STATE OF NEBRASKA
NEBRASKA LAW ENFORCEMENT TRAINING CENTER

MEDICAL SCREENING REVIEW FRAMEWORK

Preface:

An employer may require, as a qualification standard, that an individual not pose a direct threat to the health or safety of himself/herself or others. Like any other qualification standard, such a standard must apply to all applicants or employees and not just to individuals with disabilities. If, however, an individual poses a direct threat as a result of a disability, the employer must determine whether a reasonable accommodation would either eliminate the risk or reduce it to an acceptable level. If no accommodation exists that would either eliminate or reduce the risk, the employer may refuse to hire an applicant or may discharge an employee who poses such a direct threat.

An employer, however, is not permitted to deny an employment opportunity to an individual with a disability merely because of a slightly increased risk. The risk can only be considered when it poses a significant risk, i.e. high probability, of substantial harm; a speculative or remote risk is insufficient. (See Senate Report at 26; House Labor Report at 56-57i; House Judiciary Report at 45.)

Determining whether an individual poses a significant risk of substantial harm to others must be made on a case-by-case basis. The employer should identify the specific risk posed by the individual. For individuals with mental or emotional disabilities, the employer must identify the specific behavior on the part of the individual that would pose the direct threat. For individuals with physical disabilities, the employer must identify the aspect of the disability that would pose the direct threat. The employer should then consider the four factors listed in part 1630:

(1) the duration of the risk;
(2) the nature and severity of the potential harm;
(3) the likelihood that the potential harm will occur; and
(4) the imminence of the potential harm.

Such consideration must rely on objective, factual evidence – not on subjective perceptions, irrational fears, patronizing attitudes, or stereotypes – about the nature or effect of a particular disability, or of disability generally. Relevant evidence may include input from the individual with a disability, the experience of the individual with a disability in previous similar positions, and opinions of medical doctors, rehabilitation counselors, or physical therapists who have expertise in the disability involved and/or direct knowledge of the individual with the disability.

An employer is also permitted to require that an individual not pose a direct threat of harm to his or her own safety or health. If performing the particular functions of a job would result in a high probability of substantial harm to the individual, the employer could reject or discharge the individual unless a reasonable accommodation that would not cause an undue hardship would avert the harm. For example, an employer may not be required to hire an individual disabled by narcolepsy who has a history of frequently and unexpectedly losing consciousness.

The assessment that there exists a high probability of substantial harm to the individual, like the assessment that there exists a high probability of substantial harm to others, must be strictly based on valid medical analyses and/or on other objective evidence. This determination must be based on individualized factual data, using the factors discussed above, rather than on stereotypic or patronizing assumptions and must consider potential reasonable accommodations. Generalized fears about risks from the employment environment, such as exacerbation of the disability caused by stress, cannot be used by an employer to disqualify an individual with a disability.

INTRODUCTION

Signed into law July 26, 1990 and effective two years later, the ADA (Title 1)[1] prohibits employers from discriminating against the disabled with respect to hiring and all terms, conditions, and privileges of employment. Congress designed this Title to ensure that disabled individuals would not be excluded from job opportunities **unless they could not perform the <u>essential</u> functions of the job**. Furthermore, the Title protects the disabled from unwarranted stereotypes and misconceptions and requires employers not to disqualify the disabled because they cannot perform **nonessential or marginal** job functions. In addition, if covered entities use selection criteria which exclude disabled individuals, these criteria must be **job-related** and **consistent with business necessity**. Furthermore, if a disabled person is otherwise qualified, the employer **must provide reasonable accommodations** unless this would cause undue hardship.

Key to satisfying the requirements of ADA is **job relatedness** and demonstrated **content.** Specifically, the phrase "essential functions" was used by Congress to ensure that disabled persons are not disqualified for employment simply because they may have difficulty in performing tasks that bear only a marginal relationship to a particular job. In general, "essential functions" mean fundamental, basic, necessary or vital tasks of the job. It does not include tasks that are incidental to the job, or which are performed infrequently or not at all. Section 101(8) establishes that the employer's judgment regarding what functions are "essential" should be given consideration under the Act. In addition, **a written job description shall be considered evidence of the essential functions** of a job. Therefore, it is of vital importance that an employer's job description be **accurate and complete**. These job descriptions should not include tasks that are incidental to the actual job, or are infrequently performed. (However, mere infrequency is not reason enough to classify an otherwise essential task, e.g. fire a gun to defend oneself, as inessential.) The job description should clearly state the **fundamental, essential** tasks. A job description prepared specifically to show the essential tasks and working conditions of Nebraska law enforcement officers is included in this package.

