

Attachment E

Non-Public Safety Positions - Medical Standards
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I. OVERVIEW

Scope

This standard contains guidelines for the medical examination of applicants to various positions in the City of Alexandria. The guidelines are based on a Project Study of the work performed by current employees in those same positions. As such, this standard is specific to those positions and should not be more broadly applied.

Purpose

The purpose of this standard is to specify minimum medical requirements for applicants to individual positions in the City of Alexandria.

The implementation of the medical guidelines outlined in this standard will help to ensure that candidates are medically capable of performing the essential elements of their position with consideration given to the functional requirements of the position and the circumstances, exposures, and environmental factors currently associated with those positions.

II. DEFINITIONS

Administrative Requirements. The minimum technical skills or specialized knowledge, accredited training, certifications or license requirements that the employer will accept for this position. Though these requirements are not detailed in the medical standard, the physician's awareness that such requirements exist help provide a more comprehensive understanding of the position.

Applicant. A person who has made application to commence performance as an employee of the City of Alexandria. In an employment context, the Americans With Disabilities Act (discussed in the following section) requires that any applicant medical examination take place after an offer of employment, and prior to the commencement of duties. Therefore, in the employment context, the definition of "applicant" should be applied so as to be consistent with that requirement.

City's Physician. A licensed doctor of medicine designated (by the City of Alexandria) to provide professional expertise in the areas of occupational safety and health as they relate to the City's employees. While the City of Alexandria may contract with other organizations to perform medical examinations, a designated City Physician should have the responsibility for final recommendations regarding employment, duty restriction, etc.

Disabled Person. An employee who: 1) Has a physical or mental impairment which substantially limits one or more major life activities; 2) Has a record of such an impairment; 3) Is regarded as having such an impairment.

Drug. Any substance, chemical, over the counter medication, or prescribed medication that may affect the performance of the employee.

Environmental Factors. Climactic conditions, various types of hazards (physical, chemical, biological), physical stressors arising out of the circumstances of the working environment, and other unusual or extreme factors that can affect a worker's ability to perform the essential functions of the position.

Essential Functions of the Job. Activities so basic to the job that altering or eliminating them would constitute losing the very essence of the job. For example, a person in transportation must meet the visual acuity requirements to obtain a driving license. Other functions may be "marginal" and can either be reassigned, substituted for, or eliminated altogether.

Evaluating Physician. The person, usually a physician, physician's assistant or nurse practitioner who actually conducts the examination of the applicant on behalf of the City of Alexandria.

Evaluation. See Medical Evaluation.

Functional Requirement. A demonstrated ability to perform at a pre-determined level of proficiency during the medical examination. Common examples include demonstrated vision and hearing acuity, or the ability to lift or climb, or the demonstrated use of all fingers, arms or legs without significant restriction. When required physical abilities cannot be simulated during the medical examination, acceptable surrogate tests will be used to provide reasonable medical certainty of satisfactory performance in the job setting.

Job Analysis. A thorough evaluation of what a job entails, using position descriptions, focused questionnaires, etc. to establish what the essential functions of the job are and what physical capabilities are necessary to accomplish those functions.

Job Site Analysis. Similar to the job analysis, but involving direct observation and recording of the critical tasks involved in accomplishing the essential functions of the job.

Lifting/Carrying/Pushing/Pulling

Light = Under 15 pounds.

Moderate = 15 - 44 pounds.

Heavy = Over 44 pounds.

Medically Certified. A determination by the evaluating physician that the applicant or current employee meets the medical requirements of this standard.

Medical Conditions. This term is used broadly to include specific medical diseases, behaviors, or manifest physical deficiencies that might represent the inability to satisfy a given essential function. When these conditions are noted during the physical examination, a careful weighing of this finding must be made prior to medical certification.

Medical Evaluation. The analysis of information for the purpose of making a determination of medical certification. Medical evaluation may or may not include a medical examination.

Medical Examination. An examination performed or directed by this standard which incorporates the components of the physical examination detailed in Section 13.

Medical Standard. A set of medical conditions that will trigger the need for more individual study of the applicant. Having such a condition might 1) exclude an individual from employment; 2) require alternative placement when that is feasible; or 3) invoke consideration of job accommodation. Though the term medical "standard" is used, medical "guidelines" is preferred because it conveys the need to study each candidate individually and to apply these requirements in a thoughtful rather than capricious manner.

Member. A person involved in performing the duties and responsibilities of an employee for the City of Alexandria.

Pre-placement Medical Examination. A post-offer medical examination to assess the abilities of the individual applicant to perform the essential functions of the job.

Qualified Individual With A Disability. With respect to employment, an individual with a disability who, with or without accommodation, is capable of performing the essential functions of the job or jobs for which the applicant is being considered.

Reasonable Accommodation. Any action taken by the City to ensure the employability of the qualified disabled worker; such action does not impose an undue hardship on the City of Alexandria.

Risk. The likelihood that an individual will suffer an adverse health outcome. An individual at increased risk is one who, because of the interaction of some personal risk factor (developmental, nutritional, physiological, psychological, or pathological) and work place exposures or job demands, has an increased probability, increased severity, or an earlier manifestation of an adverse health outcome.

Shall/Will. Indicates a mandatory requirement.

Should/May. This term, as used in this standard or its appendices, indicates a recommendation or that which is advised but not required.

Work Fitness. Describes an individual's ability to perform the essential functions of a job. Fitness is related to physiological work capacity, underlying physical impairments, and ability to adapt to work requirements.

III. THE AMERICAN'S WITH DISABILITIES ACT AND EMPLOYMENT RELATED MEDICAL ISSUES

The Americans With Disabilities Act (ADA or Act) is probably the most comprehensive, sweeping legislation affecting local government employment to be enacted. While the Act addresses discrimination in public accommodations, public services, public transportation, and telecommunications, all of which impact on the City of Alexandria, we will focus our attention primarily on its employment provisions. The Act received overwhelming support from both Houses of Congress and was signed into law by President Bush on July 26, 1990. The Equal Employment Opportunity Commission (EEOC) published the final regulations interpreting the employment-related provisions in July 1991.

Title 1 of the Act, the employment title, prohibits local governments, like the City of Alexandria, from discriminating against qualified individuals with disabilities when making employment decisions. Title 1 requires that the City make reasonable accommodation for the known physical or mental limitations of an otherwise qualified applicant or employee with a disability, unless the City can show that the accommodation would cause "undue hardship" to the City's operation.

Title 2 prohibits the City from discriminating against, or otherwise excluding from its services, any qualified individual with a disability. Title 2 specifically applies to public transportation provided by public transit authorities, as well as to private persons providing transportation services under contract or by other arrangement with a public entity.

Title 3 governs public accommodations and prohibits discrimination on the basis of disability in the full and equal enjoyment of goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodation operated by the City. Title 3 requires that all such places of public accommodation be made accessible to individuals with disabilities if the changes are "readily achievable." Any new construction, or major renovations of existing structures, must be designed and constructed to be readily accessible to and usable by people with disabilities. Auxiliary services must be provided unless doing so would fundamentally alter the nature of the program or cause an undue burden.

Title 4 requires that telephone services offered to the general public include interstate and intrastate telecommunications relay services to provide disabled individuals who use non-voice terminal devices with communication modes equivalent to those provided to individuals able to use telephone services.

Title 5 contains important miscellaneous provisions, including a prohibition against the City retaliating against any individual who opposes acts or practices made unlawful by the ADA, or who assists in an investigation, proceeding, or hearing under the ADA. Title 5 authorizes courts or agencies to award attorney's fees, including litigation expenses and costs, to a prevailing party in any action or administrative proceeding commenced under the Act. The City of Alexandria may be liable for attorney's fees, in the same manner as any private party. Title 5 also contains important amendments to Sections 503 and 504 of the Rehabilitation Act of 1973 and excludes certain categories of individuals from the protected class under the ADA. Alternative dispute resolution methods are recognized and encouraged in Title 5.

Although the legislation is sweeping in scope and will profoundly affect many areas of the City's administration, for the purposes of this project study, our interest is in the area of pre-placement medical standards and we will pay specific attention to those portions of the Act directly addressing employment issues.

TITLE 1 - EMPLOYMENT DISCRIMINATION

Prior to enactment of the ADA, no comprehensive federal legislation addressed disability-based employment discrimination at the level of local government. The Rehabilitation Act of 1973 prohibited discrimination against handicapped individuals and required covered employers to make reasonable accommodation to those handicapped individuals who are otherwise qualified to perform the job duties of a particular position. The scope of the Rehabilitation Act is limited to federal agencies, federal grant recipients, and federal government contractors. Thus, the majority of private employers and state and local government employers are not subject to the Rehabilitation Act.

The City is, of course, subject to state anti-discrimination statutes, many of which include protection for disabled individuals. The ADA does not displace any of these pre-existing state statutes. To the extent that Virginia's statutes offer greater protection than does the ADA, the City will be required to meet that higher standard. In other words, the federal legislation establishes the minimum protection a private employer must extend to its employees.

In drafting the basic framework of the ADA, Congress drew heavily upon pre-existing employment discrimination statutes. The administrative procedures, along with the record-keeping requirements and remedies available under the ADA, were borrowed from Title 7 of the Civil Rights Act of 1964, although the ADA imposes none of the reporting requirements of Title 7. For

employers versed in the Rehabilitation Act, the ADA's definitions of disability and discrimination, as well as the concept of reasonable accommodation, will be familiar.

The general principle underlying Title 1 of the ADA is that the City of Alexandria cannot discriminate against any qualified disabled individual with respect to any term, condition, or privilege of employment. Moreover, the Act requires the City to make "reasonable accommodation" for such "qualified individuals with disabilities," unless doing so would cause "undue hardship" to the City.

Title 1 becomes effective on July 26, 1992 for employers (like the City of Alexandria) with 25 or more employees.

WHAT IS A DISABILITY?

The basic three-prong definition of a "disability" under the ADA is the same as "handicap" under the Rehabilitation Act. The City must consider an individual with a disability if that individual:

- (1) Has a physical or mental impairment that substantially limits one or more of the individual's major life activities; or
- (2) Has a record of such impairment; or
- (3) Is regarded as having such an impairment.

What Is A Substantially Limiting Impairment?

A "physical or mental impairment" is defined as any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of several body systems, or any mental disorder.

An impairment exists even if treatment, devices, or medications control it. For example, an individual with epilepsy has an impairment even though the condition is fully controlled by medication.

Physical characteristics such as hair or eye color, or left handedness are not impairments. Lifestyle choices such as homosexuality and bisexuality are not impairments, and therefore are excluded from the definition of a disability.

Conditions such as transvestitism, transsexualism, pedophilia, compulsive gambling, kleptomania, and pyromania are explicitly excluded from the Act's protection.

A current user of illegal drugs is likewise expressly excluded from the definition of an individual with a disability both for purposes of the employment title and for purposes of the Act as a whole. As long as they are not currently using illegal drugs,

the Act does protect former drug users who have successfully self-rehabilitated or who have completed a supervised drug rehabilitation program, or who are currently participating in a supervised rehabilitation program.

What Is A "Major Life Activity"?

A major life activity includes such functions as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, working, and participating in community activities.

Although in most cases the City will encounter the claim that an individual's major life activity of working is substantially limited, an individual also qualifies for protection even if working is not substantially limited, where some other major life activity is substantially limited. An employee for the City who is HIV-infected and whose working abilities are unaffected by the infection is nevertheless protected because of the substantial limitation to the major life activities of procreation and intimate sexual relationships.

What is meant by "Substantially Limited"?

The City of Alexandria does not have to recognize every claim of impairment as a "disability". An impairment rises to the level of a disability if that impairment, or the cumulative effect of multiple impairments, substantially limits one or more of the individual's major life activities. Certainly, an impairment that prevents an individual from performing a major life activity substantially limits that major life activity. But it is sufficient if an impairment significantly restricts the condition, manner, or duration under which an individual can perform a particular major life activity as compared to the average person in the general population. For example, a diabetic employee of the City who, without insulin, would lapse into a coma is substantially limited because the individual can perform major life activities only with the aid of medication.

Conversely, as long as an individual is able to perform work within the broad range of that individual's training or experience, that individual's activity of working is not substantially limited, and, assuming the individual claims working as the sole major life activity substantially limited by a disability, that individual is not within the scope of Title 1's protection. According to the EEOC, a surgeon who suffers an impairment that results in shaky hands, though perhaps unable to continue performing surgery, may nonetheless continue performing other aspects of the practice of medicine. The inability to perform a chosen specialty does not necessarily render an individual "disabled" for purposes of Title 1.

On the other hand, one's ability to work may be considered "substantially limited" without demanding that she/he be totally

unable to work. According to the EEOC, an individual's activity of working is substantially limited if the individual's ability to perform a class of jobs or a broad range of jobs in various classes is significantly restricted as compared to the ability of the average person with comparable qualifications to perform the same jobs.

The EEOC offers the example of an individual whose lower back condition prevents that individual from performing any heavy labor job. Such an individual suffers a substantial limitation on the activity of working because the impairment eliminates his or her ability to perform that entire class of jobs. This is true despite the fact that the impairment does not affect the individual's ability to perform other jobs, such as semi-skilled labor, which are outside the class.

What is meant by a "Record of Such an Impairment"?

In some cases the City may have to recognize an employee as covered under the Act even if there is no current disability. Examples include a "history" of cancer or myocardial infarction. The City will be expected to consider the individual protected by the ADA.

What is meant by "Regarded as Having a Disability"?

If the City makes an employment decision based on the erroneous assumption that an individual is disabled, then that individual can claim protection under the Act. An example might be presuming on the basis of an administrative review that the applicant's facial disfigurements or other cosmetic scars represent an actual physical disability in the context of the functional requirements of the job position.

What is meant by the "Essential Functions of the Job"?

The City must determine the essential functions of the job on a case by case basis. Generally, essential functions are those which are "fundamental," and not "marginal." Added to this legislative guidance is the EEOC's instruction that essential functions are the primary job duties that are intrinsic to the particular position.

Employers unsuccessfully lobbied for a clause that would have created a legal presumption that an employer's job description expresses the essential functions of a job. As passed, the Act instead provides that any job description the employer creates prior to advertising or interviewing applicants for the position must be considered as evidence of the essential functions of the

job.

