

Note to applicant: PLEASE TAKE THIS FORM WITH YOU TO THE PHYSICIAN FOR YOUR MEDICAL EXAMINATION.

DATE OF EXAMINATION: (MM/DD/YYYY)	
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*SURNAME	*FIRST NAME	MIDDLE NAME OR INITIAL	
*BIRTHDATE (MM/DD/YYYY)	*AGE	*GENDER	*PERSONAL HEALTH NO.
		<input type="checkbox"/> MALE <input type="checkbox"/> FEMALE	

*PHYSICIAN'S NAME (Please Print)		
*PHYSICIAN'S ADDRESS	TOWN / CITY	
PROVINCE	POSTAL CODE	PHONE NO.

Prior to performing examination, please review the **Note to Physician** and the **Physician Guidance**.

- 1) Height: _____ cm 2) Weight: _____ kg 3) Posture: _____
- 4) Blood Pressure: _____ 5) Vision: Without glasses: R. 20 / _____ L. 20 / _____
- With glasses: R. 20 / _____ L. 20 / _____
- 6) Hearing: R. _____ L. _____
- 7) Is this your first contact with the patient? Yes No
- If no, how long have you known and treated this patient for? _____
- 8) Is this candidate or member taking any regular medications where;
 It is recommended not to operate a motor vehicle? Yes No N/A
 Physical activity may cause adverse reactions? Yes No N/A

Note: Physician is required to sign both pages of medical report.

*PHYSICIAN'S SIGNATURE	DATE

**DATE OF EXAMINATION:
(MM/DD/YYYY)**

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*SURNAME	*FIRST NAME	MIDDLE NAME OR INITIAL

9) Indicate with boxes A or B the existence or evidence of a condition under the following categories;

	YES		NO
Head & Neck	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Eyes & Vision	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Ears & Hearing	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Dental	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Nose, Oropharynx, Trachea, Esophagus	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Lungs &/Or Chest Wall	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Heart	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Vascular System	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Abdominal Organs	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Gastrointestinal System	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Reproductive System	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO

	YES		NO
Urinary System	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Spine & Axial Skeleton	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Extremities	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Neurological Disorders	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Skin	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Blood & Blood-Forming Organs	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Endocrine & Metabolic Disorders	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Systemic Diseases	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Miscellaneous Conditions	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Tumors and Malignant Diseases	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO
Chemicals, Drugs & Medications	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> NO

10) If a candidate presents with a condition that temporarily interferes with his/her ability to safely perform essential job tasks, is there a expected recovery date for re-examination?

_____ *Suggested re-examination date*

11) In your opinion, does the candidate have a physical and mental medical history which would allow him / her to work as a firefighter?

Yes No

Note: Physician is required to sign both pages of medical report.

*PHYSICIAN'S SIGNATURE	DATE	

NOTE TO EXAMINING PHYSICIAN:

The medical examination to be performed is to determine if the person above has maintained an acceptable level of fitness to perform as a firefighter and has not contracted any disabling disease or disability to prevent his/her effective functioning as a firefighter.

The physician shall determine using any testing procedures that he/she feels necessary, if the above named person is fit for active firefighting duties so that the firefighter will **not** jeopardize himself/herself and other personnel that he/she may come in contact with while performing his/her duties.

- 1) The fee for the service of the physician for this examination is the responsibility of the applicant.
- 2) To function as a member of the Fire Department, it is essential that the applicant be physically and mentally fit to perform the varied duties of a firefighter. The physician shall consider the physical, physiological, intellectual, and psychological demands of the occupation when evaluating the candidate's or member's ability to perform the essential job tasks.
- 3) Please review the essential job tasks on the following page for understanding of the physical requirements that a firefighter may have to perform.
- 4) Review the ***Pre-Employment Health Screening*** form which the candidate or member filled in and brought to this appointment. If there are any items of concern checked off please discuss with candidate or member.
- 5) Medical conditions should be placed in either Category A or Category B.
 - a. Category A are conditions where the candidate is unsuitable to perform one or more essential job tasks.
 - b. Category B are conditions where the candidate has a medical condition, but does not pose a significant safety and health risk to themselves, other firefighters or civilians by performing the essential job tasks.
 - c. Descriptions of medical conditions are not required.
- 6) If there is a medical condition under the medical categories, for which this person is either being treated for, previously been treated for, or shows any evidence of having, please select A or B. If no condition exists, then select NO.
- 7) Upon request, the fire department will provide a comprehensive list of medical conditions by medical category to assist the physician in determining whether or not a condition would be considered a category A or category B condition.
- 8) The physician shall consider the physical, physiological, intellectual, and psychological demands of the occupation when evaluating the candidate's or member's ability to perform the essential job tasks.

On the following page is the ***Physician Guidance***, outlining the 13 essential job tasks. It is important to note that although some of the tasks the person may be asked to perform will be as part of a team effort, there may also be times where the person is expected to perform at a high level as an individual.

Physician Guidance: The following are the essential job tasks from NFPA 1582 - *Standard on Comprehensive Occupational Medical Program for Fire Departments* that a firefighter may be requested to perform through the course of his / her duties. Typically, these are not the day to day activities requested of fire fighters, but essentially they can be called upon to perform some of these to varying degrees of physical exertion (from minimal, moderate to vigorous).

Fire fighters are provided opportunities to work within their capabilities as much as possible to avoid significant safety and health risk to themselves, other firefighters or civilians, but upon occasion can be requested to perform at a higher level.

