CITY OF ITHACA
CIVIL SERVICE COMMISSION
Regular Meeting

Date:       Wednesday, May 4, 2022
Time:       11:30 am
Location:   Pursuant to NYS bill S.50001/A.40001, this meeting will be conducted via Zoom

Public Comment: Public comment regarding agenda items may be submitted to vsaul@cityofithaca.org until Tuesday, May 3, 2022 at 5:00 PM

AGENDA

Approval of Minutes

New Business

1. Request to Expand Residency Requirement – Recreation Program Specialist
2. Adoption of Updated Firefighter Medical Standards

Executive Session

Continuing Business

1. Approval of Rosters of Candidates for Examination
2. Establishment of Eligible Lists
3. Addition of Candidates to Continuous Recruitment Eligible Lists
4. Approval of Personnel Transactions
CIVIL SERVICE COMMISSION
Regular Meeting
February 23, 2022

Commissioners Present:  Commissioner Richardson
                        Commissioner Thompson
                        Commissioner Abrams (arrived at 11:37 AM)

Staff Present:  Valerie Saul (Deputy Director of Human Resources)

Pursuant to NYS bill S.50001/A.40001, the meeting was conducted via Zoom. No public comment was submitted regarding any of the agenda items.

Commissioner Richardson called the meeting to order at 11:35 AM.

APPROVAL OF MINUTES

Commissioner Thompson made a motion to approve the minutes from the January 19, 2022 meeting. Seconded by Commissioner Richardson. Motion carried 2-0.

PUBLIC HEARING ON PROPOSED AMENDMENT TO APPENDIX B (NON-COMPETITIVE POSITIONS) OF THE CITY OF ITHACA CIVIL SERVICE RULES

Commissioner Richardson made a motion to open the public hearing on the proposal to amend Appendix B (Non-Competitive Positions) of the City of Ithaca Civil Service Rules by adding the title of Transportation Services Specialists to the non-competitive class. Seconded by Commissioner Thompson. Motion carried 2-0.

There was no public comment regarding the proposed amendment.

Commissioner Richardson made a motion to close the public hearing. Seconded by Commissioner Thompson. Motion carried 2-0.

[Commissioner Abrams joined the meeting at 11:37 AM.]

NEW BUSINESS

Resolution to Amend Appendix B (Non-Competitive Positions) of the City of Ithaca Civil Service Rules

Commissioner Richardson made the following motion:

WHEREAS, the Ithaca Civil Service Commission deems it necessary to make certain changes to the Appendices of the City of Ithaca Civil Service Rules; and

WHEREAS, the City of Ithaca Civil Service Commission duly advertised and held a public hearing on February 23, 2022 for the purpose of amending Appendix B (Non-Competitive Positions) of the City of Ithaca Civil Service Rules by adding the title of Transportation Services Specialists to the non-competitive class, and
WHEREAS, the Ithaca Civil Service Commission took public comment on the proposed amendment into consideration, and

WHEREAS, the Ithaca Civil Service Commission supports the proposed amendment, NOW, THEREFORE, BE IT

RESOLVED, that subject to the approval of the State Civil Service Commission, the title of Transportation Services Specialists be added to Appendix B (Non-Competitive Positions) of the City of Ithaca Civil Service Rules.

Seconded by Commissioner Abrams. Motion carried 3-0.

**New Position Duties Statement: ICSD – Administrative Assistant (2)**

The Commission reviewed and discussed a New Position Duties Statement from the Ithaca City School District for two new positions. Commissioner Richardson made a motion to classify both positions as Administrative Assistants. Seconded by Commissioner Abrams. Motion carried 3-0.

**New Position Duties Statement: ICSD – Groundskeeper (2)**

The Commission reviewed and discussed a New Position Duties Statement from the Ithaca City School District for two new positions. Commissioner Abrams made a motion to classify both positions as Groundskeepers. Seconded by Commissioner Richardson. Motion carried 3-0.

**Revision of Minimum Qualifications – Sustainability Planner**

The Sustainability Planner job description was adopted at the January 2022 meeting. Upon further review, the Acting Director of Planning and Development has determined that the experience requirements established for the position are higher than needed or desired. The Acting Director of Planning and Development has requested that the minimum qualifications be revised as follows:

"**MINIMUM QUALIFICATIONS:**

A. Graduation from a regionally accredited college or university or one accredited by the New York State Board of Regents to grant degrees with a Master’s degree in Planning, Environmental Science, Engineering, Architecture, Public Administration, Business Management or a closely related field with similar course curriculum, or

B. Graduation from a regionally accredited college or university or one accredited by the New York State Board of Regents to grant degrees with a Bachelor’s degree in Planning, Environmental Science, Engineering, Architecture, Public Administration, Business Management or a closely related field with similar course curriculum, and two (2) years of full-time paid professional experience, or its part-time paid equivalent, planning and executing sustainability programs; or
C. An equivalent combination of training and experience as defined by the limits of (A) and (B) above."

Commissioner Richardson made a motion to revise the minimum qualifications for Sustainability Planner as proposed. Seconded by Commissioner Abrams. Motion carried 3-0.

