

## **MEDICAL AND RELATED EXAMINATIONS**

The City requires applicants for some positions, who have been extended a conditional offer of employment, to pass medical examinations because of the nature of the work required for their position. Sworn Police and Fire personnel are required to undergo yearly annual physicals throughout their employment with the City to insure their continued ability to perform assigned tasks. If an examination reveals actual or potential problems which may affect a post-offer applicant's or employee's fitness for the job, he/she may be required to undergo additional physical or mental examinations and/or treatment in order to establish fitness for work.

If the supervisor observes that an employee appears to be incapable of performing the essential job functions of the position, the supervisor can request a Fit-for-Duty evaluation be completed. The supervisor must provide the essential functions of the job to the City's contract physician. The determination of fitness must not extend beyond the determination of fitness to perform the essential functions of the classification or a determination whether the employee will pose a direct threat to the safety of himself, his co-workers or the public. The medical examination/inquiry must relate to these issues and must not be broader in scope than necessary to determine the employee's ability to perform job functions. The Fit-for-Duty evaluation may also be required when an employee is returning to work following an injury, temporary medical condition or illness requiring an employee to be absent from work for five or more work days or when an employee presents a return to work slip that specifies that the employee can not return to full duty and the notice does not specify the limitations or a time period.

For additional information, please refer to Administrative Regulation 2.16.