Although not as strong as a legal presumption, the consideration afforded to such job descriptions increases the importance to the City of carefully drafted, detailed job descriptions. The City is therefore advantaged by including all truly essential job functions to strengthen its defenses in the event that a hiring or promotion decision is challenged. Conversely, overly broad job descriptions should be avoided because the inclusion of non-essential functions may cast doubt on the legitimacy of the remainder of the job description.

According to the EEOC, its inquiry into the essential functions is "not intended to second guess an employer's business judgment." For example, if the City requires an employee in a given position description to maintain a Commercial License, the EEOC will not be as concerned with whether such a requirement is necessary as it will be with whether the standard is truly required of all of its employees as a matter of fact, and not just on paper. If it looks like the City selected this requirement with the intent to exclude individuals with disabilities, the City must be prepared to offer legitimate, nondiscriminatory reasons for its selection.

What is "Reasonable Accommodation"?

The determination of how much accommodation is "reasonable" necessarily depends on the individual facts.

The accommodations mentioned in the statute and discussed in the EEOC's regulations touch on three areas: providing equal employment opportunity in the application process, enabling disabled individuals to perform the essential functions of the position held or desired, and extending to disabled individuals benefits and privileges that are equal to those extended to employees without disabilities.

Restructuring the physical facilities to make existing physical facilities used by employees readily accessible to and usable by individuals with disabilities may be required. This requirement would include making accessible both areas where essential job functions are performed, as well as non-work areas such as break-rooms, lunchrooms, and training rooms.

Modifications of particular positions is another possible accommodation. Job restructuring, part-time or modified work schedules, acquisition or modification of equipment or devices, or provision of readers or interpreters may be deemed reasonable

accommodations. Only the non-essential, marginal functions of a job would be subject to restructuring. **The City is not required to remove essential functions from a particular position to reasonably accommodate a disabled employee, because by definition, those functions are integral parts of the job.**

The Act does not require the City to "bump" another employee to provide a position to an individual with a disability. Where a disability renders an employee incapable of performing the duties of a present position even with reasonable accommodations, however, the City would likely be required to reassign the employee to a vacant position that could be performed.

What is "Undue Hardship"?

The City must accommodate unless the accommodation would impose an "undue hardship". To meet this burden, the City must show that a proposed accommodation requires "significant difficulty-or expense." The City must weigh factors such as the cost of a particular accommodation, the effect of the accommodation on the City's operation, the number and composition of the City's work force, and the resources available.

It is probable that the EEOC would consider the resources of the entire City, and not of a given department or division. To avoid making a particular accommodation, the City must make an affirmative showing of hardship that reaches a higher level than the standards imposed in other areas of the law. For example, the City must provide only de minimis accommodation for an individual's religious practices under Title 7. Title 3 of the ADA itself requires only that places of public accommodation be made accessible to individuals with disabilities if the changes are "readily achievable."

Another important factor regarding the reasonableness of proposed accommodations includes the number of people who would benefit from a proposed accommodation, the permanency of an affected work site, and the availability of outside funding to pay some, if not all, of the costs of a particular accommodation.

Drug Testing

A drug test for illegal drugs is not considered a "medical examination" under the Act, and is permissible. Therefore, an employer may test for illegal drugs even before an employment offer is extended. Laboratory analysis that discloses the use of legal drugs (such as prescription drug used under a doctor's supervision), or testing procedures which require an applicant to disclose the use of legal drugs, when conducted prior to the offer of employment, would violate the ADA. The rationale is that such disclosure may indicate underlying conditions that may lawfully be discovered only after an employment offer is extended.

Drug Users And Alcoholics

Although drug users and alcoholics are often grouped together in the statute, they are treated somewhat differently. As previously discussed, a current user of illegal drugs is not a "qualified individual with a disability," and therefore receives no protection. Because an illegal drug user is excluded from the Act's protection, the City has no obligation to "reasonably accommodate" or rehabilitate such an individual.

The Act specifically authorizes the City to hold either a drug user or an alcoholic to the same qualification standards for employment, job performance, and behavior to which the City holds other employees, even if any unsatisfactory performance or behavior is related to the individual's drug use or alcoholism. The City may prohibit the illegal use of drugs and the use of alcohol in the work place by all employees, and may require that employees not be under the influence of alcohol or engage in the illegal use of drugs at the work place.

An individual who, because of alcoholism or any other disability, is unable to perform the essential duties of the job in question would not be a "qualified individual with a disability" under Title 1. Additionally, although the "direct threat" qualification standard does not explicitly refer to alcoholics, it would allow an employer to refuse to employ or retain an individual whose employment, by reason of current alcohol abuse, would constitute a direct threat to the health or safety of other individuals in the work place.

PROHIBITED PRACTICES - HOW THE CITY DEFENDS ITSELF.

Every aspect of the employment relationship in the City will be affected by this legislation, from job application, to hiring,

promotion, and discharge. The prohibition against discrimination extends to employee compensation, job training, and all other terms, conditions, and privileges of employment. Both the statute and its accompanying regulations prohibit the City from restricting employment opportunities of qualified individuals with disabilities based on stereotypes, myths, or patronizing attitudes regarding an individual's disability. Inherent in the Act, therefore, is the requirement that the City engage in an individualized case-by-case analysis of a particular person's capabilities.

According to the EEOC's proposed regulations, a defense to claims of intentionally **committed** discrimination requires the City to counter the allegation of discriminatory intent by a showing that the challenged action has a legitimate, non-discriminatory justification.

A disabled individual can challenge the City's action or failure to act, for the statute specifically identifies the **omission** of a reasonable accommodation as discrimination. To defend such a charge, the City will be required to present evidence and to demonstrate that a requested or necessary accommodation would actually impose an undue hardship on the operation of the City's business.

As previously discussed, the EEOC has indicated that its regulations are not intended to second guess the employer's decision regarding production standards. Consequently, the City's stated position requirements such as specific responsibilities, production standards, leave policies, etc. generally will not be subject to challenge unless there is reason to believe they were adopted for a discriminatory reason.

Pre-Employment Medical Examinations

In addition to subjecting other pre-employment selection criteria to higher scrutiny, the ADA prohibits pre-employment medical examinations altogether. While the City is free to inquire into the ability of an applicant to perform specific job related functions (as it should), the City may not inquire directly whether a job applicant has a disability or seek information regarding the nature or severity of any such disability. For example, the City should not specifically ask whether an applicant is currently being compensated for prior disabilities during its pre-employment screening. The City, or its medical examiner, can review the hazards, exposures, and functional requirements for a given position and inquire as to whether there is anything in that description that the employee would be unable

or unwilling to do.

Post-Offer Medical Examinations

The City is allowed to require medical examinations of job applicants, including gathering full medical histories, and to condition employment on the results of a medical examination but only after a conditional offer of employment has been extended, and only if all entering employees in a particular job category are subjected to such an examination regardless of disability. The medical information must be collected on separate forms and maintained in separate medical files which are treated as confidential medical records, and the results of the medical examination may be used only in accordance with the Act.

The legislative history of the Act sheds some light on the nuances of the important issue of medical examinations. In order to rely on a medical examination to exclude an individual from a particular position, the medical examination must reveal a condition that creates a high probability of substantial harm if the candidate performs the particular functions of the job in question and for which the City could not, without undue hardship, make reasonable accommodation sufficient to avert such harm.

In other words, the City may exclude an applicant based on a medical examination only where the examination discloses a disability which renders the individual unable to perform the essential functions of the job with or without reasonable accommodation.

If the City's medical examiner concludes that placing a particular applicant in a specific position creates the threat of imminent substantial harm, the applicant is free to submit, and the City must consider, evidence from his or her own doctor challenging the City's conclusion. The rationale behind this requirement is that the applicant's physician, who regularly treats the applicant, presumably knows more about the effects of the disability on the applicant than does the City's medical examiner, who may not be as familiar with the particular individual's situation.

If, after due consideration, the applicant is rejected, and the decision is challenged, **the City is not shielded from liability simply by relying on the medical examiner's conclusions. If those conclusions are ultimately rejected, the City will be liable for discrimination.**

The Act contains a related provision allowing the City to require, as a qualification standard, that an individual not pose

a direct threat to the health or safety of others. This showing has two parts: The individual must pose a significant threat of substantial harm. Thus, a slightly increased risk of danger is insufficient. Rather, the City must show that there is a high probability of danger. Furthermore, the City does not meet its burden by advancing a speculative or remote risk. Rather, there must be a definite displaying of risk. For people with mental disabilities, the City must identify the individual's specific behavior that would pose the anticipated direct threat. All such determinations must be based on the circumstances of a particular disabled person, not merely on generalizations about the disability. Assuming that no reasonable accommodation would either eliminate the risk or reduce it to an acceptable level, the City is not required to employ/retain the disabled individual.

Fitness For Duty Examinations

Fitness for duty examinations are performed to answer the practical question, "Can this employee safely perform the essential functions of the job at this moment?". Since this is consistent with the ADA these types of examinations, when properly conducted, are allowed by the ADA.

CONCLUSION

The Act has spawned a great deal of litigation as the courts struggle with the case-by-case interpretations that the Act requires. Although much of the large body of case law interpreting Title VII and the Rehabilitation Act will be instructive as to interpretations of similar provisions under the ADA, many new questions and issues will have to be resolved by the agencies and courts. The review and revision of the City's pre-placement examinations and their attendant medical standards is one significant aspect of this comprehensive work. We have attempted in every way to bring our understanding of the Act to the forefront during this project study.

Realize that these standards, while rooted in our individualized study of the City's job positions, still do not stand on their own. Each case of employment, transfer, promotion, etc. that is denied and challenged must be defensible by evidence of a carefully weighed individual decision and the City remains liable for the negative consequences of perceived discrimination.

IV. MEDICAL EVALUATION PROCESS

Job analysis, job site analysis, surveys, questionnaires, etc. were performed and resulted in the development of criteria for the functional assessment of applicants. These criteria included pre-employment inquiries that are not prohibited by the ADA and allow the employer and the examiner to ascertain critical information about the physical and psychological ability of the applicant to perform the essential functions of the job. They include identification of physical, chemical, and biological hazards and environmental factors associated with the position. Limited inquiry into specific medical conditions is defensible if it can be shown that such an inquiry is critical to a decision bearing on whether the applicant can perform his/her duties safely and without a clear, significant risk of harm.

The medical evaluation process should include pre-placement medical evaluations, and fitness-for-duty medical evaluations.

The City of Alexandria should ensure that the medical evaluation process and all medical evaluations meet all of the requirements of this section.

Each applicant or current employee should cooperate, participate and comply with the medical evaluation process and should provide complete and accurate information to the evaluating physician.

Each applicant or current employee should, on a timely basis, report to the City's physician or designee any exposure or medical condition which may interfere with the ability of the individual to perform safely and in good health as a City employee. Such exposures and medical conditions may include, but not be limited to:

- (a) exposures to hazardous materials or toxic substances
- (b) exposure to infectious or contagious diseases
- (c) occupational illnesses or injuries
- (d) use of prescription or non-prescription drugs that significantly affect mental status or physical abilities
- (e) pregnancy

If the applicant presents with an acute medical problem, medical evaluation shall be postponed until that person has recovered from his/her condition. If the applicant or current employee presents with a newly acquired medical condition which is likely to become chronic, a reasonable period of time will be allowed for complete diagnosis and treatment before an official determination is made concerning the individual's capability of performing the essential functions of the job.

The City of Alexandria Physician. (see Definitions.)

The City's physician shall be a licensed doctor of medicine. He/she shall be qualified to provide professional expertise in the areas of occupational safety and health as they relate to the City's various positions. Ideally, the City's physician will have specific credentials in Occupational Medicine, such as Residency Training and Board Certification in that specialty.

For the purpose of conducting medical evaluations, the City's physician shall have a unique understanding of the physiological and psychological demands placed on employees in each position, and shall understand the occupational hazards and environmental conditions under which these employees must perform.

While other contracted physician services can be utilized for the medical examinations, the City's physician, or his designee, should evaluate every applicant before a determination "not to hire" is recommended to the City of Alexandria.

V. MEDICAL EXAMINATIONS

Pre-placement Medical Evaluation.

The candidate shall be medically certified if the medical history and physical examination establish that the functional requirements of the position have been satisfied.

If the candidate satisfies the functional requirements of the position but might have difficulty performing other assigned duties, a medical recommendation to hire should be made with a statement of restrictions. The pertinent medical basis for the decision should be clearly stated.

If it is concluded that an otherwise qualified applicant cannot satisfy all of the functional requirements of a given position, a statement detailing the functional requirement(s) not satisfied should be made, with an attendant statement of the medical basis for this conclusion. Recommendations for accommodation should be made as appropriate. The City decides when the accommodation is "reasonable".

When an applicant clearly does not meet the medical standard, or would represent an unacceptable risk of harm to himself, his fellow workers, or the general public, a statement not to medically certify should be rendered to the City.

Any candidate who is pregnant shall be evaluated based on the candidate's ability to perform the essential functions of the position. Pregnancy is not, per se, a protected condition under the ADA. There is, however, a compelling requirement not to discriminate against a woman simply because she is pregnant, and not to establish "exclusionary" policies based in the perceived need to protect the fetus from harm.

Periodic Medical Evaluation.

There is no requirement for periodic medical examinations for these positions.

Return to Duty Medical Evaluation.

A current employee who has been absent from duty for a medical condition of a nature or duration that may affect performance in his position shall be medically evaluated before returning to duty.

The employee shall not be medically certified for return to duty if he continues to not meet the medical requirements for that position. The City's physician, in conjunction with the City of Alexandria official with jurisdiction, shall take into account the employee's current duty assignment and alternative duty assignments or other programs that would allow the employee to gradually return to full duty.

Medical Evaluation Records, Results, Reporting, and Confidentiality.

All medical information collected as part of a medical evaluation shall be considered confidential medical information, and shall be released by the evaluating physician to only with the specific written consent of the applicant or incumbent.

The evaluating physician shall report the results of the medical evaluation to the applicant or incumbent, including any medical condition(s) disclosed during the medical evaluation, and the recommendation as to whether the applicant or incumbent is medically certified to perform all of the duties of that position.

The evaluating physician shall inform the Personnel Services departmental designee only as to whether or not the applicant or incumbent has satisfied the functional requirements of the position. Any medical information pertinent specifically to a decision to "recommend with restriction," to "recommend job accommodation," or to "recommend not to hire" should be forwarded to the City and should not be considered confidential. However, all other medical information shall be considered confidential, and the specific written consent of the applicant or incumbent shall be required to release this confidential medical information to the City.

