (KWT) chose to use the FDOT Second Chance Policy.

The purpose of the new policy is to align with FTA's policy, ensuring statewide compliance and in preparation for the implementation of oral fluid drug testing as an alternative to urine drug testing, by using the general term "specimen" to refer to both testing methodologies.

Procurement

A compliant policy ensures continued grant funding.

Recommendation

The City Manager's office recommends approving and adopting the Drug and Alcohol Policy for Transit Safety Sensitive Personnel.