



Physical and Medical Requirements for Criminal Investigators

The OIG has established physical and medical requirements for individuals entering and serving in criminal investigator ("investigator") positions.

What are the physical requirements?

The duties of an investigator require moderate to arduous physical exertion involving running, walking and standing, use of firearms, and exposure to inclement weather. Applicants/Employees (A/Es) must possess the following attributes to perform the duties of the position satisfactorily:

- Intact and functioning arms, hands, legs and feet
- Functioning range of motion of all joints, limbs and trunk
- Average manual dexterity and hand-eye coordination
- Average strength for age and build
- Acceptable eyesight
- Acceptable hearing
- Normal vocal abilities
- Emotional and mental stability

A/Es may not have physical impairments that prevent the performance of law enforcement tasks such as using firearms and intermediate weapons, making searches and carrying out arrests. A/Es must be able to complete all required practical exercises and tasks at mandatory Federal Law Enforcement Training Center (FLETC) and other OIG approved training programs.

What are the medical requirements?

Investigators must be able, medically, to carry out their responsibilities without causing undue risks to themselves or others. The Appendix has a detailed listing of the minimum medical requirements.

After initial full medical examinations, re-examinations are conducted every three years until an investigator's 40th birthday. From age 40-49 re-examinations will occur every other year. After age 50, investigators undergo full medical examinations annually. Public Health Service physicians conduct and oversee the examinations and lab tests.

Physicians consider the following in determining if medical problems exist:

- Eyesight
- Ears and Hearing
- Nose, Mouth and Throat
- Peripheral Vascular System
- Heart and Cardiovascular System
- Chest and Respiratory System
- Abdomen and Gastrointestinal System
- Genitourinary and Reproductive System
- Endocrine and Metabolic Systems
- Musculoskeletal System
- Hematopoietic/Lymphatic Systems
- Nervous System
- Malignant Diseases/Communicable Diseases
- Psychiatric Conditions

Can my personal physician complete the required examination and forms?

No – physicians of the Public Health Service will perform all physicals and follow-up examinations and complete all forms.

Do I have to schedule my own physical with the Public Health Service?

No – an OIG Human Resources Specialist will work with you to schedule your physical and provide the necessary documentation and instructions.

How are the examination results reported?

Physician reports all findings of the medical examination and lab tests, along with one of the following statements:

- (1) **No Significant Findings** -- All medical requirements for the position of investigator have been satisfied.
- (2) **Significant Medical Findings** – The medical findings are noted and it is the opinion of the examining physician that the individual cannot perform the essential functional requirements efficiently and without hazard to himself/herself or others.
- (3) **Additional Testing Requirements** – Final assessment cannot be made until specific tests are conducted or repeated.

How long does it take to get examination results?

The Office of Management (human resources specialist) receives the results within 2 weeks of the completed examination.

Where are the completed medical examination reports and laboratory results kept?

OIG secures all reports/results in the Office of Management (740 15th Street, NW; human resources specialist) within a SF-66D, Employee Medical Folder; separate from other records. The Privacy Act covers all reports and lab results.

If I am found to have a significant but correctable impairment that precludes me from selection or retention as an investigator, can the OIG reconsider me for the position?

Yes – we may reconsider you after you present medical documentation within 90 days that the impairment has been corrected. (Note: The OIG may have such individuals re-examined). If you don't present documentation within 90 days after being notified by a human resources specialist, the OIG will medically disqualify you.

May the OIG waive the medical standards and/or physical requirements?

Yes – the Assistant Inspector General for Investigations may waive a medical standard or physical requirement when there is sufficient evidence that an applicant or employee, with or without reasonable accommodation, can perform the essential duties of the position without endangering the health and safety of the individual or others. An employee denied a waiver by the AIGI may appeal the decision to the Inspector General through normal OIG grievance procedures.

The factors the OIG will consider for a waiver include:

- Health and safety considerations
- Recent satisfactory performance in the same or similar positions (unsatisfactory performance from other than physical or mental conditions will not be considered in this context)
- Successful performance of other life activities with similar physical and environmental demands
- Certification from a counselor of either the Veterans Administration or a state vocational rehabilitation agency
- Use of prosthesis or other mechanical aid (including eye glasses and hearing aid) which enables the A/E to perform the work
- Successful performance of a real or simulated work sample
- A determination that the condition may be reasonably accommodated (without undue hardship) to permit effective performance
- OPM's Qualifications Guidelines for Specific Medical Conditions

Does the OIG make reasonable accommodation?