VI. MEDICAL REQUIREMENTS BY POSITION FORMAT FOR ORGANIZATION OF MEDICAL STANDARDS

A. The "title" for each standard reads **CITY OF ALEXANDRIA**. This identifies the following job titles and applicable medical standards as referable to city employees **only**, and **not** to state workers, contract workers, or others that may perform similar work or operate in a similar setting.

B. The subtitle refers to the **department/division** identified with the applicable job titles. Where job titles can be grouped under the same standard, not all of the listed job titles will necessarily be found within the stated department/division. More often, a given job title can be found in multiple departments and divisions.

C. The **type** of examination applicable to the stated job titles is listed. **Pre-placement** and **fitness-for-duty medical examinations** are listed for every position with a medical standard. Annual or other "periodic" examinations only apply when specifically listed.

D. In the next section, the **job titles** (as identified in the most current edition of the City's position descriptions) are listed. Once again, the reason that the listed job titles are "grouped" pertains to their similar medical requirements.

E. The next section identifies special **administrative requirements**, licenses/certifications, educational qualifications, specialized skills, etc. of interest to the evaluating physician. This is not meant to be a comprehensive list of all administrative requirements. This section also identifies **environmental factors**. It is imperative that the evaluating physician be aware of the various stressors the examinee may be expected to experience in the work place.

F. The next section states the elements of the **medical examination**. This is not meant to place rigid limitations on the elements of the examination, but rather to highlight aspects of the examination that, at a minimum, should be documented.

G. The next section states the **functional requirements** for the above stated positions. If the applicant does not fully satisfy these requirements, a report stating this should be forwarded to the City of Alexandria. Documentation of the medical basis for this decision should be forwarded to the City's Physician for review.

H. The next section identifies specific **medical criteria**, or physical or psychological limitations, that might be imposed by a medical condition or "group" of medical conditions. This section serves to alert physicians to areas of concern. Addressing them properly requires considerable clinical judgement.

In addition to this book, each evaluating physician should have available a complete set of **position descriptions**.

VII. SPECIAL ISSUES: IMMUNIZATION, DRUG TESTING, RESPIRATOR USE AND HEARING CONSERVATION IMMUNIZATION

Persons in specific occupations in the City of Alexandria are at increased risk of exposure to certain vaccine-preventable illnesses. In our "first draft" copy of this medical standard, we included within the medical profile of each job title(s) our recommendation regarding appropriate immunizations. We subsequently learned that the City has separately studied this issue and has addressed it as an administrative policy. Since our specific recommendations may not always fully concur with the City's, the potential for confusion seemed to outweigh the benefit. We have therefore omitted all specific recommendations and address the issue here in principle.

Health and Public Safety Occupations

Because of their contact with patients or infectious material from patients, many health care workers (e.g., physicians, nurses, dental professionals, students, assistants, aids, laboratory technicians, and supportive administrative staff) and public safety workers (e.g. police, emergency medical personnel, fire fighters, and other non-commissioned personnel who operate in the same arena) are at risk for exposure to, and possible transmission of, hepatitis B virus, influenza, rubella, measles and mumps, and, less commonly, polio virus, and others.

The Occupational Safety and Health Administration (OSHA) has developed regulations that require employers with occupational exposure to blood to offer the **Hepatitis B vaccine** to their employees at the employer's expense.

Influenza vaccine is recommended yearly for physicians, nurses, and other personnel in hospitals, chronic care, outpatient, or in any setting involving contact with high risk groups. All those who provide essential community services (e.g. public safety workers, social workers, etc.) should also receive the vaccine. Vaccination will reduce the possibility of transmitting influenza from workers to patients and clients and reduce the City's risk of illness and absenteeism due to influenza.

Transmission of **rubella** in health service facilities (e.g., hospitals, physician or dentist offices, outpatient clinics) can disrupt work routines and cause considerable expense. Although no cases of congenital rubella syndrome (CRS) have been reported in association with rubella transmission in health facilities, therapeutic abortions have been sought by pregnant staff members after rubella infection. To prevent such situations, all medical, dental, laboratory, other support health personnel, both male and female, who might be at risk

of exposure to patients infected with rubella or who might have contact with pregnant patients should be vaccinated. Immunization may also be extended to other public service groups who might be expected to routinely come into contact with reproductive age women. Rubella is recommended for all such personnel unless they have either proof of vaccination with rubella vaccine on or after their first birthday or laboratory evidence of immunity. The vaccine of choice is MMR if recipients are likely to be susceptible to measles and/or mumps as well as rubella.

All City employees who are involved in health care or have direct patient contact should be vaccinated for **measles and mumps**, have a record of a physician diagnosed case, or have been born before 1957. Prior to the development of vaccines (1957), natural infection was nearly universal.

Polio virus vaccine is not routinely recommended for persons older than high-school age. It is commonly recommended for certain types of health care providers (i.e., those that work with patients at high risk for actively excreting the wild polio virus). This should not be necessary for any health care employees in the City at this time. Also, while commonly recommended, there is no sound basis for recommending polio vaccine for employees exposed to sewerage.

Veterinarians and animal handlers are at risk of **rabies** exposure because of occupational contact with domestic and wild animals. They should receive pre-exposure prophylaxis with human diploid cell rabies vaccine (HDCV). Pre-exposure vaccination against rabies does not eliminate the need for additional therapy after potential exposure to rabies. Persons at continued risk of frequent exposure should receive a booster dose of HDCV every 2 years or have their serum tested for rabies antibody every 2 years; if the titer is inadequate (<5 by the rapid fluorescent-focus inhibition test), they should receive a booster dose. Pre-exposure rabies vaccine should be considered for "field" personnel who are likely to have contact with potentially rabid dogs, cats, skunks, raccoons, bats, or other wildlife species.

Sewerage workers, as all other adults, should be adequately vaccinated against **diphtheria and tetanus**. Sewerage workers are not at increased risk of polio, typhoid fever, or hepatitis A; Polio virus and typhoid vaccines and immune globulin (IG) are not recommended.

Recently, in response to an increase in drug-resistant **tuberculosis**, federal labor officials (OSHA) in New York have issued inspection guidelines and established an enforcement program to prevent occupational TB exposures. While OSHA currently has no plans for a separate TB standard, it is working on a national compliance directive for airborne pathogens. The directive will likely apply to workers who have any "direct indoor contact" with an infectious TB patient as well as those who work in health care settings, homeless shelters, long term care facilities, drug treatment centers or other settings with an above average risk of exposure.

Elements of the program include pre-placement Mantoux skin testing with periodic testing (every 6 months) for employees with frequent exposure, medical removal from the work place when a diagnosis of TB is made, TB training upon initial employment and then annually, use of engineering controls and personal protective equipment, etc. In the U.S., Bacille Calmette-Guerin vaccine (BCG) is no longer recommended for health care workers or other adults at high risk for acquiring TB infection.

EMPLOYEE DRUG TESTING

The comprehensive drug testing program would follow Department of Health and Human Service (DHHS) Guidelines. The medical reasoning for the program elements and for designating individual positions as "covered" positions was based on Federal guidelines and the National Institute on Drug Abuse (NIDA) publication, "Comprehensive Procedures for Drug Testing in the Workplace".

RESPIRATOR USE AND HEARING CONSERVATION

In the medical standard the "whisper test" is used as a crude guide to auditory acuity when our concern is simply that, on a pre-placement basis, no gross hearing impairment exists. When we thought that it would be useful to establish a baseline for hearing prior to the applicant commencing work, we recommended an audiogram during the pre-placement medical examination.

**VIII. ALPHABETICAL LISTING OF JOB TITLES AND PAGE REFERENCES FOR
MEDICAL STANDARDS (SECTION IX)**

JOB TITLE	MEDICAL STANDARDS PAGE (N/A = no standards)
Account Clerk I.....	N/A
Account Clerk II.....	N/A
Account Clerk III.....	N/A
Account Clerk IV.....	N/A
Accountant I.....	N/A
Accountant II.....	N/A
Accounting Technician.....	N/A
Administrative Aide/City Council	N/A
Administrative Assistant	N/A
Administrative Assistant/Mayor.....	N/A
Administrative Officer I	N/A
Administrative Officer II	N/A
Administrative Technician	N/A
Adult Day Health Care Activities Assistant.....	9-15
Affirmative Action Officer.....	N/A
Air Pollution Control Specialist	9-13
Arborist.....	9-21
Archaeologist.....	N/A
Assessment Records Specialist.....	N/A
Assistant City Attorney I.....	N/A
Assistant City Attorney II.....	N/A
Assistant City Attorney III.....	N/A
Assistant City Attorney IV.....	N/A
Assistant City Attorney V.....	N/A
Assistant City Manager I.....	N/A
Assistant City Manager II.....	N/A
Assistant Commonwealth's Attorney I.....	N/A
Assistant Commonwealth's Attorney II.....	N/A
Assistant Commonwealth's Attorney III.....	N/A
Assistant Commonwealth's Attorney IV.....	N/A
Assistant Commonwealth's Attorney V.....	N/A
Assistant CRT Administrator.....	N/A
Assistant Director/Adult Day Health Care.....	9-15
Assistant Dockmaster.....	N/A
Assistant Food Services Specialist.....	9-17
Assistant Impounding Officer I.....	N/A
Assistant Impounding Officer II.....	N/A
Assistant Registrar I.....	N/A
Assistant Registrar II.....	N/A
Assistant Registrar III.....	N/A
Assistant Superintendent/Construction and Maintenance.....	9-12
Assistant Superintendent/Parks and Facilities.....	9-22
Assistant Superintendent/Solid Waste.....	9-38

Assistant Superintendent/Transportation.....	9-43
Assistant Superintendent/Tree Maintenance.....	9-23
Assistant to the City Manager.....	N/A
Assistant Vocational Services Manager.....	N/A
Audiologist.....	N/A
Automotive Diagnostician.....	9-9
Automotive Mechanic.....	9-3, 9
Automotive Parts Driver.....	9-6, 32
Automotive Parts Manager.....	9-8
Automotive Parts Specialist.....	9-8
Automotive Services Advisor.....	9-7
Behavior Management Specialist.....	N/A (CONTRACTED)
Budget/Management Analyst I.....	N/A
Budget/Management Analyst II.....	N/A
Building Services Assistant.....	N/A
Building Systems Technician.....	9-11
Bus Driver.....	9-14
Bus Driver Supervisor.....	9-14
Business & Professional Licenses Supervisor.....	N/A
Buyer I.....	N/A
Buyer II.....	N/A
Buyer III.....	N/A
Carpenter.....	9-10
Case Aide.....	N/A
Caseworker.....	N/A
Caseworker/Intake & Referral.....	N/A
Chief Eligibility Supervisor.....	N/A
Chief of Surveys.....	N/A
Chief Social Worker Supervisor.....	N/A
Circuit Court Law Clerk.....	N/A (STATE)
City Arborist.....	9-21
City Archaeologist.....	N/A
City Attorney.....	N/A
City Clerk & Clerk of Council.....	N/A
City Manager.....	N/A
Civil Engineer I.....	N/A
Civil Engineer II.....	N/A
Civil Engineer III.....	N/A
Civil Engineer IV.....	N/A
Clerk I.....	N/A
Clerk II.....	N/A
Clerk of the Circuit Court.....	N/A
Clerk Typist I.....	N/A
Clerk Typist II.....	N/A
Clerk Typist III.....	N/A
Client Intake Services Worker.....	N/A
Clinical Psychiatrist.....	N/A
Clinical Psychologist I.....	N/A
Clinical Psychologist II.....	N/A

Clinical Psychologist Trainee.....	N/A
Clinical Supervisor/Substance Abuse Services.....	N/A
Code Compliance Officer.....	N/A
Code Enforcement Field Supervisor.....	N/A
Code Enforcement Inspector I.....	9-1
Code Enforcement Inspector II.....	9-1
Code Enforcement Inspector III.....	9-1
Commonwealth's Attorney.....	N/A
Community Services Specialist I.....	N/A
Community Services Specialist II.....	N/A
Companion Aide I.....	9-16
Companion Aide II.....	9-16
Computer Applications Instructor.....	N/A
Computer Operator I.....	N/A
Computer Operator II.....	N/A
Computer Operator III.....	N/A
Computer Programmer.....	N/A
Computer Programmer/Analyst.....	N/A
Computer Specialist I.....	N/A
Computer Specialist II.....	N/A
Computer Specialist III.....	N/A
Computer Systems Analyst I.....	N/A
Computer Systems Analyst II.....	N/A
Computer Systems Analyst III.....	N/A
Construction Field Representative.....	9-12
Consumer & Citizens' Affairs Investigator.....	N/A
Consumer Affairs Administrator.....	N/A
Contract Procurement Specialist.....	N/A
Cook.....	9-17
Coordinator/Adult Day Treatment.....	N/A
Coordinator/Alterative Programs.....	N/A
Coordinator/ASAP.....	N/A (STATE)
Coordinator/Assistant Residential Services.....	N/A
Coordinator/Building Services I.....	9-3, 12
Coordinator/Building Services II.....	9-3, 12
Coordinator/Building Services III.....	9-3, 12
Coordinator/CJIS.....	N/A
Coordinator/Community & Family Advocacy.....	N/A
Coordinator/Domestic Violence Program.....	N/A
Coordinator/Emergency Planning.....	N/A
Coordinator/Employment Services.....	N/A
Coordinator/Family Advocacy Project.....	N/A
Coordinator/Fire Emergency Communications.....	N/A
Coordinator/Fleet Maintenance.....	N/A
Coordinator/Housing Program.....	9-20
Coordinator/Human Services Project.....	N/A
Coordinator/Information Technology Services.....	N/A
Coordinator/Intergovernmental Relations.....	N/A
Coordinator/Jury.....	N/A
Coordinator/Long-Term Care Services.....	N/A
Coordinator/Pool Site.....	N/A

