

ABBREVIATED OCCUPATIONAL MEDICAL STANDARDS

The policy and the medical standards portion (Part 1) were written specifically for Ranger (Protection) positions and other positions with rigorous duty requirements. This applies to permanent, term, temporary or seasonal positions.

Any disease, condition or impairment, not specifically listed in the Medical Standards, which interferes with the safety, efficient and expected performance of the essential duties and responsibilities may also constitute grounds for medical disqualification.

An applicant that is unable to obtain a drivers license for any medical reason will not be considered for these Department of Interior law enforcement positions until such time that the condition is resolved and a drivers license has been issued. Regardless of the re-issuance of a drivers license, the applicant must still meet the medical standards outlined in these standards.

These medical standards are intended to serve as a general guideline for the safe placement into and the continued working in hazardous and arduous job positions within the Department of Interior law enforcement.

VISION STANDARDS

Any disease or condition which interferes with a persons vision may be considered disqualifying. Cases will be reviewed on a case-by-case basis.

1. Uncorrected distant vision must be equal to or better than 20/100 in each eye. (The use of Soft Contact Lenses [SCL] may be considered a reasonable accommodation for candidates who have been successful SCL wearers for at least one year and who wear SCL on duty at all times.)
2. Binocular distant vision must be correctable to 20/20
3. Monocular vision is disqualifying.
4. Depth Perception must be equal to or better than 70 seconds arc.
5. Peripheral Vision must be normal
6. Color vision must be sufficient to pass the Ishihara 15 plate series color vision test or the Farnsworth D-15 color vision test. X-Chrome lenses are not acceptable as a means for correcting color deficiencies.
7. Orthokeratology is acceptable as long as individuals wear their lenses while on duty at all times and meet the above visual acuity requirements for corrected vision.

Conditions which may result in disqualification include, but are not limited to, the following examples:

Ophthalmologic conditions which are particularly susceptible to environmental exposures such as sunlight, dusts, fumes, various volatile compounds may cause an applicant to be disqualified.

1. Refractive Surgical Procedures - These operative procedures are considered acceptable provided that the individual's vision meets the above standards post-operatively and the operation occurred AT LEAST ONE YEAR before application. The individual must be free of post-operative complications.

2. Chronic Conjunctivitis
3. Pterygium
4. Corneal Abrasions
5. Corneal Dystrophy
6. Corneal Scars
7. Corneal Ulcers
8. Keratitis
9. Keratoconus
10. Retinal Detachment
11. Retinitis Pigmentosa
12. Lens Opacities
13. Glaucoma
14. Night Blindness

HEARING STANDARDS

Any disease or condition which interferes with the ability to hear may be considered disqualifying. Cases will be reviewed on a case-by-case basis.

1. In the frequency range from 500 - 2,000 hertz (Hz), the deficit should not exceed 30 decibels in either ear.
2. At 3,000 Hz, the deficit should not exceed 40 decibels in either ear
3. HEARING AIDS: The use of any hearing aid to comply with the medical standards is unacceptable.

OTOLOGICAL CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Menieres Disease
2. Vestibular Neuronitis
3. Vertigo & Paroxysmal Positional Vertigo
4. Acoustic Neuroma
5. Wegeners Granulomatosis
6. Otosclerosis

HEAD, NOSE, MOUTH, THROAT AND NECK STANDARD

Attention should be given to any skull deformities, loss of bony substance or evidence of past surgery. Cases will be reviewed on a case-by-case basis.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Mutism/Aphonia

2. Anosmia
3. Artificial Larynx or Esophageal Speech
4. Facial Deformities
5. Temporomandibular Joint Syndrome
6. Nasal polyps that significantly obstruct breathing
7. Restricted range of motion in the neck
8. Neck masses, lymphadenopathy or tracheostomy

THE PERIPHERAL VASCULAR SYSTEM STANDARD

Any condition which significantly interferes with peripheral vascular function may be considered disqualifying.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Chronic Venous Insufficiency
2. Deep Vein Thrombosis
3. Chronic Thrombophlebitis

CARDIOVASCULAR SYSTEM STANDARD

Any disease or condition which interferes with cardiac function may be considered disqualifying. Cases will be reviewed on a case-by-case basis.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Pacemakers or Prosthetic Valves
2. Coronary artery disease
3. Hypertension
4. Left Bundle Branch Block
5. Myocarditis/Endocarditis/Pericarditis
6. History of Myocardial Infarction
7. History of Cardiac Surgery
8. Valvular Heart Disease
9. Dysrhythmias
10. Cerebrovascular Accident or Transient Ischemic attacks
11. Pulmonary embolism
12. Angina pectoris
13. Cardiomyopathy
14. Congestive heart failure
15. Marfan's Syndrome
16. Congenital Anomalies