In accordance with the Rehabilitation Act of 1973, as amended, applying the Americans with Disabilities Act of 1990, as amended, the OIG will make reasonable accommodation to the known physical or mental limitations for any employee who is able to demonstrate the capacity to perform safely and efficiently despite a condition that would normally be disqualifying. The OIG may require a related medical examination or employee-provided medical documentation from individuals seeking accommodation.

Who pays for the initial examination and testing?

The OIG will pay for the initial examination and all required testing.

Who pays for any required additional examinations or testing?

The OIG will cover all costs as long as the employee gets supervisory approval in advance. After getting supervisory approval, the employee will request reimbursement for official expenses using a local voucher annotated with the OIG1200000 accounting code in the GovTrip automated system.

If I have a question about this policy, who can I contact?

Please contact your Office of Investigations supervisor with your questions. Additionally, you may contact the Office of Management on (202) 927-5200.

APPENDIX

Minimum Medical Requirements

A. Eyesight. Concerns the ability to see and be free of visual problems. Any condition which may interfere with visual acuity or put the eye at risk may render an individual unable to meet the functional requirements for the position of investigator. The individual must possess the following requirements:

- Near vision corrected or uncorrected must be sufficient to read printed material the size of typewritten characters. Normal depth perception and peripheral vision are required. Normal contrast sensitivity is required to rule out problems with night vision.
- Far vision must include good distant vision in each eye. With or without correction should test 20/20 in one eye and at least 20/40 in the other eye.
- Color vision sufficient to distinguish basic colors.

The following are examples of impairments that may affect the individual's ability to perform required investigator functions (Examples include):

- Current cataracts
- Glaucoma (not adequately controlled or with significant visual field loss.)
- Proliferative retinopathy
- Retinal detachment
- Refractive Keratoplasty

B. Ears and Hearing. The occupational significance of this area concerns the ability to hear and to maintain body equilibrium adequate on standard test of vestibular function. Ability to hear is acceptable, if the individual meets the standard by audiometer test, where there is auditory discrimination at 35 decibels at 1000, 2000, and 3000 Hz level in each ear.

Retests need to occur after a noise free period of at least 15 hours, before an A/E may be disqualified for hearing loss.

C. Nose, Mouth, and Throat. The occupational significance of this area is that distinct speech, odor detection, and free breathing are required. The presence of any serious acute or chronic disease or condition affecting the respiratory system and/or functional abnormality of the ears, nose, mouth, or throat which interferes with the applicant's ability to perform required investigator functions are to be considered. Any abnormalities of the nose, throat, or mouth that interfere with breathing or distinct speech or permanent loss of sense of smell may affect an individual's ability to meet the functional requirements.

D. Peripheral Vascular System. The occupational significance of this area concerns the efficiency of the vascular system for maintaining adequate blood flow. Any condition which may interfere with the peripheral vascular system's normal functioning could render the individual unable to meet the functional requirements for the position of investigator. Examples include:

- Chronic venous insufficiency
- Peripheral vascular disease
- Thrombophlebitis

E. Heart and Cardiovascular System. The occupational significance of this area concerns the ability of the heart to provide the functional work capacity to meet the oxygen demands of physical work tasks. Any condition which would interfere with heart function could render an individual unable to meet the functional requirements for the position of investigator. Examples include:

- Angina
- Cardiomyopathy
- Congestive heart failure
- Electrocardiogram abnormalities associated with disease; including arrhythmia incompatible with functional work capacity
- Hypertension with repeated readings which exceed 150 systolic and 90 diastolic without medication
- Coronary artery disease
- Organic heart disease

- Mild controlled hypertension (less than 140 over 90 with limited medication may be acceptable)

F. Chest and Respiratory System. The occupational significance of this area concerns lung function, breathing capacity, and freedom from airway obstruction. This is a key area for job performance in terms of the respiration needed to perform physical tasks and to be free to move about in various environments. Any condition which may significantly interfere with breathing capacity could render the individual unable to meet the functional requirements for the position of investigator. Examples include:

- Asthma, associated with reduced pulmonary function
- Chronic bronchitis
- Chronic obstructive pulmonary disease
- Bronchiectasis
- Neumonectomy
- Pneumothorax
- Pulmonary tuberculosis, active or with significant lung destruction
- Reduced pulmonary function, if FEV 1 is less than 65 percent of vital capacity

G. Abdomen and Gastrointestinal System. The occupational significance of this area concerns a variety of gastrointestinal disorders that can affect performance of job tasks by imposing severe individual discomfort. Any functional disorders rendering the applicant incapable of sustained attention to work tasks, i.e., chronic diarrhea and discomfort secondary to such disorders, could render an individual unable to meet the functional requirements for the position of investigator. Examples include:

