

THE CITY OF STAMFORD, CONNECTICUT
HUMAN RESOURCES DEPARTMENT

MEDICAL STANDARDS
FOR
POLICE OFFICER CANDIDATES

Proposed:	November 1, 1976
Adopted:	January 25, 1978
Amended:	May 22, 1980
Amended:	February 23, 1984
Amended:	May 22, 1986
Amended:	March 26, 1987
Amended:	September 25, 1997

REQUIRED MEDICAL STANDARDS FOR POLICE OFFICER

A medical examination is required of all police officer candidates to whom a conditional offer of employment has been extended. The medical examination is not rated on a percent score but merely on a pass or fail basis. These standards are established in accordance with the Charter of the City of Stamford, the Classified Service Rules and the Americans with Disabilities Act, 42 U.S.C. § 12101, et. Seq.

The findings, conclusions and interpretations of the City Physician are final. At the discretion of the City Physician and/or the Director of Human Resources, other qualified medical personnel may be used to conduct medical examinations, or portions thereof; however, the City Physician has final authority to interpret and apply these standards and make the determination if a candidate meets these standards.

It is recognized that no set of standards can possibly be devised wherein all exceptional situations may be identified and satisfactorily resolved. It is therefore deemed advisable to permit a reasonable degree of latitude to the City Physician in the identification and interpretation of exceptional conditions which physically would adversely affect the performance of essential job functions by the candidate. "Essential functions" includes ordinary police duties and the capacity to otherwise meet the demands of a police officer job and the conditions of employment as a police officer without posing a direct threat to self or others. "Direct threat" means a significant risk of substantial harm to the individual or others which cannot be eliminated or acceptably reduced by a reasonable accommodation.

A listing of essential job functions and conditions and demands of employment shall be used by the City Physician and other authorized practitioners in conducting medical evaluation of candidates.

If the City Physician or other qualified medical examiner determines a condition does not fall within stated limits or would preclude performance of essential job functions, a signed statement shall be attached to the medical report which will include (1) identification of the condition, and (2) a medical opinion stating why the condition is deemed to be in such degree or to such extent as would adversely affect the performance of essential job functions by the candidate.

The city shall assess the feasibility of a medically necessary reasonable accommodation that likely would enable the candidate to perform the essential functions of a police officer. The city will provide medically necessary accommodation to a qualified candidate with a disability, provided however, that such accommodation is reasonable, feasible, and does not impose an undue hardship on the City or pose a direct threat to the safety of the candidate or others.

Accordingly, any candidate precluded by a medical condition from performing the essential job functions of an entry-level police officer for the City of Stamford, with or without reasonable accommodation, is not acceptable.

Failure to complete the medical examination or any portion thereof shall be grounds for disqualification.

REQUIRED MEDICAL STANDARDS AND POTENTIALLY DISQUALIFYING CONDITIONS

The City of Stamford has established the following medical standards which shall be used in evaluating whether a candidate has any medical condition that precludes performance of the essential functions of the position, with or without a reasonable accommodation. The existence of any one of the following conditions is only to be considered potentially disqualifying. The City Physician must determine, based upon his/her medical judgment, whether the existence of such condition renders the candidate unable to perform the essential functions of an entry level police officer.

PART I

FOR ALL PARTS OF THESE STANDARDS, ANALYSIS REQUIRES A CASE-BY-CASE ASSESSMENT OF EACH CANDIDATE TO DETER IF THE CANDIDATE IS ABLE TO PERFORM THE ESSENTIAL FUNCTIONS OF THE POSITION, WITH OR WITHOUT REASONABLE ACCOMMODATION.

1. VISION

Adequate vision is most important to a police officer for several obvious and valid reasons, among which are: self-protection; ability to focus on action whether near or at a distance; as an aid to the accurate use of firearms; as an aid in criminal investigation, or as a qualified witness in court and to provide assurance that if deprived of correction, tasks requiring a high degree of visual acuity can be safely performed. These are all essential functions of the job.

Test

For visual acuity, the Titmus or Snellen test is generally recognized as standard.

For color perception, the Ishihara test is used.

In addition to the tests for visual acuity and color perception, the examining physician shall examine the eyes to make sure they are free from disease or condition that leads to the rapid deterioration of the eyesight. Also, chronic eye conditions such as glaucoma, cataract, or chronic inflammation, may be disqualifying.