In determining whether a particular function of a job is essential, certain factors are important. First, it is significant to note whether the reason the position exists is to perform the function, e.g. law enforcement officers exist to maintain the public peace. Second, it is important to determine whether the number of employees available to perform the particular job or task can affect the importance of a task e.g. can an officer's job be restructured and tasks reallocated to other personnel? Third, it is necessary to assess the degree of expertise needed to perform the task. For example, certain law enforcement tasks require certification (demonstration of skill) and are essential to the nature of the work, e.g. provide CPR in emergency situations.

Ultimately, whether a particular task is essential is a **factual** determination that must be made on a case-by-case basis. Therefore, specific knowledge of the job's content must be demonstrated. (However, the Uniform Guidelines on Employee Selection Procedures (29 CFR Part 1607) do not apply to the ADA and, therefore, give employers some latitude in how they determine a particular job's "essential tasks".)

Furthermore, the ADA makes clear it is unlawful for a covered entity to use qualification standards, employment tests or other selection criteria that screen out or tend to screen out an individual with a disability or a class of individuals, on the basis of disability, **unless the standard, test or other selection criteria**, as used by the covered entity, **is shown to be job-related** for the position in question **and is consistent with business necessity.** Therefore, **selection criteria which exclude**, or tend to exclude, person(s) with a disability **but do not concern an essential function of the job would not be consistent with business necessity.**

[1] See page B-47 of the ADA Technical Assistance Manual (Title 1), USEEOC, Jan., 1992.

Post-Offer Medical Review

General Instructions

a) A physician shall assess each candidate on a case-by-case basis to determine whether the candidate can, with or without reasonable accommodations, perform the essential functions of an entry-level law enforcement officer for the agency seeking to employ the candidate and shall identify the specific impairment(s) and tasks/functions which the candidate may not be able to perform adequately and/or safely.

b) Upon the conclusion of the medical review, such physician shall render his/her medical opinion to the employing agency as to whether the candidate can perform all specific essential functions of an entry-level law enforcement officer noting all relevant medical information and those tasks which he or she cannot perform adequate and/or safely.

c) The examining physician shall complete a medical examination form based upon the medical review of the candidate. The existence of a potentially disqualifying condition shall **not** necessarily keep the qualified physician from concluding that the candidate is able to perform the essential job functions of an entry-level law enforcement officer. Nothing herein, however, shall preclude the qualified physician from noting the existence of any other potentially disqualifying conditions not specifically set forth in this Part, which, in the opinion of such physician, may render the candidate unable to perform specific essential functions of an entry-level law enforcement officer.

d) The qualified physician shall determine whether in his/her professional judgment each candidate can, with or without reasonable accommodations, perform specific essential functions of an entry-level law enforcement officer upon the results of the clinical tests as set forth below and other relevant medical criteria which in the opinion of the qualified physician, may be used to base his/her judgment.

e) Based upon the findings of the qualified physician, **the law enforcement agency wishing to employ the candidate shall render the final decision as to whether the conditional offer of employment shall be revoked.**

Minimum components of the clinical Tests

We recommend the qualified physician conduct a medical history and administer a medical examination which includes, but is not limited to, the following components:

- Fasting Glucose
- Pulmonary Function test
- ECG
- TB

Also Recommend:

* Hepatitis C and B
* Baseline Immunity
* Baseline Blood Count for Bone Marrow Function
* Baseline Metabolic Screening for Liver and Kidney Function

Medical Screening Guidelines; Potentially Excludable Conditions

We have identified the following medical guidelines that shall be used in evaluating whether a candidate can, with or without reasonable accommodation; perform the essential functions of the position. The existence of any one of the following conditions is only to be considered potentially excludable. Each law enforcement agency must consider the medical guideline to ensure that it is job-related and consistent with business necessity with respect to their entry-level law enforcement officer position. The examining physician must determine, based upon his/her medical judgment, whether the existence of such condition renders the candidate unable to perform adequately and/or safely the essential functions of entry-level law enforcement. Furthermore, the physician's role should be limited to determining the specific impairment(s), identifying its (their) degree(s) and leaving the matter of reasonable accommodation and what constitutes it to the employing agency. Finally, the decision to honor or withdraw the conditional offer of employment is also the responsibility of the employing agency.

