



September 13, 2023

## Final Investigative Report Concerning Ombudsman Complaint (OM2023-0012)

### COMPLAINT

A constituent contacted the Ombudsman's Office concerned because his offer of employment with the Anchorage Fire Department was rescinded due to two "negative dilute" drug tests. The constituent related he had applied to the Anchorage Fire Department, successfully completed the requirements, and been provided a conditional letter of hire pending a "satisfactory" drug test. The constituent's initial drug test was reported as "negative dilute." A second test result was also "negative dilute" and subsequently his job offer was rescinded. The constituent argues that with no definition of what a "satisfactory" test is and no mention of negative dilute in any MOA policy or information he was provided during the hiring process, it is unfair to hold him to a standard he was unaware of and uninformed about.

### FINDINGS

The complaint against the Municipality of Anchorage, Human Resources Department, regarding equating two negative dilute drug tests to a "positive" test result, is **JUSTIFIED**.

### RESEARCH AND INVESTIGATION

A constituent contacted the Municipal Ombudsman's Office reporting that his conditional letter of hire with the Anchorage Fire Department had been rescinded based on the "negative dilute" result of his required drug test(s).

The complainant originally tested on 12/21/2022. On 12/28/2022 he was informed the test had been a "negative dilute" and was told to report for another test, which he did shortly thereafter. After realizing he would not be given another opportunity if this test was also diluted, the applicant requested to be allowed to return later in the afternoon to test as he had followed his normal daily routine of consuming large amounts of water; he was not allowed to do so. When the second test also came back "negative dilute" his offer of hire was rescinded. On 12/30/2022, the complainant paid for his own urine sample and hair follicle tests, both of which had negative results. Hair follicle tests can detect prior substance use for significantly longer time periods than urine tests. Although he asked to submit the tests to the HR Department he was not allowed to do so.

The Drug Free Workplace Act of 1988 requires any organization receiving a federal grant to have a drug-free workplace policy. The Municipality of Anchorage administers their drug free workplace policy through Operating Policy/Procedure (P&P) 40-22 - Substance Abuse-Drug Free Workplace and Anchorage Municipal Code (AMC) 3.30.190 - Substance Abuse Testing.

The Associate Ombudsman reviewed P&P 40-22. The policy does not provide guidance for drug testing, other than to state substance abuse testing will be in accordance with AMC 3.30.190. The policy does

state that (Section 7.f) “(a) positive drug test will be just cause for termination of the employee.”. The policy also states (Section 6.a.4) “(Each Agency Head shall) (e)nsure that this policy is implemented fairly and consistently.”

A review of AMC 3.30.190 reveals no reference to variations within drug testing results, simply stating in section B (effect of testing results) that “(p)ositive results for a urinalysis drug test shall result in termination and/or disqualification from employment consideration.” AMC 3.30.191 – Definitions states a positive drug test result “means the presence of drug(s) in the urine of an applicant/employee based on levels defined by SAMHSA as confirmed by a SAMHSA certified laboratory and a medical review officer.”

The Associate Ombudsman also reviewed the labor contract between the MOA and the Anchorage Firefighter Union (Local 1264), which simply states (section 16.7) “Drug Testing will adhere to AMC 3.30.190-1910, and 1912, Part 19, Rule 19.”

Because there is no municipal policy or Code referencing a negative dilute drug test, the Associate Ombudsman turned to SAMHSA (Substance Abuse and Mental Health Services), Department of Health and Social Services (HHS), as SAMHSA is referenced in AMC 3.30.190 and sets the national standard for drug testing. The following passage is from section 13.5 of the Federal Register/Mandatory Guidelines for Federal Workplace Drug Testing Programs (revised April 2022):

Section 13.5 What must an MRO do when reviewing a urine specimen’s test results?