- (1) Performing fire-fighting tasks (e.g., hose line operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry), rescue operations, and other emergency response actions under stressful conditions while wearing personal protective ensembles and self-contained breathing apparatus (SCBA), including working in extremely hot or cold environments for prolonged time periods.
- (2) Wearing an SCBA, which includes a demand valve–type positive-pressure face piece or HEPA filter masks, which requires the ability to tolerate increased respiratory workloads.
- (3) Exposure to toxic fumes, irritants, particulates, biological (infectious) and non-biological hazards, and/or heated gases, despite the use of personal protective ensembles and SCBA.
- (4) Depending on the local jurisdiction, climbing six or more flights of stairs while wearing fire protective ensemble weighing at least 50 lb (22.6 kg) or more and carrying equipment/tools weighing an additional 20 to 40 lb (9 to 18 kg)
- (5) Wearing fire protective ensemble that is encapsulating and insulated, which will result in significant fluid loss that frequently progresses to clinical dehydration and can elevate core temperature to levels exceeding 102.2°F (39°C)
- (6) Searching, finding, and rescue-dragging or carrying victims ranging from newborns up to adults weighing over 200 lb (90 kg) to safety despite hazardous conditions and low visibility
- (7) Advancing water-filled hose lines up to 2 ½ in. (65 mm) in diameter from fire apparatus to occupancy [approximately 150 ft (50 m)], which can involve negotiating multiple flights of stairs, ladders, and other obstacles
- (8) Climbing ladders, operating from heights, walking or crawling in the dark along narrow and uneven surfaces, and operating in proximity to electrical power lines and/or other hazards
- (9) Unpredictable emergency requirements for prolonged periods of extreme physical exertion without benefit of warm-up, scheduled rest periods, meals, access to medication(s), or hydration
- (10) Operating fire apparatus or other vehicles in an emergency mode with emergency lights and sirens
- (11) Critical, time-sensitive, complex problem solving during physical exertion in stressful, hazardous environments, including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions
- (12) Ability to communicate (give and comprehend verbal orders) while wearing personal protective ensembles and SCBA under conditions of high background noise, poor visibility, and drenching from hose lines and/or fixed protection systems (sprinklers)
- (13) Functioning as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members.



6.1 Medical Evaluation.

An individualized medical evaluation of a candidate shall be conducted prior to the candidate being placed in training programs or fire department emergency response activities.

6.1.1 *

The medical evaluation of a candidate shall include a medical history, examination, and any laboratory tests required to detect physical or medical condition(s) that could adversely affect his or her ability to perform the essential job tasks outlined in 5.1.1.

6.1.2 *

This standard shall provide specific requirements for candidates based on medical conditions that can affect a candidate's ability to perform the essential job tasks of a firefighter.

6.2 Medical Conditions Affecting Ability to Perform Essential Job Tasks.

6.2.1

Medical conditions that can affect a candidate's ability to perform essential job tasks shall be designated either Category A or Category B.

6.2.2

Candidates with Category A medical conditions shall not be certified as meeting the medical requirements of this standard.

6.2.3

Candidates with Category B medical conditions shall be certified as meeting the medical requirements of this standard only if they can perform the essential job tasks without posing a significant safety and health risk to themselves, members, or the public.

6.3 Head and Neck.

6.3.1 Head.

6.3.1.1

Category A medical conditions shall include the following:

- (1) Defect of skull preventing helmet use or leaving underlying brain unprotected from trauma
- (2) Any skull or facial deformity that would not allow for a successful fit test for respirators used by that department
- (3) Any head condition that results in the candidate not being able to perform one or more of the essential job tasks

6.3.1.2

Category B medical conditions shall include the following:

- (1)* Deformities of the skull such as depressions or exostoses
- (2)* Deformities of the skull associated with evidence of disease of the brain, spinal cord, or peripheral nerves
- (3)* Loss or congenital absence of the bony substance of the skull

6.3.2 Neck.

6.3.2.1

Category A medical conditions shall include any neck condition that results in the candidate not being able to perform one or more of the essential job tasks.

6.3.2.2

Category B medical conditions shall include the following:

- (1)* Thoracic outlet syndrome
- (2)* Congenital cysts, chronic draining fistulas, or similar lesions
- (3)* Contraction of neck muscles

6.3.3 Eyes and Vision.

6.3.3.1

Category A medical conditions shall include the following:

- (1)* Far visual acuity worse than 20/40 binocular, corrected with contact lenses or spectacles, or far visual acuity worse than 20/100 binocular for wearers of hard contacts or spectacles, or new soft contact lens wearers, uncorrected
- (2)* Color perception — monochromatic vision resulting in inability to use imaging devices, such as thermal imaging cameras
- (3) Far visual acuity worse than 20/100 in the worse eye, corrected or uncorrected
- (4)* Monocular vision, stereopsis without fusional capacity, night blindness, or loss of peripheral vision (i.e., horizontal field of vision less than 110 degrees in each eye)
- (5) Peripheral vision in the horizontal meridian of less than 110 degrees in the better eye or any condition that significantly affects peripheral vision in *both* eyes
- (6) Any eye condition that results in the candidate not being able to perform one or more of the essential job tasks
- (7) Near visual acuity less than 20/40 binocular, uncorrected or corrected

6.3.3.2

Category B medical conditions shall include the following:

- (1)* Diseases of the eye, such as retinal detachment, progressive retinopathy, or optic neuritis
- (2)* Ophthalmological procedures, such as radial keratotomy, Lasik procedure, or repair of retinal detachment
- (3) Peripheral vision in the horizontal meridian of less than 110 degrees in the better eye or any condition that affects peripheral vision in *both* eyes
- (4) Amblyopia

6.3.4 * Ears and Hearing.

6.3.4.1

Category A medical conditions shall include the following:

- (1) Chronic vertigo or impaired balance as demonstrated by the inability to tandem gait walk
- (2) On audiometric testing, without the aid of a hearing assistance device, average hearing loss in the unaided better ear worse than 40 decibels (dB) at 500 Hz, 1000 Hz, 2000 Hz, and 3000 Hz when the audiometric device is calibrated to ANSI/ASA S3.6, *Specification for Audiometers*
- (3) Any ear condition or hearing impairment that results in the candidate not being able to perform one or more of the essential job tasks

6.3.4.2

Category B medical conditions shall include the following:

- (1)* Unequal hearing loss
- (2) Average uncorrected hearing deficit at the test frequencies 500 Hz, 1000 Hz, 2000 Hz, and 3000 Hz worse than 40 dB in either ear
- (3) Atresia, stenosis, or tumor of the auditory canal
- (4)* External otitis, recurrent
- (5)* Agenesis or traumatic deformity of the auricle
- (6)* Mastoiditis or surgical deformity of the mastoid
- (7)* Ménière's disease, labyrinthitis, or tinnitus
- (8)* Otitis media, recurrent
- (9) Surgical procedures to correct or improve hearing or other conditions of the ear

6.3.5 Dental.

6.3.5.1

Category A medical conditions shall include any dental condition that results in inability to perform one or more of the essential job tasks.