Standards

The minimum acceptable standard of visual acuity (uncorrected) shall be not worse than 20/70 in each eye, total vision corrected to 20/20.

Perception of color is deemed acceptable if candidate correctly reads 10 or more of the first 15 Ishihara plates.

2. HEARING

Candidates will be tested for sharpness of hearing, to establish a record of hearing ability at the time of examination and to provide a valid basis for disqualification of such candidates as are found to have hearing conditions which would interfere with essential job functions, such as inability to clearly perceive sounds within the normal voice range or such sounds as are transmitted by police sirens, police radios, or voice commands, within normal decibel limits.

Infections of the middle ear or mastoid may be disqualifying.

The audiometer shall be used as the instrument for measuring the hearing capability of the candidate.

Standard

A candidate's uncorrected hearing in each ear shall be tested by audiometer between 500 and 6,000 cycles per second, using only the range between 500 to 4,000 cycles per second for purposes of qualification. A decibel loss of 30 or more is not permitted between 500 and 2,000 cycles per second and decibel loss of 40 or more is not permitted between 2,000 and 4,000 cycles per second.

3. MUSCULO-SKELETAL SYSTEM

A. Arms and Legs Hands and Feet (Extremities)

There shall be no afflictions, impairments or absences of the limbs, including hands and feet, which would prevent the individual from performing the essential functions of the position, with or without a reasonable accommodation.

The extremities of the body must be free from afflictions of the joints, strains, stiffness, swelling or other abnormal conditions which would prevent the individual from performing the essential functions of the position, with or without a reasonable accommodation. For example, an impaired grip or function of hand, a limitation of motion or function of shoulder, elbow, wrist or fingers, hip, knee, ankle, foot or toes, may be disqualifying.

B. Back. Joints and Muscles

Any disease or injury of back, joints or muscle(s) as revealed by physical examination or x-ray which would prevent the individual from performing the essential functions of the position, with or without a reasonable accommodation, will be cause for disqualification.

For example, a limitation of motion or function or weakness or lameness of back or joint, or disease or injury to back, joints or muscles, or previous surgery on a bone, joint or spine may, disqualify a candidate.

4. NOSE, MOUTH AND TEETH

Any significant conditions of the nose, mouth or teeth which would prevent the individual from performing the essential functions of the position, with or without a reasonable accommodation, will be cause for disqualification.

Clear speech is an essential job function of police duties and an impediment which would prevent the individual from performing the essential functions of the position, with or without a reasonable accommodation, will be cause for disqualification. Seriously deviated nasal septum or any other significant obstruction to free breathing may cause rejection.

5. VARICOSITY

Varicose veins, previous venous thrombosis, marked varicosities and trophic changes and/or ulcerations of the skin may be considered disqualifying if they would prevent the individual from performing the essential functions of the position, with or without a reasonable accommodation.

6. HERNIA

Single, double or incipient hernia, or very large hydrocele or varicocele which would prevent the individual from performing the essential functions of the position, with or without a reasonable accommodation, are disqualifying.

7. RESPIRATION AND CIRCULATION

The respiration must be full, easy and regular. The respiratory sounds must be clear and distinct over both lungs and no disease of the respiratory organ may be present. Examination of the respiratory system, lungs, and chest wall shall include an x-ray test and a pulmonary function test of the candidate at the time of the clinical test. Respiratory conditions such as asthma, sinusitis, bronchitis, bronchiectasis, emphysema, fibrosis, and tuberculosis, may be disqualifying.

The action of the heart should be uniform, free, and steady; its rhythms regular and the heart free from organic changes. Acceptable blood pressure readings taken at rest are: systolic not higher than 140, not lower than 90 (mm of Hg); diastolic not higher than 90 (mm of Hg).

Where an initial reading does not come within the above noted limits, it is permissible for the examiner to repeat the procedure after allowing the candidate a period of relaxation and quiet. If readings are abnormal, two readings on each arm may be taken.

A significant abnormality in rate, rhythm or force of contraction, or enlargement or other significant valvular abnormality, or hematological abnormality may be disqualifying.

Any candidate who takes medication for the control of blood pressure may not be acceptable to the police service.