- (a) When the HHS-certified laboratory or HHS-certified IITF reports a negative result for the primary (A) specimen, the MRO reports a negative result to the agency.
- (b) When the HHS-certified laboratory or HHS-certified IITF reports a negative/dilute result for the primary (A) urine specimen, the MRO reports a negative/dilute result to the agency and directs the agency to immediately collect another specimen from the donor.
  - (1) If the recollected specimen provides a negative or negative/dilute result, the MRO reports a negative result to the agency, with no further action required.

The Associate Ombudsman also referred to Department of Transportation (DOT) guidelines for additional background information. The DOT is the government agency responsible for regulating all interstate transportation and mobility in the US and is generally considered to set the safety standards for safety sensitive positions in government agencies.

Federal regulations guiding DOT (49 CFR Part 40) specifically 40.97(b) explains that laboratories must categorize drug test results as one of three categories: Negative results, Non-negative results, and Rejected for testing. Negative dilute results are listed as a Category 1 (negative) result (section 40.97(b)(1)(ii)). Positive dilute or adulterated results are listed as a Category 2 or Non-negative result.

Additionally, 49 CFR 40.197 explains the process for when a dilute specimen is received, and the process is similar to SAMHSA guidelines, but guided by specific creatinine levels. The wording is clear (section 40.197(b)) that negative dilute is considered a negative test, stating - (if) “a negative test was dilute...” It continues to state a negative dilute test is subject to retest based on certain levels, but even in the event a second test is dilute it is (again) not considered a positive result. (49 CFR 40.197 can be viewed here <https://www.ecfr.gov/current/title-49/subtitle-A/part-40/subpart-I/section-40.197> )

On April 12, 2023, the Associate Ombudsman sent a Request for Legal Services to the municipal Legal Department seeking clarification of the municipality's position on negative dilute drug tests, and asking if there was specific policy or best practices the MOA adheres to, in the absence of specific written municipal Code or policy. Prior to receiving a response to that Request, a meeting was set for the Ombudsman's Office, the Legal Department, and the Human Resources Department (HR) to meet to discuss this issue.

On April 27, 2023, the Deputy and Associate Ombudsman met with the Municipal Attorney and two attorneys from the municipal Legal Department and the Acting Director of Human Resources to discuss this matter.

Through the course of the meeting, it was made clear that the MOA's position, based on "unwritten policy" and past practice, is that (quoting the HR Director) "two negative dilute tests equal a positive." It was also made clear that in non-DOT regulated positions, the MOA has the right to make independent hiring decisions. When asked why the current policy had been adopted, the response was that perhaps it was due to union requirements or something in the past. The Associate Ombudsman also questioned why previously when employees had tested negative dilute they were not terminated and was told that employees and applicants are not subject to the same rules.

When the facts of the current case were discussed, the HR Director stated that the applicant could reapply without prejudice and was not required to submit paperwork showing completion of a treatment program (ref. AMC 3.30.190.C), as they had never been employed by the MOA. The Associate Ombudsman asked if the constituent could contact the HR Director if a problem arose with his reapplication and it was agreed that he could do so.

## **DISCUSSION AND ANALYSIS**

Municipal drug testing procedures are guided by P&P 40-22 and AMC 3.30.190-1914. There is no reference in these documents to atypical drug test results, or definitions guiding what constitutes a "satisfactory" drug test result. While reliance on unwritten policies and general past practices is not uncommon, when such practices are challenged as arbitrary, unfair or against established and accepted "best practices" they should be defensible, and subsequently defined and put in writing to deter future conflict and confusion.

The US Department of Transportation and the US Department of Health and Human Services, SAMHSA division, both consider negative dilute tests to be a negative test result. Municipal policy only recommends termination or disqualification from hire if there is a "positive" result. Definition of a positive drug test result "means the presence of drug(s) in the urine..." (AMC 3.30.191) In the present case, if an illegal substance had been detected, it would have rendered a "positive dilute", but that was not the case. The constituent also had a hair follicle test completed shortly after being notified of his disqualification, the results of which would have covered the pertinent time period, and which came back negative. These test results indicate the applicant was drug free at the time of testing, which should be construed as a satisfactory drug test.