CHEST AND RESPIRATORY SYSTEM STANDARD

Any disease or condition which interferes with respiratory function may be considered disqualifying. Cases will be reviewed on a case-by-case basis.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Forced vital capacity (FVC) and/or forced expiratory volume at one second (FEV1) that is less than 70% of the expected value.
2. The FEV1/FVC ratio should not reflect evidence of a significant obstructive or restrictive disorder.
3. Asthma currently controlled on any medication is generally disqualifying. A history of asthma after the age of 12 years must be considered on a case-by-case basis.
4. Active pulmonary tuberculosis (TB)
5. History of chronic bronchitis associated with decreased PFT results
6. Lung abscess
7. Spontaneous pneumothorax (if current)
8. Emphysema
9. Sarcoidosis (if associated with an impaired pulmonary function)
10. Pulmonary embolism
11. Pulmonary infarction
12. Tumors of the lung
13. Pneumonectomy (if FEV1 less than 70%)

GASTROINTESTINAL SYSTEM STANDARD

Any disorder of the GI tract capable of rendering the applicant suddenly incapacitated or incapable of sustaining attention to required tasks, i.e., chronic diarrhea, may be considered disqualifying.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Acute and chronic active hepatitis
2. Crohn's Disease/Ulcerative Colitis/Regional Enteritis or Irritable Bowel Syndrome
3. Colostomies
4. Ileitis
5. Cholelithiasis
6. Cholecystitis
7. Diverticulitis
8. Dysphagia
9. Cirrhosis of the liver
10. Intestinal obstruction

11. Pancreatitis
12. An untreated inguinal, incisional or ventral hernia

GENITOURINARY AND REPRODUCTIVE SYSTEM STANDARD

Any functional disorders rendering the individual incapable of sustained attention to work tasks, i.e., urinary frequency and/or significant discomfort secondary to such disorders, are generally disqualifying.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Polycystic Kidney Disease
2. Acute or Chronic Renal Failure
3. Nephrotic Syndrome
4. Symptomatic Urinary Calculi
5. Neurogenic Bladder
6. Berger's Disease
7. History of Renal Vein Thrombosis
8. Uncorrected Obstructive Uropathies
9. Renal Toxicity

ENDOCRINE AND METABOLIC SYSTEMS STANDARD

Any excess or deficiency in hormonal production can produce disturbances affecting weight, stress adaptation, energy production, and a variety of symptoms or pathology such as elevated blood pressure, weakness, fatigue and collapse.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Adrenal Dysfunction (In the form of Addison's Disease or Cushing's Syndrome).
2. Thyroid Disease
3. Pituitary Dysfunction
4. Insulin Dependent Diabetes Mellitus
5. Hyperglycemia
6. Diabetes Insipidus

MUSCULOSKELETAL SYSTEM STANDARD

Any condition that adversely impacts on an individual's movement, agility, flexibility, strength, dexterity, coordination or the ability to accelerate, decelerate and change directions efficiently may be considered disqualifying.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED

TO, THE FOLLOWING EXAMPLES:

1. Arthritis (any etiology)
2. Amputations of more than one digit if it directly affects the ability to grip and efficiently handle weapons
3. Amputations of an extremity: any loss of an upper or lower extremity.
4. Ankylosing Spondylitis
5. Scoliosis, if the lateral curve is 20 degrees or more
6. Muscular Dystrophy
7. Lumbosacral Instability
8. Degenerative Disk Disease
9. Fixed Lordosis or Kyphosis which limits mobility and skeletal strength
10. Fractures
11. Spina Bifida
12. Sciatica or other Neuropathies
13. Chronic Low Back Pain
14. A history of a Chronic Sprain or Strain of the Neck
15. Prosthetic Device
16. Cervical Rib, Subluxation, Torticollis, Symptomatic Thoracic Outlet Syndrome or a Brachial Cleft Cyst
17. Any evidence of a Cervical Neuropathy including numbness, tingling or loss of motor strength in the upper extremities may be disqualifying.
18. Any medical condition, congenital or acquired, which would interfere with a persons agility, dexterity, the lifting of heavy objects or the ability to perform the full range of law enforcement duties may be disqualifying.
19. A condition may be disqualifying if there is evidence that the general body symmetry may directly interfere with the safe utilization of issued standard and speciality equipment, including but not limited to handguns, shot guns, handcuffs, motor vehicles, etc.

HEMATOPOETIC SYSTEM STANDARD

Any hematopoetic disease or condition which interferes with the expected performance of these jobs is generally disqualifying.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Anemia - Generally considered as a:
Hematocrit of less than 39% and a hemoglobin of less than 13.6 gm/dl for males
Hematocrit of less than 33% and a hemoglobin of 12 gm/dl for females
(If anemia does exist but physical performance levels and pulmonary function are normal, then this condition may be acceptable).
2. Inherited clotting disorders (ex. hemophilia) are generally disqualifying
3. Chronic Lymphangitis
4. Thromocytopenia or clotting disorder
5. Sickle cell anemia

6. Splenomegaly

CENTRAL AND PERIPHERAL NERVOUS SYSTEMS STANDARD

Any disease or condition which interferes with the central or peripheral nervous system function may be considered disqualifying.