Update of Job Description – Custodian (City of Ithaca)

The Commission reviewed proposed updates to the Custodian job description for the City of Ithaca. The position is being brought back into use after several years of dormancy. The updates reflect current work activities and clarify the position's role as a working supervisor. Commissioner Abrams made a motion to update the Custodian job description as proposed. Seconded by Commissioner Thompson. Motion carried 3-0.

New Position Duties Statement: GIAC – Custodian

The Commission reviewed and discussed a New Position Duties Statement from GIAC. Commissioner Thompson made a motion to classify the position as Custodian. Seconded by Commissioner Abrams. Motion carried 3-0.

New Position Duties Statement and Adoption of Job Description: Event Permit Specialist

The Commission reviewed and discussed a New Position Duties Statement from the Department of Public Information and Technology and the proposed job description for Event Permit Specialist. Commissioner Richardson made a motion to classify the position as Event Permit Specialist and adopt the job description as proposed. Seconded by Commissioner Thompson. Motion carried 3-0.

New Position Duties Statement: ICSD – Microcomputer Technician

The Commission reviewed and discussed a New Position Duties Statement from the Ithaca City School District. Commissioner Thompson made a motion to classify the position as Microcomputer Technician. Seconded by Commissioner Abrams. Motion carried 3-0.

New Position Duties Statement: Youth Bureau – Recreation Program Specialist (2)

The Commission reviewed and discussed a New Position Duties Statement from the Ithaca Youth Bureau for two new positions. Commissioner Thompson made a motion to classify the two positions as Recreation Program Specialists. Seconded by Commissioner Richardson. Motion carried 3-0.

EXECUTIVE SESSION

Commissioner Richardson made a motion to go into executive session and pause recording of the meeting so that the Commission can review the annual report, with specific employee information, onscreen, due to the failure of the mail system to deliver the hard copies in a timely manner. The Commission will then remain in executive session to discuss civil
service examination and eligible list matters. Seconded by Commissioner Abrams. Motion carried 3-0. During executive session, the Commission took the following actions:

Approval of Annual Report

The Commission reviewed and discussed the 2021 Annual Report to the New York State Department of Civil Service. Commissioner Richardson made a motion to approve the annual report. Seconded by Commissioner Thompson. Motion carried 3-0.

CONTINUING BUSINESS

Approval of Rosters of Candidates for Examination

Commissioner Thompson made a motion to approve the Rosters of Candidates for Examination listed below. Seconded by Commissioner Richardson. Motion carried 3-0.

- Customer Service Representative Trainee #60-994
- GIAC Program Leader #77-769
- Receptionist #63-689
- Senior Plan Examiner #77-266
- Youth Program Leader #66-452

Establishment of Eligible Lists

Commissioner Richardson made a motion to establish the eligible lists specified below for the time period indicated. Seconded by Commissioner Thompson. Motion carried 3-0.

- Assistant Superintendent of Public Works (Streets and Facilities) #64-719 (1 year)
- Occupational Therapist #2022-0211 (1 year)

Approval of Personnel Transactions

Commissioner Richardson made a motion to approve the monthly personnel transactions. Seconded by Commissioner Abrams. Motion carried 3-0.

The next Civil Service Commission meeting will be held Wednesday, April 6, 2022 at 11:30 am.

With no further business, the meeting was adjourned at 12:02 pm.
To: Civil Service Commission
From: Liz Klohmans, Youth Bureau Director
Re: Request to expand residency requirements
Date: 4/26/22

Please expand the residency requirements for the Recreation Specialist (40 HR) position at the Youth Bureau. We have not been able to recruit a viable candidate pool and hope this will bring us more qualified candidates to consider for the position.
MEDICAL REQUIREMENTS FOR FIREFIGHTER CANDIDATES

1. Authority
These standards were adopted by the City of Ithaca Civil Service Commission on May 04, 2022. They are derived from the 2022 edition of NFPA 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments, which was enacted by the National Fire Protection Association on April 8, 2021.

2. Purpose
The purpose of these standards is to provide a job-related methodology for evaluating a candidate's medical ability to perform the essential functions of a Firefighter, with or without reasonable accommodation.

3. Procedure
Candidates who have been conditionally offered employment as a Firefighter will be required to meet the medical standards specified herein, as certified by a qualified physician. A candidate who does not meet the medical standards will either be removed from the eligible list (if the disqualifying condition cannot be remedied) or placed inactive (if the disqualifying condition can be remedied).

4. Content of the Medical Examination

4.1 Medical and Occupational History
A comprehensive medical history should be obtained and reviewed, and should include the candidate’s known health issues and concerns, such as major illnesses, surgeries, medication use, allergies, etc. An occupational history should also be obtained to collect information about the person’s past occupational and environmental exposures.