Additionally, the MOA does not appear to be consistently applying municipal code and policy in regard to the drug testing policy. Per the unwritten policy stated by the HR Director and Legal Department that two negative tests is considered a positive result, then AMC 3.30.190.B and MOA P&P 40-22 should apply to both current employees and applicants ("Positive results for a urinalysis drug test shall result in termination and/or disqualification from employment consideration.") However, it was admitted that Fire Department employees applying for promotion had tested negative dilute and were not terminated and were in fact eventually promoted. Furthermore, AMC 3.30.190.C also clearly relates to both

applicants and employees, but this provision was also not applied to the applicant in this case, or the employees who tested negative dilute. While the Municipality does have the right as an employer to establish their own hiring procedures, the MOA must follow their own Code and written policies, including P&P 40-22 which requires "this policy is implemented fairly and consistently."

## CONCLUSION

Because the Municipality has no written policy or procedure regarding negative dilute drug tests; because the applicant was not informed regarding the MOA's unwritten policy; because national standards and best practice considers a negative dilute a negative drug test result; and because the MOA is not fairly and consistently applying municipal Code and policies regarding drug testing policy, this complaint is found to be **JUSTIFIED**.

## RECOMMENDATIONS

Based on the investigation of the case, the Municipal Ombudsman recommends that the MOA:

- 1) Reinstatement of the complainant's offer of hire and invite him to attend the next fire academy.  
***The Administration responded – "The constituent can apply for any posted vacant MOA position, subject to meeting the minimum qualifications of the position. This was relayed to the Ombudsman's office during the April 27, 2023, meeting. The applicant was also told that he can apply for AFD/firefighter positions in the future."***
- 2) Revise the Drug Free Workplace Policy: Review and update the Anchorage drug free workplace policy to include clear guidelines and definitions for drug testing procedures, including how to interpret and handle "negative dilute" test results. Align the policy with national best practices, such as those set by the Department of Health and Human Services (SAMHSA) and the Department of Transportation (DOT).  
***The Administration did not provide a response to this recommendation.***
- 3) Establish a Definition of "Satisfactory" Test Result: Define what constitutes a "satisfactory" drug test result in the Anchorage drug free workplace policy. This definition should encompass both negative and non-negative test results, addressing various scenarios, including "negative dilute" results.  
***The Administration did not provide a response to this recommendation.***
- 4) Clarify Expectations to Applicants: Ensure that applicants are provided with comprehensive information regarding drug testing procedures, including what types of test results are considered acceptable or disqualifying. Clear communication about the potential impact of "negative dilute" results, if any, should be provided during the hiring process.  
***The Administration did not provide a response to this recommendation.***
- 5) Develop Written Policies and Procedures: Put in writing any unwritten policies or practices that have been relied upon in the past but are not documented. Policies should be readily available to current employees and applicants. This will help avoid confusion and ensure consistency in applying policies across different departments and employee categories.  
***The Administration did not provide a response to this recommendation.***
- 6) Consistent Application of Policies: Enforce drug testing policies consistently across all departments and employee categories. Ensure that employees and applicants are subject to the same rules and consequences outlined in the municipal code and policies.

***The Administration responded – “The Ombudsman's investigation and finding gives us no basis to change the consistent and ongoing practice. The applicant was treated consistently and fairly with MOA standards and practices for applicants.”***

- 7) Regular Policy Review: Establish a periodic review process to evaluate and update the drug free workplace policy and associated procedures. Stay up to date with evolving national standards, industry best practices, and legal requirements related to drug testing.

***The Administration did not provide a response to this recommendation.***

The Administration was provided with a copy of the preliminary investigative report on July 19, 2023. The Administration’s written response was received on August 31, 2023. Their responses to the Ombudsman’s recommendations were incorporated into the final report, with attachment,\* and their comments are appended to the report. Because the Ombudsman believes there is significant difference in interpretation of the Code and federal regulations this matter will be passed along to the Assembly with a recommendation for code changes to clarify the MOA drug testing policy.