6.3.5.2

Category B medical conditions shall include the following:

- (1)* Diseases of the jaws or associated tissues
- (2)* Orthodontic appliances
- (3)* Oral tissues, extensive loss
- (4)* Relationship between the mandible and maxilla that interferes with satisfactory postorthodontic replacement or ability to use protective equipment

6.3.6 Nose, Oropharynx, Trachea, Esophagus, and Larynx.

6.3.6.1

Category A medical conditions shall include the following:

- (1)* Tracheostomy
- (2)* Aphonia
- (3) Any nasal, oropharyngeal, tracheal, esophageal, or laryngeal condition that results in inability to perform one or more of the essential job tasks, including fit testing for respirators used by the fire department and SCBA for fire and hazmat operations

6.3.6.2

Category B medical conditions shall include the following:

- (1)* Congenital or acquired deformity
- (2)* Allergic rhinitis
- (3) Epistaxis, recurrent
- (4)* Sinusitis, recurrent
- (5)* Dysphonia
- (6) Anosmia
- (7) Tracheal stenosis
- (8) Nasopharyngeal polyposis
- (9)* Obstructive apneas (e.g., sleep apnea) if unresponsive to treatment

6.4 Lungs and Chest Wall.

6.4.1

Category A medical conditions shall include the following:

- (1) Active hemoptysis
- (2) Current empyema
- (3) Pulmonary hypertension
- (4) Active tuberculosis
- (5)* A forced vital capacity (FVC) or forced expiratory volume in 1 second (FEV₁) less than 70 percent predicted even independent of disease
- (6)* Obstructive lung diseases (e.g., emphysema, chronic bronchitis, asthma) with an absolute FEV₁/FVC less than 0.70 and FEV₁ below 0.80 (*see references in Section F.2*)
- (7)* Hypoxemia oxygen saturation less than 90 percent at rest or exercise desaturation by 4 percent or to less than 90 percent exercise testing indicated when resting oxygen is less than 94 percent but greater than 90 percent
- (8)* Asthma, including reactive airways disease requiring bronchodilator or corticosteroid therapy at least once in the previous 2 years, unless the candidate can meet the requirement in 6.4.1.1
- (9) Any pulmonary condition that results in the candidate not being able to perform one or more of the essential job tasks
- (10) Lung transplant
- (11) Obstructive sleep apnea with excessive daytime sleepiness, unless all the following criteria are met:
 - (a) Successful treatment
 - (b) Documentation of compliance with CPAP, for sleep study with an oral appliance, or of sleep study after surgery
 - (c) No excessive daytime sleepiness with treatment

6.4.1.1 *

A candidate who has been diagnosed with asthma or has in the past required bronchodilator, corticosteroid, or anti-inflammatory therapy (e.g., a leukotriene receptor antagonist, such as montelukast) shall be evaluated by a pulmonologist or other expert in asthmatic lung diseases, such as an allergist, to determine if the candidate meets all the following:

- (1) The applicant denies bronchospasm during exertion, temperature/humidity extremes, or irritant exposures.
- (2) The applicant denies the use of bronchodilator rescue medications during exertion, temperature/humidity extremes, or irritant exposures.
- (3) The applicant's asthma has not required systemic corticosteroids, emergency room treatment, or hospital admission in the past 2 years.
- (4) Allergen avoidance or desensitization has been successful.
- (5) Spirometry demonstrates FVC and FEV₁ greater than or equal to 90 percent and no bronchodilator response measured off all bronchodilators on the day of testing.
- (6) Normal or negative response to provocative challenge testing [e.g., cold air, exercise (12 METs), methacholine (PC₂₀ greater than 8 is considered normal because response at dose greater than 8 mg/ml might not be clinically significant), histamine, mannitol, or hypertonic saline] or negative response to exercise challenge (see 6.4.1.2).

6.4.1.2

Challenge testing shall be performed off all anti-inflammatory medications (e.g., inhaled or oral steroids, leukotriene receptor antagonists) for 4 weeks preceding the test, off all antihistamines (e.g., oral allergy medications) for 1 week, and off all bronchodilators on the day of testing.

6.4.2

Category B medical conditions shall include the following:

- (1)* Pulmonary resection surgery, chest wall surgery, and pneumothorax
- (2) Pleural effusion
- (3)* Fibrothorax, chest wall deformity, and diaphragm abnormalities
- (4)* Interstitial lung diseases
- (5)* Pulmonary vascular diseases or history of pulmonary embolism
- (6)* Bronchiectasis, if abnormal pulmonary function or recurrent infections
- (7) Infectious diseases of the lung or pleural space
- (8) Cystic fibrosis
- (9) Central apnea

6.5 Heart and Vascular System.

6.5.1 Heart.

6.5.1.1

Category A medical conditions shall include the following:

- (1)* Clinically significant coronary artery disease, including history of myocardial infarction, angina pectoris, coronary artery bypass surgery, coronary angioplasty, and similar procedures
- (2)* Cardiomyopathy or congestive heart failure, including signs or symptoms of compromised left or right ventricular function or rhythm, including dyspnea, S3 gallop, peripheral edema, enlarged ventricle, abnormal ejection fraction, or inability to increase cardiac output with exercise
- (3)* Acute pericarditis, endocarditis, or myocarditis
- (4)* Syncope, recurrent
- (5)* Any medical condition requiring an automatic implantable cardiac defibrillator, unless the condition no longer requires an automatic implantable cardiac defibrillator; or a medical history of ventricular tachycardia or ventricular fibrillation due to ischemic or valvular heart disease, or cardiomyopathy
- (6) Third-degree atrioventricular block
- (7)* Cardiac pacemaker, if the applicant is pacemaker-dependent
- (8) Hypertrophic cardiomyopathy, including idiopathic hypertrophic subaortic stenosis
- (9) Any cardiac condition that results in the candidate not being able to perform one or more of the essential job tasks
- (10) Heart transplant

