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MEDICAL SCREENING GUIDELINES

IMPLEMENTATION MANUAL

FORM G-3

INTRODUCTION

The implementation manual is offered as a guide to physicians and surgeons who will be conducting medical examinations for peace officer applicants that require certification by the Kentucky Law Enforcement Council Peace Officer Professional Standards and Certification Act.

Effective December 1, 1998, the Kentucky Law Enforcement Council will be implementing new MEDICAL SCREENING GUIDELINES through assessing peace officer applicants. A new Medical History Statement Form has been developed to be completed prior to the medical examination. **The applicant must be examined, prior to employment, by either a physician or surgeon licensed to practice medicine in Kentucky or by a physician or surgeon authorized to practice medicine in accordance with the rules and regulations of the United States Armed Forces to help determine the applicant's fitness for carrying out the physical requirements of peace officer. The examining physician is required to record the results of this examination on the Kentucky Law Enforcement Council Medical Examination Report, Form G-1 (Medical Examination Report) and return it to the agency requesting the examination.**

POST-OFFER MEDICAL REVIEW

The physician shall assess each candidate on a case-by-case basis to evaluate whether the candidate can, with or without reasonable accommodations, perform the essential job functions of a peace officer for the agency that is seeking to employ the candidate.

Upon the conclusion of the medical review, such physician shall render his or her medical opinion to the employing agency as to whether or not the candidate can perform the essential job functions of the position, noting all relevant medical information.

The examining physician shall complete the Medical Examination Report Form G-1 based upon his/her medical review of the candidate. The existence of a potentially disqualifying condition will automatically prevent the qualified physician from recommending that the candidate is able to perform the essential job functions of a peace officer position. A qualified physician is one who is licensed to practice in Kentucky. Nothing herein shall preclude the physician from noting the existence of any other potentially disqualifying conditions not specifically set forth in this manual, which in the opinion of the physician, may render the candidate unable to perform the essential functions of an entry level peace officer position.

The qualified physician shall evaluate whether or not, in his or her professional judgment, each candidate can, with or without reasonable accommodations, perform the essential job functions of a peace officer based upon the results of the clinical tests as set forth in this manual and based upon other relevant medical criteria.

Based upon the recommendations of the qualified physician, the law enforcement agency wishing to employ the candidate shall render the final decision as to whether or not the conditional offer of employment shall be revoked.

REASONABLE ACCOMMODATIONS

It shall be the affirmative responsibility of each law enforcement agency to assess the type(s) of reasonable accommodations which may be requested by an applicant and necessary to allow the applicant to perform the essential job functions of a peace officer for such agency and to provide such necessary reasonable accommodations to a qualified candidate with a recognized disability under the Americans with Disabilities Act (ADA), provided however, that nothing herein shall be construed to require the provision of accommodations if doing so will impose an undue hardship on the employing agency or a direct threat to safety of the applicant or others. An accommodation may not be reasonable if it abolishes or diminishes an essential job function. An agency should consult with its legal counsel when making any determination on a recognized disability or a requested accommodation.

MEDICAL SCREENING GUIDELINES FOR THE CERTIFICATION OF PEACE OFFICERS (Potentially Excludable Conditions)

The following medical conditions, although, explicitly related to one or more essential tasks do not necessarily comprise an exclusive list. If their 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 job functions of a peace officer, that condition should be noted.

Secondly, because many of the tasks listed below involve physical exertion and danger in their performance, we ask that the physician, to the extent possible, assess on an individualized basis whether or not the candidate is able to perform the essential job functions of the position safely, and whether or not his or her inability's or limitations may pose a "direct threat to the health and safety of himself/herself or others." As Equal Employment Opportunity Commission 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." The examining physician should consider, in identifying a "direct threat," whether or not "performing the particular functions of a job would result in a high probability of substantial harm" to the individual or others.