\*Attachment A is included at the request of the Administration. It must be noted that without further corroboration such as a recording of the call or real-time notes it is not possible to know what information was shared during the call and whose recollection is more accurate.

**Based on these findings and these recommendations, this case is closed.**

If you object to the Ombudsman’s decision to decline, discontinue or close this investigation or review, you may file a grievance with the Ombudsman as specified in A.M.C. 2.60.165.



Heather MacAlpine  
Associate Ombudsman



Darrel W. Hess  
Municipal Ombudsman






MUNICIPALITY OF ANCHORAGE  
MAYOR DAVE BRONSON

---HUMAN RESOURCES DEPARTMENT---

**DATE:** August 31, 2023

**TO:** Darrel W. Hess, Ombudsman  
Heather MacAlpine, Associate Ombudsman

**FROM:**   
Tyler Andrews, Chief Human Resources Officer

**SUBJECT:** Preliminary Investigative Report Ombudsman Complaint OM2023-0012

Thank you again for bringing forward an applicant's concerns regarding our pre-employment process, specifically regarding validation of, and satisfactory passing of, a drug screen which is a minimum requirement for a vacant firefighter position in 2022 for the Municipality of Anchorage.

We appreciate the informational email correspondence between Human Resources (HR), the Municipal Attorney's Office and the Ombudsman's Office between January 2023 and April 2023 to include the meeting on April 27, 2023, regarding this concern. At the request of the Ombudsman's office, HR facilitated a meeting between Beacon and the Ombudsman's office on May 12, 2023.

**Question:** Did the Municipality of Anchorage (MOA) violate their drug and alcohol standard and fail to administer it fair and consistently?

#### Standards, Policies and Procedures

- MOA P&P 40-22 Substance Abuse-Drug Free Workplace
- Anchorage Municipal Code (AMC) 3.30.190 Substance Abuse Testing.
- The Collective Bargaining Agreement between the Municipality of Anchorage and the Anchorage International Firefighter Union, Local 1264 (IAFF) December 7, 2021, to June 30, 2025
- DOT (49 CFR Part 40)
- Job Posting # 2022-07817
- AMC 3.30.045.B - Disqualification of applicants



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**SUMMARY:**

Many positions at the MOA indicate that the satisfactory passing of a drug screen is a mandatory condition of employment. The job posting for this firefighter position stated that satisfactory passing of a drug screen was a mandatory condition of employment. Under AMC 3.30.197.A, "Pre-employment drug and alcohol testing shall be the final step in the selection process for safety-sensitive and public safety positions." Under AMC 3.30.197.A.3., "Failure to take and successfully pass the urinalysis drug test shall disqualify the applicant." Finally, under AMC 3.30.197.B.8. The Human Resources department shall inform the applicant of such disqualification and shall terminate an applicant employee."

MOA P&P 40-22 Substance Abuse-Drug Free Workplace references the standards, policies and procedures to abide by, to include AMC 3.30.190. The MOA is to ensure that the policy is implemented fairly and consistently. It is understood as a condition of employment, he or she shall abide by the terms of the municipal policy. The Human Resources Department reviews this document regularly as stated in # 8 "Annual Review Date/Lead Review Agency."

Under 49 CFR 40.197, the MOA has a practice of declining to hire applicants for positions who have two negative dilute tests result on a pre-employment drug test. This is not a written policy and has been MOA's practice for several years. Two negative dilutes is considered a refusal to test resulting in a positive result, as defined in our code and policy.

The MOA's practice is to notify the applicant when a negative dilute test result happens. The Employment Division contacts the applicant and informs them of the result of the test and gives them specific guidance that they are to retest, and that the dilute result can happen upon being too hydrated, and to keep in mind they have a couple hour window to report and retest knowing how much liquid they may have consumed. The second test typically will result in a different test result, however sometimes we receive the same result of a negative dilute test. Applicants may or may not chose to follow the guidance the MOA offers. Negative dilutes may indicate the specimen is altered in some way, hence why the result is not reported as a clear and distinct negative result. The MOA has a consistent practice of accepting only negative drug tests and the Department of Transportation (DOT) standard allows the employer to set this bar. That practice was applied in this case as in all other cases.

