

**ARIZONA DEPARTMENT OF CORRECTIONS
CORRECTIONAL OFFICER
MEDICAL PHYSICAL REQUIREMENTS FOR APPOINTMENT
(03/01/2016)**

TO BE CONSIDERED FOR APPOINTMENT AS A CADET OR REHIRE, A CANDIDATE SHALL:

- 1) Submit to a medical and a physical examination (**you may be required to disrobe**) by a designated physician and pass a pre-employment drug-screening test.
- 2) Be free of contagious, infectious or incapacitating conditions, that pose a significant risk of substantial harm to the health or safety of the individual or others in the performance of duty and that cannot be eliminated or reduced by reasonable accommodation.
 - Seizure disorders - applicant must be seizure free for one year prior to training – Training Release required and statement from provider that indicate stability of condition.
- 3) Be medically, physically and mentally capable of completing the required training and duties, and achieve acceptable job performance as a Corrections Officer (CO).
- 4) Have resting pulse rate less than or equal to 100 beats per minute. Systolic blood pressure less than or equal to **140**, diastolic less than or equal to **90**, and no evidence of abnormal rhythm. Applicant shall have five readings to achieve normal blood pressure over a two-day period.
- 5) Have sufficient physical stamina and physical fitness to satisfactorily perform all the essential job functions of a Corrections Officer.
- 6) Have vision of at least 20/50 in each eye with or without correction. Peripheral vision with a minimum horizontal vision of 170 degrees. Applicant must score at least **7 out of 11** plates on the Ishihara test. For depth perception evaluation applicant must score at least 5 out of 9 presentations.
- 7) Candidates who are prescribed current use of any drug which could cause impairment or decrease job performance (including medical marijuana) or medications such as, but not limited to, opioids, benzodiazepines, barbiturates, morphine derivatives; shall NOT be given a medical pass to attend the academy or perform correctional officer duties. Upon completion of the physical evaluation all documentation shall be referred to the ADC Medical Review Board for review and recommendations.
- 8) History of mental health conditions may require further evaluation. The applicant must provide the following information documented in letterhead stationery and signed by a licensed mental health practitioner:
 - 8.1 Mental health diagnosis, nature of the condition and current status.
 - 8.2 Current prescribed medications, how long taking these medications.
 - 8.3 If receiving therapy/counseling, how often and for how long. If no longer receiving treatment, indicate when it was completed.
 - 8.4 Indicate if there are anger management issues with the individual and specify the treatment he/she is receiving.
 - 8.5 Indicate if the condition is temporary or permanent.
- 9) Applicants must have a single pure tone threshold of not worse than 40 decibels at 500, 1,000, 2,000 and 3,000 hertz in the better ear. The average for each ear must not be greater than 40 decibels. If the average in the worse ear is greater than 40 decibels, the difference between both ears should not differ more than 10 decibels. Hearing aids are permitted during the test.

- 10) Have a pulmonary function test, which indicate that the candidate is free of obstructive lung disease (FEV-1/FVC ratio greater than or equal to 70% of predicted value).

LABORATORY TESTS:

- 11) Have a Complete Blood Count that demonstrates no evidence of anemia.
- Hemoglobin below 12 g/dl: Does not meet the requirements and is deferred.
 - Hematocrit below 35%: Does not meet the requirements and is deferred.
 - WBC more than two times normal (over 20): Does not meet the requirements and is deferred.
- 12) Have a Blood Chemistry Panel that demonstrate no evidence of abnormal liver enzymes:
- More than one liver enzyme is elevated 2X normal, does not meet the requirements and is deferred:
 - SGOT (AST)
 - SGPT (ALT)
 - GGT
 - Alkaline Phosphates
 - Bilirubin
- 13) No evidence of metabolic abnormality:
- Glucose level over 125mg/dl: require repeat (fasting) test. If repeat test is still above 125mg/dl applicant does not meet the requirement and is deferred.
 - If Glucose level is over 125 mg/dl and is diabetic: does not meet the requirements and is deferred.
 - Type I and II Diabetes: Hemoglobin A1C more than 7.0 does not meet the requirements and is deferred.
 - Albumin or Globulin that is more than 2 times the normal does not meet the requirements and is deferred.
 - Calcium that is 12 mg/dl or above does not meet the requirements and is deferred.
 - No evidence of kidney dysfunction:
 - Creatinine count more than 1.5 mg/dl does not meet the requirements and is deferred.
- 14) Urinalysis - No abnormalities:
- Glucose – over a trace requires further evaluation and repeat test.
 - Protein – over 2 plus requires further evaluation and repeat test.
 - Blood – above trace requires further evaluation and repeat test.
 - Specific gravity: must range between 1.002 and 1.030.
- 15) History of Varicella – Yes – No - Unknown
- 16) A complete physical assessment will be completed.
- If there are any abnormal findings applicant will be evaluated against essential functions of the position. If there are concerns on the applicant's ability to perform the essential functions, the applicant shall be placed on deferred status and referred to their health care provider for further evaluation.
- 17) Hernia test:
- If there are any signs of hernia. Applicant shall be placed on deferred status and referred to their health care provider for further evaluation and treatment.

- 18) Phalen's and Tinel's test: If test is positive test applicant shall be placed on deferred status and referred to their health care provider for further evaluation and treatment.
- 19) Musculoskeletal Evaluation: If the evaluator has concerns, applicant shall be placed on deferred status and referred to their health care provider for further evaluation and treatment.
- 20) Due to gender specific job requirements (bona fide occupational qualifications), such as the need to search or observe the personal bathroom activities of inmates, applicants must possess the sexual characteristics of only one gender. Sexual characteristics refer to genitalia and breasts.

PHYSICAL ABILITY STANDARDS

Graduation from COTA requires the ability to meet the 50% percentile physical fitness standards. Applicants should maintain a physical fitness-conditioning program while in the selection process.

The contract provider provides the final results to the Department of Corrections, not to the applicant, and the Department will notify the applicant of the final results. The contractor *may* make medical recommendations to address anything and/or improve the applicant's health, and this information may impact the results but the information should not be perceived as a determination of whether or not the applicant has met the medical/physical requirements.