Coordinator/Program.....	N/A
Coordinator/Rehabilitation Loan I.....	9-20
Coordinator/Rehabilitation Loan II.....	9-20
Coordinator/Residential Services.....	N/A
Coordinator/Site Plan/Administrative Assistant.....	N/A
Coordinator/Special Services.....	N/A
Coordinator/Transportation.....	N/A
Coordinator/Victim-Witness Assistance.....	N/A (STATE)
Coordinator/Vocational and Pre-Vocational Services.....	N/A
Coordinator/Volunteer Services.....	N/A
Coordinator/Youth Services.....	N/A
Council Member.....	N/A
Counseling Supervisor.....	N/A
Court Administrator.....	N/A (STATE)
Court Services Supervisor.....	N/A (STATE)
Crime Prevention Technician.....	N/A
Curator I.....	N/A
Curator II.....	N/A
Custodian.....	9-19
Custodian Supervisor.....	9-19
Data Center Supervisor.....	N/A
Data Entry Operator I.....	N/A
Data Entry Operator II.....	N/A
Data Entry Operator III.....	N/A
Database Administrator I.....	N/A
Database Administrator II.....	N/A
Delivery Clerk.....	9-4, 32
Dental Assistant.....	N/A (STATE)
Deputy Chief of Police.....	SEE POLICE STANDARDS
Deputy City Clerk.....	N/A
Deputy City Manager.....	N/A
Deputy Commonwealth's Attorney.....	N/A
Deputy Court Administrator.....	N/A (STATE)
Deputy Court Clerk.....	N/A (STATE)
Deputy Court Clerk Trainee.....	N/A (STATE)
Deputy Director/Administration/Recreation.....	N/A
Deputy Director/Code Enforcement.....	N/A
Deputy Director/Engineering.....	N/A
Deputy Director/General Services.....	N/A
Deputy Director/Information Technology Services.....	N/A
Deputy Director/Library.....	N/A
Deputy Director/Management and Budget.....	N/A
Deputy Director/Office of Housing.....	N/A
Deputy Director/Personnel.....	N/A
Deputy Director/Planning & Zoning.....	N/A
Deputy Director/Real Estate Assessment.....	N/A
Deputy Director/Recreation.....	N/A
Deputy Director/TES Administration.....	N/A
Deputy Director/TES Engineering.....	N/A
Deputy Director/TES Operations.....	N/A

Deputy Finance Director/Comptroller.....	N/A
Deputy Fire Chief.....	SEE FIREFIGHTER STANDARDS
Deputy Fire Marshal/Chief.....	9-2
Deputy Fire Marshal I.....	9-2
Deputy Fire Marshal II.....	9-2
Deputy Fire Marshal III.....	9-2
Deputy Registrar.....	N/A
Deputy Sheriff/Captain.....	SEE SHERIFF STANDARDS
Deputy Sheriff/Chief.....	SEE SHERIFF STANDARDS
Deputy Sheriff I.....	SEE SHERIFF STANDARDS
Deputy Sheriff II.....	SEE SHERIFF STANDARDS
Deputy Sheriff III.....	SEE SHERIFF STANDARDS
Deputy Sheriff IV.....	SEE SHERIFF STANDARDS
Deputy Sheriff/Lieutenant.....	SEE SHERIFF STANDARDS
Deputy Sheriff/Sergeant.....	SEE SHERIFF STANDARDS
Detox Center Supervisor.....	N/A
Director/Adult Day Health Care.....	9-15
Director/Agency on Aging.....	N/A
Director/Alexandria Works!!.....	N/A
Director/Alterative Programs.....	N/A
Director/Community Support Program.....	N/A
Director/Consultation and Education.....	N/A
Director/Consultation and Education Program.....	N/A
Director/Court Services.....	N/A (STATE)
Director/Dental Services.....	N/A
Director/Division of Community Programs.....	N/A
Director/Division of JobLink.....	N/A
Director/Division of Mental Retardation.....	N/A
Director/Division of Substance Abuse.....	N/A
Director/Elderly Assisted Living Program.....	N/A
Director/Emergency Medical Services.....	SEE E.R.T. STANDARDS
Director/Finance.....	N/A
Director/Financial and Information Technology Services.....	N/A
Director/General Services.....	N/A
Director/Human Services.....	N/A
Director/Information Technology Services.....	N/A
Director/Libraries.....	N/A
Director/Management and Budget.....	N/A
Director/Mental Health Center.....	N/A
Director/Mental Health, Mental Retardation, and Substance Abuse.....	N/A
Director/Nursing.....	N/A (STATE)
Director/Office of Citizens' Assistance.....	N/A
Director/Office of Code Enforcement.....	N/A
Director/Office of Early Childhood Development.....	N/A
Director/Office of Economic Opportunity.....	N/A
Director/Office of Employment and Training.....	N/A
Director/Office of Historic Alexandria.....	N/A
Director/Office on Women.....	N/A
Director/Office on Youth.....	N/A
Director/Outpatient Program/Mental Health.....	N/A

Director/Outpatient Program/Substance Abuse.....	N/A
Director/Personnel Services.....	N/A
Director/Planning and Zoning.....	N/A
Director/Public Health.....	N/A (STATE)
Director/Real Estate Assessments.....	N/A
Director/Recreation and Cultural Activities.....	N/A
Director/Research and Evaluation.....	N/A
Director/Residential Program.....	N/A
Director/Social Services Division.....	N/A
Director/Transportation and Environmental Services.....	N/A
Division Chief/Administrative Services.....	N/A
Division Chief/Communications.....	N/A
Division Chief/Construction.....	N/A
Division Chief/Design.....	N/A
Division Chief/Environmental Health.....	N/A (STATE)
Division Chief/Facilities Maintenance.....	N/A
Division Chief/Housing Program Implementation.....	N/A
Division Chief/Landlord-Tenant Relations.....	N/A
Division Chief/Maintenance.....	N/A
Division Chief/Motor Equipment.....	N/A
Division Chief/Personnel Services.....	N/A
Division Chief/Planning.....	N/A
Division Chief/Property and Construction.....	N/A
Division Chief/Recreation.....	N/A
Division Chief/Revenue Administration.....	N/A
Division Chief/Solid Waste.....	N/A
Division Chief/Transit Services and Transportation Planning.....	N/A
Division Chief/Transportation.....	N/A
Division Chief/Treasury.....	N/A
Dockmaster.....	N/A
Driver/Maintenance Aide.....	9-28
Early Childhood Development Training Specialist.....	N/A
Elections Administrator.....	N/A
Electrical Engineer.....	N/A
Eligibility Supervisor.....	N/A
Eligibility Worker I.....	N/A
Eligibility Worker II.....	N/A
Emergency Communications Technician.....	N/A
Emergency Communications Technician/Supervisor.....	N/A
Emergency Rescue Technician I.....	SEE E.R.T. STANDARDS
Emergency Rescue Technician II.....	SEE E.R.T. STANDARDS
Emergency Rescue Technician III.....	SEE E.R.T. STANDARDS
Employment and Training Specialist.....	N/A
Engineering Aide.....	N/A
Engineering Aide Supervisor.....	N/A
Engineering Supervisor.....	N/A
Engineering Technician.....	N/A
Environmental Quality Program Supervisor.....	N/A
Epidemiology Program Representative.....	N/A (STATE)

Equipment Maintenance Specialist.....	9-24
Equipment Maintenance Supervisor.....	9-24
Equipment Operator I.....	9-22
Equipment Operator II.....	9-22
Executive Secretary.....	N/A
Existing Structures Inspection Supervisor.....	N/A
Existing Structures Inspector.....	9-18
Facilities Maintenance Specialist.....	9-26
Facilities Maintenance Supervisor.....	9-26
Financial Reporting Supervisor.....	N/A
Fire Battalion Chief.....	SEE FIREFIGHTER STANDARDS
Fire Captain	SEE FIREFIGHTER STANDARDS
Fire Chief.....	SEE FIREFIGHTER STANDARDS
Fire Fighter I.....	SEE FIREFIGHTER STANDARDS
Fire Fighter II.....	SEE FIREFIGHTER STANDARDS
Fire Lieutenant.....	SEE FIREFIGHTER STANDARDS
Fire Maintenance Supervisor.....	9-3
Fire Marshal.....	9-2
Fire Personnel Supervisor.....	N/A
Fire Protection Engineer.....	N/A
Fire Training Assistant.....	N/A
Fiscal Analyst.....	N/A
Fiscal Officer I.....	N/A
Fiscal Officer II.....	N/A
Fiscal Officer III.....	N/A
Food Services Specialist.....	9-17
Food Services Worker.....	9-17
GIS Specialist.....	N/A
Hack Inspector.....	9-36
Health and Community Education Specialist.....	N/A
Heavy Equipment Operator.....	9-40
Horticultural Assistant.....	9-21
Horticultural Specialist.....	9-21
Horticultural Supervisor.....	9-21
Housing Analyst.....	N/A
Housing Program Administrator.....	N/A
Human Rights Administrator.....	N/A
Human Rights Investigator.....	N/A
Impounding Officer.....	N/A
Infant Development Specialist.....	N/A
Information Systems Project Leader.....	N/A
Information Systems Project Supervisor.....	N/A
Information Technical Center/Supervisor.....	N/A
Information Technology Operator I.....	N/A
Information Technology Operator II.....	N/A
Information Technology Operator III.....	N/A
Inmate Classification Counselor.....	N/A

Inmate Records/Classification Manager.....	N/A
Intake Officer I.....	N/A (STATE)
Intake Officer II.....	N/A (STATE)
Intern.....	Dependent on job title
Internal Auditor I.....	N/A
Internal Auditor II.....	N/A
ITS Scheduler/OPS Librarian.....	N/A
Labor Supervisor.....	9-27
Laboratory Aide.....	N/A (STATE)
Laboratory Supervisor.....	N/A (STATE)
Laborer I.....	9-27
Laborer II.....	9-27
Laborer III.....	9-27
Land Survey Analyst.....	N/A
Landlord/Tenant Investigator.....	N/A
Landscape Architect.....	N/A
Landscape Architect Supervisor.....	N/A
Latent Print Examiner.....	N/A
Law Clerk.....	N/A
Law Librarian.....	N/A
Lease Management Assistant.....	N/A
Legal Secretary I.....	N/A
Legal Secretary II.....	N/A
Legislative Director.....	N/A
Librarian I.....	N/A
Librarian II.....	N/A
Librarian III.....	N/A
Librarian IV.....	N/A
Library Aide.....	N/A
Library Assistant I.....	N/A
Library Assistant II.....	N/A
Library Assistant III.....	N/A
Licensed Practical Nurse.....	N/A (STATE)
Locker Room Attendant.....	N/A
Mail Distribution/Duplication Clerk.....	9-4
Mail Distribution/Duplication Supervisor.....	9-4
Maintenance Project Supervisor.....	9-28
Maintenance Worker.....	9-28
Management Analyst I.....	N/A
Management Analyst II.....	N/A
Management Information Clerk.....	N/A
Mayor.....	N/A
Mechanical Engineer.....	N/A
Medical Laboratory Technologist.....	N/A
Medical Records Technician.....	N/A
Medical Supervisor.....	N/A
Mental Health/Mental Retardation Technician I.....	N/A
Mental Health/Mental Retardation Technician II.....	N/A
Mental Health Team Supervisor.....	N/A

Messenger.....	N/A
Museum Aide I.....	N/A
Museum Aide II.....	N/A
Museum Director.....	N/A
Museum Education Specialist.....	N/A
Museum Technician.....	N/A
Naturalist I.....	N/A
Naturalist II.....	N/A
Nurse Practitioner.....	N/A
Nutritionist.....	N/A
Offset Press Operator I.....	9-5
Offset Press Operator II.....	9-5
Outreach/Prevention Specialist.....	N/A
Park Facilities Specialist.....	9-25
Parking Enforcement Officer I.....	9-33
Parking Enforcement Officer II.....	9-33
Parking Enforcement Supervisor.....	N/A
Personal Property Tax Supervisor.....	N/A
Personnel Analyst I.....	N/A
Personnel Analyst II.....	N/A
Personnel Assistant.....	N/A
Personnel Clerk I.....	N/A
Personnel Clerk II.....	N/A
Personnel Clerk III.....	N/A
Personnel Technician.....	N/A
Pharmacist I.....	N/A
Pharmacist II.....	N/A (STATE)
Pharmacy Assistant.....	N/A (STATE)
Planning Assistant I.....	N/A
Planning Assistant II.....	N/A
Planning Technician.....	N/A
Plans Examiner.....	N/A
Police Automated Systems Manager.....	N/A
Police Captain.....	SEE POLICE STANDARDS
Police Chief.....	SEE POLICE STANDARDS
Police Corporal.....	SEE POLICE STANDARDS
Police Driving Instructor.....	9-35
Police Lieutenant.....	SEE POLICE STANDARDS
Police Officer I.....	SEE POLICE STANDARDS
Police Officer II.....	SEE POLICE STANDARDS
Police Officer III.....	SEE POLICE STANDARDS
Police Officer IV.....	SEE POLICE STANDARDS
Police Personnel and Training Supervisor.....	N/A
Police Personnel Recruiter.....	N/A
Police Personnel Specialist.....	N/A
Police Range Officer.....	9-35
Police Records Manager.....	N/A
Police Sergeant.....	SEE POLICE STANDARDS

Police Services Clerk.....	N/A
Polygraph Examiner.....	N/A
Probation Officer.....	N/A
Procurement Technician.....	N/A
Program Aide I.....	N/A
Program Aide II.....	N/A
Program Analyst.....	N/A
Property and Evidence Room Supervisor.....	9-35
Property Clerk.....	9-35
Psychiatric Nurse.....	N/A
Psychiatric Social Worker I.....	N/A
Psychiatric Social Worker II.....	N/A
Psychological Counselor I.....	N/A
Psychological Counselor II.....	N/A
Psychological Counselor III.....	N/A
Public Health Nurse Aide.....	N/A (STATE)
Public Health Nurse I.....	N/A (STATE)
Public Health Nurse II.....	N/A (STATE)
Public Health Nurse III.....	N/A (STATE)
Public Health Nurse Supervisor.....	N/A (STATE)
Public Information Officer.....	N/A
Public Information Specialist.....	N/A
Public Safety Records Clerk.....	N/A
Purchasing Agent.....	N/A
Purchasing Technician.....	N/A
Radio Systems Manager.....	N/A
Real Estate Appraiser I.....	N/A
Real Estate Appraiser II.....	N/A
Real Estate Officer.....	9-20
Receptionist/Telephone Operator.....	N/A
Records Administrator and Archivist.....	N/A
Records Center Assistant.....	N/A
Records Supervisor.....	N/A
Recreation Leader I.....	9-29, 30
Recreation Leader II.....	9-29, 30
Recreation Leader III.....	9-29, 30
Recreation Leader IV.....	9-29, 30
Recreation Specialist.....	9-31
Recreation Supervisor I.....	9-31
Recreation Supervisor II.....	9-31
Recreation Supervisor III.....	9-31
Recreation Supervisor IV.....	9-31
Recreation Supervisor V.....	9-31
Recycling Program Specialist.....	N/A
Refuse Collector.....	9-38
Registered Nurse.....	N/A
Registered Nurse Supervisor.....	N/A
Registrar.....	N/A
Rehab Vocational Counselor I.....	N/A
Rehab Vocational Counselor II.....	N/A