6.5.1.2

Category B medical conditions shall include the following:

- (1)* Valvular lesions of the heart, including prosthetic valves
- (2)* Recurrent supraventricular or atrial tachycardia, flutter, or fibrillation
- (3)* Left bundle branch block
- (4) Second-degree atrioventricular block in the absence of structural heart disease
- (5) Sinus pause of more than 3 seconds
- (6)* Ventricular arrhythmia (i.e., history or presence of multifocal PVCs or nonsustained ventricular tachycardia on resting EKG with or without symptoms; history or presence of sustained ventricular tachycardia with or without symptoms)
- (7)* Cardiac hypertrophy
- (8)* History of a congenital abnormality
- (9)* Chronic pericarditis, endocarditis, or myocarditis
- (10) Brugada syndrome
- (11) Long QT syndrome
- (12) Arrhythmogenic right ventricular cardiomyopathy
- (13) Cardiac pacemaker, if the applicant is not pacemaker-dependent
- (14) Coronary artery disease, if not covered by 6.5.1.1

6.5.2 Vascular System.

6.5.2.1

Category A medical conditions shall include the following:

- (1) Hypertension
 - (a)* Uncontrolled or poorly controlled hypertension
 - (b)* Hypertension with evidence of end organ damage
- (2)* Thoracic or abdominal aortic aneurysm
- (3) Carotid artery stenosis or obstruction resulting in greater than or equal to 50 percent reduction in blood flow
- (4)* Peripheral vascular disease resulting in symptomatic claudication
- (5) Any other vascular condition that results in inability to perform one or more of the essential job tasks

6.5.2.2

Category B medical conditions shall include the following:

- (1) Vasospastic phenomena such as Raynaud's phenomenon
- (2)* Thrombophlebitis, thrombosis, or varicosities
- (3)* Chronic lymphedema due to lymphadenopathy or venous valvular incompetency
- (4)* Congenital or acquired lesions of the aorta or major vessels
- (5)* Circulatory instability as indicated by orthostatic hypotension, persistent tachycardia, and peripheral vasomotor disturbances
- (6) History of surgical repair of aneurysm of the heart or major vessel

6.5.3 Metabolic Syndrome.

6.5.3.1 *

Category A medical conditions shall include metabolic syndrome with aerobic capacity less than 12 METs.

6.5.3.2

Category B medical conditions shall include metabolic syndrome with aerobic capacity 12 METs or greater.

6.5.4 * Aerobic Capacity.

Category A medical conditions shall include an aerobic capacity less than 12 metabolic equivalents (METs).

6.6 Endocrine and Metabolic Disorders.

6.6.1

Category A medical conditions shall include the following:

- (1)* Type 1 diabetes mellitus, unless a candidate meets all of the following criteria:
 - (a) Is maintained by a physician knowledgeable in current management of diabetes mellitus on a basal/bolus regimen, which can include a subcutaneous insulin infusion pump, using insulin analogs.
 - (b)* Has demonstrated over a period of at least 6 months the motivation and understanding required to monitor and control

capillary blood glucose levels through nutritional therapy and insulin administration.

- (c) Has a dilated retinal exam by a qualified ophthalmologist or optometrist that shows no higher grade of diabetic retinopathy than microaneurysms, as indicated on the international clinical diabetic retinopathy disease severity scale.
 - (d)* Has normal renal function based on a calculated creatinine clearance greater than 60 mL/min and absence of proteinuria.
 - (e)* Has no autonomic or peripheral neuropathy.
 - (f) Has normal cardiac function without evidence of myocardial ischemia on cardiac stress testing—to at least 12 MET—by ECG and cardiac imaging.
 - (g) Has a signed statement and medical records from an endocrinologist or a physician with demonstrated knowledge in the current management of diabetes mellitus as well as knowledge of the essential job tasks and hazards of firefighting as described in 5.1.1, allowing the fire department physician to determine whether the candidate meets the following criteria:
 - i. Is being successfully maintained on a regimen consistent with 6.6.1(1)(a) and 6.6.1(1)(b).
 - ii.* Has had hemoglobin A1C measured at least four times a year (at intervals of 2 to 3 months) over the last 12 months prior to evaluation if the diagnosis of diabetes has been present over 1 year.
 - iii. Does not have an increased risk of hypoglycemia due to alcohol use or other predisposing factors.
 - iv.* Has had no episodes of severe hypoglycemia (i.e., requiring assistance of another) in the preceding year, with no more than two episodes of severe hypoglycemia in the preceding 3 years.
 - v. Is certified not to have a medical contraindication to firefighting training and operations.
- (2) Insulin-requiring Type 2 diabetes mellitus, unless a candidate meets all of the following criteria:
- (a) Is maintained by a physician knowledgeable in current management of diabetes mellitus.
 - (b)* Has demonstrated over a period of at least 3 months the motivation and understanding required to closely monitor and control capillary blood glucose levels through nutritional therapy and insulin administration.
 - (c) Has a dilated retinal exam by a qualified ophthalmologist or optometrist that shows no higher grade of diabetic retinopathy than microaneurysms, as indicated on the international clinical diabetic retinopathy disease severity scale.
 - (d)* Has normal renal function based on a calculated creatinine clearance greater than 60 mL/min and absence of proteinuria.
 - (e)* Has no autonomic or peripheral neuropathy.
 - (f) Has normal cardiac function without evidence of myocardial ischemia on cardiac stress testing—to at least 12 METS—by ECG and cardiac imaging.
 - (g) Has a signed statement and medical records from an endocrinologist or a physician with demonstrated knowledge in the current management of diabetes mellitus as well as knowledge of the essential job tasks and hazards of firefighting as described in 5.1.1, allowing the fire department physician to determine whether the candidate meets the following criteria:
 - i. Is maintained on a stable insulin regimen and has demonstrated over a period of at least 3 months the motivation and understanding required to monitor and control capillary blood glucose levels despite varied activity schedules through nutritional therapy and insulin administration.
 - ii. Has had hemoglobin A1C measured at least four times a year (at intervals of 2 to 3 months) over the last 12 months prior to evaluation if the diagnosis of diabetes has been present over 1 year and where a hemoglobin A1C reading of 8 percent or greater triggered a medical evaluation, including evidence of a set schedule for blood glucose monitoring and a thorough review of data from such monitoring, to determine if a condition existed in addition to diabetes that was responsible for the hemoglobin A1C not accurately reflecting average glucose levels.
 - iii. Does not have an increased risk of hypoglycemia due to alcohol use or other predisposing factors.
 - iv.* Has had no episodes of severe hypoglycemia (i.e., requiring assistance of another) in the preceding year, with no more than two episodes of severe hypoglycemia in the preceding 3 years.
 - v. Is certified not to have a medical contraindication to firefighting training and operations.
- (3) Any endocrine or metabolic condition that results in the candidate not being able to perform one or more of the essential job tasks

