Guidance on how to account for fluctuations in driver population when computing the number of random tests to be given

**Section § 382.305: Random testing.**

## Guidance Q&A

**Question 14: How should an employer compute the number of random tests to be given to ensure that the appropriate testing rate is achieved given the fluctuations in driver populations and the high turnover rate of drivers?**

**Guidance:** An employer should take into account fluctuations by estimating the number of random tests needed to be performed over the course of the year. If the carrier’s driver workforce is expected to be relatively constant (i.e., the total number of driver positions is approximately the same) then the number of tests to be performed in any given year could be determined by multiplying the average number of driver positions by the testing rate.

If there are large fluctuations in the number of driver positions throughout the year without any clear indication of the average number of driver positions, the employer should make a reasonable estimate of the number of positions. After making the estimate, the employer should then be able to determine the number of tests necessary.