Relocation Advisor I..... N/A
 Relocation Advisor II..... N/A
 Research Historian..... N/A
 Residential Counselor..... N/A
 Residential Detox Counselor I..... N/A
 Revenue Collection Specialist I..... N/A
 Revenue Collection Specialist II..... N/A
 Revenue Collection Specialist III..... N/A
 Revenue Supervisor..... N/A
 Risk Manager..... N/A
 Rod and Chain Operator..... 9-37

Safety Officer..... N/A
 Sanitarian I..... N/A (STATE)
 Sanitarian II..... N/A (STATE)
 Sanitarian Supervisor..... N/A (STATE)
 Sanitation Inspector..... N/A
 School Crossing Guard..... 9-34
 School Crossing Guard Supervisor..... 9-34
 Secretary I..... N/A
 Secretary II..... N/A
 Secretary III..... N/A
 Security Monitor..... N/A
 Senior Circuit Court Law Clerk..... N/A
 Senior Clinical Psychiatrist..... N/A
 Senior Eligibility Worker..... N/A
 Senior Real Estate Appraiser..... N/A
 Senior Residential Counselor..... N/A
 Sewer Inspector (TV)..... 9-39
 Shelter Supervisor..... N/A
 Sheriff..... SEE SHERIFF STANDARDS
 Sign Fabricator..... 9-41
 Signal Repair Technician I..... 9-42
 Signal Repair Technician II..... 9-42
 Signal Service Worker..... 9-42
 Social Worker I..... N/A
 Social Worker II..... N/A
 Social Worker/Supervisor..... N/A
 Solid Waste Management/Recycling Analyst..... N/A
 Special Assistant to the City Manager..... N/A
 Special Police Officer..... 9-36
 Structural Engineer..... N/A
 Structural Supervisor..... N/A
 Superintendent/Construction and Maintenance..... 9-12
 Superintendent/Facilities..... N/A
 Superintendent/Parks and Facilities Maintenance..... 9-25
 Superintendent/Refuse Collection..... 9-38
 Superintendent/Refuse Disposal/Street Cleaning..... 9-38
 Superintendent/Transportation..... N/A
 Supervisor/Alexandria Residential Care Home..... 9-16
 Supervisor/Automotive Mechanic Advisor..... 9-9

Supervisor/Battered Women's Shelter.....	N/A
Supervisor/Cartographer.....	N/A
Supervisor/Chief Eligibility.....	N/A
Supervisor/Crime Analyst.....	N/A
Supervisor/Employment and Training.....	N/A
Supervisor/Identification.....	N/A
Supervisor/Therapeutic Recreation.....	N/A
Supervisor/Treasury.....	N/A
Supervisory Account Clerk.....	N/A
Supervisory Administrative Assistant.....	N/A
Supervisory Administrative Officer I.....	N/A
Supervisory Administrative Officer II.....	N/A
Supervisory Administrative Technician.....	N/A
Supervisory/Administrative Assistant to Council.....	N/A
Supervisory Applications Programmer.....	N/A
Supervisory Graphic Artist.....	N/A
Supervisory Nutritionist.....	N/A
Supervisory Program Analyst.....	N/A
Supervisory Secretary III.....	N/A
Survey Instrument Operator.....	9-37
Survey Party Chief.....	9-37
Systems Programmer I.....	N/A
Systems Programmer II.....	N/A
Systems Programmer III.....	N/A
Systems Programmer Specialist.....	N/A
Tag Enforcement Officer.....	9-33
Tax Enforcement Supervisor.....	N/A
Taxpayer Service Representative.....	N/A
Technical Supervisor.....	9-11
Telecommunications Specialist.....	N/A
Therapeutic Recreational Leader.....	N/A
Therapeutic Recreational Specialist I.....	N/A
Therapeutic Recreational Specialist II.....	N/A
Traffic Computer Specialist.....	N/A
Traffic Operations Technician.....	9-43
Traffic Service Worker I.....	9-44
Traffic Service Worker II.....	9-44
Traffic Service Worker III.....	9-44
Traffic Signal Systems Engineer.....	N/A
Traffic Survey Technician.....	N/A
Transit Services Assistant.....	N/A
Transit Specialist.....	N/A
Transportation and Environmental Services Inspector I.....	9-38
Transportation and Environmental Services Inspector II.....	9-38
Transportation and Environmental Services Inspector III.....	9-38
Transportation Information Specialist.....	N/A
Transportation Planner.....	N/A
Tree Trimmer.....	9-23

Undersheriff..... SEE SHERIFF STANDARDS
Urban Planner I..... N/A
Urban Planner II..... N/A
Urban Planner III..... N/A

Vice Mayor..... N/A
Victim-Witness Specialist I..... N/A
Victim-Witness Specialist II..... N/A
Vocational Services Manager..... N/A
Vocational Services Specialist..... N/A
Volunteer Developer..... N/A

Watershed Program Administrator..... N/A
Workshop Participant..... N/A

X-Ray Technician..... N/A (STATE)

Youth Advisor..... N/A
Youth Services Program Specialist..... N/A

Zoning Inspector..... 9-18

IX. MEDICAL STANDARDS

**CITY OF ALEXANDRIA
FIRE DEPARTMENT - CODE ENFORCEMENT**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) CODE ENFORCEMENT INSPECTOR I
(2) CODE ENFORCEMENT INSPECTOR II
(3) CODE ENFORCEMENT INSPECTOR III

ADMINISTRATIVE REQUIREMENTS/ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) CERTIFICATION FOR INSPECTION AS ESTABLISHED FOR GRADE
- (3) ALL MUST POSSESS CURRENT VALID DRIVER'S LICENSE
- (4) REVIEW ESSENTIAL FUNCTIONS OF JOB; REVIEWING BLUEPRINTS
- (5) OUTSIDE AND INSIDE; NOISE; ELECTRICAL ENERGY; SLIPPERY/UNEVEN SURFACES; CLIMBING LADDERS/STAIRS; COMMUNICATION SKILLS

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
HEARING (WHISPER TEST ACCEPTABLE)
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) CLIMBING, USING ARMS AND LEGS; USE OF FINGERS, BOTH HANDS REQUIRED
- (3) MODERATE LIFTING/CARRYING (15-44 LBS)

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) CONDITIONS ASSOCIATED WITH INABILITY TO AMBULATE, USE UPPER EXTREMITIES, CLIMB
- (4) CHRONIC BACK PAIN (MODERATE TO SEVERE)

**CITY OF ALEXANDRIA
FIRE DEPARTMENT - CODE ENFORCEMENT**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) FIRE MARSHAL
(2) DEPUTY FIRE MARSHAL/CHIEF
(3) DEPUTY FIRE MARSHAL I, II, and III

PRE-EMPLOYMENT INQUIRIES:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REQUISITE KNOWLEDGE, SKILLS, ACADEMY TRAINING DISCUSSED
- (3) ALL MUST POSSESS CURRENT VALID DRIVER'S LICENSE
- (4) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (5) OUTSIDE AND INSIDE; EXCESSIVE HEAT, COLD; ASBESTOS, FUMES, SMOKE, SOLVENTS; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING CONDITIONS; WORKING AROUND MOVING OBJECTS OR VEHICLES; WORKING ON LADDERS OR SCAFFOLDING; WORKING WITH HANDS IN WATER; WORKING CLOSELY WITH OTHERS; VIBRATION

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
AUDIOMETRY
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) MODERATE LIFTING AND CARRYING (15-44 LBS); WALKING, STANDING; CLIMBING USING LEGS AND ARMS; ABILITY TO USE FIREARMS
- (4) DISTINGUISH SHADES OF COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) ASTHMA (MODERATE TO SEVERE - EXACERBATED BY PARTICULATES)

**CITY OF ALEXANDRIA
FIRE DEPARTMENT - FIRE MAINTENANCE**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) SUPERVISOR FIRE MAINTENANCE
(2) AUTOMOTIVE MECHANIC

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) DRIVER'S LICENSE, COMMERCIAL DRIVER'S LICENSE, CERTIFICATIONS.
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, ASBESTOS, FUMES, SMOKE, SOLVENTS, GREASE AND OILS; ELECTRICAL ENERGY; WORKING AROUND MACHINERY WITH MOVING PARTS; VIBRATION; WORKING ON LADDERS OR SCAFFOLDING

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
AUDIOMETRY
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING, CARRYING (OVER 44 LBS); USE OF FINGERS - BOTH HANDS REQUIRED; WALKING, STANDING; REPEATED BENDING; CLIMBING, USE OF LEGS AND ARMS; ABILITY FOR RAPID MUSCULAR AND MENTAL COORDINATION SIMULTANEOUSLY
- (4) DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) SEIZURES DISORDER (< 1 YEAR CONTROL)
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS
- (5) ASTHMA (MODERATE TO SEVERE)

**CITY OF ALEXANDRIA
GENERAL SERVICES, COMMUNICATIONS DIVISION, MAIL ROOM**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) MAIL DISTRIBUTION/DUPLICATION SUPERVISOR
(2) MAIL DISTRIBUTION/DUPLICATION CLERK
(3) DELIVERY CLERK

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; VIBRATION; WORKING AROUND MACHINERY WITH MOVING PARTS; IRREGULAR HOURS OF WORK; FUMES, SOLVENTS (COPIER EQUIPMENT)

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); STRAIGHT PULLING AND PUSHING; USE OF FINGERS, BOTH HANDS REQUIRED; WALKING, STANDING, REPEATED BENDING
- (4) OPERATION OF MOTOR VEHICLE [(3) ONLY]

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
GENERAL SERVICES, COMMUNICATIONS DIVISION, PRINT SHOP**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) OFFSET PRESS OPERATOR I
(2) OFFSET PRESS OPERATOR II

ADMINISTRATIVE REQUIREMENTS; ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) CONSTANT NOISE; SOLVENTS, GREASE AND OILS; ELECTRICAL ENERGY; WORKING AROUND MACHINERY WITH MOVING PARTS; VIBRATION; DUST; WORKING IN CONFINED SPACE.

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY (HEARING CONSERVATION PROGRAM)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/20 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING (OVER 44 LBS); PULLING, PUSHING; BOTH HANDS REQUIRED; STRONG GRIP; STANDING; ABILITY FOR RAPID MUSCULAR AND MENTAL COORDINATION SIMULTANEOUSLY; CLIMBING USING LEGS AND ARMS; DEPTH PERCEPTION
- (4) DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) SEIZURES DISORDER (< 1 YEAR CONTROL)
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, BACK
- (5) PRESENCE OF RAYNAUD'S SYNDROME; VIBRATION WHITE FINGER

**CITY OF ALEXANDRIA
GENERAL SERVICES - MOTOR EQUIPMENT DIVISION**

TYPES: 1) PRE-EMPLOYMENT INQUIRIES
2) PRE-PLACEMENT MEDICAL EXAMINATIONS
3) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) AUTOMOTIVE PARTS DRIVER

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVERS LICENSE
- (4) CONSTANT NOISE; WORKING ON LADDERS OR SCAFFOLDING; PROTRACTED OR IRREGULAR HOURS OF WORK

EXAMINATION: HISTORY; PHYSICAL EXAMINATION
AUDIOMETRY
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); REACHING ABOVE SHOULDER; USE OF FINGERS-BOTH HANDS; WALKING, STANDING; CLIMBING, USE OF LEGS AND ARMS; OPERATION OF MOTOR VEHICLE;
- (4) ABILITY TO DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) SEIZURES DISORDER (< 1 YEAR CONTROL)
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
GENERAL SERVICES - MOTOR EQUIPMENT DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) AUTOMOTIVE SERVICES ADVISOR

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) EXCESSIVE NOISE, INTERMITTENT; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING AROUND MOVING OBJECTS OR VEHICLES; PROTRACTED OR IRREGULAR HOURS OF WORK

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
HEARING (WHISPER TEST ACCEPTABLE)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) MODERATE LIFTING AND CARRYING (15-44 LBS); USE OF FINGERS, BOTH HANDS REQUIRED, BOTH LEGS REQUIRED
- (3) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS

**CITY OF ALEXANDRIA
GENERAL SERVICES - MOTOR EQUIPMENT DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) AUTOMOTIVE PARTS MANAGER
(2) AUTOMOTIVE PARTS SPECIALIST

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
VITAL SIGNS
HEARING (WHISPER TEST ACCEPTABLE)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEAVY LIFTING AND CARRYING (OVER 44 LBS); REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS REQUIRED; STANDING, WALKING; CLIMBING, USE OF LEGS AND ARMS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
GENERAL SERVICES - MOTOR EQUIPMENT DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) AUTOMOTIVE DIAGNOSTICIAN
(2) AUTOMOTIVE MECHANIC
(3) SUPERVISOR/AUTOMOTIVE MECHANIC ADVISOR

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REQUIRED CERTIFICATIONS/ CURRENT DRIVER'S LICENSE.
- (3) OUTSIDE AND INSIDE; EXCESSIVE COLD; CONSTANT NOISE; ASBESTOS, FUMES, SOLVENTS, GREASE AND OILS; ELECTRICAL ENERGY; WORKING AROUND MACHINERY WITH MOVING PARTS; WORKING AROUND MOVING OBJECTS OR VEHICLES; VIBRATION; WORKING CLOSELY WITH OTHERS; PROTRACTED OR IRREGULAR HOURS

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
AUDIOMETRY
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS REQUIRED; STANDING; REPEATED BENDING; CLIMBING, USE OF LEGS AND ARMS; OPERATION OF MOTOR VEHICLE
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
GENERAL SERVICES - PROPERTY MANAGEMENT DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) CARPENTER

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, ASBESTOS, FUMES, SOLVENTS; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WORKING SURFACES; WORKING ON LADDERS OR SCAFFOLDING