6.6.2

Category B medical conditions shall include the following:

- (1)* Diseases of the adrenal gland, pituitary gland, parathyroid gland, or thyroid gland of clinical significance
- (2) Nutritional deficiency diseases or other metabolic disorder
- (3) Diabetes mellitus, not on insulin therapy, but controlled by diet, exercise, or oral hypoglycemic agents unless all of the following are met:
 - (a) Has had hemoglobin A1C measured at least four times a year (at intervals of 2 to 3 months) over the last 12 months prior to evaluation if the diagnosis of diabetes has been present over 1 year and where a hemoglobin A1C reading of 8 percent or greater triggered a medical evaluation, including evidence of a set schedule for blood glucose monitoring

and a thorough review of data from such monitoring, to determine if a condition existed in addition to diabetes that was responsible for the hemoglobin A1C not accurately reflecting average glucose levels.

- (b) If on oral hypoglycemic agents, has had no episodes of severe hypoglycemia (i.e., requiring assistance of another) in the preceding year.
- (c) Has a dilated retinal exam by a qualified ophthalmologist or optometrist that shows no higher grade of diabetic retinopathy than microaneurysms, as indicated on the international clinical diabetic retinopathy disease severity scale.
- (d)* Has normal renal function based on a calculated creatinine clearance greater than 60 mL/min and absence of proteinuria.
- (e)* Has no autonomic or peripheral neuropathy.
- (f) Normal cardiac function without evidence of myocardial ischemia on cardiac stress testing—to at least 12 METs—by ECG and cardiac imaging.

6.7 Abdominal Organs and Gastrointestinal System.

6.7.1

Category A medical conditions shall include the following:

- (1) Presence of uncorrected inguinal/femoral hernia, if symptomatic
- (2) Any gastrointestinal condition that results in the candidate not being able to perform one or more of the essential job tasks

6.7.2

Category B medical conditions shall include the following:

- (1)* Cholecystitis
- (2)* Gastritis
- (3)* GI bleeding
- (4)* Acute hepatitis
- (5) Hernia, including the following:
 - (a) Uncorrected umbilical, ventral, or incisional hernia if significant risk exists for infection or strangulation
 - (b) Significant symptomatic hiatal hernia if associated with asthma, recurrent pneumonia, chronic pain, or chronic ulcers
 - (c)* Surgically corrected hernia more than 3 months after surgical correction
- (6)* Inflammatory bowel disease or irritable bowel syndrome
- (7)* Intestinal obstruction
- (8)* Pancreatitis
- (9) Diverticulitis
- (10)* History of gastrointestinal surgery
- (11)* Peptic or duodenal ulcer or Zollinger-Ellison syndrome
- (12)* Asplenia
- (13)* Cirrhosis, hepatic or biliary
- (14)* Chronic active hepatitis

6.8 Spine and Axial Skeleton.

6.8.1

Category A medical conditions shall include the following:

- (1) Scoliosis of thoracic or lumbar spine with angle greater than or equal to 40 degrees
- (2) Any spinal or skeletal condition producing sensory or motor deficit(s) or pain due to radiculopathy or nerve compression
- (3) Any spinal or skeletal condition causing pain that frequently or recurrently requires narcotic analgesic medication
- (4) Cervical vertebral fractures with multiple vertebral body compression greater than 25 percent; evidence of posterior element involvement, nerve root damage, disc involvement, dislocation (i.e., partial, moderate, severe), abnormal exam, ligament instability, symptomatic, or less than 6 months post injury or less than 1 year since surgery
- (5) Thoracic vertebral fractures with vertebral body compression greater than 50 percent; evidence of posterior element involvement, nerve root damage, disc involvement, dislocation (e.g., severe — with or without surgery), abnormal exam, ligament instability, symptomatic, or less than 6 months post injury or less than 1 year since surgery
- (6) Lumbosacral vertebral fractures with vertebral body compression greater than 50 percent; evidence of posterior element involvement, nerve root damage, disc involvement, dislocation (i.e., partial, moderate, severe), fragmentation, abnormal exam, ligament instability, symptomatic, or less than 6 months post injury or less than 1 year since surgery
- (7) History of spine surgery or injury that results in the candidate not being able to perform one or more of the essential job tasks

6.8.2

Category B medical conditions shall include the following:

