

MEDICAL GUIDELINES – West Virginia State Police

The medical selection standards established are designed to satisfy the requirements of the Americans with Disabilities Act and ensure that the standards do not unfairly exclude people from employment as law enforcement officers who are otherwise qualified. Each medical standard listed has been related to the essential tasks and are therefore validated as legitimate standards.

The medical screening guidelines are all potentially excludable conditions unless otherwise noted. Potentially excludable conditions are defined as any condition specified in the medical screening guidelines which may render a candidate incapable of satisfactorily completing the training necessary to perform the essential tasks which comprise the job of law enforcement officer.

EYES AND VISION

VISUAL ACUITY - An applicant's uncorrected distant vision may be equal to but not worse than 20/100 in the weaker eye, and, shall be correctable to better than, or equal to 20/30 (Snellen) in each eye.

Means of correction must be worn on the job and must not interfere with proper fitting of a facial mask, e.g. gas mask, riot helmet, or air, or blood borne pathogen masks, etc.

Far visual acuity shall be at least 20/30 binocular with contact lenses or spectacles. Far visual acuity shall be at least 20/100 binocular for wearers of hard contacts or spectacles. Successful long-term soft contact lens wearers (six months without a problem) are not subject to the uncorrected standard.

Sufficient time must have passed (i.e., six months) to allow stabilization of visual acuity and to ensure that there are no post-surgical complications for applicants who have undergone ophthalmological procedures such as radial keratotomy or repair of retinal detachment.

VISUAL ACUITY - COLOR VISION - Candidate must pass a "controlled color discrimination test", e.g. USDOT color vision examination.

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.

EARS AND HEARING

HEARING ACUITY - Hearing is measured by use of 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.

ACUTE OTITIS MEDIA, OTITIS EXTERNA, AND MASTOIDITIS - If the candidate meets Hearing Acuity guidelines and the condition is resolved, then the condition is non-disqualifying.

ANY INNER/MIDDLE/OUTER EAR DISORDER AFFECTING EQUILIBRIUM, E.G. MENIERE'S DISEASE - If the candidate has historically had episodes of vertigo, he or she may require further evaluation.

NOSE, THROAT AND MOUTH

LOSS OF SENSE OF SMELL

APHONIA, SPEECH LOSS OR SPEECH DEFECTS

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.

PERIPHERAL VASCULAR SYSTEM

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 as a state police officer, then the condition may not be excludable.)

Candidate must have a functional and therapeutic cardiac classification no greater than 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.

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.

HEART AND CARDIOVASCULAR SYSTEM

CONGENITAL HEART DISEASE - If the candidate's functional work capacity is unimpaired, then the condition is non-excludable.

VALVULAR HEART DISEASE - Examples are: significant valvular insufficiency, significant septal defects (any valve), or prolapsing mitral valve (symptomatic).

CORONARY ARTERY DISEASE

ECG ABNORMALITIES - If associated with organic heart disease, including, but not limited to WPW Syndrome, ST depression, partial or complete left bundle branch blocks, 3 degree A-V block, Mobitz Type II A-V blocks, sinoatrial block or sick sinus syndrome, ventricular extrasystoles (frequent - 20/minute with exercise, 10/minute without exercise), ventricular tachycardia, atrial fibrillation or flutter, episodic supraventricular tachycardia or consistent supraventricular tachycardia at rest or persistent after exercise even if asymptomatic.

ANGINA

CONGESTIVE HEART FAILURE

CARDIOMYOPATHY

PERICARDITIS, ENDOCARDITIS, AND MYOCARDITIS

RESPIRATORY SYSTEM

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

INFECTIOUS OR POTENTIALLY INFECTIOUS PULMONARY TUBERCULOSIS

CHRONIC BRONCHITIS

CHRONIC OBSTRUCTIVE PULMONARY DISEASE

EMPHYSEMA

RESTRICTIVE LUNG DISEASES

BRONCHIECTASIS AND PNEUMOTHORAX (current or repeated history)

PNEUMONECTOMY

ACUTE MYCOTIC DISEASES - Including, but not limited to, Coccidioidomycosis and Histoplasmosis.

ACUTE PLEURISY

MALIGNANT DISEASES - Any condition which may interfere with the candidate's ability to perform the essential tasks of the job must be noted.

GASTROINTESTINAL SYSTEM

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.

DIVERTICULITIS

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.

PANCREATITIS

GALL BLADDER DISORDERS

ACTIVE PEPTIC ULCER DISEASE

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

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

GASTROINTESTINAL BLEEDING

ACTIVE OR CHRONIC HEPATITIS

CIRRHOSIS OF THE LIVER

MOTILITY DISORDERS, E.G. SCLERODERMA

If any of the above or other G-I conditions are controlled, then they may be non-excludable.

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.

PREGNANCY - Examining physician should record there is a pregnancy.

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

ACUTE NEPHRITIS

NEPHROTIC SYNDROME

ACUTE RENAL/URINARY CALCULI

RENAL TRANSPLANT

RENAL FAILURE

HYDROCELE AND VARICOCELE (Symptomatic)

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

ACTIVE VENEREAL DISEASES

URINARY TRACT INFECTION

POLYCYSTIC KIDNEY DISEASE

PELVIC INFLAMMATORY DISORDERS

ENDOMETRIOSIS

INFLAMMATORY DISORDERS, e.g. - Prostatitis, Orchitis, Epididymitis

SCLERODERMA

ENDOCRINE AND METABOLIC SYSTEMS

UNCONTROLLED THYROID DISEASE

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

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

INSULIN REACTIONS

UNTREATED THYROID MALIGNANCY

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.

DISORDERS THAT LIMIT MOTOR PERFORMANCE

CERVICAL SPINE OR LUMBOSACRAL FUSION

DEGENERATIVE CERVICAL OR LUMBAR DISC DISEASE (if Symptomatic)

EXTREMITY AMPUTATION

OSTEOMYELITIS

MUSCULAR DYSTROPHY

LOSS IN MOTOR ABILITY FROM TENDON OR NERVE INJURY/SURGERY - In an area relevant to the applicant's performing his essential tasks.

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

COORDINATED BALANCE

SYMPTOMATIC HERNIATED DISC

SPINAL DEVIATIONS

HEMATOPOIETIC AND LYMPHATIC SYSTEMS

HEMATOPOIETIC DISORDERS (Including malignancies), e. g. - SCD, Thalassemia, G6PD, etc.

HEMOPHILIA

NERVOUS SYSTEM

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

SEIZURE DISORDER (All types)

CEREBRAL PALSY

MOVEMENT DISORDERS, e. g. Parkinson's

CEREBRAL ANEURYSMS

SYNCOPE

PROGRESSIVE NEUROLOGICAL DISEASES - Including, but not limited to, Multiple Sclerosis and Huntington's Chorea.

PERIPHERAL NERVE DISORDER - Including, but not limited to, Polyneuritis, Mononeuritis and Neurofibromatosis.

NARCOLEPSY

CEREBRAL VASCULAR ACCIDENT

CENTRAL NERVOUS SYSTEM INFECTIONS