4.2 Clinical Tests
The following clinical and laboratory tests should be conducted on firefighter candidates:

1. Urinalysis (Dipstick)
2. Drug Screening (amphetamines, barbiturates, cocaine, methadone, opiates, propoxyphene, methaqualone, benzodiazepines, phencyclidine, tetra hydro cannabinoids, synthetic opiates)
3. Electrocardiogram (ECG)
4. Audiometry
5. Chest X-ray
6. Pulmonary Function Testing (Spirometry)
7. Tuberculosis (Mantoux)
8. Exercise Stress Test, only if indicated by medical exam and/or health history
4.3 Medical Examination

The medical examination includes the following organ systems:

a. Vital signs: pulse, respirations, blood pressure, and, if indicated, temperature
b. Dermatological system
c. Ears, eyes, nose, mouth, throat
d. Cardiovascular system
e. Respiratory system
f. Gastrointestinal system
g. Genitourinary system
h. Endocrine and metabolic systems
i. Musculoskeletal systems
j. Neurological systems
k. Visual acuity and peripheral vision testing

4.4 Disqualifying Medical Conditions

Category A Medical Conditions: A medical condition that would preclude a person from performing as a firefighter in a training or emergency operational environment by presenting a significant risk to the safety and health of the person or others. A candidate shall not be certified as meeting the medical requirements of this standard if the physician determines that a candidate has any Category A medical condition specified herein.

Category B Medical Conditions: A medical condition that, based on its severity or degree, may preclude a person from performing as a firefighter in a training or emergency operational environment by presenting a significant risk to the safety and health of the person or others. A candidate shall not be certified as a meeting the medical requirements of this standard if the physician determines that the candidate has a Category B medical condition specified herein that is of sufficient severity to prevent the candidate from performing, with or without reasonable accommodation, the essential functions of a firefighter without posing a significant risk to the safety and health of the candidate or others.

4.4.1 Head and Neck

4.4.1.1 Head

Category A medical conditions shall include:

a) Defect of skull preventing helmet use or leaving underlying brain unprotected from trauma
b) Any skull or facial deformity that would not allow for a successful fit test for respirators used by the fire department
c) Any head condition that results in the candidate not being able to perform one or more of the essential job tasks
Category B medical conditions shall include:

a) Deformities of the skull such as depressions or exostoses
b) Deformities of the skull associated with evidence of disease of the brain, spinal cord, or peripheral nerves
c) Loss or congenital absence of the bony substance of the skull

4.4.1.2 Neck

Category A medical conditions shall include any neck condition that results in the candidate not being able to perform one or more of the essential job tasks.

Category B medical conditions shall include:

a) Thoracic outlet syndrome
b) Congenital cysts, chronic draining fistulas, or similar lesions
c) Contraction of neck muscles

4.4.2 Eyes and Vision

Category A medical conditions shall include the following:

a) Far visual acuity worse than 20/40 binocular, corrected with contact lenses or spectacles, or far visual acuity worse than 20/100 binocular for wearers of hard contacts or spectacles, or new soft contact lens wearers, uncorrected
b) Color perception — monochromatic vision resulting in inability to use imaging devices such as thermal imaging cameras
c) Far visual acuity worse than 20/100 in the worse eye, corrected or uncorrected
d) Monocular vision, stereopsis without fusional capacity, night blindness, or loss of peripheral vision (i.e. horizontal field of vision less than 110 degrees in each eye)
e) Peripheral vision in the horizontal meridian of less than 110 degrees in the better eye or any condition that significantly affects peripheral vision in both eyes
f) Any eye condition that results in the candidate not being able to perform one or more of the essential job tasks
g) Near visual acuity worse than 20/40 binocular, uncorrected or corrected

Category B medical conditions shall include the following:

a) Diseases of the eye, such as retinal detachment, progressive retinopathy, or optic neuritis
b) Ophthalmological procedures such as radial keratotomy, Lasik procedure, or repair of retinal detachment
c) Peripheral vision in the horizontal meridian of less than 110 degrees in the better eye or any condition that affects peripheral vision in both eyes
d) Amblyopia

4.4.3 Ears and Hearing

Category A medical conditions shall include the following:

a) Chronic vertigo or impaired balance as demonstrated by the inability to tandem gait walk
b) On audiometric testing, without the aid of a hearing assistance device, average hearing loss in the unaided better ear worse than 40 decibels (dB) at 500 Hz, 1000 Hz, 2000 Hz, and 3000 Hz when the audiometric device is calibrated to ANSI/ASA S3.6, Specification for Audiometers
c) Any ear condition or hearing impairment that results in the candidate not being able to perform one or more of the essential job tasks

Category B medical conditions shall include the following:

a) Unequal hearing loss
b) Average uncorrected hearing deficit at the test frequencies 500 Hz, 1000 Hz, 2000 Hz, and 3000 Hz worse than 40 dB in either ear
c) Atresia, stenosis, or tumor of the auditory canal
d) External otitis, recurrent
e) Agenesis or traumatic deformity of the auricle
f) Mastoiditis or surgical deformity of the mastoid
g) Ménière’s syndrome, labyrinthitis, or tinnitus
h) Otitis media, recurrent
i) Surgical procedures to correct or improve hearing or other conditions of the ear

4.4.4 Dental

Category A medical conditions shall include any dental condition that results in inability to perform one or more of the essential job tasks.