- (1) Congenital or developmental malformations of the back, particularly those that can cause instability, neurological deficits, pain, or limit flexibility
- (2) Scoliosis with angle less than 40 degrees
- (3) Arthritis of the cervical, thoracic, or lumbosacral spine
- (4) Facet tropism, high lumbosacral angle, hyperlordosis, Schmorl's nodes, Scheuermann's disease, spina bifida occulta, spondylolisthesis, spondylolysis, or transitional vertebrae
- (5) History of infections or infarcts in the spinal cord, epidural space, vertebrae, or axial skeletal joints
- (6) History of discectomy or laminectomy or vertebral fractures

6.9 Extremities.

6.9.1

Category A medical conditions shall include the following:

- (1) Joint replacement, unless all of the following conditions are met:
 - (a) Normal range of motion without history of dislocations post-replacement
 - (b) Repetitive and prolonged pulling, bending, rotations, kneeling, crawling, and climbing without pain or impairment
 - (c) No limiting pain
 - (d) Evaluation by an orthopedic specialist who concurs that the candidate can complete all essential job tasks listed in Chapter 5
- (2) Amputation or congenital absence of upper-extremity limb (i.e., hand or higher)
- (3) Amputation of either thumb proximal to the mid-proximal phalanx
- (4) Amputation or congenital absence of lower-extremity limb (i.e., foot or above) unless the candidate meets all of the following conditions:
 - (a) Stable, unilateral below-the-knee (BKA) amputation with at least the proximal third of the tibia present for a strong and stable attachment point with the prosthesis
 - (b) Fitted with a prosthesis that will tolerate the conditions present in firefighting when worn in conjunction with standard firefighting PPE
 - (c) At least 6 months of prosthetic use in a variety of activities with no functional difficulties
 - (d) Amputee limb healed with no significant inflammation, persistent pain, necrosis, or indications of instability at the amputee limb attachment point
 - (e) No significant psychosocial issues pertaining to the loss of limb or use of prosthesis
 - (f) Evaluated by a prosthetist or orthopedic specialist with expertise in the fitting and function of prosthetic limbs who concurs that the candidate can complete all essential job tasks listed in Chapter 5, including wearing PPE and SCBA while climbing ladders, operating from heights, and walking or crawling in the dark along narrow and uneven surfaces that may be wet or icy
 - (g) Has passed the department's applicant physical ability test as a condition of appointment without accommodations or modification of the protocol
- (5) Chronic nonhealing or recent bone grafts
- (6) History of more than one dislocation of shoulder without surgical repair or with history of recurrent shoulder disorders within the last 5 years with pain or loss of motion, and with or without radiographic deviations from normal
- (7) Any extremity condition that results in the candidate not being able to perform one or more of the essential job tasks

6.9.2

Category B medical conditions shall include the following:

- (1)* History of shoulder dislocation with surgical repair
- (2) Significant limitation of function of shoulder, elbow, wrist, hand, or finger due to weakness, reduced range of motion, atrophy, unequal length, absence, or partial amputation
- (3) Significant lack of full function of hip, knee, ankle, foot, or toes due to weakness, reduced range of motion, atrophy, unequal length, absence, or partial amputation
- (4)* History of meniscectomy or ligamentous repair of knee
- (5)* History of intra-articular, malunited, or nonunion of upper or lower extremity fracture
- (6)* History of osteomyelitis, septic, or rheumatoid arthritis
- (7) Bone hardware such as metal plates or rods supporting bone during healing

6.10 Neurological Disorders.

6.10.1

Category A medical conditions shall include the following:

- (1) All epileptic conditions, including simple partial, complex partial, generalized, and psychomotor unless all of the following conditions are met:
 - (a) No seizures for the most recent consecutive 10 years
 - (b) Currently on a stable regimen of antiepileptic drugs (AED) for the most recent 5 years with no side effects impacting the performance of the 14 essential job tasks or no AED for the most recent 5 years
 - (c) Normal neurological examination results
 - (d) A definitive statement from a qualified neurological specialist that the candidate meets the criteria specified in 6.10.1(1) and is neurologically cleared for firefighting training and meets the performance of the 14 essential job tasks
- (2) All single unprovoked seizures (e.g., simple partial, complex partial, generalized, and psychomotor) unless all of the following conditions are met:
 - (a) No seizures for the most recent consecutive 5 years
 - (b) On a stable regimen of antiepileptic drugs (AED) for the most recent 5 years with no side effects impacting the performance of the 14 essential job tasks, or no AED for the most recent 5 years
 - (c) Normal neurologic exam
 - (d) Normal brain MRI results—if abnormal, see 6.10.1(1)
 - (e) Normal awake and asleep photic stimulation and hyperventilation EEG study results—if abnormal, see 6.10.1(1)
 - (f) A definitive statement from a qualified neurological specialist that the candidate meets the criteria specified in 6.10.1(2) and is neurologically cleared for firefighting training and meets the performance of the 14 essential job tasks
- (3) All single acute symptomatic seizures with a high rate of recurrence [e.g., head trauma, infection (encephalitis, meningitis), brain lesion (stroke, tumor), brain surgery] should be managed as specified in 6.10.1(2)
- (4) Ataxias of heredo-degenerative type
- (5) Cerebral arteriosclerosis as evidenced by a history of transient ischemic attack, reversible ischemic neurological deficit, or ischemic stroke
- (6) Hemiparalysis or paralysis of a limb
- (7)* Multiple sclerosis with activity or evidence of progression within the previous 3 years
- (8)* Myasthenia gravis with activity or evidence of progression within the previous 3 years
- (9) Progressive muscular dystrophy or atrophy
- (10) Uncorrected cerebral aneurysm
- (11) Dementia (e.g., Alzheimer's and other neurodegenerative diseases) with symptomatic loss of function or cognitive impairment (e.g., less than or equal to 28 on Mini-Mental Status Exam)
- (12) Parkinson's disease and other movement disorders resulting in uncontrolled movements, bradykinesia, or cognitive impairment (e.g., less than or equal to 28 on Mini-Mental Status Exam)
- (13) Narcolepsy with cataplexy
- (14) Narcolepsy with persistent excessive daytime sleepiness despite medical treatment
- (15) Amyotrophic lateral sclerosis (ALS)
- (16) Any neurological condition that results in the candidate not being able to perform one or more of the essential job tasks

