

**NORTH CAROLINA WILDLIFE ENFORCEMENT OFFICER
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 shall be at least 20/30 (Snellen) and shall be for both eyes together. Due to the likelihood of dislodgment 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 contact lenses and who have had successful use for at least one year 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. Correct reading of at least nine (9) of the first thirteen (13) plates is required. Recourse testing is 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 procedure, Night Blindness Test must be conducted by 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 the 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. MENIERE'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 DWI
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 Communications 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 IA, i.e., Functional Capacity I: Patients with cardiac disease and no limitations 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.

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 CONDITION 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** 3 Degree A-V Block
- 5.4.3** Mobitz Type II A-V Blocks
- 5.4.4** Sinoatrial Block or Sick Sinus Syndrome
- 5.4.5** Ventricular Extrasystoles (Frequent - 20/minute with exercise, 10/minute without exercise)
- 5.4.6** Ventricular Tachycardia
- 5.4.7** Atrial 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

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 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.

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. Sit or Drive in Automobile for Long Periods of Time without 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

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

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, BREASTS, PROSTATE, ETC.

8.10 ACTIVE VENEREAL DISEASES

8.11 URINARY TRACT INFECTION

8.12 POLYCYSTIC KIDNEY DISEASE

8.13 PELVIC INFLAMMATORY DISORDER

8.14 ENDOMETRIOSIS

8.15 INFLAMMATORY DISORDER, 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.

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
5. Perform without Dysfunction During Irregular Work Schedules

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's performing his 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

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
5. Withstand Periods of Fatigue

SECTION ELEVEN - HEMATOPOIETIC AND LYMPHATIC SYSTEMS

11.1 SYMPTOMATIC ANEMIA OR OTHER MAJOR HEMATOPOIETIC DISORDERS

11.2 HEMOPHILIA

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
5. Stand and/or Walk for Long Periods of Time
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

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
5. Stand and/or Walk for Long Periods of Time
6. Withstand Periods of Fatigue
7. Perform without Dysfunction During Irregular Work Schedules