Category B medical conditions shall include the following:

a) Diseases of the jaws or associated tissues
b) Orthodontic appliances
c) Oral tissues, extensive loss
d) Relationship between the mandible and maxilla that interferes with satisfactory postorthodontic replacement or ability to use protective equipment

4.4.5 Nose, Oropharynx, Trachea, Esophagus, and Larynx

Category A medical conditions shall include the following:

a) Tracheostomy
b) Aphonia
c) Any nasal, oropharyngeal, tracheal, esophageal, or laryngeal condition that results in inability to perform one or more of the essential job tasks including fit testing for respirators used by the fire department and SCBA for fire and hazmat operations.

**Category B** medical conditions shall include the following:

a) Congenital or acquired deformity  
b) Allergic rhinitis  
c) Epistaxis, recurrent  
d) Sinusitis, recurrent  
e) Dysphonia  
f) Anosmia  
g) Tracheal stenosis  
h) Nasopharyngeal polyposis  
i) Obstructive apneas (e.g., sleep apnea) if unresponsive to treatment

### 4.4.6 Lungs and Chest Wall

**Category A** medical conditions shall include the following:

a) Active hemoptysis  
b) Current empyema  
c) Pulmonary hypertension  
d) Active tuberculosis  
e) A forced vital capacity (FVC) or forced expiratory volume in 1 second (FEV1) less than 70 percent predicted even independent of disease  
f) Obstructive lung diseases (e.g., emphysema, chronic bronchitis, asthma) with an absolute FEV1/FVC less than 0.70 and FEV1 below 0.80  
g) Hypoxemia — oxygen saturation less than 90 percent at rest or exercise desaturation by 4 percent or to less than 90 percent (exercise testing indicated when resting oxygen is less than 94 percent but greater than 90 percent)  
h) Asthma, including reactive airways disease requiring bronchodilator or corticosteroid therapy at least once in the previous 2 years, unless the candidate can meet the requirement in 4.4.6.1*  
i) Any pulmonary condition that results in the candidate not being able to perform one or more of the essential job tasks  
j) Lung transplant  
k) Obstructive sleep apnea with excessive daytime sleepiness, unless all the following criteria are met:  
   1) Successful treatment  
   2) Documentation of compliance with CPAP, for sleep study with an oral appliance, or of sleep study after surgery  
   3) No excessive daytime sleepiness with treatment

### 4.4.6.1* A candidate who has been diagnosed with asthma or has in the past required bronchodilator, corticosteroid, or anti-inflammatory therapy (e.g., leukotriene receptor antagonist, such as montelukast) shall be
evaluated by a pulmonologist or other expert in asthmatic lung diseases, such as an allergist, to determine if the candidate meets all the following:

a) The applicant denies bronchospasm during exertion, temperature/humidity extremes, or irritant exposures.
b) The applicant denies use of bronchodilator rescue medications during exertion, temperature/humidity extremes, or irritant exposures;
c) The applicant’s asthma has not required systemic corticosteroids, emergency room treatment, or hospital admission in the past two years;
d) Allergen avoidance or desensitization has been successful.
e) Spirometry demonstrates FVC and FEV1 greater than or equal to 90 percent and no bronchodilator response measured off all bronchodilators on the day of testing.
f) Normal or negative response to provocative challenge testing [e.g., cold air, exercise (12 METs), methacholine (PC20 greater than 8 is considered normal because response at dose greater than 8 mg/ml might not be clinically significant), histamine, mannitol, or hypertonic saline] or negative response to exercise challenge.

4.4.6.2 Challenge testing shall be performed off all anti-inflammatory medications (e.g., inhaled or oral steroids, leukotriene receptor antagonists) for 4 weeks preceding the test, off all antihistamines (e.g., oral allergy medications) for 1 week, and off all bronchodilators on the day of testing.

Category B medical conditions shall include the following:

a) Pulmonary resection surgery, chest wall surgery, and pneumothorax
b) Pleural effusion
c) Fibrothorax, chest wall deformity, and diaphragm abnormalities
d) Interstitial lung diseases
e) Pulmonary vascular diseases or history of pulmonary embolism
f) Bronchiectasis, if abnormal pulmonary function or recurrent infections
g) Infectious diseases of the lung or pleural space
h) Cystic fibrosis
i) Central apnea

4.4.7 Heart and Vascular System

4.4.7.1 Heart

Category A medical conditions shall include the following:

a) Clinically significant coronary artery disease, including history of myocardial infarction, angina pectoris, coronary artery bypass surgery, coronary angioplasty, and similar procedures
b) Cardiomyopathy or congestive heart failure, including signs or symptoms of compromised left or right ventricular function or rhythm, including
dyspnea, S3 gallop, peripheral edema, enlarged ventricle, abnormal ejection fraction, and/or inability to increase cardiac output with exercise
c) Acute pericarditis, endocarditis, or myocarditis
d) Syncope, recurrent
e) Any medical condition requiring an automatic implantable cardiac defibrillator, unless the condition no longer requires an automatic implantable cardiac defibrillator; or a medical history of ventricular tachycardia or ventricular fibrillation due to ischemic or valvular heart disease, or cardiomyopathy
f) Third-degree atrioventricular block
g) Cardiac pacemaker, if the applicant is pacemaker-dependent
h) Hypertrophic cardiomyopathy, including idiopathic hypertrophic subaortic stenosis
i) Any cardiac condition that results in the candidate not being able to perform one or more of the essential job tasks
j) Heart transplant