6.10.2

Category B medical conditions shall include the following:

- (1) Congenital malformations
- (2)* Migraine
- (3) Clinical disorders with paresis, dyscoordination, deformity, abnormal motor activity, abnormality of sensation, or complaint of pain
- (4) History of subarachnoid or intraparenchymal hemorrhage
- (5) Abnormalities from recent head injury such as severe cerebral contusion or concussion
- (6)* Provoked seizure with a low risk of recurrence [e.g., medications, toxin exposures, metabolic abnormalities, withdrawal (alcohol or benzos), drugs (cocaine, amphetamines, PCP)], and no underlying seizure risk or status epilepticus

6.11 Chemicals, Drugs, and Medications.

6.11.1

Category A medical conditions shall include those that require chronic or frequent treatment with any of the following medications or classes of medications:

- (1) Narcotics, including methadone

- (2) Sedative-hypnotics
- (3)* Full-dose or low-dose anticoagulation medications or any drugs that prolong prothrombin time (PT), partial thromboplastin time (PTT), or international normalized ratio (INR)
- (4) Beta-adrenergic blocking agents at doses that prevent a normal cardiac rate response to exercise, high-dose diuretics, or central acting antihypertensive agents (e.g., clonidine)
- (5)* Respiratory medications: inhaled bronchodilators, inhaled corticosteroids, systemic corticosteroids, theophylline, and leukotriene receptor antagonists (e.g., montelukast)
- (6) High-dose corticosteroids for chronic disease
- (7) Anabolic steroids
- (8) Any chemical, drug, or medication that results in the candidate not being able to perform one or more of the essential job tasks

6.11.1.1

Tobacco use shall be a Category A medical condition where allowed by law.

6.11.1.2

Evidence of illegal drug use detected through testing, conducted in accordance with Substance Abuse and Mental Health Service Administration (SAMHSA), shall be a Category A medical condition.

6.11.1.3

Evidence of clinical intoxication or a measured blood alcohol level that exceeds the legal definition of intoxication according to the AHJ at the time of medical evaluation shall be a Category A medical condition.

6.11.2 *

Category B medical conditions shall include the use of the following:

- (1) Cardiovascular agents
- (2) Stimulants
- (3) Psychiatric medications
- (4) Other than high-dose systemic corticosteroids
- (5) Antihistamines
- (6) Muscle relaxants
- (7) Leukotriene receptor antagonists (e.g., montelukast) used for allergies that do not affect the lower respiratory system

6.12 Reproductive System.

See B.1.2.1.

6.12.1

Category A medical conditions shall include any genital condition that results in inability to perform one or more of the essential job tasks.

6.12.2

Category B medical conditions shall include the following:

- (1)* Pregnancy, for its duration
- (2) Dysmenorrhea
- (3) Endometriosis, ovarian cysts, or other gynecologic conditions
- (4) Testicular or epididymal mass

6.13 Systemic Diseases and Miscellaneous Conditions.

6.13.1

Category A medical conditions shall include any systemic condition that results in the candidate not being able to perform one or more of the essential job tasks.

6.13.2

Category B medical conditions shall include the following:

- (1) Connective tissue disease, such as dermatomyositis, systemic lupus erythematosus, scleroderma, and rheumatoid arthritis
- (2)* History of thermal, chemical, or electrical burn injury with residual functional deficit

- (3) Documented evidence of a predisposition to or history of heat illness, rhabdomyolysis, metabolic acidosis, or exertion-related incapacitation

6.14 Urinary System.

6.14.1

Category A medical conditions shall include the following:

- (1) Renal failure or insufficiency requiring continuous ambulatory peritoneal dialysis (CAPD) or hemodialysis
- (2) Any urinary condition that results in the candidate not being able to perform one or more of the essential job tasks
- (3) Chronic kidney disease of Stage 4 or greater [glomerular filtration rate (GFR) < 30 ml/min/1.73m²]

6.14.2

Category B medical conditions shall include the following:

- (1) Diseases of the kidney
- (2) Diseases of the ureter, bladder, or prostate

6.15 Infectious Diseases.

6.15.1

Category A medical conditions shall include any infectious or post-infectious condition that results in the candidate not being able to perform one or more of the essential job tasks.

6.15.2

Category B medical conditions shall include the following:

- (1) Infections that interfere with control of body temperature, hydration, or nutritional status
- (2) Infections that produce severe pain or muscle weakness, compromise mobility, or affect ability to perform heavy physical exertion

6.15.3

Category B medical considerations shall include the following:

- (1) Candidate shall be able to interact with other firefighters and the general public without posing a public health risk due to contagious disease.
- (2) Following resolution of acute or self-limited infectious processes, candidates shall be able to undertake duties.

6.16 Skin.

6.16.1

Category A medical conditions shall include the following:

- (1) Metastatic or locally extensive basal or squamous cell carcinoma or melanoma
- (2) Any dermatologic condition that would not allow for a successful fit test for any respirator required by the fire department
- (3) Any dermatologic condition that results in the candidate not being able to perform one or more of the essential job tasks

6.16.2

Category B medical conditions shall include the following:

- (1)* Skin conditions of a chronic or recurrent nature (e.g., eczema, cystic acne, psoriasis) that cause skin openings or inflammation or irritation of the skin surface
- (2)* Surgery or skin grafting
- (3)* Mycosis fungoides
- (4)* Cutaneous lupus erythematosus
- (5)* Raynaud's phenomenon
- (6)* Scleroderma (skin)
- (7)* Vasculitic skin lesions
- (8)* Atopic dermatitis/eczema
- (9)* Contact or seborrheic dermatitis

- (10)* Stasis dermatitis
- (11)* Albinism, Darier's disease, ichthyosis, Marfan syndrome, neurofibromatosis, and other genetic conditions
- (12)* Folliculitis, pseudo-folliculitis, miliaria, keloid folliculitis
- (13)* Hidradenitis suppurativa, furuncles, carbuncles, or Grade IV acne (cystic)
- (14)* Mechano-bullous disorders (e.g., epidermolysis bullosa, Hailey pemphigus, porphyria, pemphigoid)
- (15)* Urticaria or angioedema