8. GASTRO-INTESTINAL

An enlarged or diseased liver, or peptic, esophageal, gastric or duodenal ulcer, may be disqualifying.

9. RECTUM

The rectum shall be free from any condition including hemorrhoids, fistulas or cysts judged by the City Physician to be in need of medical attention. Also, hemorrhoids, if significant, or other significant rectal conditions, may be disqualifying.

10. GENITO-URINARY

An untreated or untreatable disease of the urinary tract, or acute inflammatory condition, or significant scrotal mass (e.g., hydrocele or varicocele) may be disqualifying.

11. NERVOUS SYSTEM

Epilepsy, seizures, alcoholism or drug addiction may be disqualifying.

12. GYNECOLOGY

A gynecological examination for women shall be conducted to ascertain intactness of internal organs and the absence of cervical, uterine and ovarian pathology which would prevent the individual from performing the essential functions of the position, with or without a reasonable accommodation.

13. ALLERGIES AND DISEASES

Allergic conditions, infections, parasitic or metabolic diseases (such as Diabetes mellitus or renal diabetes) may be disqualifying.

14. COORDINATION

The ability to integrate all parts of the body toward a single end is likewise a factor in physical fitness. In the well-coordinated individual, superfluous movements are eliminated, thus increasing precision and endurance. If, in the opinion of the City Physician the candidate obviously lacks coordination, this may be considered sufficient grounds for disqualification.

15. **WEIGHT**

For weight, please refer to the attached height/weight chart.

The causes for disqualification are not limited to the above list of conditions. The City Physician may investigate through any examination and shall disqualify for any cause which would prevent the applicant from performing the essential job functions, with or without reasonable accommodation.

The Human Resources Department will inform the candidate of the result of the medical examination and indicate whether the conditions found are sufficient to be disqualifying.

PART II

CLINICAL TESTS - REQUIRED PROCEDURES

Certain clinical tests may be given to each candidate to provide further evidence of ability to perform the essential job functions. Depending on the outcome of these tests, candidates may be requested by the City Physician to undergo further tests and examinations. Analysis requires a case-by-case assessment of each candidate to determine if the candidate is able to perform the essential functions of the position, with or without a reasonable accommodation.

A. Urinalysis

Candidates may be disqualified upon evidence of albuminuria, glycosuria or urinary tract infection. Glycosuria may be proven benign by subsequent blood tests in which case that urine test result will be overlooked.

B. Serologic

Candidates may be disqualified upon evidence of active venereal infection but this condition may be considered to be a remediable condition.

C. Chest X-ray

D. Cardiac Stress Test

**HEIGHT/WEIGHT CHART
MEN**

Height		Small	Medium	Large
Feet	Inches	Frame	Frame	Frame
5	2	128-134	131-141	138-150
5	3	130-136	133-143	140-153
5	4	132-138	135-145	142-156
5	5	134-140	137-148	144-160
5	6	136-142	139-151	146-164
5	7	138-145	142-154	149-168
5	8	140-148	145-157	152-172
5	9	142-151	148-160	155-176
5	10	144-154	151-163	158-180
5	11	146-157	154-166	161-184
6	0	149-160	157-170	164-188
6	1	152-164	160-174	168-192
6	2	155-168	164-178	172-197
6	3	158-172	167-182	176-202
6	4	162-176	171-187	181-207

Note: **If a candidate is outside of these guidelines, a body fat determination will be done and fitness will be determined by the City Physician.**

**HEIGHT/WEIGHT CHART
WOMEN**

Height		Small	Medium	Large
Feet	Inches	Frame	Frame	Frame
4	10	102-111	109-121	118-131
4	11	103-113	111-123	120-134
5	0	104-115	113-126	122-137
5	1	106-118	115-129	125-140
5	2	108-121	118-132	128-143
5	3	111-124	121-135	131-147
5	4	114-127	124-138	134-151
5	5	117-130	127-141	137-155
5	6	120-133	130-144	140-159
5	7	123-136	133-147	143-163
5	8	126-139	136-150	146-167
5	9	129-142	139-153	149-170
5	10	132-145	142-156	152-173
5	11	135-148	145-159	155-176
6	0	138-151	148-162	158-179

Note: **If a candidate is outside of these guidelines, a body fat determination will be done and fitness will be determined by the City Physician.**