



# Oregon

Kate Brown, Governor

## Department of Public Safety Standards and Training

Standards & Certification Program

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DATE: December 4, 2015

Website: <http://www.oregon.gov/dpsst>

TO: Agency Heads & Agency HR Directors/Departments

FROM: The Department of Public Safety Standards and Training (DPSST)

RE: Changes to OAR 259-008-0010 & Medical Examination Form (F-2) – **Effective January 1, 2016**

Dear Agency Heads / Agency HR Departments:

DPSST has recently contracted with an occupational physician for the purposes of reviewing the minimum medical standards that are required to be met prior to an individual being employed as a law enforcement officer in this state. At their last meeting, the Board on Public Safety Standards and Training approved the filing of an administrative rule implementing these recommendations. A summary of the changes are enclosed with this letter.

Additionally, the process in which Medical Examination Forms (Form F-2) are submitted to DPSST is also changing. Rather than submitting sensitive medical information on each officer, DPSST is requiring only the last page of the Form F-2 (titled F-2A) be submitted. The F-2A portion of the form must be signed by a licensed physician or surgeon attesting that the individual being examined did or did not meet DPSST's minimum physical standards. Please note, all of the physical standards required by DPSST are found on the F-2A. These are the only state-mandated standards. Agencies are free to choose if they want the other portions of the F-2 (Laboratory, Medical History, etc.) completed by the examining physician or surgeon.

### **These changes will be effective January 1, 2016**

In an effort to foster a smooth transition and minimize confusion, the new Form F-2/F-2A will be posted to the DPSST Criminal Justice Forms website and available for printing on Thursday, December 24, 2015.

**IMPORTANT:** Regardless of hire date, individuals being examined by a licensed physician or surgeon on or after January 1, 2016, will be subject to the new standards and an F-2A will be required. Submission of an incorrect F-2A may require the applicant be reexamined by a licensed physician or surgeon and may delay admission into the next available basic course held at the Academy.

If your agency uses a vendor to administer pre-employment examinations, please notify them of these changes to ensure they are aware of and adhere to the new requirements.

Should you have questions or need additional information regarding these medical examination requirements please contact, Jennifer Howald, Scheduling & Certification Specialist, at: (503) 378-2353 or me at: (503) 373-0389.

Sincerely,

Monica J. Walker, Criminal Justice Certification Supervisor  
Oregon Department of Public Safety Standards and Training  
Standards & Certification Program

## Summary of Changes

<b>Current Standard: Visual Acuity</b>	<b>Proposed Standard: Visual Acuity</b>
Corrected vision must be at least 20/30 (Snellen) in each eye. Due to the demonstrated likelihood of dislodgment or breakage, candidates who are able to wear only glasses with frames must meet an uncorrected standard not worse than 20/100 (Snellen) in each eye. Those candidates who use soft contact lenses (SCLs) must have vision correctable to at least 20/30 in each eye, with no uncorrected standard, provided the employing agency will monitor compliance. Replacement glasses or lenses (as appropriate) must be on the person or readily available at all times during each work shift.	Monocular vision must be at least 20/30 (Snellen) corrected in each eye and not worse than 20/100 (Snellen) uncorrected in either eye. Binocular vision must be at least 20/20 (Snellen) corrected.
<b>Current Standard: Color Vision</b>	<b>Proposed Standard: Color Vision</b>
Red or green deficiencies may be acceptable, providing the applicant can read at least nine (9) of the first thirteen (13) plates of the Ishihara Test (24 Plate Edition). Applicants who fail the Ishihara test can meet the color vision standard by demonstrating that they can correctly discriminate colors via a field test conducted by the employer and approved by DPSST.	Law enforcement officers or applicants must be able to distinguish red, green, blue, and yellow, as determined by the HRR Test, 4 <sup>th</sup> Edition.  Red or green deficiencies may be acceptable, providing the applicant can read at least nine of the first 13 plates of the Ishihara Test.
<b>Current Standard: Depth Perception</b>	<b>Proposed Standard: Depth Perception</b>
Depth Perception must be sufficient to demonstrate stereopsis adequate to perform the essential tasks of the job. The recommended test is the Random Stereo Test with 60 seconds of arc.	Random Stereo Test equal to 60 seconds of arc or better.
<b>Current Standard: Peripheral Vision</b>	<b>Proposed Standard: Peripheral Vision</b>
Visual Field Performance must be 140 degrees in the horizontal meridian combined.	Same (Visual Field Performance must be 140 degrees in the horizontal meridian combined.)
<b>Current Standard: Night Blindness</b>	<b>Proposed Standard: Night Blindness</b>
A history of night blindness should be evaluated to determine applicant's capacity to perform essential tasks at night or in dark or low light settings.	Eliminated.
<b>Current Standard: Hearing (Police or Corrections Officer)</b>	<b>Proposed Standard: Hearing (All Law Enforcement Officers)</b>
Applicants for the position of police or corrections officer must have sufficient hearing in both ears to perform essential tasks without posing a direct threat to themselves or others. The applicant must have no average loss greater than 25 decibels (db) at the 500, 1,000, 2,000 and 3,000-Hertz levels in either ear with no single loss in excess of 40 db. If amplification device(s) is (are) necessary to meet the criteria above, or if applicant cannot meet the above criteria and wishes to pursue application, the applicant must obtain a hearing evaluation by a licensed audiologist or otorhinolaryngologist (ear, nose, throat) to determine current hearing aid requirement and achieve a Speech Reception Threshold (SRT) of no greater than 25 db for each ear. Police, corrections and parole and probation officers must achieve a Speech Discrimination test score of no less than 90% utilizing a standard 50-word presentation at 60 db Hearing Threshold Level (HTL). The Department may require an applicant to have another examination by a licensed audiologist or otorhinolaryngologist (ear, nose, and throat) designated by	Law enforcement officers or applicants must have no average hearing loss greater than 25 decibels (db) at the 500, 1,000, 2,000 and 3,000-Hertz levels in either ear with no single loss in excess of 40 db.  Law enforcement officers or applicants who fail to meet the hearing standard must be examined by a licensed audiologist or otorhinolaryngologist to determine if an amplification device will allow them to meet the hearing standard.