6.17 Blood and Blood-Forming Organs.

6.17.1

Category A medical conditions shall include the following:

- (1) Hemorrhagic states requiring replacement therapy
- (2) Sickle cell disease (i.e., homozygous)
- (3) Clotting disorders
- (4) Any hematological condition that results in inability to perform one or more of the essential job tasks

6.17.2

Category B medical conditions shall include the following:

- (1) Anemia
- (2) Leukopenia
- (3) Polycythemia vera
- (4) Splenomegaly
- (5) History of thromboembolic disease
- (6) Any other hematological condition that results in inability to perform essential job tasks

6.18 Heat Stress and Illness.

6.18.1

Category A medical conditions shall include any heat -related illness that results in the candidate not being able to perform one or more of the essential job tasks.

6.18.2

Category B medical conditions shall include the following:

- (1) Documented evidence of a predisposition to or history of heat illness, rhabdomyolysis, metabolic acidosis, or exertion-related incapacitation
- (2) Presence of neurologic (e.g., myasthenia gravis, multiple sclerosis) or other condition that is exacerbated by heat stress
- (3) Requirement for medications (e.g., MAOIs, phenothiazines, anticholinergics, tricyclic antidepressants) that increase an individual's risk of heat stress
- (4) Heat exposure restrictions imposed during pregnancy

6.19 Tumors and Malignant Diseases.

6.19.1

Category A medical conditions shall include the following:

- (1) Malignant disease that is newly diagnosed, untreated, or currently being treated, or under active surveillance due to the increased risk for reoccurrence, unless not interfering with the performance of the essential job tasks
- (2) Any tumor or similar condition that results in the candidate not being able to perform one or more of the essential job tasks

6.19.2

Category B medical conditions shall be evaluated on the basis of an individual's current physical condition and on the staging and prognosis of the malignancy (i.e., likelihood that the disease will recur or progress), and include the following:

- (1)* Benign tumors
- (2)* History of CNS tumor or malignancy
- (3)* History of head and neck malignancy
- (4)* History of lung cancer

- (5)* History of GI or GU malignancy
- (6)* History of bone or soft tissue tumors or malignancies
- (7)* History of hematological malignancy

6.20 Psychiatric Conditions and Psychological Disorders.

See Annex E.

6.20.1

Category A medical conditions shall include any psychiatric condition that results in the candidate not being able to perform one or more of the essential job tasks.

6.20.2 Category B Medical Conditions.

6.20.2.1

The physician, in consultation with a mental health professional (if clinically indicated), shall report any applicable job limitations to the fire department regarding a candidate's anxiety disorder, unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including substance-use and sleep disorders
- (4) Evaluation that the candidate's condition does not interfere with the safe performance of the essential job tasks defined in Chapter 5

6.20.2.2

The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate's bipolar disorder, unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including substance-use and sleep disorders
- (4) No suicide attempts in the past 12 months
- (5) No manic episodes in the past 12 months
- (6) Evaluation that the candidate's condition does not interfere with the safe performance of the essential job tasks defined in Chapter 5

6.20.2.3

The physician, in consultation with a mental health professional (if clinically indicated), shall report any applicable job limitations to the fire department regarding a candidate's depressive disorder, unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including substance-use and sleep disorders
- (4) No suicide attempts in the past 12 months
- (5) Evaluation that the member's condition does not interfere with the safe performance of the essential job tasks defined in Chapter 5

6.20.2.4

The physician, in consultation with a mental health professional (if clinically indicated), shall report any applicable job limitations to the fire department regarding a candidate's post-traumatic stress disorder (PTSD), unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including substance-use, dissociative disorders, and sleep disorders
- (4) No suicide attempts in the past 12 months
- (5) Evaluation that the candidate's condition does not interfere with the safe performance of the essential job tasks defined in Chapter 5

6.20.2.5

The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate's delusional disorder, unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including substance-use and sleep disorders
- (4) No psychotic symptoms in the past 12 months
- (5) No suicide attempts in the past 12 months
- (6) Evaluation that the candidate's condition does not interfere with the safe performance of the essential job tasks defined in Chapter 5

6.20.2.6

The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate's brief psychotic disorder, unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including substance-use and sleep disorders
- (4) No psychotic symptoms in the past 12 months
- (5) No suicide attempts in the past 12 months
- (6) Evaluation that the candidate's condition does not interfere with the safe performance of the essential job tasks defined in Chapter 5

6.20.2.7

The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate's schizophreniform disorder, unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including substance-use and sleep disorders
- (4) No psychotic symptoms in the past 12 months
- (5) No suicide attempts in the past 12 months
- (6) Evaluation that the candidate's condition does not interfere with the safe performance of the essential job tasks defined in Chapter 5

6.20.2.8

The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate's schizophrenia, unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including substance-use and sleep disorders
- (4) No psychotic symptoms in the past 12 months
- (5) No suicide attempts in the past 12 months
- (6) Evaluation that the candidate's condition does not interfere with the safe performance of the essential job tasks defined in Chapter 5

6.20.2.9

The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate's schizoaffective disorder, unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including substance-use and sleep disorders
- (4) No psychotic symptoms in the past 12 months
- (5) No manic episodes in the past 12 months
- (6) No suicide attempts in the past 12 months
- (7) Evaluation that the candidate's condition does not interfere with the safe performance of the essential job tasks defined in Chapter 5

6.20.2.10

The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate's substance-use disorder, unless all of the following conditions are met:

- (1) Compliance with treatment, if indicated
- (2) No disqualifying side effects from treatment
- (3) Treatment of comorbidities, including PTSD, depression, and sleep disorders
- (4) No substance use in the past 12 months
- (5) Evaluation that the candidate's condition does not interfere with the performance of the essential job tasks defined in Chapter 5