1. Cerebral and cerebellar functions must be normal.
2. The peripheral nervous system and all reflexes should be acceptable.
3. An individual with a history of seizures currently controlled on medication(s) is generally disqualified.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Ataxia
2. Choreoathetosis
3. Epilepsy
4. Huntington's Chorea
5. Multiple sclerosis
6. Muscular dystrophy
7. Narcolepsy
8. Neurofibromatosis
9. Parkinson's Disease
10. Cerebrovascular Accident (stroke)
11. Transient Ischemic Attacks
12. Sensory Dysfunction (smell, touch, taste).
13. Migraine Cephalgia

INFECTIOUS DISEASE POLICY IMMUNE SYSTEM/ALLERGIC DISORDERS STANDARDS

Any communicable disease which can directly affect the occupational job performance and/or directly threaten the health and safety of others is generally disqualifying.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Hereditary Angioedema
2. Good pastures= Syndrome
3. Autoimmune Hemolytic Anemia
4. Vasculitis
5. Hashimoto's Thyroiditis
6. Myasthenia Gravis

7. Systemic Lupus Erythematosus

Special Concerns:

HIV/Aids

Hepatitis

Tuberculosis

PSYCHIATRIC DISORDERS STANDARD

Any disorder which affects normal perceptual judgment and safe and acceptable behavior or, if there is evidence of serious mental impairment, is generally disqualifying.

SPECIFIC PSYCHIATRIC DISORDERS THAT MAY BE DISQUALIFYING INCLUDE BUT ARE NOT LIMITED TO THE FOLLOWING EXAMPLES:

AXIS I DISORDERS -

Delirium, dementia, and amnesic and other cognitive disorders

Major depression

Manic-depressive disorder (Bi-Polar)

Dissociative Disorders

Kleptomania

Panic Disorder and other anxiety disorders (depending upon etiology, duration and severity of clinical expression)

Pathological gambling

Pyromania

Schizophrenia and other psychotic disorders

Sexual and gender identity disorders (areas of concern include: transsexualism, fetishism, pedophilia, sexual sado-masochism, voyeurism and transvestic fetishism)

AXIS II DISORDERS:

Narcissistic Personality Disorder

Antisocial Personality Disorder

Dependent Personality Disorder

Paranoid Personality Disorder

Schizoid Personality Disorder

Organic Brain Syndrome

MEDICATION STANDARD

All medication requirements, including psychotropic medication, will be evaluated to ensure that safe and efficient job performance will not be adversely affected. Cases will be reviewed on a case-by-case basis. Each of the following considerations will enter the medical recommendations:

1. Medication(s)
2. Potential drug side effects
3. Drug-drug interactions
4. Adverse drug reactions
5. Drug toxicity and any medical complications associated with long term drug use
6. Drug-environmental interactions
7. Drug-food interactions
8. History of patient compliance

Medications such as narcotics, sedative hypnotics, barbituates, amphetamines, or any drug with the potential for addiction, that is taken for extended periods of time (usually beyond 10 days) or is prescribed for a persistent or recurring underlying condition would generally be considered disqualifying.

SPECIAL SUBJECT: ANABOLIC STEROID USE

Any person currently using anabolic steroids may be disqualified. Anabolic steroids were legislated a controlled substance on February 27, 1991, and now requires a physician's prescription.

ORGAN TRANSPLANTATION AND PROSTHETIC DEVICES STANDARD

Renal Transplantation may be considered disqualifying unless the applicant is not taking immunosuppressive drugs and is medically cleared by a surgeon who performed the operation to participate in strenuous activities.

Ocular Lens Implantation may be acceptable considering an adequate post surgical recovery period and if the visual acuity meets the medical standards.

Cochlear Implantation is acceptable provided that the applicant meets the hearing standards and can localize sound satisfactorily.

Pacemakers or Prosthetic Valves are generally disqualifying. Any other condition or post-surgical management that requires the use of Coumadin or other anticoagulants is disqualifying.

THE DERMATOLOGIC STANDARD

Any disease or condition which may cause the person to be unduly susceptible to injury or disease as a consequence of environmental exposures including the sun may be considered disqualifying.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Albinism

2. Skin cancer (examples are Basal Cell carcinoma, Squamous Cell carcinoma, Mycosis fungoides)
3. Chloracne
4. Kaposi's Sarcoma
5. Severe chronic dermatitis

CANCER STANDARD

Cases will be reviewed on a case-by-case basis. Further consideration will be given under the following circumstances: (all conditions must be met).

1. The cancer has a high cure rate.
2. The Oncologist declares the individual to be a complete responder with no evidence of active disease.
3. There is no evidence of medication or radiation side effects present.
4. There is no evidence of immune suppression as a result of the treatment.
5. The stage of the cancer is generally regarded as having a good prognosis.

CONDITIONS WHICH MAY RESULT IN DISQUALIFICATION INCLUDE, BUT ARE NOT LIMITED TO, THE FOLLOWING EXAMPLES:

1. Kaposi's Sarcoma
2. Small Cell (Oat Cell) Carcinoma of the Lung
3. Pancreatic Cancer
4. Renal Carcinoma
5. Metastatic Ovarian Carcinoma
6. Leukemia
7. Adrenal Carcinoma
8. Neoplasia of the Central Nervous System
9. Hepatic Carcinoma
10. Multiple Endocrine Neoplasia Type 1 & 2