MINIMUM COMPONENTS OF THE CLINICAL TESTS

The qualified physician shall conduct a medical history (based on review of the applicant's completed Medical History Statement - Form G2) and administer a medical examination, which includes, but is not limited to, the following components:

- 1) Urinalysis (Dipstick);
- 2) Tuberculosis (Mantoux); and
- 3) Electrocardiogram (ECG) (Resting), only if indicated by history or if resting pulse is less than 50 or greater than 100.

PEACE OFFICER'S ESSENTIAL JOB FUNCTIONS

INSTRUCTIONS: The following are the "essential job functions" of peace officers in Kentucky, as determined by the Kentucky Law Enforcement Council. The successful applicant must be able to perform ALL of the essential job functions of a peace officer, generally unassisted and at a pace and level of performance consistent with the actual job performance requirements. This requires a high level of physical ability to include vision, hearing, speaking, flexibility and strength.

1. Effect an arrest, forcibly if necessary, using handcuffs and other restraints; subdue resisting suspects using maneuvers and weapons and resort to the use of hands and feet and other approved weapons in self-defense.
2. Prepare investigative and other reports, including sketches, using appropriate grammar, symbols and mathematical computations.
3. Exercise independent judgment in determining when there is reasonable suspicion to detain, when probable cause exists to search and arrest and when force may be used and to what degree.
4. Operate a law enforcement vehicle during both the day and night; in emergency situations involving speeds in excess of posted limits, in congested traffic and in unsafe road conditions caused by factors such as fog, smoke, rain, ice and snow.
5. Communicate effectively and coherently over law enforcement radio channels while initiating and responding to radio communications.
6. Gather information in criminal investigations by interviewing and obtaining the statements of victims, witnesses, suspects and confidential informers.

7. Pursue fleeing suspects and perform rescue operations which may involve quickly entering and exiting law enforcement patrol vehicles; lifting, carrying and dragging heavy objects; climbing over and pulling up oneself over obstacles; jumping down from elevated surfaces; climbing through openings; jumping over obstacles, ditches and streams; crawling in confined areas; balancing on uneven or narrow surfaces and using body force to gain entrance through barriers.
8. Load, unload, aim and fire from a variety of body positions handguns, shotguns and other agency firearms under conditions of stress that justify the use of deadly force and at levels of proficiency prescribed in certification standards.
9. Perform searches of people, vehicles, buildings and large outdoor areas which may involve feeling and detecting objects, walking for long periods of time, detaining people and stopping suspicious vehicles and persons.
10. Conduct visual and audio surveillance for extended periods of time.
11. Engage in law enforcement patrol functions that include such things as working rotating shifts, walking on foot patrol and physically checking the doors and windows of buildings to ensure they are secure.
12. Effectively communicate with people, including juveniles, by giving information and directions, mediating disputes and advising of rights and processes.
13. Demonstrate communication skills in court and other formal settings.
14. Detect and collect evidence and substances that provide the basis of criminal offenses and infractions and that indicate the presence of dangerous conditions.
15. Endure verbal and mental abuse when confronted with the hostile views and opinions of suspects and other people encountered in an antagonistic environment.
16. Perform rescue functions at accidents, emergencies and disasters to include directing traffic for long periods of time, administering emergency medical aid, lifting, dragging and carrying people away from dangerous situations and securing and evacuating people from particular areas.
17. Process and transport prisoners and committed mental patients using handcuffs and other appropriate restraints.
18. Put on and operate a gas mask in situations where chemical munitions are being deployed.

19. Extinguish small fires by using a fire extinguisher and other appropriate means.
20. Read and comprehend legal and non-legal documents, including the preparation and processing of such documents as citations, affidavits and warrants.
21. Process arrested suspects to include taking their photographs and obtaining a legible set of inked fingerprint impressions.

PERSONAL CHARACTERISTICS

Since peace officers are required to enforce the law and they are exposed to certain temptations to show favoritism, corruption, or unlawful monetary gain, it is a “business necessity” that officers exhibit a history and characteristics of honesty, reliability, and ability to manage personal finances, interpersonal skill, and integrity.