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
AUDIOMETRY
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); PULLING, PUSHING, STANDING, KNEELING; CLIMBING, USING LEGS AND ARMS; USE OF FINGERS OF BOTH HANDS; OPERATION OF MOTOR VEHICLE
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CHRONIC BACK PAIN (MODERATE TO SEVERE)
- (3) CONDITIONS THAT LIMIT USE OF ARMS, LEGS, BACK
- (4) CONDITIONS THAT LIMIT USE OF HAND/MANUAL DEXTERITY

**CITY OF ALEXANDRIA
GENERAL SERVICES - PROPERTY MANAGEMENT DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) BUILDING SYSTEMS TECHNICIAN
(2) TECHNICAL SUPERVISOR

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) CERTIFICATION FOR INSPECTION AS ESTABLISHED FOR GRADE
- (3) MUST POSSESS CURRENT VALID DRIVER'S LICENSE
- (4) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (5) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, ASBESTOS, FUMES, SOLVENTS; GREASE AND OILS; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING ON LADDERS OR SCAFFOLDING; VIBRATION

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
AUDIOMETRY
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); PULLING, PUSHING, REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS, LEGS REQUIRED; CRAWLING, KNEELING, REPEATED BENDING; CLIMBING, USE OF LEGS AND ARMS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
GENERAL SERVICES - PROPERTY MANAGEMENT DIVISION
(and Other Departments)**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) CONSTRUCTION FIELD REPRESENTATIVE
(2) COORDINATOR/BUILDING SERVICES I
(3) COORDINATOR/BUILDING SERVICES II
(4) COORDINATOR/BUILDING SERVICES III
(5) SUPERINTENDENT/CONSTRUCTION AND MAINTENANCE
(6) ASSISTANT SUPERINTENDENT/CONSTRUCTION AND
MAINTENANCE

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) VALID DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING ON LADDERS OR SCAFFOLDING; VIBRATION; WORKING CLOSELY WITH OTHERS

EXAMINATION: HISTORY; PHYSICAL EXAMINATION
HEARING (WHISPER TEST ACCEPTABLE)
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) REACHING ABOVE SHOULDER; USE OF FINGERS, HANDS; WALKING, STANDING; CRAWLING, KNEELING; BOTH LEGS REQUIRED; CLIMBING, USE OF LEGS AND ARMS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) SEIZURE DISORDER (< 1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
HEALTH DEPARTMENT**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) AIR POLLUTION CONTROL SPECIALIST

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) ACCREDITED TRAINING/CERTIFICATION FOR ABOVE
- (3) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; FUMES, GASES;
SLIPPERY OR UNEVEN WALKING SURFACES; RADIANT, ELECTRICAL ENERGY

EXAMINATION: HISTORY; PHYSICAL EXAMINATION
AUDIOMETRY
VITAL SIGNS
LABORATORY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT
NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) MODERATE LIFTING, CARRYING (15-44 LBS); CLIMBING, USE OF LEGS AND
ARMS; USE OF FINGERS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO
IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF
CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
HUMAN SERVICES**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) BUS DRIVER
(2) BUS DRIVER SUPERVISOR

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE, COMMERCIAL DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; CONSTANT NOISE; FUMES, SMOKE, GASES; WORKING AROUND MOVING OBJECTS OR VEHICLES; VIBRATION

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (ESP. VISUAL ACUITY)
(INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) MODERATE LIFTING (15-44 LBS); STRAIGHT PULLING, PUSHING; USE OF FINGERS, BOTH HANDS REQUIRED; PROLONGED SITTING; REPEATED BENDING; ABILITY FOR RAPID MENTAL AND MUSCULAR COORDINATION SIMULTANEOUSLY; BOTH EYES REQUIRED; DEPTH PERCEPTION
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
HUMAN SERVICES - ADULT DAY CARE**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) DIRECTOR/ADULT DAY HEALTH CARE
(2) ASSISTANT DIRECTOR/ADULT DAY HEALTH CARE
(3) ADULT DAY HEALTH CARE ACTIVITIES ASSISTANT

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) RN CERTIFICATION FOR (2) ABOVE IS CURRENTLY PREFERRED
- (3) ALL MUST POSSESS CURRENT VALID DRIVER'S LICENSE
- (4) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (5) SLIPPERY OR UNEVEN WALKING SURFACES, INSIDE OR OUTSIDE; WORKING WITH HANDS IN WATER; WORK CLOSELY WITH OTHERS; BIOLOGIC HAZARDS

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
AUDIOMETRY
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING (OVER 44 LBS); PULLING/PUSHING; USE OF FINGERS, BOTH HANDS REQUIRED; WALKING, STANDING; REACHING ABOVE SHOULDERS; REPEATED BENDING.
- (4) SPEECH - NO SIGNIFICANT IMPAIRMENT

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) CHRONIC BACK PAIN (MODERATE TO SEVERE)

**CITY OF ALEXANDRIA
HUMAN SERVICES - ARCH**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) SUPERVISOR/ALEXANDRIA RESIDENTIAL CARE HOME
(2) COMPANION AIDE I
(3) COMPANION AIDE II

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) CURRENT VALID DRIVER'S LICENSE (1)
- (3) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (4) CONSTANT NOISE; WORKING ON LADDERS; WORKING WITH HANDS IN WATER;
WORKING CLOSELY WITH OTHERS

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
HEARING (WHISPER TEST ACCEPTABLE)
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT
NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AS ABOVE; IF AUDIOMETRY INDICATED, THEN:
AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) MODERATE LIFTING/ CARRYING (15-44 LBS); REPEATED BENDING; USE OF
FINGERS, BOTH HANDS; CLIMBING, USE OF ARMS AND LEGS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO
IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF
CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) CONDITIONS ASSOCIATED WITH INABILITY TO AMBULATE, USE UPPER
EXTREMITIES, CLIMB
- (4) CHRONIC BACK PAIN (MODERATE TO SEVERE)
- (5) MEDICAL CONDITION RESULTING IN MODERATE TO POOR COMMUNICATION
SKILLS

**CITY OF ALEXANDRIA
HUMAN SERVICES, FOOD SERVICE**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) FOOD SERVICES SPECIALIST
(2) ASSISTANT FOOD SERVICES SPECIALIST
(3) FOOD SERVICES WORKER
(4) COOK

ADMINISTRATIVE REQUIREMENTS/ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT VALID FOOD CERTIFICATE
- (4) EXCESSIVE HEAT/COLD; CONSTANT NOISE; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING AROUND MACHINERY WITH MOVING PARTS; WORKING WITH HANDS IN WATER; WORKING CLOSELY WITH OTHERS

EXAMINATION: HISTORY (EMPHASIS ON INFECTIOUS DISEASES)
PHYSICAL EXAMINATION (EMPHASIS ON FOOD-BORNE
DISEASES)
(INCL. COLOR VISION)

VITAL SIGNS
AUDIOMETRY
LABORATORY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/20 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS; STANDING; REPEATED BENDING; CLIMBING, LEGS ONLY
- (4) ABILITY TO DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) MODERATE TO SEVERE ASTHMA
- (5) CHRONIC HAND ECZEMA

**CITY OF ALEXANDRIA
MISCELLANEOUS**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) EXISTING STRUCTURES INSPECTOR
(2) ZONING INSPECTOR

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB; DRIVER'S LICENSE
- (3) OUTSIDE AND INSIDE; EXCESSIVE HEAT, COLD, DAMPNESS; NOISE, INTERMITTENT; DUST, SILICA, ASBESTOS, FUMES, SOLVENTS, ELECTRICAL ENERGY, SLIPPERY OR UNEVEN WALKING SURFACES; WORKING ON LADDERS OR SCAFFOLDING; VIBRATION

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
HEARING (WHISPER TEST ACCEPTABLE)
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS, WALKING, STANDING, CRAWLING, KNEELING; CLIMBING, USE OF LEGS AND ARMS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) SEIZURE DISORDER (< 1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
MULTIPLE DIVISIONS - CUSTODIAL WORK**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) CUSTODIAN SUPERVISOR
(2) CUSTODIAN

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE KNOWLEDGE AND SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, ASBESTOS, FUMES, SOLVENTS, ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WORKING SURFACES; WORKING ON LADDERS OR SCAFFOLDING; VIBRATION; WORKING ALONE; WORKING WITH HANDS IN WATER

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
AUDIOMETRY
VITAL SIGNS

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING/CARRYING (OVER 44 LBS); PULLING, PUSHING; BOTH HANDS REQUIRED; WALKING, STANDING, CRAWLING, KNEELING; CLIMBING, USE OF ARMS AND LEGS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) CHRONIC HAND ECZEMA SECONDARY TO DETERGENTS/CHEMICALS
- (2) CONDITIONS THAT LIMIT USE OF FINGERS, BACK.

**CITY OF ALEXANDRIA
OFFICE OF HOUSING**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) COORDINATOR/HOUSING PROGRAM
(2) REAL ESTATE OFFICER
(3) COORDINATOR/REHABILITATION LOAN I
(4) COORDINATOR/REHABILITATION LOAN II

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
VITAL SIGNS
HEARING (WHISPER TEST ACCEPTABLE)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) CLIMBING, USE OF LEGS AND ARMS; OPERATION OF A MOTOR VEHICLE

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) SEIZURE DISORDER (< 1 YEAR CONTROL)

**CITY OF ALEXANDRIA
PARKS AND RECREATION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) HORTICULTURAL SPECIALIST
(2) HORTICULTURAL SUPERVISOR
(3) HORTICULTURAL ASSISTANT
(4) CITY ARBORIST
(5) ARBORIST

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) MUST POSSESS CERTIFICATION - PESTICIDE USE ([1] ONLY)
- (3) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (4) OUTSIDE; DUST; WORKING ON LADDERS OR SCAFFOLDING

EXAMINATION: HISTORY; PHYSICAL EXAMINATION
HEARING (WHISPER TEST ACCEPTABLE)
VITAL SIGNS
LABORATORY (CHOLINESTERASE LEVELS, PERIODICALLY)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR.
- (2) MODERATE LIFTING AND CARRYING (15-44 LBS); REACHING ABOVE SHOULDER; USE OF FINGERS; BOTH HANDS REQUIRED; WALKING, STANDING; REPEATED BENDING; BOTH LEGS REQUIRED

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CHRONIC BACK PAIN (MODERATE TO SEVERE)
- (3) HYPERSENSITIVITY TO POLLENS, PESTICIDES, ENVIRONMENTAL AGENTS
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
PARKS AND RECREATION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) ASSISTANT SUPERINTENDENT/PARKS AND FACILITIES
(2) EQUIPMENT OPERATOR I
(3) EQUIPMENT OPERATOR II

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE, COMMERCIAL DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; SOLVENTS/ PESTICIDES; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING AROUND MACHINERY WITH MOVING PARTS; WORKING AROUND MOVING OBJECTS OR VEHICLES; VIBRATION

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY
PULMONARY FUNCTION TESTING
LABORATORY (APPROP. TIMED CHOLINESTERASE TESTING)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING, CARRYING (OVER 44 LBS); PULLING, PUSHING, REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS, BOTH LEGS; OPERATION OF CRANE, TRUCK, TRACTOR, OR MOTOR VEHICLE
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) SEIZURE DISORDER (< 1 YEAR CONTROL)
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS

**CITY OF ALEXANDRIA
PARKS AND RECREATION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) TREE TRIMMER
(2) ASSISTANT SUPERINTENDENT/TREE MAINTENANCE

PRE-EMPLOYMENT INQUIRIES:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE, COMMERCIAL DRIVER'S LICENSE (2, 3, 4)
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST; ELECTRICAL ENERGY; VIBRATION; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING ON LADDERS OR SCAFFOLDING

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
VITAL SIGNS
AUDIOMETRY
PULMONARY FUNCTION TESTING

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING; (80 LBS DYNAMIC, MOVING 100 LBS); USE OF FINGERS, BOTH HANDS; REPEATED BENDING; CLIMBING, USE OF LEGS AND ARMS; WORKING CLOSELY WITH OTHERS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
PARKS AND RECREATION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) EQUIPMENT MAINTENANCE SUPERVISOR
(2) EQUIPMENT MAINTENANCE SPECIALIST

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB; NEED FOR PROTECTIVE
- (3) CURRENT DRIVER'S LICENSE, COMMERCIAL DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, FUMES, GREASE AND OILS, SOLVENTS; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING AROUND MACHINERY WITH MOVING PARTS; WORKING AROUND MOVING OBJECTS OR VEHICLES; WORKING ON LADDERS OR SCAFFOLDING; VIBRATION

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY
PULMONARY FUNCTION TESTING

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); USE OF FINGERS, BOTH HANDS; WALKING, STANDING; CLIMBING, USE OF LEGS AND ARMS; OPERATION OF TRUCK, TRACTOR, OR MOTOR VEHICLE
- (4) ABILITY TO DISTINGUISH SHADES OF COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
PARKS AND RECREATION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) PARK FACILITIES SPECIALIST
(2) SUPERINTENDENT/PARKS AND FACILITIES MAINTENANCE

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; SILICA, DUST, CHEMICALS (PESTICIDES); WORKING AROUND MACHINERY WITH MOVING PARTS

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY
PULMONARY FUNCTION TESTING
LABORATORY (APPROP. TIMED CHOLINESTERASE TESTING)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING (OVER 44 LBS); STRONG GRIP (BOTH HANDS); USE OF FINGERS, BOTH HANDS REQUIRED; WALKING, STANDING, REPEATED BENDING; OPERATION OF TRUCK, MOTOR VEHICLE
- (4) ABILITY TO DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
PARKS AND RECREATION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) FACILITIES MAINTENANCE SUPERVISOR
(2) FACILITIES MAINTENANCE SPECIALIST

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, ASBESTOS, FUMES; GASES, SOLVENTS, GREASE AND OILS; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING AROUND MACHINERY WITH MOVING PARTS; WORKING ON LADDERS OR SCAFFOLDING; WORKING BELOW GROUND; VIBRATION; WORKING ALONE

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
VITAL SIGNS
AUDIOMETRY
PULMONARY FUNCTION TESTING
? ASBESTOS MEDICAL SURVEILLANCE