Reasonable Accommodation

It shall be the affirmative responsibility of each agency to assess the type(s) of reasonable accommodation that may be necessary to allow the candidate to perform the essential functions of a law enforcement officer candidate for such agency and to provide such necessary reasonable accommodations to a qualified candidate with a disability, provided, however, that nothing herein shall be construed to require the provision of reasonable accommodations if doing so will impose an undue hardship on the employing agency or a direct threat to the safety of himself/herself or others.

NEBRASKA LAW ENFORCEMENT OFFICER
MEDICAL SCREENING GUIDELINES
(POTENTIALLY EXCLUDABLE CONDITIONS)

TO THE EXAMINING PHYSICIAN:

First, the following conditions, although explicitly related to one or more essential tasks, are not necessarily an exclusive list. If the examining physician identifies a condition not included below which he or she feels could adversely affect the ability of the candidate to perform any or all of the essential tasks of a law enforcement officer, that condition should be noted.

Second, because many of the tasks below involve physical exertion and danger in their performance, we ask that the physician, to the extent possible, assess, on an individualized basis, whether the candidate is able to perform the essential tasks of the job safely and whether his or her inability may pose a "direct threat to the health and safety of himself/herself or others". As EEOC guidance suggests, "this assessment shall be based on a reasonable medical judgment that relies on the most current medical knowledge and/or the best available objective evidence". In particular, the examining physician should consider, in identifying a "direct threat", whether "in performing the particular functions of a job would result in a high probability of substantial harm" to the individual or others. This determination must be based on individualized, factual data rather than "stereotypic or patronizing assumptions". Generalized fears about risks cannot be used by an employer to disqualify an individual with a disability.

Sample forms for medical history and the examination have been included at the end of this section. They were developed in other states and are highly recommended for adoption in Nebraska. Finally, the American College of Occupational and Environmental Medicine has undertaken a long-term project to develop the National Consensus Guidelines for the Medical Evaluation of Law Enforcement Officers. As sections of this project are released we urge the NLETC to revise the Guidelines that follow in accordance with the recommendations of the National Consensus Guidelines.

Thank you.

MEDICAL SELECTION GUIDELINES
(POTENTIALLY DISQUALIFYING CONDITIONS)

SECTION ONE – EYES AND VISION

1.1 VISUAL ACUITY

All candidates must have binocular vision. Corrected vision shall be at least 20/20 (Snellen) in the weaker eye and shall be for both eyes together.

Use of Glasses: Due to the empirical evidence that glasses may dislodge, break, fog, etc. during the performance of essential tasks, it is expected that candidates who wear glasses shall meet an uncorrected far acuity standard of not worse than 20/100. Furthermore, if the candidate uses glasses and passes the uncorrected acuity standard, it is expected that the employing agency will ensure that the candidate uses athletic head straps to minimize the dangers attendant to losing one's glasses.

Use of Contact Lenses: If the candidate uses soft contact lenses and the employing agency monitors the use of SCLs then the uncorrected standard can be waived. This waiver does not extend to users of hard lenses due to the increased possibilities of dislodgement or particulate entrapment.

Examples of Essential Tasks Requiring Visual Acuity:

1) Low light searches
2) Use of deadly force
3) High speed vehicle operation (Day and night)
4) Physical struggle with resisting persons

1.2 COLOR VISION

The preferred test to be used is the 24 plate edition of the Ishihara Test (1974 or subsequent equivalent edition). (However, if necessary, the 14 plate Ishihara is an acceptable alternative.) Generally, perception of color should be deemed acceptable if the candidate correctly reads at least nine (9) or more of the first thirteen (13) plates of the 24-Plate Edition of the Ishihara Test. As described in the test manual, this test should be given under lighting conditions approximating a daylight illuminated room (indirect daylight), and not primarily using tungsten or fluorescent lamps. The MacBeth Easel Lamp or the True Daylight Illuminator (TDI), which meets the standards specified by the International Commission on Illumination, or equivalent may be used, e.g., True Daylight Illuminator.

