

ARIZONA DEPARTMENT OF CORRECTIONS
REHABILITATION & REENTRY
CORRECTIONAL OFFICER SERIES
MEDICAL PHYSICAL REQUIREMENTS FOR APPOINTMENT

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

- 1) Submit to a medical interview and physical examination (you may be required to disrobe) by a designated physician and pass a pre-employment drug screening test.
- 2) Be free of medical, mental health, or incapacitating conditions that pose a significant risk of substantial harm to the health or safety of the individual or others in the performance of duty and that cannot be eliminated or reduced by reasonable accommodation. These conditions may include, but are not limited to:
 - a. Seizure disorders- applicant must be seizure-free for one year prior to training.
 - i. A Training Release is required and a statement from a medical provider must indicate the stability of the condition.
 - b. Blood clotting disorders
 - c. Hepatitis C
 - d. Human Immunodeficiency Virus (HIV)
 - e. Hepatitis B
- 3) Be medically, physically, and mentally capable of completing the required training and duties and achieve acceptable job performance as a Corrections Officer (CO).
- 4) Surgical procedures
 - a. A Training Release is required for all major surgical procedures, including, orthopedic, abdominal, neurological, and cardiovascular surgical procedures completed within the last seven years.
 - b. A Training Release is required for all minor surgical procedures completed within one (1) year.

5) VITAL SIGNS:

- a. Have a resting pulse rate of less than or equal to 100 beats per minute.
 - b. Systolic blood pressure less than or equal to 140
 - c. Diastolic blood pressure less than or equal to 90
 - d. If pulse rate or blood pressure are outside of these parameters, then repeat a pulse and blood pressure check up to 2 more times. If the parameters normalize, then the applicant is cleared.
 - i. If the applicant continues to have abnormal readings, then the applicant is deferred. A referral should be done to a primary care provider for further evaluation and possible treatment prior to being cleared.
 - e. No evidence of an abnormal heart rhythm.
- 6) Have sufficient physical stamina and physical fitness to perform all essential job functions of a Corrections Officer satisfactorily.
- 7) Candidates who are currently prescribed any medication that could cause impairment or decreased job performance such as, but not limited to, opioids, benzodiazepines, barbiturates, morphine derivatives, shall NOT be given a medical pass to attend the academy or perform correctional officer duties. Upon completing the physical evaluation, all documentation shall be referred to the ADCRR Medical Review Board for review and recommendations.
- 8) Candidates with a history of mental health conditions may require further evaluation. The applicant must provide the following information documented on letterhead and signed by a licensed mental health practitioner:
- a. Mental health diagnosis, nature of the condition, and current status.
 - b. List of currently prescribed medication(s) and how long they have been taking these medications.
 - c. If receiving therapy/counseling, how often and for how long. If no longer receiving treatment, indicate when the applicant completed therapy/counseling.
 - d. Indicate if there are anger management issues with the individual and specify the treatment he/she is receiving.
 - e. Indicate if the condition is temporary or permanent.

- 9) Have vision of at least 20/50 in each eye with or without correction. Peripheral vision with a minimum horizontal vision of 170 degrees. The applicant must score at least 7 out of 11 plates on the Ishihara test. The applicant must score at least 5 out of 9 presentations for the depth perception evaluation.
- 10) Applicants must have a single pure tone threshold of not worse than 40 decibels at 500, 1000, 2000, and 3000 hertz in the better ear. The average for each ear must not be worse than 40 decibels. If the average in the weaker ear is worse than 40 decibels, the difference between both ears should not be more than 10 decibels. Hearing aids are permitted during the test.
- 11) Have a pulmonary function test that indicates that the candidate is free of obstructive lung disease (FEV1/FVC ratio greater than or equal to 70% of the predicted value).

12) LABORATORY TESTS:

- a. Have a Complete Blood Count that demonstrates no abnormalities, as follows:
 - i. The following hemoglobin or hematocrit values do not meet the requirements and the applicant is deferred:
 - a. Males: hemoglobin <13.2g/dL
 - b. Females: hemoglobin <11.6g/dL
 - ii. A white blood cell count >11,000/microL does not meet the requirement and the applicant is deferred.
 - iii. Platelet count <150,000 does not meet the requirement and the applicant is deferred.
- b. Have a Blood Chemistry Panel that demonstrates no evidence of liver disease:
 - i. If more than one of the following liver enzymes is elevated >2 times normal then the applicant is deferred:
 - a. SGOT (AST)
 - b. SGPT (ALT)
 - c. GGT
 - d. Alkaline phosphatase
 - e. Bilirubin (total