- Active hepatitis
- Active peptic ulcer disease, not adequately controlled on medication
- Cirrhosis of the liver
- Chronic inflammatory bowel disease
- G.I. bleeding
- Femoral hernia, not surgically repaired
- Inguinal hernia, not surgically repaired

H. Genitourinary and Reproductive System. The occupational significance of this area concerns renal failure and genitourinary dysfunction. Any condition affecting the genitourinary tract rendering an individual unable to meet the functional requirements for the position of investigator should be considered. Examples include:

- Acute and chronic nephritis
- Nephrosis
- Obstructive uropathy
- Polycystic kidney disease
- Pyelonephritis
- Recurrent renal or other urinary calculi
- Renal failure
- Symptomatic prostatic hypertrophy
- Severe dysmenorrhea or symptomatic endometriosis

Note: Pregnancy will not disqualify an individual for a position. However, timing for employment, some training, and law enforcement assignments may be deferred until an individual is no longer pregnant.

I. Endocrine and Metabolic Systems. The occupational significance of this area concerns any abnormality of the endocrine system that may affect job performance. Any excess or deficiency in hormonal production can produce metabolic disturbances affecting weight, stress adaptation, energy production, and a variety of symptoms such as elevated blood pressure, weakness, fatigue, and collapse. Any such disturbance of maintenance of body functions may affect ability to meet the functional requirements for the position of investigator. Examples include:

- Adrenal dysfunction
- Thyroid disease not controlled and stable
- Pituitary dysfunction
- Symptomatic hypoglycemia

Note: Diabetes mellitus is not usually disqualifying if there have been no significant complications, (e.g., cardiovascular, visual, renal, neurological, alteration of consciousness) and (1) the condition is controlled by diet and/or exercise, or oral medication, or (2) if the condition is insulin requiring, there has been no evidence of severe hypoglycemic insulin reactions (e.g., alteration of consciousness) during the past year.

J. Musculoskeletal System. The occupational significance of this area concerns the mobility, stability, flexibility, and strength to perform physical job tasks efficiently with minimum risk of injury. Disorders

affecting the musculoskeletal system are acceptable if the individual meets the basic movement, strength, flexibility, and coordinated balance criteria in the functional requirements for the position of investigator. Examples include:

- Disease or deformity of Bones or joints, intervertebral disk; and muscles and tendons
- Previous injury, impairing performance
- Cervical spine or lumbosacral fusion affecting performance
- Herniated disk
- Loss in motor ability from tendon or nerve injury
- Major extremity amputation
- Digit loss, incompatible with function.

K. Hematopoietic and Lymphatic Systems. The occupational significance of this area concerns chronic disorders that may affect overall health in a disabling manner. Any disorder in this area can lead to reduced capability to perform intense physical exertion, or place the applicant at undue risk and affect the applicant's ability to meet the functional requirements for the position of investigator. Examples include:

- Leukemia
- Severe anemia
- Thrombocytopenia or clotting disorders

L. Nervous System. The occupational significance of this area concerns the functioning of the central and peripheral nervous system. Dysfunction in this area can increase the probability of accidents and/or potential inability to perform a variety of physical tasks, as exemplified in the functional requirements for the position of investigator. Examples include:

- Epilepsy (not controlled)
- Multiple sclerosis
- Cerebrovascular disease, including aneurysms, and vascular malfunctions
- Other disease or disorder of the nervous system producing loss of strength or coordination, or other dysfunction impairing full performance, including sequelae of previous injury, infection, or other disease

M. Malignant Diseases/Communicable Diseases. The occupational significance of the disease must be related to the individual's ability to adequately function and safely perform the physical work tasks of an investigator without directly threatening the health or safety of others.

N. Psychiatric Conditions. The occupational significance of this area is concerned with the presence of serious mental disease, which can adversely affect critical judgment and perceptive patterns necessary for safe performance of required law enforcement tasks, as exemplified in the functional requirements and environmental factors for the position of investigator.

If the examining physician suspects the existence of psychiatric conditions, he/she will note same in the remarks section of the medical examination report and set forth his/her opinion regarding the need for a separate psychiatric examination.

The OIG may order a psychiatric examination when the results of the general medical examination show no physical basis to explain threatening or bizarre actions or behavior; or if an employee exhibits symptoms of mental instability which may affect the safe and efficient performance of the individual or others.

The psychiatric examination (or psychological assessment) must be carried out in accordance with accepted professional standards by a physician or licensed practitioner authorized to conduct such examinations. A psychiatric evaluation is used only to make legitimate inquiries into a person's mental status where that status has a direct bearing on the individual's ability to successfully perform the duties of his or her position without undue hazard to the individual or others. Reports of psychiatric exams or psychological assessments are considered restricted medical documents and must be treated with the confidentiality accorded such documents.