Category B medical conditions shall include the following:

a) Valvular lesions of the heart, including prosthetic valves
b) Recurrent supraventricular or atrial tachycardia, flutter, or fibrillation
c) Left bundle branch block
d) Second-degree atrioventricular block in the absence of structural heart disease
e) Sinus pause of more than 3 seconds
f) Ventricular arrhythmia (i.e. history or presence of multifocal PVCs or nonsustained ventricular tachycardia on resting EKG with or without symptoms; history or presence of sustained ventricular tachycardia with or without symptoms)
g) Cardiac hypertrophy
h) History of a congenital abnormality
i) Chronic pericarditis, endocarditis, or myocarditis
j) Brugada syndrome
k) Long QT syndrome
l) Arrhythmogenic right ventricular cardiomyopathy
m) Cardiac pacemaker, if the applicant is not pacemaker-dependent
n) Coronary artery disease, if not covered by 4.4.7.1

4.4.7.2 Vascular System

Category A medical conditions shall include the following:

a) Hypertension
   1. Uncontrolled or poorly controlled hypertension
   2. Hypertension with evidence of end organ damage
b) Thoracic or abdominal aortic aneurysm
c) Carotid artery stenosis or obstruction resulting in greater than or equal to 50 percent reduction in blood flow
d) Peripheral vascular disease resulting in symptomatic claudication
e) Any other vascular condition that results in inability to perform one or more of the essential job tasks

Category B medical conditions shall include the following:

a) Vasospastic phenomena such as Raynaud's phenomenon
b) Thrombophlebitis, thrombosis, or varicosities
c) Chronic lymphedema due to lymphadenopathy or venous valvular incompetency
d) Congenital or acquired lesions of the aorta or major vessels
e) Circulatory instability as indicated by orthostatic hypotension, persistent tachycardia, and peripheral vasomotor disturbances
f) History of surgical repair of aneurysm of the heart or major vessel

4.4.7.3 Metabolic Syndrome

Category A medical conditions shall include metabolic syndrome with aerobic capacity less than 12 METs.

Category B medical conditions shall include metabolic syndrome with aerobic capacity 12 METs or greater.

4.4.7.4 Aerobic Capacity.

Category A medical conditions shall include an aerobic capacity less than 12 metabolic equivalents (METs)

4.4.8 Endocrine and Metabolic Disorders

Category A medical conditions shall include the following:

a) Type 1 diabetes mellitus, unless a candidate meets all of the following criteria:
   1. Is maintained by a physician knowledgeable in current management of diabetes mellitus on a basal/bolus regimen, which can include a subcutaneous insulin infusion pump using insulin analogs.
   2. Has demonstrated over a period of at least 6 months the motivation and understanding required to monitor and control capillary blood glucose levels through nutritional therapy and insulin administration.
   3. Has a dilated retinal exam by a qualified ophthalmologist or optometrist that shows no higher grade of diabetic retinopathy than microaneurysms, as indicated on the International Clinical Diabetic Retinopathy Disease Severity Scale.
   4. Has normal renal function based on a calculated creatinine clearance greater than 60 mL/min and absence of proteinuria.
   5. Has no autonomic or peripheral neuropathy.
   6. Has normal cardiac function without evidence of myocardial ischemia on cardiac stress testing - to at least 12 METs - by ECG and cardiac imaging.
7. Has a signed statement and medical records from an endocrinologist or a physician with demonstrated knowledge in the current management of diabetes mellitus as well as knowledge of the essential job tasks and hazards of firefighting, allowing the fire department physician to determine whether the candidate meets the following criteria:
   i. Is being successfully maintained on a regimen consistent with 4.4.8(a).1 and 4.4.8(a).2
   ii. Has had hemoglobin A1C measured at least four times a year (at intervals of 2 to 3 months) over the last 12 months prior to evaluation if the diagnosis of diabetes has been present over 1 year.
   iii. Does not have an increased risk of hypoglycemia due to alcohol use or other predisposing factors.
   iv. Has had no episodes of severe hypoglycemia (i.e. requiring assistance of another) in the preceding year, with no more than two episodes of severe hypoglycemia in the preceding 3 years.
   v. Is certified not to have a medical contraindication to firefighting training and operations.