If the candidate's color perception is deemed unacceptable through the use of said test, and he/she believes the results to be incorrect, then such individual must be informed that he/she has recourse to additional testing and a facility identified where he/she may, at his or her own expense, take the Farnsworth D-15 Test.

Examples of Essential Tasks Requiring Color Vision:

1) Recognize colors of suspect clothing
2) Recognize colors of vehicles, license plates, etc.
3) Search crime scenes
4) Use deadly force

1.3 DEPTH PERCEPTION

Depth Perception shall be sufficient to demonstrate normal stereo depth perception with or without correction to the standard of 80 ARC seconds. (A standard office test of peripheral vision is an acceptable alternative for initial testing, e.g., Titmus Testing Machine)

Examples of Essential Tasks Requiring Depth Perception:

1) Operate vehicle at high speeds
2) Use deadly force
3) Engage in physical combat

1.4 PERIPHERAL VISION

The presence of either monocularity or significant bilateral field defects in a patrol officer are likely to create a direct threat to self or others. Significant field defects include cases in which the horizontal binocular field is restricted to less than 120 degrees in each eye, total vertical field is less than 100 degrees, or when large scotomas are present.

Examples of Essential Tasks Requiring Peripheral Vision:

1) Encounter suspects approaching from far left or far right
2) Encounter hostile crowd surrounding an officer
3) Operate vehicle at high speed and observe activity/condition to either side
4) Execute self-defense maneuver
5) Use deadly force

1.5 NIGHT BLINDNESS

A history of night blindness should be evaluated to determine candidate's ability to perform essential tasks at night or in low light settings.

1.6 REFRACTIVE SURGERY

If candidate has undergone such a procedure, a Night Blindness Test must be conducted by qualified ophthalmologist. The examining physician should also consider adverse side effects such as sensitivity to glare, reduced corneal strength, etc.

Examples of Essential Tasks Requiring Night Vision:

1) Use deadly force in low light
2) Recognize suspects in low light circumstances
3) Operate vehicle (at high speeds) in inclement weather at night for extended periods of time
4) Conduct searches of grounds and buildings in low light or dark

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among These May Be:

Cataracts	- Retinitis	Macular Degeneration
Chronic External Eye Disease	- Uveitis	Retinal Detachment
Chronic Inflammation	Diplopia	Stereopsis
- Choroiditis	Eyelid Disorder	Strabismus
- Optic Neuritis	Glaucoma	Nystagamus

SECTION TWO – EARS AND HEARING

2.1 HEARING ACUITY

The candidate must have aided or unaided hearing in both ears sufficient to perform essential tasks without posing a direct threat to themselves or others. An acceptable test is a whispered conversation at 15 feet or, preferably, using an audiometer, the candidate should have no average loss of 25 or more decibels at the 500, 1000, 2000, and 3000 Hertz (Hz) levels in either ear with no single frequency loss in excess of 40.

2.2 OTITIS MEDIA, OTITIS EXTERNA, AND MASTOIDITIS

If the candidate meets Hearing Acuity guidelines and the condition is resolved or improving under adequate medical care, then the condition is non-disqualifying.

2.3 ANY INNER/MIDDLE/OUTER EAR DISORDER AFFECTING EQUILIBRIUM, E.G. MENIERE'S DISEASE OR SYNDROME

If the candidate has a history of persistent or recurrent vertigo, he or she must receive further evaluation and may be disqualified.

Examples of Essential Tasks Requiring Hearing Acuity:

1) Conduct searches in low light or dark
2) Use deadly force
3) Conduct high risk stops
4) Work with loud sounds from multiple directions
5) Operate emergency vehicles at high speeds
6) Control crowds, domestic conflict, etc.
7) Control traffic, etc.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among These May Be:
Abnormalities of Ear Canal, e.g. Stenosis
Eustachian tube Obstruction
Perforated Tympanic Membrane

SECTION THREE – NOSE, THROAT AND MOUTH

3.1 LOSS OF SENSE OF SMELL

If a history of loss of smell is present, the candidate should be referred for further evaluation.

3.2 APHONIA, SPEECH LOSS OR SPEECH DEFECTS

3.3 ABNORMALITIES OF THE NOSE, THROAT OR MOUTH

If the abnormality does not interfere with the candidate's breathing, or the proper fitting of a face/respirator mask, then the condition is non-excludable.

