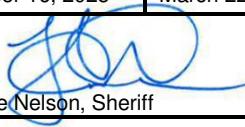




DESCHUTES COUNTY SHERIFF'S OFFICE

Policy Title: Fitness for Duty	Effective Date: September 8, 2015	Policy Number: 3.26
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Attachments:	 L. Shane Nelson, Sheriff	

I. PURPOSE

The purpose of this policy is to ensure employees of the Deschutes County Sheriff's Office maintain a level of fitness required to perform the duties of their job.

II. POLICY

The functions of a law enforcement agency frequently require a level of fitness not demanded by many other occupations. Fitness is an important dimension to be considered in the well-being and job performance of any individual and particularly for those involved in law enforcement.

Physical fitness has a significant impact upon:

A. Physical Health

1. Reducing coronary risk
2. Weight reduction and control
3. Fatigue tolerance
4. Energy production

B. Emotional Health

1. Decreased anxiety and depression
2. Improved self-esteem
3. Ability to deal with stress

C. Job Performance

1. Increased alertness
2. Reduced absenteeism
3. Increased productivity
4. Reduced health care costs
5. Safety of employees, co-workers, and members of the public

III. DEFINITIONS

Reasonable Suspicion is a belief that is reasonable under the totality of the circumstances existing at the time and place of the act.

ADA means the Americans with Disabilities Act.

IV. PROCEDURES

A. General

The Sheriff's Office encourages its employees to engage in a physical fitness program to ensure their ability to perform their duties and to enhance their level of fitness and well-being.

B. Entry Level

The Sheriff's Office, per Department of Public Safety and Standards and Training (DPSST), requires that persons hired into entry level sworn positions undergo and pass a physical examination, a psychological examination, a drug screen, and a physical ability test prior to their appointment.

C. Fitness for Duty

If, during the course of employment, there is a reasonable suspicion that an employee's physical or emotional fitness for duty is not adequate, a physical or psychological evaluation may be required by the Sheriff.

1. These examinations are at no cost to the employee.
2. The examination will be completed by a licensed physician or practitioner chosen by the Sheriff's Office and based upon the DPSST medical examination standards and report, which has been validated for job relatedness.

V. FITNESS FOR DUTY EXAMINATIONS

A. Procedures

Examinations required of employees will be conducted within 30 days of notification, at no cost to the employee.

1. The exam will be completed by a licensed physician or practitioner. The physical exam will be based upon the DPSST physical examination standards and report.
2. With the exception of sworn employees, the examination will not serve to eliminate or penalize employees who can otherwise perform the tasks of their assignment, with or without reasonable accommodation, as defined by the ADA.

B. Results

The purpose of the exam is intended to inform the employee of their current personal health status, preventive maintenance health care, and to help ensure the employee can physically perform the duties of their job class without endangering their own safety, the safety of co-workers, or the safety of citizens.

1. If the employee is determined by a qualified medical examination or psychological evaluation to be a danger to themselves or other people by virtue of a serious physical, psychological, or medical condition, it will be the employee's duty to notify the Sheriff of the nature of the condition. In addition, the licensed physician or practitioner shall notify the Sheriff if the examination or evaluation reveals that the employee is a danger to himself or another person.
2. The Sheriff will take all actions necessary to remove that employee from that endangering situation and afford the employee the opportunity for rehabilitative treatment utilizing reasonable accommodation per the ADA.
3. Depending on the condition and based on the recommendation of the licensed physician or practitioner, the employee may be allowed to continue in a modified or different assignment, at the discretion of the Sheriff, and within the guidelines set by the ADA.

Once a fitness for duty examination or psychological evaluation has been concluded, the results and reports will be sent directly to the Sheriff's Office for review, and will remain in the custody of Sheriff's Office Human Resources.