b) Insulin-requiring Type 2 diabetes mellitus, unless a candidate meets all of the following criteria:
   1. Is maintained by a physician knowledgeable in current management of diabetes mellitus.
   2. Has demonstrated over a period of at least 3 months the motivation and understanding required to closely monitor and control capillary blood glucose levels through nutritional therapy and insulin administration.
   3. Has a dilated retinal exam by a qualified ophthalmologist or optometrist that shows no higher grade of diabetic retinopathy than microaneurysms, as indicated on the International Clinical Diabetic Retinopathy Disease Severity Scale.
   4. Has normal renal function based on a calculated creatinine clearance greater than 60 mL/min and absence of proteinuria.
   5. Has no autonomic or peripheral neuropathy.
   6. Has normal cardiac function without evidence of myocardial ischemia on cardiac stress testing - to at least 12 METs - by ECG and cardiac imaging.
   7. Has a signed statement and medical records from an endocrinologist or a physician with demonstrated knowledge in the current management of diabetes mellitus as well as knowledge of the essential job tasks and hazards of firefighting, allowing the fire department physician to determine whether the candidate meets the following criteria:
      i. Is maintained on a stable insulin regimen and has demonstrated over a period of at least 3 months the motivation and understanding required to monitor and control capillary blood glucose levels despite varied activity schedules through nutritional therapy and insulin administration.
      ii. Has had hemoglobin A1C measured at least four times a year (at intervals of 2 to 3 months) over the last 12 months prior to
evaluation if the diagnosis of diabetes has been present over 1 year
and where a hemoglobin A1C reading of 8 percent or greater
triggered a medical evaluation, including evidence of a set schedule
for blood glucose monitoring and a thorough review of data from
such monitoring, to determine if a condition existed in addition to
diabetes that was responsible for the hemoglobin A1C not
accurately reflecting average glucose levels.

iii. Does not have an increased risk of hypoglycemia due to alcohol
use or other predisposing factors.

iv. Has had no episodes of severe hypoglycemia (i.e. requiring
assistance of another) in the preceding year, with no more than two
episodes of severe hypoglycemia in the preceding 3 years.

v. Is certified not to have a medical contraindication to firefighting
training and operations.

c) Any endocrine or metabolic condition that results in the candidate not
being able to perform one or more of the essential job tasks.

**Category B** medical conditions shall include the following:

a) Diseases of the adrenal gland, pituitary gland, parathyroid gland, or
thyroid gland of clinical significance

b) Nutritional deficiency diseases or other metabolic disorder

c) Diabetes mellitus, not on insulin therapy, but controlled by diet, exercise,
and/or oral hypoglycemic agents unless all of the following are met:

1. Has had hemoglobin A1C measured at least four times a year (at
intervals of 2 to 3 months) over the last 12 months prior to evaluation if
the diagnosis of diabetes has been present over 1 year and where a
hemoglobin A1C reading of 8 percent or greater triggered a medical
evaluation, including evidence of a set schedule for blood glucose
monitoring and a thorough review of data from such monitoring, to
determine if a condition existed in addition to diabetes that was
responsible for the hemoglobin A1C not accurately reflecting average
glucose levels.

2. If on oral hypoglycemic agents, has had no episodes of severe
hypoglycemia (i.e. requiring assistance of another) in the preceding
year.

3. Has a dilated retinal exam by a qualified ophthalmologist or optometrist
that shows no higher grade of diabetic retinopathy than
microaneurysms, as indicated on the International Clinical Diabetic
Retinopathy Disease Severity Scale.

4. Has normal renal function based on a calculated creatinine clearance
greater than 60 mL/min and absence of proteinuria.

5. Has no autonomic or peripheral neuropathy.

6. Normal cardiac function without evidence of myocardial ischemia on
cardiac stress testing – to at least 12 METs - by ECG and cardiac
imaging.
4.4.9 Abdominal Organs and Gastrointestinal System

Category A medical conditions shall include the following:

a) Presence of uncorrected inguinal/femoral hernia, if symptomatic
b) Any gastrointestinal condition that results in the candidate not being able to perform one or more of the essential job tasks

category B medical conditions shall include the following:

a) Cholecystitis
b) Gastritis
c) GI bleeding
d) Acute hepatitis
e) Hernia including the following:
   1. Uncorrected umbilical, ventral, or incisional hernia if significant risk exists for infection or strangulation
   2. Significant symptomatic hiatal hernia if associated with asthma, recurrent pneumonia, chronic pain, or chronic ulcers
   3. Surgically corrected hernia more than 3 months after surgical correction
f) Inflammatory bowel disease or irritable bowel syndrome
g) Intestinal obstruction
h) Pancreatitis
i) Diverticulitis
j) History of gastrointestinal surgery
k) Peptic or duodenal ulcer or Zollinger-Ellison syndrome
l) Asplenia
m) Cirrhosis, hepatic or biliary
n) Chronic active hepatitis