Examples of Relevant Essential Tasks:

1) Recognize DUI
2) Recognize hazardous materials
3) Come into contact with toxic gases, liquids, etc.
4) Search crime scenes
5) Wear protective gear to prevent contact with riot gases, infectious diseases, etc.
6) Present testimony
7) Speak to project control and reduce chances of escalation

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

Among These May Be:
Epistaxis
Nasal Obstruction
Sinusitis
Laryngeal Disorder
Tonsillitis/Peritonsillitis
Tracheal Disorders

SECTION FOUR – PERIPHERAL VASCULAR SYSTEM

4.1 HYPERTENSION

Resting Blood Pressure should be less than, or equal to, 140 mmHg systolic and 90 mmHg diastolic on three successive readings. (If the candidate has controlled hypertension not exceeding the above standard and is on medication with side effect profiles which do not interfere with performance of duty then the condition may not be excludable.) Please note that this section should be revised if and when the appropriate National Consensus Guideline is released.

Candidate must have a functional and therapeutic cardiac classification no greater than Heart Association Class 1A, i.e., Functional Capacity I: Patients with cardiac disease and no limitation of physical activity. Ordinary physical activity does not cause discomfort. Patients in this class do not have symptoms of cardiac insufficiency, nor do they experience anginal pain.

Therapeutic Classification A: Patients with cardiac disease whose physical activity need not be restricted.

4.2 PERIPHERAL VASCULAR ABNORMALITY

Any condition which is severe and/or symptomatic may be excludable, e.g.
Vascular Insufficiency or its Sequelae
Thrombophlebitis
Reynaud's Disease

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Exposure to numerous environmental circumstances, e.g. cold, heat, etc.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION. FURTHERMORE, ANY CONDITION WHICH REQUIRES CHRONIC USE OF ANTI-COAGULANTS IS DISQUALIFYING AND SHOULD BE NOTED.

Among These May Be:

Peripheral Vascular Disease – Arterial
Peripheral Vascular Disease – Venous
Carotid Artery Disease
Aortic Aneurysm (Thoracic or Abdominal)

SECTION FIVE – HEART AND CARDIOVASCULAR SYSTEM

If the candidate's functional work capacity is unimpaired, and, if there is no evidence of a direct threat to his/her health or safety, then the condition is non-excludable. Nevertheless, a prior history of any of the following conditions will require further evaluation.

5.1 CONGENTIAL HEART DISEASE

5.2 VALVULAR HEART DISEASE

5.3 CORONARY ARTERY DISEASE
Condition requires further evaluation to determine candidate is free of coronary vascular disease.

5.4 ECG ABNORMALITIES (If associated with organic heart disease)

Including, but not limited to:

5.4.1 WPW Syndrome
5.4.2 3 Degree A-V Block
5.4.3 Mobitz Type II A-V Blocks
5.4.4 Sinoatrial Block or Sick Sinus Syndrome
5.4.5 Ventricular Extrasystoles (Frequent–20 minute with exercise, 10 minute without exercise)

5.4.6 Ventricular Tachycardia
5.4.7 Atrial Fibrillation or Flutter
5.4.8 Episodic Supraventricular Tachycardia or Consistent Supraventricular Tachycardia at rest or persistent after exercise even if asymptomatic

5.5 CONGESTIVE HEART FAILURE

5.6 CARDIOMYOPHY, to include Hypertrophic Heart Disease

5.7 PERICARDITIS, ENDOCARDITIS, AND MYOCARDITIS

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Exposure to numerous environmental circumstances, e.g. cold, heat, etc.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

SECTION SIX – RESPIRATORY SYSTEM

THE RESPIRATORY SYSTEM SHOULD BE FREE OF CHRONICALLY DISABLING CONDITIONS THAT WOULD INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS.

6.1 INFECTIOUS OR POTENTIALLY INFECTIOUS PULMONARY TUBERCULOSIS AND/OR OTHER MYCOTIC DISEASES

6.2 CHRONIC OBSTRUCTIVE PULMONARY DISEASE OF ANY CAUSE

6.3 RESTRICTIVE LUNG DISEASES

6.4 PNEUMONECTOMY

6.5 ASTHMA*

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Endure exposure to numerous environmental circumstances, e.g. cold, heat, dust, particulates etc.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENVORCEMENT OFFICER'S JOB.

