|| TABLE OF CONTENTS |
|-------------------|
| Commissioners | iii |
| Preface | v |
| Table of Contents | vii |
| List of Tables, Figures, and Forms | xii |
| Introduction | 1 |

**BACKGROUND INFORMATION**

- **Project Goals and Methodology** | 3 |
- **Pre-Employment Medical Screening and the Law** | 6 |
- **Patrol Officer Job Demands: Their Implication for Medical Screening** | 21 |
- **General Guidelines for Using the Medical Screening Manual** | 34 |
CHAPTER I: Cardiovascular System

Congenital ........................................... I-1
Valvular .................................................. I-5
Cardiomyopathy ........................................ I-5
Hypertension ........................................... I-7
Coronary Artery Disease (CAD) .................... I-7
Arrhythmias ............................................ I-9

CHAPTER II: Dermatology

Conditions of Concern ................................... II-1
Evaluation of Common Clinical Syndromes ........ II-4

CHAPTER III: Endocrine System

Diabetes Mellitus ....................................... III-2
Parathyroid Disorders .................................. III-34
Hyper and Hypothyroidism ........................... III-34
Adrenal Disorders ...................................... III-34

CHAPTER IV: Gastrointestinal System

Hernias ................................................... IV-1
Hemorrhoids ............................................ IV-2
Ulcerative Colitis ....................................... IV-2
Irritable Bowel Syndrome ........................... IV-5
Peptic Ulcers ........................................... IV-6
Hepatitis ................................................ IV-6
CHAPTER V: **Hematology** ................................................................. V-1
  Anemia..................................................................................... V-3
  Bleeding and Clotting Disorders............................................... V-4

CHAPTER VI: **Oncology** .................................................................. VI-1
  Evaluation of a Candidate with a History of Tumor or Malignancy .......... VI-2

CHAPTER VII: **Infectious Diseases** ................................................. VII-1
  HIV ....................................................................................... VII-3
  Chronic Viral Hepatitis ............................................................ VII-10
  Tuberculosis................................................................................ VII-15

CHAPTER VIII: **Musculoskeletal System** .................................... VIII-1
  Back: Lumbar Pain, Radiculopathy, and Spine Surgery .................... VIII-11
    Spine Deformity (Scoliosis).................................................... VIII-18
    Spondylolisthesis................................................................. VIII-21
  Miscellaneous Lumbar Spine Conditions ..................................... VIII-24
  Knee: Meniscal Injuries.......................................................... VIII-24
  Loose Body in the Knee.......................................................... VIII-28
  Patellofemoral Problems........................................................ VIII-28
  Anterior Cruciate Ligament Instability....................................... VIII-36
  Collateral Ligament Instability ................................................ VIII-46
  Shin Splints [Medial Tibial Stress Syndrome (MTSS)]..................... VIII-47
  Ankle Instability....................................................................... VIII-48
  Iliotibial Band (ITB) Syndrome............................................... VIII-50
  Acromioclavicular (AC) Joint Separation .................................. VIII-51
  Upper Extremity:
    Anterior Shoulder Subluxation and Dislocation .......................... VIII-53
    Rotator Cuff Disease .......................................................... VIII-59
Finger Amputations/Arthrosis ................................................................. VIII-63
Carpal Tunnel Syndrome ................................................................. VIII-63
Misc: Retained Orthopedic Hardware ........................................ VIII-64

CHAPTER IX:  **Neurology** ................................................................IX-1
Cranial Defect ................................................................................IX-2
History of Seizure ......................................................................... IX-3
Head Trauma Without History of Seizure ................................... IX-13
Primary Headache Disorders ...................................................... IX-15

CHAPTER X:  **Respiratory System** .................................................. X-1
Obstructive Respiratory Disease .................................................. X-5
Chronic Obstructive Pulmonary Disease (COPD) ....................... X-9
Obstructive Sleep Apnea (OSA) ..................................................... X-12
Miscellaneous Conditions ......................................................... X-13

CHAPTER XI:  **Vision Guidelines** ................................................... XI-1
Far Acuity Deficiency ................................................................ XI-9
Methods of Correction ................................................................ XI-20
  Spectacles ................................................................................ XI-21
  Contact Lenses ........................................................................ XI-27
  Orthokeratology ..................................................................... XI-32
Far Acuity Summary ................................................................ XI-33
Refractive Surgical Procedures ............................................... XI-39
  LASIK, LASEK & PRK ............................................................. XI-39
  Intrastromal Corneal Rings (ICR) ............................................. XI-41
  Phakic Intraocular Lenses ...................................................... XI-42
  Radial Keratotomy ................................................................ XI-44
Color Vision Deficiency ........................................................... XI-45
Other Visual Functions ............................................................ XI-57
Visual Field Deficiency ................................................................. XI-57
Binocular Fusion Deficiency ......................................................... XI-59
Ancillary Tests (Contrast Sensitivity, Low Contrast, Glare Testing) .... XI-60
Summary of Vision Guidelines ....................................................... XI-63

CHAPTER XII: Hearing Guidelines ................................................ XI-1
Evaluation of Common Clinical Syndromes ................................... XII-7
Abnormal Audiogram .................................................................... XII-7
Use of Hearing Aids ....................................................................... XII-13
Retrocochlear Conditions ............................................................. XII-17

APPENDICES

Appendix A: Medication-Related Impairment

Appendix B: Participating Medical Specialists

Appendix C: Medical History Statement

Appendix D: Medical Examination Report