Additionally, peace officers are frequently placed in a position of physical and mental stress. Therefore, a history of mental or physical disability may be grounds for denying an application; or, these factors might be a consideration in the hiring process. Applicants posing a substantial risk to themselves, other officers, and the public are at substantial disadvantage in the hiring process.

MEDICAL SCREENING GUIDELINES (Potentially Disqualifying Conditions)

SECTION ONE – EYES AND VISION

THE EXAMINING PHYSICIAN IS TO NOTE ANY CONDITION, WHICH MAY INTERFERE WITH THE CANDIDATE’S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION.

1.1 VISUAL ACUITY

Corrected vision should be at least 20/30 (Snellen) and should be for both eyes together. Due to the likelihood of dislodgement or breakage, candidates who are able to wear only glasses should meet an uncorrected standard not worse than 20/100 (Snellen) for both eyes together.

Those candidates who use soft contacts lenses (SCLs) and who have had successful use for at least one year, and provided the employing agency uses replacement agreements and will monitor compliance, should have uncorrected vision not worse than 20/200 (Snellen) for both eyes together.

Examining physicians should take note of relevant OSHA and NFPA 1500 rules and prohibitions concerning use of contact lenses other than “soft” lenses and use of hard frames.

1.2 VISUAL ACUITY – COLOR VISION

Color vision should be perfect. Nevertheless, red or green deficiencies are not necessarily excludable but should be noted for further examination. However, total color blindness may be grounds for withdrawal of a conditional offer of employment.

If available, the Ishihara Test (24 Plate Edition) may be used, at least nine (9) of the first thirteen (13) plates is required, available by means of the Farnsworth-Munsell 100-Hue Test.

1.3 VISUAL ACUITY – DEPTH PERCEPTION

Depth Perception should be sufficient to demonstrate normal stereo depth perception with or without correction to the standard: 80 ARC seconds.

1.4 PERIPHERAL VISION

Adequate to perform the essential tasks of entry-level law enforcement.

1.5 NIGHT BLINDNESS

A history of night blindness should be evaluated to determine candidate’s capacity to perform essential tasks at night or in dark settings.

1.6 RADIAL KERATOTOMY

If candidate has undergone this procedure, a Night Blindness Test must be conducted by a qualified ophthalmologist.

Exemplar Relevant Essential Tasks:

- 1) Process Crime Scene/Collect Evidence
- 2) Operate Vehicle at High Speeds
- 3) Use Deadly Force
- 4) Physically Struggle with Persons/Use Physical Force
- 5) Conduct Searches
- 6) Work in Low Light Settings
- 7) Read Legal Papers
- 8) Identify Characteristics of Motor Vehicles, Including License Plates

SECTION TWO – EARS AND HEARING

2.1 HEARING ACUITY

The candidate must have 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 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. Mentere's disease

If the candidate has historically had episodes of vertigo, he or she may require further evaluation.

Exemplar Relevant Essential Tasks:

- 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.
- 8) Communicate Over Radio or Telephone
- 9) Communicate Directly with Public or Other Officers

SECTION THREE – NOSE, THROAT AND MOUTH

3.1 LOSS OF SENSE OF SMELL

Test may be recognition of water and rubbing alcohol. If problem occurs, candidate should be referred for further testing.

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 gas mask, then the condition is non-excludable.

Exemplar 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) Use Verbal Communication Skills to Defuse Unruly Crowds, Domestic Disputes, etc.
- 8) Communicate Over Radio or Telephone
- 9) Communicate Directly with Public or Other Officers

SECTION FOUR – PERIPHERAL VASCULAR SYSTEM

4.1 HYPERTENSION

Resting Blood Pressure should be less than, or equal to, 180 mmHg systolic and 120 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.) If systolic blood pressure is greater than 150 mmHg or diastolic blood pressure is greater than 90 mmHg, applicant should be asymptomatic for any headaches or other disabling conditions.