Applicants are eligible to reapply for MOA positions they qualify for, subject to pre-employment conditions for the position. This applicant was offered a conditional offer of employment pending meeting all the minimum requirements for the firefighter position, to include a satisfactory passing of a drug screen. The offer of employment was rescinded on January 3, 2023, as a result of not meeting a satisfactory passing of a drug screen, which was a stated minimum requirement on





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the job posting.

DOT regulations DOT Rule 49 CFR Part 40 Section 40.197, do not require employers to hire anyone, and that decision is ultimately the employers' to make.

The information provided in this link:

<https://www.transportation.gov/odapc/part40QA/40-197>

also explains that employers have the discretion to decline to hire applicants with a negative dilute test result on a pre-employment drug test, which is what the MOA chose to do in this situation and is consistent with our hiring practices.

Employment met and complied with the following provisions under 3.30.197.B Pre-employment applicant testing and procedures by stating the minimum requirements to be hired on the job posting, notified Beacon, the MOA's testing contractor, of the pre-employment tests required for the applicant, scheduled the tests with Beacon, and contacted the applicant with instructions for reporting to the testing site. Beacon followed the guidelines for collection, the laboratory analyzed the specimen, and reported the results to the MOA.

As outlined above, the MOA has a consistent practice of allowing for a second test, with instructions, to the applicant upon receipt of the first negative dilute test. An employment specialist provided an emailed statement on January 5, 2023, articulating the Human Resources Employment Process for this applicant upon receipt of the first negative dilute test. They also warned the applicant that the negative dilute may have been from being too hydrated and to keep that in mind, and that they can go later in the day to re-test. They chose to re-test in the morning knowing how much liquid they had already consumed (attachment A).

Finally, the MOA has the authority under the Collective Bargaining Agreement (CBA) between the Municipality of Anchorage and the Anchorage International Firefighter Union, Local 1264 (IAFF) to select its employees. CBA Article 3.1, Management Rights, states *"The Municipality shall retain the right to issue rules and regulations governing the internal conduct and administration of the Fire Department. Any right or authority not specifically granted to the Union by this Agreement is vested in the Municipality. This includes, but is not limited to, the selection, promotion, demotion and discipline of employees."* Therefore, the Human Resources employment process to validate a satisfactory passing of a drug screen is applied in accordance with the Management Rights clause under the CBA.



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**RECOMMENDATION:**

The Anchorage Fire Department, and the MOA, comply with the above-referenced laws, policies and CBA when selecting applicants for firefighter positions. The recruitment pool for firefighters is very strong and does not indicate that a lower screening criteria is warranted.

The constituent can apply for any posted vacant MOA position, subject to meeting the minimum qualifications of the position. This was relayed to the Ombudsman's office during the April 27, 2023, meeting. The applicant was also told that he can apply for AFD/firefighter positions in the future.

The Ombudsman's investigation and finding gives us no basis to change the consistent and ongoing practice. The applicant was treated consistently and fairly with MOA standards and practices for applicants. Thank you for working together with us towards this resolution. We believe that this provides what your office needs to close the investigation of this complaint. We request that the Ombudsman's office attach this response to their report.

Thank you again for your collaborative approach.

cc: Anne Helzer, Municipal Attorney  
Charles Gunther, Deputy Municipal Attorney  
Doug Schrage, AFD Chief  
Kent Kohlhase, Municipal Manager  
Mario Bird, Chief of Staff  
Paul Deery, Compliance and ADA Coordinator

# **ATTACHMENT A**



[REDACTED]

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**From:** HR Employment  
**Sent:** Thursday, January 5, 2023 12:46 PM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: MOA Rescind Letter  
**Attachments:** [REDACTED] Negative Urine Test Results 12-30-22.pdf

Good afternoon,

He failed to mention that when I did inform him he had to retest I also warned him it may have been from being too hydrated and to keep that in mind and that he can go later in the day. He chose to go in the morning knowing how much liquid he had already consumed.