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- ii. No evidence of diabetes mellitus:
 - a. Glucose level over 125mg/dL: requires a repeat (fasting) test. If the repeat test is still above 125mg/dL, the applicant does not meet the requirements and is deferred.
 - b. Glucose level over 125mg/dL with a history of diabetes: Does not meet the requirements and the candidate is deferred.
 - c. If the applicant has diabetes mellitus, they will be required to have a hemoglobin A1C test completed with their health care provider. The results will then be sent to the occupational health clinic for review.
 - d. A hemoglobin A1C of greater than 7.5: The applicant does not meet the requirements and is deferred.
- iii. No evidence of kidney dysfunction:
 - a. The following creatinine values do not meet the requirements and the applicant is deferred:
 - i. Males: serum creatinine greater than 1.3 mg/dL
 - ii. Females: serum creatinine greater than 1.1 mg/dL
- iv. No abnormalities on urinalysis:
 - a. A positive result for (greater than “trace”) the following parameters requires further evaluation and a repeat test:
 - i. Glucose, Nitrites, Leukocyte esterase, Protein, or Blood
 - b. If > trace on glucose, then a glucose test shall be completed (see the section above on glucose testing).
 - c. For clinical symptoms of a urinary tract infection in females with elevated nitrites and/or leukocyte esterase, then a deferral isn’t necessary.
 - d. If moderate-to-large protein or blood, then defer the applicant and refer to primary care.
 - e. The presence of blood on a urinalysis is acceptable if the applicant is a female on her menses.

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v. History of Varicella

- a. Yes, No, or Unknown
- b. Applicants born in the United States before 1980 may be considered immune to Varicella.

13) A complete physical assessment will be completed.

- a. If there are any abnormal findings, the provider will evaluate the applicants based upon the essential functions of the position. If there are concerns about the applicant's ability to perform the essential functions, the applicant shall be placed on deferred status and referred to their health care provider for further evaluation.
- b. Hernia test- If there are any signs of a hernia, the applicant shall be placed on deferred status and referred to their health care provider for further evaluation and treatment.
- c. Phalen's and Tinel's test - If the test is positive, the applicant shall be placed on deferred status and referred to their health care provider for further evaluation and treatment.
 - i. If decreased grip strength or muscle atrophy in the hand(s) are identified, then the applicant should be placed on deferred status and referred to their health care provider for further evaluation and treatment.
- d. Musculoskeletal evaluation- If the evaluator has concerns, the applicant shall be placed on deferred status and referred to their health care provider for further evaluation and treatment.

14) GENDER SPECIFIC REQUIREMENTS:

- a. Due to the gender specific job requirements (bona fide occupational qualifications), such as the need to search or observe the personal bathroom activities of inmates, applicants must possess the sexual characteristics of only one gender. Sexual characteristics refer to genitalia and breasts.
- b. ADCRR is committed to helping all employees be successful. In accordance with federal legal mandates, ADCRR is required to comply with the Prison Rape Elimination Act (PREA) of 2003, which, absent exigent circumstances, prohibits cross-gender viewing and cross-gender searches of inmates by security staff.

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- c. In order to fully comply with PREA, ADCRR requires all Correctional Officer applicants who may identify with a gender that is different from their designated gender at birth, or who otherwise possess the sexual characteristics of more than one gender, to disclose this information to the ADCRR Occupational Health Administrator at the time of application. The Occupational Health Administrator may be contacted at (602) 542-5177. The timely disclosure of this bona fide occupational requirement information will enable ADCRR to comply with PREA, will promote a safe working environment for all employees, and will further advance the legitimate penological interest of the safe, secure, and orderly operation of the prison system.

15) PHYSICAL ABILITY STANDARDS

- a. Correctional Officer Training Academy (COTA) graduation requires the ability to meet the following physical fitness standards:
 - i. Flexibility test (Sit and reach): 8 inches
 - ii. Sit ups: 20 repetitions in 1 minute
 - iii. Pushups: 6 repetitions in 1 minute
 - iv. One mile walk/run: 15 minutes
- b. Applicants should maintain a physical fitness conditioning program while in the selection process.

16) The contract provider shall deliver the final results of the medical interview and physical examination to the ADCRR, not to the applicant. The Department will notify the applicant of the final results. The contractor may make medical recommendations to address anything to improve the applicant's health. This information may impact the results but the information should not be perceived as a determination of whether the applicant has met the medical or physical requirements.