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 limitations or physical activity. Ordinary physical activity does not cause discomfort. Patients in this class do not have symptoms of cardiac insufficiency, nor do they experience angina 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.:

- *Arterial Insufficiency
- *Deep or Superficial Vein
- *Thrombophlebitis
- *Reynaud's Disease

Exemplar 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.

SECTION FIVE – HEART AND CARDIOVASCULAR SYSTEM

IF THE CANDIDATE’S FUNCTIONAL WORK CAPACITY IS UNIMPAIRED, THEN THE CONDITON IS NON-EXCLUDABLE.

5.1 CONGENITAL HEART DISEASE

If the candidate’s functional work capacity is unimpaired, then the condition is non-excludable.

5.2 VALVULAR HEART DISEASE

Examples are:

*Significant Valvular Insufficiency or Stenosis

*Significant Septal Defects

5.3 CORONARY ARTERY DISEASE

5.4 ECG ABNORMALITIES (If associated with organic heart disease)

Including, but not limited to:

5.4.1 WPW Syndrome

5.4.2 Degree A-V Block

5.4.3 Mobitz Type II A-V Blocks

5.4.4 Sinatrial Block or Sick Sinus Syndrome

5.4.5 Ventricular Extrasystoles (Frequent – 20/minutes with exercises, 10/minutes without exercise)

5.4.6 Ventricular Tachycardia

5.4.7 Arterial Fibrillation or Flutter

5.4.8 Episodic Supraventricular Tachycardia or consistent Supraventricular Tachycardia (At rest or persistent after exercise even if asymptomatic)

5.5 ANGINA

5.6 CONGESTIVE HEART FAILURE

5.7 CARDIOMYOPATHY

5.8 PERICARDITIS, ENDOCARDITIS, AND MYOCARDITIS

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, etc.
- 3) Exposure to Numerous Environmental Circumstances, e.g. Cold, Heat, etc.

SECTION SIX – RESPIRATORY SYSTEM

THE RESPIRATORY SYSTEM MUST 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 BRONCHITIS (ATS GUIDELINES)

6.3 CHRONIC OBSTRUCTIVE PULMONARY DISEASE

6.4 EMPHYSEMA – MODERATE OR WORSE (ATS GUIDELINES)

6.5 RESTRICTIVE LUNG DISEASES (EQUAL TO OR LESS THAN 60% FORCED VITAL CAPACITY)

6.6 PNEUMONECTOMY

6.7 MALIGNANT DISEASES

Any condition, which may interfere with the candidate’s ability to perform the essential tasks of the job, must be noted.

Exemplar 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.

SECTION SEVEN – GASTROINTESTINAL SYSTEM

THE EXAMINING PHYSICIAN IS TO NOTE ANY CONDITION, WHICH MAY INTERFERE WITH THE CANDIDATE’S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION.

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 duty, 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 DISORDER

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

7.11 MOTILITY DISORDERS, E.G. SCLERODERMA

IF ANY OF THE ABOVE OR OTHER G-I CONDITIONS ARE CONTROLLED, THEN THEY MAY BE NON-EXCLUDABLE.

Relevant Essential Task:

- 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) Sit or Drive in Automobile for Long Periods of Time with out Relief.

SECTION EIGHT – GENITOURINARY SYSTEM

THE EXAMINING PHYSICIAN IS TO NOTE ANY CONDITIONS, WHICH MAY INTERFERE WITH THE CANDIDATE’S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION.

- 8.1 PREGNANCY**
Examining physician should record if there is a pregnancy.
- 8.2 NEPHRECTOMY**
- 8.3 ACUTE NEPHRITIS**
- 8.4 NEPHROTIC SYNDROME**
- 8.5 ACUTE 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, BREAST, PROSTATE, ETC.**

ACTIVE VENEREAL DISEASES

- 8.10 URINARY TRACT INFECTION**
- 8.11 POLYCYSTIC KIDNEY DISEASE**
- 8.12 PELVIC INFLAMMATORY DISORDER**
- 8.13 ENDOMETRIOSIS**
- 8.14 INFLAMMATORY DISORDERS, e.g.**
 - *Prostatitis**
 - *Orchitis**
 - *Epididymitis**

Exemplar 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.