*PLEASE NOTE THAT THE METHACHOLINE CHALLENGE TEST MAY BE USED TO DETERMINE THE SEVERITY OF THE PATIENT'S ASTHMA.

SECTION SEVEN – GASTROINTESTINAL SYSTEM

7.1 COLITIS
Including but not limited to Crohn's Disease, Ulcerative Colitis, Irritable Bowel syndrome (symptomatic or needing medication), Bacterial Colitis. If the candidate's condition is controlled and is on medication with side effect profiles which do not interfere with performance of essential tasks then the condition may not be excludable.

7.2 ESOPHAGEAL DISORDERS
Including but not limited to Esophageal Stricture, Lower Esophageal Ring and Esophageal Spasm. If the candidate's condition is controlled, then the condition is non-disqualifying.

7.3 PANCREATITIS

7.4 GALL BLADDER DISORDERS

7.5 ACTIVE PEPTIC ULCER DISEASE

7.6 SYMPTOMATIC INGUINAL, UMBILICAL, VENTRAL, FEMORAL, OR INCISIONAL HERNIAS

7.7 MALIGNANT DISEASE OF THE LIVER, GALL BLADDER, PANCREAS, ESOPHAGUS, STOMACH, SMALL OR LARGE BOWEL, RECTUM OR ANUS

7.8 GASTROINTESTINAL BLEEDING

7.9 ACTIVE OR CHRONIC HEPATITIS

7.10 CIRRHOSIS OF THE LIVER

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ANY OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

SECTION EIGHT – GENITOURINARY SYSTEM

8.1 PREGNANCY
State of pregnancy may affect person's immediate employability.

8.2 NEPHRECTOMY
If a candidate possesses this condition with normal renal function, then condition is non-disqualifying.

8.3 ACUTE NEPHRITIS

8.4 NEPHROTIC SYNDROME

8.5 ACUTE OR CHRONIC RENAL/URINARY CALCULI

8.6 RENAL TRANSPLANT

8.7 RENAL FAILURE

8.8 HYDROCELE AND VARICOCELE (SYMPTOMATIC)

8.9 MALIGNANT DISEASES OF BLADDER, KIDNEY, URETER, CERVIX, OVARIES, BREASTS, PROSTATE, ETC.

8.10 GENITOURINARY TRACT INFECTIONS AND INFLAMMATORY DISEASES

8.11 POLYCYSTIC KIDNEY DISEASE

8.12 ENDOMETRIOSIS

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION.

SECTION NINE – <u>ENDOCRINE AND METABOLIC SYSTEMS</u>

9.1 UNCONTROLLED THYROID DISEASE

9.2 DIABETES MELLITUS

Excludability requires a case-by-case assessment as to the control of diabetes and presence and severity of symptoms and complications. Disqualifiers may include recurrent episodes of hypoglycemia, ketoacidosis, or any other diabetes related complications.

9.3 INSULIN DEPENDENCE
Requires specific medical waiver from qualified physician as approved by the employer.

9.4 ADRENAL DYSFUNCTION
Including, but not limited to Addison's Disease and Cushing's Disease

9.5 PITUITARY DISFUNCTI

9.6 PARATHYROID DISEASES

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.

3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) THAT MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ALL OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

SECTION TEN – MUSCULOSKELETAL SYSTEM

10.1 DISORDERS THAT LIMIT MOTOR PERFORMANCE

10.2 CERVICAL SPINE OR LUMBOSACRAL FUSION

10.3 DEGENERATIVE CERVICAL OR LUMBAR DISC DISEASE (IF SYMPTOMATIC)/SYMTOMATIC OR ASYMPTOMATIC HERNIATED DISC

10.4 Extremity amputation (Condition is excludable only if it hinders performance of essential tasks.)

10.5 OSTEOMYELITIS

10.6 MUSCULAR DYSTROPHY

10.7 LOSS IN MOTOR ABILITY FROM TENDON OR NERVE INJURY/SURGERY

10.8 ARTHRITIS/GOUT
If a candidate possesses this condition with no functional impairment, then condition is non-excludable

10.9 MISCELLANEOUS ORTHOPEDIC ISSUES, e.g., COLLAGEN VASCULAR DISEASE, FRACTURES, ETC.

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.
5) Withstand periods of fatigue.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) THAT MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ALL OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

SECTION ELEVEN – HEMATOPOIETIC AND LYMPHATIC SYSTEMS

11.1 ANY HEMATOPOIETIC DISORDERS (INCLUDING BLEEDING, HEMOLYTIC, THROMBOTIC, MALIGNANT OR OTHER DISEASE STATES) Examining physician may require evaluation by a specialist.

