



**STATE OF NEVADA**  
**DEPARTMENT OF ADMINISTRATION**  
*Division of Human Resource Management*  
209 E. Musser Street, Suite 101 | Carson City, Nevada 89701  
Phone: (775) 684-0150 | <http://hr.nv.gov> | Fax: (775) 684-0122

**MEMORANDUM**  
**HR#03-17**

January 18, 2017

**TO:** All Interested Parties

**FROM:** Peter Long, Administrator *Peter Long*  
Division of Human Resource Management

**SUBJECT:** MARIJUANA AS IT RELATES TO THE WORKPLACE

---

Following voter's approval of Nevada's Question 2, the Division of Human Resource Management has received a few inquiries as to the effect this bill will have regarding the State's current alcohol and drug program. Although this initiative passed, it does not change NRS or NAC 284. Therefore, pre-employment testing should still occur for classes and positions approved by the Personnel Commission, and employees will not be allowed to be under the influence of any controlled substance including marijuana while on duty.

For the purposes of pre-employment and reasonable suspicion testing, the U.S. Department of Health & Human Services standards (see NAC 284.882) are used. If as a result of this testing standard a positive test result for marijuana is reported, the person will be considered to be under the influence of the drug.

Please do not hesitate to contact Carrie Hughes if you have any questions or concerns. She can be reached at [cphughes@admin.nv.gov](mailto:cphughes@admin.nv.gov) or at (775) 684-0111.