SECTION NINE – ENDOCRINE AND METABOLIC SYSTEMS

9.1 UNCONTROLLED THYROID DISEASE

9.2 DIABETES MELLITUS

Potential excludability requires a case by case assessment as to the control of diabetes and presence and severity of symptoms and complications.

9.3 ADRENAL DYSFUNCTION

Including, but not limited to, Addison's disease and Cushing's disease

9.4 INSULIN REACTIONS

9.5 ANY MALIGNANCY

Potential excludability requires a case by case evaluation of relevance to performance of essential tasks.

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) Perform without Dysfunction During Irregular Work Schedule.

SECTION TEN – MUSCULOSKELETAL SYSTEM

THE EXAMINING PHYSICIAN IS TO NOTE ANY CONDITION, WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION.

10.1 DISORDERS THAT LIMIT MOTOR PERFORMANCE

10.2 CERVICAL SPINE OR LUMBOSACRAL FUSION

10.3 DEGENERATIVE CERVICAL OR LUMBAR DISC DISEASE (IF SYMPTOMATIC)

10.4 EXTREMITY AMPUTATION

10.5 OSTEOMYELITIS

10.6 MUSCULAR DYSTROPHY

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

In an area relevant to the applicant performing the essential tasks.

10.8 ARTHRITIS

If a candidate possesses this condition with no functional impairment, then the condition is non-excludable.

10.9 COORDINATED BALANCE

10.10 SYMPTOMATIC HERNIATED DISC

10.11 SPINAL DEVIATIONS

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) Work without Relief and Around the Clock.
- 4) Work in Various Stressful Environments, e.g. Cold, Damp, etc.
- 5) Withstand Periods of Fatigue.

SECTION ELEVEN – HEMATOPOIETIC AND LYMPHATIC SYSTEMS

11.1 SYMPTOMATIC ANEMIA OR OTHER MAJOR HEMATOPOIETIC DISORDERS

11.2 HEMOPHILIA

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) Work without Relief and Around the Clock.
- 4) Stand and/or walk for Long Periods of Time

- 5) Work in Various Stressful Environments, e.g. Cold, Damp, etc.
- 6) Withstand Periods of Fatigue.

SECTION TWELVE – NERVOUS SYSTEM

CANDIDATE MUST BE FREE OF ANY DISORDER, WHICH MAY NEGATIVELY AFFECT PERFORMANCE OF ESSENTIAL TASKS.

12.1 SEIZURE DISORDER (ALL TYPES)

12.2 CEREBRAL PALSY

12.3 MOVEMENT DISORDERS, E.G. PARKINSON'S, TREMORS, ETC.

12.4 CEREBRAL ANEURYSMS

12.5 SYNCOPE

12.6 PROGRESSIVE NEUROLOGICAL DISEASES

Including, but not limited to Multiple Sclerosis and Huntington's Chorea.

12.7 PERIPHERAL NERVE DISORDER

Including, but not limited to Polyneuritis, Mononeuritis and Neurofibromatosis.

12.8 NARCOLEPSY

12.9 CEREBRAL VASCULAR ACCIDENT

12.10 CENTRAL NERVOUS SYSTEM INFECTIONS

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) Work without Relief and Around the Clock.
- 4) Work in Various Stressful Environments, e.g. Cold, Damp, etc.
- 5) Stand and/or Walk for Long Periods of Time
- 6) Withstand Periods of Fatigue.
- 7) Perform without Dysfunction During Irregular Work Schedules

APPENDICES

***Medical History Statement (KLEC Form G-2)**

***Medical Examination Report (KLEC Form G-1)**

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