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING, CARRYING (OVER 44 LBS); PULLING AND PUSHING; REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS; WALKING, STANDING, CRAWLING, KNEELING, BENDING; CLIMBING, USE OF LEGS AND ARMS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) SEIZURES DISORDER (< 1 YEAR CONTROL)
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
PARKS AND RECREATION (and Other Departments)**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) LABOR SUPERVISOR
(2) LABORER I
(3) LABORER II
(4) LABORER III

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE, COMMERCIAL DRIVER'S LICENSE (1,3,4)
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, ASBESTOS, SILICA, FUMES, GASES, SOLVENTS, GREASE AND OIL; ELECTRICAL ENERGY; WORKING AROUND MACHINERY WITH MOVING PARTS; VIBRATION

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY
PULMONARY FUNCTION TESTING
? ASBESTOS MEDICAL SURVEILLANCE

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING, CARRYING (OVER 44 LBS); PULLING, PUSHING, REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS; STANDING; CLIMBING, USE OF LEGS AND ARMS
- (4) ABILITY TO DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) SEIZURES DISORDER (< 1 YEAR CONTROL)
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
PARKS AND RECREATION (and Other Departments)**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) MAINTENANCE WORKER
(2) MAINTENANCE PROJECT SUPERVISOR
(3) DRIVER/MAINTENANCE AIDE

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE, COMMERCIAL DRIVER'S LICENSE (2,3)
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, ASBESTOS, SILICA, FUMES, GASES, SOLVENTS, GREASE AND OIL; ELECTRICAL ENERGY; WORKING AROUND MACHINERY WITH MOVING PARTS; VIBRATION

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY
PULMONARY FUNCTION TESTING
? ASBESTOS MEDICAL SURVEILLANCE

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING, CARRYING (OVER 44 LBS); PULLING, PUSHING, REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS; STANDING CLIMBING, USE OF LEGS AND ARMS
- (4) ABILITY TO DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
PARKS AND RECREATION (Other Departments)**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) RECREATION LEADER I (pool)
(2) RECREATION LEADER II (pool)
(3) RECREATION LEADER III (pool)
(4) RECREATION LEADER IV (pool)

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT APPLICABLE DRIVER'S LICENSE, LIFE SAVING/POOL OPERATOR'S CERTIFICATE, WATER SAFETY INSTRUCTOR
- (4) OUTSIDE; EXCESSIVE DAMPNES; RADIANT ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING WITH HANDS IN WATER; WORKING CLOSELY WITH OTHERS; CHEMICALS (CHLORINE)

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
PPD
TETANUS IMMUNIZATION (WITHIN THE LAST 10 YEARS)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) MODERATE LIFTING AND CARRYING (15-44 LBS); PULLING HAND OVER HAND; USE OF FINGERS, BOTH HANDS REQUIRED; WALKING, STANDING, KNEELING; CLIMBING, USE OF LEGS AND HANDS
- (3) DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) MEDICAL CONDITION RESULTING IN MODERATE TO POOR COMMUNICATION SKILLS
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (5) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
PARKS AND RECREATION (Other Departments)**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) RECREATION LEADER I (centers & playgrounds)
(2) RECREATION LEADER II (centers & playgrounds)
(3) RECREATION LEADER III (centers & playgrounds)
(4) RECREATION LEADER IV (centers & playgrounds)

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT APPLICABLE DRIVER'S LICENSE, FIRST AID SKILLS
- (4) INSIDE/OUTSIDE; CONSTANT NOISE; EXCESSIVE NOISE/INTERMITTENT;
RADIANT ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING
CLOSELY WITH OTHERS; VIBRATION; WORKING ON LADDERS

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
PPD
TETANUS IMMUNIZATION (WITHIN THE LAST 10 YEARS)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT
NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) MODERATE LIFTING AND CARRYING (15-44 LBS); PULLING HAND OVER
HAND; USE OF FINGERS, BOTH HANDS REQUIRED; WALKING, STANDING,
KNEELING; CLIMBING, USE OF LEGS AND HANDS; OPERATION OF A MOTOR
VEHICLE
- (3) DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO
IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF
CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) MEDICAL CONDITION RESULTING IN MODERATE TO POOR COMMUNICATION
SKILLS
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (5) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
PARKS AND RECREATION (Other Departments)**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) RECREATION SPECIALIST
(2) RECREATION SUPERVISOR I
(3) RECREATION SUPERVISOR II
(4) RECREATION SUPERVISOR III
(5) RECREATION SUPERVISOR IV
(6) RECREATION SUPERVISOR V

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT APPLICABLE DRIVER'S LICENSE, FIRST AID SKILLS
- (4) INSIDE/OUTSIDE; CONSTANT NOISE; EXCESSIVE NOISE/INTERMITTENT;
RADIANT ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING
CLOSELY WITH OTHERS; VIBRATION; WORKING ON LADDERS

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
PPD
TETANUS IMMUNIZATION (WITHIN THE LAST 10 YEARS)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT
NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) MODERATE LIFTING AND CARRYING (15-44 LBS); PULLING HAND OVER
HAND; USE OF FINGERS, BOTH HANDS REQUIRED; WALKING, STANDING,
KNEELING; CLIMBING, USE OF LEGS AND HANDS; OPERATION OF A MOTOR
VEHICLE
- (3) DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO
IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF
CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) MEDICAL CONDITION RESULTING IN MODERATE TO POOR COMMUNICATION
SKILLS
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (5) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
POLICE**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) DELIVERY CLERK
(2) POLICE DRIVING INSTRUCTOR
(3) AUTOMOTIVE PARTS DRIVER

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; WORKING AROUND MOVING OBJECTS AND VEHICLES;
WORKING ON LADDERS, CONSTANT NOISE; PROTRACTED OR IRREGULAR WORK
HOURS

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
HEARING (WHISPER TEST ACCEPTABLE)
TETANUS IMMUNIZATION (WITHIN LAST 10 YEARS)
PRE-EMPLOYMENT DRUG TEST [3 only]

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT
NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEAVY LIFTING AND CARRYING (OVER 44 LBS); REACHING ABOVE SHOULDER;
USE OF FINGERS, BOTH HANDS REQUIRED; WALKING, STANDING, REPEATED
BENDING; CLIMBING, USE OF LEGS ONLY; OPERATION OF MOTOR VEHICLE
- (3) ABILITY TO DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO
IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF
CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
POLICE**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) PARKING ENFORCEMENT OFFICER I
(2) PARKING ENFORCEMENT OFFICER II
(3) TAG ENFORCEMENT OFFICER

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) OUTSIDE; WORKING AROUND MOVING OBJECTS OR VEHICLES
- (4) CURRENT DRIVER'S LICENSE

EXAMINATION: HISTORY;
PHYSICAL EXAMINATION (ESP. VISUAL ACUITY)
(INCL. COLOR VISION)
VITAL SIGNS
HEARING (WHISPER TEST ACCEPTABLE)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT
NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) USE OF FINGERS; WALKING, STANDING; BOTH LEGS REQUIRED
- (3) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS THAT RESTRICT THE ABILITY TO WALK
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
POLICE**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) SCHOOL CROSSING GUARD
(2) SCHOOL CROSSING GUARD SUPERVISOR

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) OUTSIDE; EXCESSIVE DAMPNESS OR CHILLING; WORKING AROUND MOVING OBJECTS OR VEHICLES; WORKING CLOSELY WITH OTHERS

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
HEARING (WHISPER TEST ACCEPTABLE)

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) BOTH HANDS REQUIRED; WALKING, STANDING; BOTH LEGS REQUIRED; ABILITY FOR RAPID MENTAL AND MUSCULAR COORDINATION SIMULTANEOUSLY
- (3) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) SEIZURES DISORDER (< 1 YEAR CONTROL)

**CITY OF ALEXANDRIA
POLICE**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS

JOB TITLES: (1) PROPERTY AND EVIDENCE ROOM SUPERVISOR
(2) PROPERTY CLERK
(3) POLICE RANGE OFFICER

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) DRIVER'S LICENSE [3 only]

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (ESPECIALLY VISUAL ACUITY;
INCLUDING COLOR VISION)
VITAL SIGNS
PRE-EMPLOYMENT DRUG TESTING

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEAVY LIFTING; REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS
- (3) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING CONCERNS WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
POLICE**

TYPES: 1) PRE-EMPLOYMENT MEDICAL EXAMINATIONS

JOB TITLES: (1) HACK INSPECTOR
(2) SPECIAL POLICE OFFICER

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (ESPECIALLY VISUAL ACUITY;
INCLUDING COLOR VISION)
VITAL SIGNS
AUDIOMETRY
PERCENTAGE BODY FAT
TREADMILL STRESS TEST
PULMONARY FUNCTION TEST (FEV1 > OR = 75%;
FVC > OR = 75%) OR CHEST X-RAY (IF NO NEGATIVE
CHEST X-RAY AVAILABLE FROM PAST 3 YEARS)
LABORATORY
PRE-EMPLOYMENT DRUG TESTING

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT
NEAR; MONOCULAR ACUITY NOT WORSE THAN 20/40.
EQUIVALENT NEAR VISION; ABILITY TO DISTINGUISH BASIC
COLORS
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVING LIFTING (45 LBS AND OVER); PUSHING, PULLING; USE OF
FINGERS, BOTH HANDS; ABILITY FOR RAPID MENTAL AND MUSCULAR
COORDINATION

MEDICAL CRITERIA:

THE FOLLOWING CONCERNS WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE
DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE
EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE
NECESSARY:

- (1) HISTORY OF ILLICIT DRUG USE

**CITY OF ALEXANDRIA
TRANSPORTATION AND ENVIRONMENTAL SERVICES ("TES")
ENGINEERING AND DESIGN DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) SURVEY PARTY CHIEF
(2) SURVEY INSTRUMENT OPERATOR
(3) ROD AND CHAIN OPERATOR

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, SILICA, SOLVENTS; RADIANT ENERGY; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING AROUND MOVING OBJECTS OR VEHICLES; WORKING CLOSELY WITH OTHERS; VIBRATION; WORKING ON LADDERS OR SCAFFOLDING

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (100 LBS DYNAMIC/STATIC); USE OF FINGERS, BOTH HANDS REQUIRED; REPEATED BENDING; BOTH LEGS REQUIRED
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) SEIZURE DISORDER (< 1 YEAR CONTROL)
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
TRANSPORTATION AND ENVIRONMENTAL SERVICES ("TES")
SOLID WASTE DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) SUPERINTENDENT/REFUSE DISPOSAL/STREET CLEANING
(2) SUPERINTENDENT/REFUSE COLLECTION
(3) ASSISTANT SUPERINTENDENT/SOLID WASTE
(4) REFUSE COLLECTOR
(5) TRANSPORTATION AND ENVIRONMENTAL SERVICES INSPECTOR
I
(6) TRANSPORTATION AND ENVIRONMENTAL SERVICES INSPECTOR
II
(7) TRANSPORTATION AND ENVIRONMENTAL SERVICES INSPECTOR
III

ADMINISTRATIVE REQUIREMENTS/ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS MINIMAL FOR (4)
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE, COMMERCIAL DRIVER'S LICENSE (2)
- (4) WORKING WITH LADDERS; INSIDE/OUTSIDE
- (5) NOISE, WEATHER EXTREMES, VIBRATION, SLIPPERY UNEVEN SURFACES,
HEAVY/REPETITIVE LIFTING, BIOLOGIC/INFECTIOUS
- (6) WORKING AROUND MOVING VEHICLES, MACHINERY

EXAMINATION: HISTORY
PHYSICAL EXAMINATION
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT
NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); PULLING, PUSHING;
REACHING OVER SHOULDER; USE OF FINGERS, BOTH HANDS REQUIRED;
WALKING, STANDING, REPEATED BENDING; CLIMBING, USE OF ARMS AND
LEGS; BOTH LEGS REQUIRED; OPERATION OF TRUCK, MOTOR VEHICLE;
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO
IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF
CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE

- (3) SEIZURE DISORDER (< 1 YEAR CONTROL)
- (4) CONDITIONS LEADING TO RESTRICTED USE OF FINGERS, ARMS, LEGS

**CITY OF ALEXANDRIA
TRANSPORTATION AND ENVIRONMENTAL SERVICES ("TES")
MAINTENANCE DIVISION - STREETS AND SEWERS**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) SEWER INSPECTOR

ADMINISTRATIVE REQUIREMENTS/ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; EXCESSIVE COLD, DAMPNES, HUMIDITY; EXCESSIVE NOISE, INTERMITTENT; FUMES, SMOKE OR GASES; SOLVENTS, GREASE AND OILS; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING AROUND MACHINERY WITH MOVING PARTS; WORKING ON LADDERS OR SCAFFOLDING; WORKING BELOW GROUND; WORKING WITH HANDS IN WATER; VIBRATIONS; WORKING ALONE

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); PULLING/PUSHING; REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS REQUIRED; STANDING, WALKING, CRAWLING, KNEELING, REPEATED BENDING; OPERATION OF MOTOR VEHICLE; CLIMBING, USE OF LEGS AND HANDS
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) SEIZURE DISORDER (< 1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
TRANSPORTATION AND ENVIRONMENTAL SERVICES ("TES")
MAINTENANCE DIVISION - STREETS AND SEWERS**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) HEAVY EQUIPMENT OPERATOR

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE, COMMERCIAL DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; CONSTANT NOISE; DUST, SILICA, FUMES, SOLVENTS, GREASE AND OILS; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING AROUND MACHINERY WITH MOVING PARTS; WORKING AROUND MOVING OBJECTS OR VEHICLES; VIBRATION; PROTRACTED OR IRREGULAR HOURS OF WORK

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING AND CARRYING (OVER 44 LBS); USE OF FINGERS, BOTH HANDS REQUIRED; CLIMBING, USE OF LEGS AND ARMS; BOTH LEGS REQUIRED; OPERATION OF CRANE, TRUCK, TRACTOR, OR MOTOR VEHICLE; ABILITY FOR RAPID MENTAL AND MUSCULAR COORDINATION SIMULTANEOUSLY
- (4) ABILITY TO DISTINGUISH SHADES OF COLOR

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
TRANSPORTATION AND ENVIRONMENTAL SERVICES ("TES")
TRANSPORTATION DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) SIGN FABRICATOR

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE AND INSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, FUMES, SOLVENTS; ELECTRICAL ENERGY; WORKING AROUND MACHINERY WITH MOVING PARTS; WORKING ON LADDERS OR SCAFFOLDING; VIBRATION; WORKING ALONE