Please advise how I should proceed.

Thank you,

[REDACTED]

**From:** [REDACTED]  
**Sent:** Wednesday, January 4, 2023 5:13 PM  
**To:** HR Employment <HREmployment@anchorageak.gov>  
**Cc:** [REDACTED]  
**Subject:** Re: MOA Rescind Letter

[EXTERNAL EMAIL]

[REDACTED]

First off, I would like to say thank you both for all your help throughout this process. At the end of the day, I understand everyone is just trying to do their jobs and I appreciate that. With that being said, I also need to do my part in making sure that this opportunity does not slip away simply because of a few misunderstandings. I have put everything I have into making it this far in the process and refuse to give up and accept the fact that my offer has been rescinded due to "unsatisfactory drug screening results" – (2) dilute negative samples. I have had no banned substances found in my test results. They were diluted due to the simple fact that I drink a lot of water and work out... A couple of the things that have helped get me to this spot in the first place.

While I am extremely disappointed and frustrated with the unsatisfactory test results, I am doing everything in my power to provide satisfactory results. I have paid for additional drug testing (out of pocket) at Beacon to help prove the fact that I do not have anything I am trying to hide. I have attached the results for a urine test collected 12/30/22; this is the same test previously taken and required by the Municipality – the results are Negative.

The following is a quick timeline on what happened during the final stage (drug screening) of my conditional offer of employment from the Municipality:

- **12/27/22 (Tuesday)** - At 4:52pm I missed a call from [REDACTED] who was helping [REDACTED] with the Fire Fighting Academy process, she left a message and simply said to return the call when I was available. No details on what exactly the call was about but I returned the call that evening and left a message as everyone had understandably left for the day.

- **12/28/22 (Wednesday)** - I received a call from [REDACTED] that next morning (Wednesday) informing me that my first test came back negative dilute which meant I had to go take another test as soon as I could. Without hesitation I agreed and went and took the test shortly after the phone call; at that time I was not fully aware of what the negative dilute test result meant as I have never had this issue on any previous drug screens. When I arrived at Beacon for the drug screening I proceeded with the process and prior to providing the sample I asked the Beacon employee if there was anything I could do to help prevent it from showing up as diluted and explained the previous test result. I was told they would not know until I provided the sample. I provided the sample and asked if it looked diluted, at that point she replied "It would not surprise me if it came back diluted". Beacon processed the paperwork and I left. As soon as I left Beacon, I called [REDACTED] to explain what happened and to check about scheduling another test in case this one came back diluted as well. At this point [REDACTED] told me over the phone that I only get (2) chances and that was my final chance. If this test came back diluted, they would be rescinding my offer. Per conversation with [REDACTED] I went back into Beacon and talked to a manager to see if they could possibly pull the sample and let me provide another sample later that afternoon – they would not let me do that.
- **12/30/22 (Friday)** - I called [REDACTED] (Friday) to check on the status of 2<sup>nd</sup> test sample, she then verbally informed me that it came back negative dilute and that they would have to rescind my offer.
- **1/3/23 (Tuesday)** - I called [REDACTED] back (Tuesday) to get an update and she again informed me that they would still have to rescind my offer. I received official notification from the Municipality rescinding my offer on 1/3/23 (Tuesday) at 11:08 am.

After reading through current Contracts and Municipality Policies and Procedures I have found the following (I do acknowledge that I am not currently a part of the Local 1264 Union but I do believe that the pre-hire process set forth in AMC 3.30 does still apply):