4.4.10 Spine and Axial Skeleton

Category A medical conditions shall include the following:

a) Scoliosis of thoracic or lumbar spine with angle greater than or equal to 40 degrees
b) Any spinal or skeletal condition producing sensory or motor deficit(s) or pain due to radiculopathy or nerve root compression
c) Any spinal or skeletal condition causing pain that frequently or recurrently requires narcotic analgesic medication
d) Cervical vertebral fractures with multiple vertebral body compression greater than 25 percent; evidence of posterior element involvement, nerve root damage, disc involvement, dislocation (i.e. partial, moderate, severe), abnormal exam, ligament instability, symptomatic, or less than 6 months post injury or less than 1 year since surgery
e) Thoracic vertebral fractures with vertebral body compression greater than 50 percent; evidence of posterior element involvement, nerve root damage, disc involvement, dislocation (e.g. severe — with or without surgery), abnormal exam, ligament instability, symptomatic, or less than 6 months post injury or less than 1 year since surgery
f) Lumbosacral vertebral fractures with vertebral body compression greater than 50 percent; evidence of posterior element involvement, nerve root damage, disc involvement, dislocation (i.e. partial, moderate, severe), fragmentation, abnormal exam, ligament instability, symptomatic, or less than 6 months post injury or less than 1 year since surgery

g) **History of spine surgery or injury** that results in the candidate not being able to perform one or more of the essential job tasks

**Category B** medical conditions shall include the following:

a) Congenital or developmental malformations of the back, particularly those that can cause instability, neurological deficits, pain, or limit flexibility

b) Scoliosis with angle less than 40 degrees

c) Arthritis of the cervical, thoracic, or lumbosacral spine

d) Facet tropism, high lumbosacral angle, hyperlordosis, Schmorl's nodes, Scheuermann's disease, spina bifida occulta, spondylolisthesis, spondylolysis, or transitional vertebrae

e) History of infections or infarcts in the spinal cord, epidural space, vertebrae, or axial skeletal joints

f) History of disectomy or laminectomy or vertebral fractures

4.4.11 **Extremities**

**Category A** medical conditions shall include the following:

a) Joint replacement, unless all of the following conditions are met:
   1. Normal range of motion without history of dislocations post-replacement
   2. Repetitive and prolonged pulling, bending, rotations, kneeling, crawling, and climbing without pain or impairment
   3. No limiting pain
   4. Evaluation by an orthopedic specialist who concurs that the candidate can complete all essential job tasks

b) Amputation or congenital absence of upper-extremity limb (i.e. hand or higher)

c) Amputation of either thumb proximal to the mid-proximal phalanx

d) Amputation or congenital absence of lower-extremity limb (i.e. foot or above) unless the candidate meets all of the following conditions:
   1. Stable, unilateral below-the-knee (BKA) amputation with at least the proximal third of the tibia present for a strong and stable attachment point with the prosthesis
   2. Fitted with a prosthesis that will tolerate the conditions present in firefighting when worn in conjunction with standard firefighting PPE
   3. At least 6 months of prosthetic use in a variety of activities with no functional difficulties
   4. Amputee limb healed with no significant inflammation, persistent pain, necrosis, or indications of instability at the amputee limb attachment point
   5. No significant psychosocial issues pertaining to the loss of limb or use of prosthesis
6. Evaluated by a prosthetist or orthopedic specialist with expertise in the fitting and function of prosthetic limbs who concurs that the candidate can complete all essential job tasks, including wearing PPE and SCBA while climbing ladders, operating from heights, and walking or crawling in the dark along narrow and uneven surfaces that may be wet or icy

7. Has passed the department’s applicant physical ability test as a condition of appointment without accommodations or modification of the protocol

e) Chronic nonhealing or recent bone grafts
f) History of more than one dislocation of shoulder without surgical repair or with history of recurrent shoulder disorders within the last 5 years with pain or loss of motion, and with or without radiographic deviations from normal

g) Any extremity condition that results in the candidate not being able to perform one or more of the essential job tasks

Category B medical conditions shall include the following:

a) History of shoulder dislocation with surgical repair
b) Significant limitation of function of shoulder, elbow, wrist, hand, or finger due to weakness, reduced range of motion, atrophy, unequal length, absence, or partial amputation
c) Significant lack of full function of hip, knee, ankle, foot, or toes due to weakness, reduced range of motion, atrophy, unequal length, absence, or partial amputation
d) History of meniscectomy or ligamentous repair of knee
e) History of intra-articular, malunited, or nonunion of upper or lower extremity fracture
f) History of osteomyelitis, septic, or rheumatoid arthritis
g) Bone hardware such as metal plates or rods supporting bone during healing

4.4.12 Neurological Disorders

Category A medical conditions shall include the following:

a) All epileptic conditions, including simple partial, complex partial, generalized, and psychomotor, unless all of the following conditions are met:
   1. No seizures for the most recent consecutive ten (10) years
   2. Currently on a stable regimen of antiepileptic drugs (AED) for the most recent five (5) years with no side effects impacting the performance of essential firefighter job tasks or no AED for the most recent five (5) years
   3. Normal neurological exam results
   4. A definitive statement from a qualified neurological specialist that the candidate meets the criteria specified in 4.4.12(a) and is neurologically cleared for firefighting training and meets the performance of essential firefighter job tasks
b) All single unprovoked seizures (e.g. simple partial, complex partial, generalized, and psychomotor), unless all of the following conditions are met:
   1. No seizures for the most recent consecutive five (5) years
   2. On a stable regimen of antiepileptic drugs (AED) for the most recent five (5) years with no side effects impacting the performance of essential firefighter job tasks or no AED for the most recent five (5) years
   3. Normal neurological exam results
   4. Normal brain MRI results – if abnormal, see 4.4.12(a)
   5. Normal awake and asleep photic stimulation and hyperventilation EEG study results – if abnormal, see 4.4.12(a)
   6. A definitive statement from a qualified neurological specialist that the candidate meets the criteria specified in 4.4.12(a) and is neurologically cleared for firefighting training and meets the performance of essential firefighter job tasks