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) MODERATE LIFTING AND CARRYING (15-44 LBS); REACHING ABOVE SHOULDER; USE OF FINGERS, BOTH HANDS REQUIRED; REPEATED BENDING; CLIMBING, USE OF ARMS AND LEGS
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) SEIZURE DISORDER (< 1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
TRANSPORTATION AND ENVIRONMENTAL SERVICES ("TES")
TRANSPORTATION DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) SIGNAL SERVICE WORKER
(2) SIGNAL REPAIR TECHNICIAN I
(3) SIGNAL REPAIR TECHNICIAN II

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE; EXCESSIVE NOISE, INTERMITTENT; DUST, FUMES, SOLVENTS, GREASE, OILS; RADIANT ENERGY; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING AROUND MOVING OBJECTS OR VEHICLES; WORKING ON LADDERS OR SCAFFOLDING; VIBRATION; WORKING ALONE; PROTRACTED OR IRREGULAR HOURS OF WORK

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (ESP. VISUAL ACUITY)
(INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) MODERATE LIFTING AND CARRYING (15-44 LBS); PUSHING; REACHING ABOVE SHOULDER; USE OF BOTH HANDS; USE OF FINGERS; WALKING, STANDING, REPEATED BENDING; CLIMBING, USE OF ARMS AND LEGS; OPERATION OF MOTOR VEHICLE
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS.
- (2) CURRENT ALCOHOLISM, ILLICIT DRUG USE
- (3) SEIZURE DISORDER (< 1 YEAR CONTROL)
- (4) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK

**CITY OF ALEXANDRIA
TRANSPORTATION AND ENVIRONMENTAL SERVICES ("TES")
TRANSPORTATION DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) ASSISTANT SUPERINTENDENT/TRANSPORTATION
(2) TRAFFIC OPERATIONS TECHNICIAN

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE, ELECTRICAL LICENSE (FOR [2])
- (4) OUTSIDE AND INSIDE; SLIPPERY OR UNEVEN WALKING SURFACES; WORKING ON LADDERS OR SCAFFOLDING; VIBRATION; CONSTANT NOISE; ELECTRICAL ENERGY; DUST; CHEMICALS (TOLUENE)

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (ESP. VISUAL ACUITY)
(INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) MODERATE LIFTING (15-44 LBS); USE OF FINGERS, BOTH HANDS; PULLING, PUSHING; CLIMBING, USE OF LEGS AND ARMS
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) CURRENT ALCOHOLISM, ILLICIT DRUG USE

**CITY OF ALEXANDRIA
TRANSPORTATION AND ENVIRONMENTAL SERVICES ("TES")
TRANSPORTATION DIVISION**

TYPES: 1) PRE-PLACEMENT MEDICAL EXAMINATIONS
2) FITNESS FOR DUTY EXAMINATIONS

JOB TITLES: (1) TRAFFIC SERVICE WORKER I
(2) TRAFFIC SERVICE WORKER II
(3) TRAFFIC SERVICE WORKER III

ADMINISTRATIVE REQUIREMENTS/ ENVIRONMENTAL FACTORS:

- (1) ASCERTAIN ADEQUATE READING, WRITING, VERBAL SKILLS
- (2) REVIEW ESSENTIAL FUNCTIONS OF JOB
- (3) CURRENT DRIVER'S LICENSE
- (4) OUTSIDE; CONSTANT NOISE; DUST; ELECTRICAL ENERGY; SLIPPERY OR UNEVEN WALKING SURFACES

EXAMINATION: HISTORY
PHYSICAL EXAMINATION (ESP. VISUAL ACUITY)
(INCL. COLOR VISION)
VITAL SIGNS
AUDIOMETRY

FUNCTIONAL REQUIREMENTS:

- (1) VISION - CORRECTED BINOCULAR MUST BE 20/30 FAR AND EQUIVALENT NEAR. MONOCULAR ACUITY NOT WORSE THAN 20/40.
- (2) HEARING - AVERAGE AT 500, 1000, 2000, 3000 NOT WORSE THAN 25 DB
- (3) HEAVY LIFTING; (80 LBS DYNAMIC); USE OF FINGERS, BOTH HANDS; REPEATED BENDING; CLIMBING, USE OF LEGS AND ARMS
- (4) ABILITY TO DISTINGUISH BASIC COLORS

MEDICAL CRITERIA:

THE FOLLOWING NEGATIVE CRITERIA WERE IDENTIFIED FOR THIS POSITION. IF THEY ARE DISCOVERED DURING THE MEDICAL EXAMINATION, THIS SHOULD PROMPT THE EVALUATING PHYSICIAN TO ACKNOWLEDGE THAT JOB ACCOMMODATION MAY BE NECESSARY:

- (1) MEDICAL CONDITIONS (INCLUDING USE OF MEDICATIONS) LEADING TO IMPAIRED JUDGEMENT, BALANCE, OR POTENTIAL FOR LOSS OF CONSCIOUSNESS
- (2) SEIZURE DISORDER (<1 YEAR CONTROL)
- (3) CONDITIONS LEADING TO RESTRICTED USE OF ARMS, LEGS, BACK
- (4) CURRENT ALCOHOLISM, ILLICIT DRUG USE

X. GUIDE FOR PHYSICIANS

This information is designed to help physicians implement the requirements of this standard. The following section includes guidance for conducting the examinations and further information on medical conditions that might cause difficulties when implementing this standard.

Section 1 - The Medical Evaluation

Pre-placement and Baseline Medical Evaluations.

Pre-placement medical evaluations assess an individual's health status before assignment to a position. There are at least three important reasons to perform this medical evaluation.

The first is to ascertain whether the individual has any health condition that would substantially compromise his or her ability to satisfactorily perform the essential functions of the job; including the capability to wear protective equipment required for the job.

The second is to identify any medical problems that would constitute a direct threat to the health and safety of the public and the individual's co-workers.

The third is based in every employer's obligation (as required by the General Duty Clause of the OSHA ACT) to provide safe and healthful work and workplace for employees. A pre-placement examination should also seek to identify health problems that could be substantially aggravated by the physical demands and working conditions inherent in the given position.

Since most City employees will not have periodic medical examinations, the purpose of these examinations is not primarily to follow health trends longitudinally, but to make practical decisions regarding the applicant's ability to satisfy the minimum functional requirements for the position.

Two types of information are essential. First, the physician must understand the working conditions and physical demands of the occupation. This information can be obtained by studying the medical standard for this position. This includes information on administrative requirements, environmental factors, functional requirements and medical conditions of concern. Additional information can be obtained from the position description for that job title. For the evaluation of some medical conditions, the physician will need to obtain further information about specific job duties in order to make a determination. This may require on-site inspections or consultation with incumbent employees or supervisors familiar with the position.

Secondly, the physician needs to have accurate information about the person's disease or medical condition, the functional limitations associated with that condition, and an understanding of how physical demands and working conditions would impact on that condition. An accurate diagnosis is often the key factor in determining the person's capability. For example, different skin diseases may have similar clinical appearances but markedly differ in their response to environmental exposures. The physician must also recognize individual variability may exist between persons with the same clinical condition.

Upon completion of the examination, the physician should provide written notification to the designated authority for the City of Alexandria (see below). When the evaluating physician is unsure about any part of the examination that bears on the decision to hire, with or without restrictions, consideration should be given to obtaining a second medical opinion.

Content of the Medical Evaluation

1. Medical and Occupational History

The medical history should cover the person's known health problems such as major illnesses, surgeries, medication use, allergies, etc. Symptom review is also important for detecting early signs of illness.

In addition, a comprehensive medical history should include a personal health history, a family health history, a health habit history, an immunization history, and a reproductive history. An occupational history should also be obtained to collect information about the person's past occupational and environmental exposures.

2. Medical Examination

The components of the medical examination are:

- (a) Vital signs: Pulse, respirations, blood pressure, and, if indicated, temperature
- (b) Dermatological system (Whole Body Skin Examination)
- (c) Head, neck, ears, eyes, nose, mouth, throat
 - Eyes: (incl. visual acuity, near and far, corrected and uncorrected)
 - Ears: ("whisper" test or pure tone air conduction audiometry as indicated in the medical standard)
- (d) Cardiovascular system (incl. resting ECG)
- (e) Respiratory system (incl. pulmonary function testing when indicated clinically or as indicated in the medical standard)
 - (Chest radiograph only at pre-placement examination and clinically

- thereafter)
- (f) Gastrointestinal system (rectal exam, guaiac if over 40 yrs.)
(Lab: include liver enzymes, alkaline phosphates, total bilirubin)
 - (g) Genitourinary system (incl. urinalysis, BUN, Creatinine)
 - (h) Endocrine and metabolic systems (Fasting glucose, electrolytes,
Lipid Profile) (Obtain % body fat)
 - (i) Musculoskeletal system
 - (j) Neurologic system
 - (k) Psychiatric (mini-mental status exam documented)

3. Laboratory tests

Baseline CBC, biochemical test battery (as above) and urinalysis should be conducted for detecting specific illnesses as well as a baseline for later comparison.

4. X-rays

A baseline chest X-ray may be helpful for individuals with a history of respiratory health problems or symptoms. For others, it may be useful for later comparison.

5. Pulmonary function testing

Pulmonary function testing may be helpful for individuals with a history of respiratory health problems and as a baseline for later comparison. A baseline test should be administered by an experienced person. Only a spirogram that is technically acceptable and demonstrates the best efforts by an individual should be used to calculate the Forced Vital Capacity (FVC) and Forced Expiratory Volume in one second (FEV1). Few City non-public safety employees are routine respirator users. For those that do wear respirators in their work, medical surveillance should be similar in content and quality to that mandated by OSHA for workers who wear respirators.

6. Audiometry

Audiograms should be performed in an ANSI approved soundproof booth (ANSI S3.11) with equipment calibrated to ANSI standards (ANSI S3.6-1973). If a booth is unavailable, test room sound pressure levels should not exceed those specified in the Federal OSHA noise regulation (29 CFR 1910.95). When noise levels are sufficiently hazardous to merit a recommendation for audiogram testing, this testing should be similar in quality and content to that mandated by OSHA for workers exposed to hazardous noise.

7. Electrocardiography

Baseline electrocardiography should be conducted and interpreted by a licensed physician competent in the interpretation of ECGs.

Reporting the Results of the Medical Evaluation

All individuals participating in a medical evaluation should be informed about the purpose of the medical evaluation and the content of the examination. The results of any medical evaluation are considered to be confidential medical information subject to customary physician/patient confidentiality restrictions. Under most circumstances, results and recommendations arising from the evaluation should be expressed in general terms without specific diagnostic information. In cases where more specific information is needed in order to make a decision on the status of an applicant, information should be released only with the expressed consent of the applicant and only with individuals designated by the City of Alexandria as having a "need to know".

Section 2 - Specific Medical Conditions

Diabetes

This disease is included in our frequently stated concern with "conditions leading to impaired judgement, balance, or potential loss of consciousness". The term "insulin dependent diabetes" as used here applies to an individual whose disease course is characterized by an absolute need for insulin with a tendency towards ketoacidosis or marked hyperglycemia and insulin-induced hypoglycemia. The latter condition is the major concern, as an individual who becomes hypoglycemic during work involving the operation of a motor vehicle, working around vehicles or other moving objects, or while working on ladders or scaffolds, could endanger themselves, other workers, or the public. The best predictor for the occurrence of a hypoglycemic episode in a diabetic is a history of a previous episode. On the other hand, the occasional individual treated with insulin for what would normally be considered maturity onset diabetes (Type II) may be considered if there has been a documented stable course without a history of hypoglycemic episodes and where ongoing monitoring is assured.

Asthma

Asthma and other reactive airways disorders are characterized by variable and often rapidly fluctuating airways obstruction, cough, and sputum production. Conditions encountered by Fire Marshals, laborers, landscapers, maintenance workers, and others (irritants and hot/cold air inhalation, heavy exertion) may trigger asthmatic attacks in some individuals. However, asthmatics with a stable history of symptoms (e.g., only after respiratory infections or exposure to usually avoidable allergens) may not have attacks triggered by these environmental factors. For a current worker with preexisting or new onset asthma, the past response to similar exposures may provide guidance on their capability to continue to work. It should be noted that exposure to products of combustion and other irritants may cause acute airways obstruction in many individuals without asthma. Therefore, the mere presence of some airways obstruction after an occupational exposure does not necessarily indicate that an asthmatic condition exists.

Coronary Artery Disease

Due to the high prevalence of this condition and the changing diagnostic technology, this category may cause difficulty. Most individuals with coronary artery disease should not be doing very strenuous work. An example of an acceptable person with coronary artery disease would be an asymptomatic individual with insignificant coronary artery disease (< 70% obstruction of any coronary artery) with normal left ventricular function and no evidence of myocardial ischemia at maximal exercise tolerance as determined by Thallium imaging, echocardiography, or a comparable technique.

Seizure Disorder

Due to the nature of certain job positions (i.e., shift work, toxic exposures and potentially dangerous circumstances) the presence of an active seizure disorder represents a disability that cannot always be accommodated by the City because it represents a direct threat to the safety of the candidate, his fellow workers and the general public.

Pregnancy

In the aftermath of the Supreme Court's decision that fetal protection policies violate the Civil Rights Act, the EEOC has issued a policy guidance stating that "policies that exclude members of one sex from the workplace cannot be justified". The Commission advised that whenever a fetal protection policy excludes women, it is a violation of Title VII of the Civil Rights Act, regardless of whether the employer can prove that a substance to which its workers are exposed will endanger the health of the fetus.

Noise-Induced Hearing Loss

This category may pose difficulties. In most cases where the expectation is that the position does not represent a noise hazard, an admittedly crude assessment of hearing (the "whisper test") is employed to document an acceptable level of auditory acuity. When an expectation exists that the position may represent, at least episodically, a noise hazard, then an audiogram is performed to document the status of hearing at the commencement of employment. Levels cited in the medical standard represent "normal" hearing at frequencies important to human speech. If a candidate already has significant hearing loss, considerable thought should occur prior to placing them in a position identified as noise hazardous.

Corrected Vision Standard

None of the non-public safety positions have an uncorrected vision standard. If a candidate cannot meet the vision requirements cited in the standard, consideration should be given to whether they can function safely in all aspects of their required duties.