- **The current Labor Union Agreement between the International Association of Fire Fighters Local 1264 and Municipality of Anchorage, Section 16.7 references that "Drug Testing will adhere to AMC 3.30.190-1910 and 1912 Part 19, Rule 19." The AMC 3.30.197 Pre-employment applicant testing and procedure – Part B Number 1 states "The employment office shall notify applicants/employees in writing of requirements for testing and the consequences of positive drug test results". I never received anything in regards to requirements or consequences. Had I known I only had (2) chances or the consequences of dilute results, I would have done things differently ensuring results would not be dilute. The only information I received for drug screening was the date, time and place of appointment – which does satisfy 3.30.197 Part B # 4; not Part B #1.**
- I have not been able to find any information on the following two items within AMC 3.30 which are critical in this situation: (1) Policy/procedure stating a candidate only has (2) opportunities for drug screening. (2) Policy/procedure for samples found to be dilute or negative dilute. Again, had I known this upfront, I would have approached differently.
- AMC 3.30.197 Part B # 8 that states "Positive drug test results submitted by the MRO shall disqualify the employee/applicant from the position for which the employee/applicant is being considered. The employee relations department shall inform the applicant of such disqualification and shall terminate an applicant employee" – I have never tested positive for anything, only dilute negative results. Therefore, AMC 3.30.197 Part B # 8 would not apply in this situation.

I agree that the drug screening process is a necessary step and should be outlined and communicated in a manner that is clear, understood and filters out only those potential employees who are using prohibited substances; not those who simply drink a lot of water.

I was told that the additional drug tests I have paid for out of pocket at Beacon will not be accepted as they need to be set up by the Municipality. To be clear, I am happy to take whatever additional tests are needed to obtain satisfactory results. I am also more than happy to take a hair follicle test that is above and beyond current testing, is more accurate and goes back up to 90 days.

I am simply asking that the Municipality reconsiders rescinding my offer of employment based on the above findings and my attached Negative Drug Test Result (12/30/22).

I can not express enough how much this opportunity means to me and the simple fact that I am not going to give up.

I appreciate your consideration and look forward to hearing back from you.

Thank you,




On Wed, Jan 4, 2023 at 3:00 PM HR Employment <[HREmployment@anchorageak.gov](mailto:HREmployment@anchorageak.gov)> wrote:

Unfortunately, we do not provide actual test results to candidates.

***IMPORTANT NOTICE:** Employment is centralizing our email inboxes. Please send future correspondence regarding employment matters to [HREmployment@anchorageak.gov](mailto:HREmployment@anchorageak.gov) for assistance. Your department's assigned Employment Specialists are not changing at this time.*



Municipality of Anchorage, Human Resources Department


 907-343-4454 • 632 W 6th Ave, Suite 605, Anchorage, AK 99501

• [www.muni.org](http://www.muni.org) 

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This communication is also covered by the Electronic Communications Privacy Act, 18 U.S.C. 2510-2521

 Please consider the environment before printing this e-mail.

From: [REDACTED]  
Sent: Tuesday, January 3, 2023 1:58 PM  
To: HR Employment <[HREmployment@anchorageak.gov](mailto:HREmployment@anchorageak.gov)>  
Cc: [REDACTED]  
Subject: Re: MOA Rescind Letter

[EXTERNAL EMAIL]

Good Afternoon [REDACTED]

Will you please send me a copy of the (2) dilute Negative Test Results from Beacon?

I would also like to start the process of having the Split Sample tested by another SAMHSA certified laboratory for analysis.

Thank you,

[REDACTED]

On Tue, Jan 3, 2023 at 11:08 AM HR Employment <[HREmployment@anchorageak.gov](mailto:HREmployment@anchorageak.gov)> wrote:

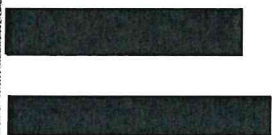
Good morning [REDACTED]

Attached is your rescind letter. As discussed over the phone, you were not successful in completing all conditions of employment, therefore you do not meet the requirements of the job you applied for.


Best regards,



**IMPORTANT NOTICE:** Employment is centralizing our email inboxes. Please send future correspondence regarding employment matters to [HREmployment@anchorageak.gov](mailto:HREmployment@anchorageak.gov) for assistance. Your department's assigned Employment Specialists are not changing at this time.



Municipality of Anchorage, Human Resources Department

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