<p>the Department to verify that the applicant's hearing meets the Board's minimum hearing standard. The verification examination will be at the expense of the applicant or the applicant's employing agency. The equipment utilized for all of these evaluations must be calibrated annually using current ANSI standards. Hearing amplification devices used to meet the hearing standard must be the type that protects the applicant from further hearing degradation due to amplification of loud sounds.</p>	
<p><b>Current Standard: Hearing (Parole and Probation Officer)</b></p>	<p><b>Proposed Standard: Hearing (Parole and Probation Officer)</b></p>
<p>Applicants for the position of parole and probation officer must have sufficient hearing in both ears to perform essential tasks without posing a direct threat to themselves or others. The applicant must have no average loss greater than 35 decibels (db) at the 500, 1000, 2000, and 3000 Hertz levels in either ear with no single loss in excess of 45 db. If amplification device(s) is (are) necessary to meet the criteria above, or if applicant cannot meet the above criteria and wishes to pursue application, the applicant must obtain a hearing evaluation by a licensed audiologist or otorhinolaryngologist (ear, nose, throat) to determine current hearing aid requirement and achieve a Speech Reception Threshold (SRT) of no greater than 25 db for each ear. Police, corrections and parole and probation officers must achieve a Speech Discrimination test score of no less than 90% utilizing a standard 50-word presentation at 60 db Hearing Threshold Level (HTL). The Department may require an applicant to have another examination by a licensed audiologist or otorhinolaryngologist (ear, nose, and throat) designated by the Department to verify that the applicant's hearing meets the Board's minimum hearing standard. The verification examination will be at the expense of the applicant or the applicant's employing agency. The equipment utilized for all of these evaluations must be calibrated annually using current ANSI standards. Hearing amplification devices used to meet the hearing standard must be the type that protects the applicant from further hearing degradation due to amplification of loud sounds.</p>	<p>Same as Law Enforcement Officer.</p>
<p><b>Current Standard: Speaking Ability</b></p>	<p><b>Proposed Standard: Speaking Ability</b></p>
<p>Applicants for the position of police, corrections, or parole and probation officer must be able to use vocal chords and have significant speaking ability to perform speaking-related essential tasks. For police and corrections officers abnormalities of the nose, throat or mouth must not interfere with the applicant's breathing or proper fitting of gas mask or similar device.</p>	<p>Eliminated.</p>
<p><b>Current Standard: Cardiovascular</b></p>	<p><b>Proposed Standard: Cardiovascular</b></p>
<p>Applicants for the position of police, corrections, or parole and probation officer who have a history of organic cardiovascular disease or a finding during the medical examination of organic cardio-vascular disease will necessitate further medical evaluation. Resting blood pressure must be less than or equal to 140 mmHg systolic and 90 mmHg diastolic on</p>	<p>Resting blood pressure must be less than or equal to 160 mmHg systolic and 100 mmHg diastolic.</p> <p>Law enforcement officers or applicants who fail to meet the cardiovascular standards must be examined by a general</p>

<p>three successive readings. Applicants must not have a functional and therapeutic cardiac classification greater than the Heart Association's Class A. Failure to meet guidelines will require further medical evaluation. If the applicant has controlled hypertension not exceeding the above standards and is on medication with side effect profiles, which do not interfere with performance of duty, then the condition may not be excludable. Functional Capacity I patients with cardiac disease may not be excludable, if they have no limitations of physical activity and ordinary physical activity does not cause discomfort and they do not have symptoms of cardiac insufficiency, nor experience angina pain. Therapeutic Classification A patients with cardiac disease, whose physical activity is restricted, should be evaluated thoroughly.</p>	<p>practitioner to address the issue.</p> <p>Law enforcement officers or applicants who have a history of organic cardiovascular disease will necessitate further medical evaluation.</p>
<p><b>Current Standard: Pulmonary Capacity</b></p>	<p><b>Proposed Standard: Pulmonary Capacity</b></p>
<p>None.</p>	<p>Applicants with obstructive or restrictive spiograms (FVC/FVC1 levels) will require further evaluation.</p>
<p><b>Current Standard: Medications</b></p>	<p><b>Proposed Standard: Medications</b></p>
<p>None.</p>	<p>The side effects of any prescribed medication must not interfere with the law enforcement officers or applicant's ability to perform the essential functions and tasks of the job.</p>
<p><b>Current Standard: Medical Recommendations</b></p>	<p><b>Proposed Standard: Medical Recommendations</b></p>
<p>None.</p>	<p>It is recommended that officers or applicants with a history of seizures or diabetes be evaluated following American College of Occupational and Environmental Medicine's Guidance for the Medical Evaluation of Law Enforcement Officers, to include post-employment monitoring.</p> <p>It is recommended that officers or applicants with a history of hypertension (resting blood pressure exceeding 140-160 mmHg systolic and 90-100 mmHg diastolic (140-160/90-100)) have post-employment medical monitoring.</p>