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.

2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.
5) Stand and/or walk for long periods of time.
6) Withstand periods of fatigue.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) THAT MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ALL OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

SECTION TWELVE – NERVOUS SYSTEM

12.1 SEIZURE DISORDER (ALL TYPES)
Requires case-by-case review and waiver by qualified physician approved by the employer.

12.2 MOVEMENT DISORDERS, e.g. Parkinson's, Tremors, etc.

12.3 CEREBAL ANEURYSMS
Requires case-by-case review and waiver by qualified physician approved by the employer.

12.4 SYNCOPE

12.5 PROGRESSIVE NEUROLOGICAL DISEASES

12.6 PERIPHERAL NERVE DISORDER

12.7 NARCOLEPSY OR OTHER CODITIONS THAT MAY AFFECT MENTAL ALERTNESS
Requires case-by-case review and waiver by qualified physician approved by the employer.

12.8 CEREBRAL VASCULAR ACCIDENT

12.9 CENTRAL NERVOUS SYSTEM INFECTIONS

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.
5) Stand and/or walk for long periods of time.
6) Withstand periods of fatigue.

THE EXAMINING PHYSICIAN IS TO NOTE ANY ADDITIONAL CONDITION (S) OR MEDICATION PROFILE (S) WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ALL OF THE ESSENTIAL TASKS OF THE LAW ENFORCEMENT OFFICER'S JOB.

SECTION THIRTEEN – CONTAGIOUS INFECTIOUS DISEASES

ANY CID WHICH IN THE OPINION OF THE EXAMINING PHYSICIAN MAY POSE A DIRECT THREAT TO THE HEALTH AND SAFETY OF THE PERSON AND/OR OTHERS SHALL REQUIRE A CASE-BY-CASE EVALUATION.

Examples of Essential Tasks Requiring Freedom from Contagious Diseases:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.
5) Stand and/or walk for long periods of time.
6) Withstand periods of fatigue

SECTION FOURTEEN – MALIGNANT DISEASES

ANY MALIGNANT DISEASE WHICH IN THE OPINION OF THE EXAMINING PHYSICIAN MAY HINDER A CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS SHALL REQUIRE A CASE-BY-CASE EVALUATION.

Examples of Essential Tasks Requiring Freedom from Malignant Diseases:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.
5) Stand and/or walk for long periods of time.
6) Withstand periods of fatigue.

SECTION FIFTEEN – DERMATOLOGICAL CONDITIONS

ANY DERMATOLOGICAL CONDITIONS WHICH IN THE OPINION OF THE EXAMINING PHYSICIAN MAY HINDER A CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS SHALL REQUIRE A CASE-BY-CASE EVALUATION.

Examples of Essential Tasks Requiring Freedom from Dermatological Conditions:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.
5) Stand and/or walk for long periods of time.
6) Withstand periods of fatigue.

SECTION SIXTEEN – ALLERGIC CONDITIONS AND THEIR MANIFESTATIONS

ANY ALLERGIC CONDITIONS WHICH IN THE OPINION OF THE EXAMINING PHYSICIAN MAY HINDER A CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS SHALL REQUIRE A CASE-BY-CASE EVALUATION.

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.
5) Stand and/or walk for long periods of time.

6) Withstand periods of fatigue.

SECTION SEVENTEEN – <u>OTHER SYSTEMIC DISEASES</u>

ANY OTHER SYSTEMIC DISEASES WHICH IN THE OPINION OF THE EXAMINING PHYSICIAN MAY HINDER A CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS SHALL REQUIRE A CASE-BY-CASE EVALUATION.

Examples of Relevant Essential Tasks:

1) Perform numerous physically demanding duties, e.g. fight, run, pull, carry, etc.
2) Endure emotionally stressful circumstances, e.g. domestic, death scene, deadly force, etc.
3) Endure exposure to numerous environmental circumstances e.g. cold, heat, etc.
4) Work without relief and around the clock.
5) Stand and/or walk for long periods of time.
6) Withstand periods of fatigue.