c) All single acute symptomatic seizures with a high rate of recurrence (e.g. head trauma, infection (encephalitis, meningitis), brain lesion (stroke, tumor), brain surgery) should be managed as specified in 4.4.12(b)

d) Ataxias of heredo-degenerative type

e) Cerebral arteriosclerosis as evidenced by a history of transient ischemic attack, reversible ischemic neurological deficit, or ischemic stroke

f) Hemiparesis or paralysis of a limb

g) Multiple sclerosis with activity or evidence of progression within previous 3 years

h) Myasthenia gravis with activity or evidence of progression within previous 3 years

i) Progressive muscular dystrophy or atrophy

j) Uncorrected cerebral aneurysm

k) All single unprovoked seizures and epileptic conditions, including simple partial, complex partial, generalized, and psychomotor seizure disorders other than as allowed in 4.4.15.1

l) Dementia (Alzheimer's and other neurodegenerative diseases) with symptomatic loss of function or cognitive impairment (e.g., less than or equal to 28 on Mini-Mental Status Exam)

m) Parkinson's disease and other movement disorders resulting in uncontrolled movements, bradykinesia, or cognitive impairment (e.g., less than or equal to 28 on Mini-Mental Status Exam)

n) Narcolepsy with cataplexy

o) Narcolepsy with persistent excessive daytime sleepiness despite medical treatment

p) Amyotrophic lateral sclerosis (ALS)

q) Any neurological condition that results in the candidate not being able to perform one or more of the essential job tasks

**Category B** medical conditions shall include the following:

a) Congenital malformations

b) Migraine
c) Clinical disorders with paresis, dyscoordination, deformity, abnormal motor activity, abnormality of sensation, or complaint of pain
d) History of subarachnoid or intraparenchymal hemorrhage
e) Abnormalities from recent head injury such as severe cerebral contusion or concussion
f) **Provoked seizure with a low risk of recurrence** (e.g. medications, toxin exposures, metabolic abnormalities, withdrawal (alcohol or benzos), drugs (cocaine, amphetamines, PCP)), and no underlying seizure risk or status epilepticus

4.4.13 Chemicals, Drugs, and Medications

**Category A** medical conditions shall include those that require chronic or frequent treatment with any of the following medications or classes of medications:

a) Narcotics, including methadone
b) Sedative-hypnotics
c) Full-dose or low-dose anticoagulation medications or any drugs that prolong prothrombin time (PT), partial thromboplastin time (PTT), or international normalized ratio (INR)
d) Beta-adrenergic blocking agents at doses that prevent a normal cardiac rate response to exercise, high-dose diuretics, or central acting antihypertensive agents (e.g., clonidine)
e) Respiratory medications: inhaled bronchodilators, inhaled corticosteroids, systemic corticosteroids, theophylline, and leukotriene receptor antagonists (e.g., montelukast)
f) High-dose corticosteroids for chronic disease
g) Anabolic steroids
h) Any chemical, drug, or medication that results in the candidate not being able to perform one or more of the essential job tasks

4.4.13.1 **Tobacco use shall be a Category A medical condition where allowed by law.**

4.4.13.2 Evidence of illegal drug use detected through testing shall be a Category A medical condition

4.4.13.3 Evidence of clinical intoxication or a measured blood alcohol level that exceeds the legal definition of intoxication at the time of medical evaluation shall be a Category A medical condition.

**Category B** medical conditions shall include the use of the following:

a) Cardiovascular agents
b) Stimulants
c) Psychiatric medications
d) Other than high-dose systemic corticosteroids
e) Antihistamines
f) Muscle relaxants
g) Leukotriene receptor antagonists (e.g., montelukast) used for allergies that do not affect the lower respiratory system

4.4.14 Reproductive System

**Category A** medical conditions shall include any genital condition that results in inability to perform one or more of the essential job tasks.

**Category B** medical conditions shall include the following:

a) Pregnancy, for its duration  
b) Dysmenorrhea  
c) Endometriosis, ovarian cysts, or other gynecologic conditions  
d) Testicular or epididymal mass

4.4.15 Systemic Diseases and Miscellaneous Conditions

**Category A** medical conditions shall include any systemic condition that results in the candidate not being able to perform one or more of the essential job tasks.

**Category B** medical conditions shall include the following:

a) Connective tissue disease, such as dermatomyositis, systemic lupus erythematosus, scleroderma, and rheumatoid arthritis  
b) History of thermal, chemical, or electrical burn injury with residual functional deficit  
c) Documented evidence of a predisposition to or history of heat illness, rhabdomyolysis, metabolic acidosis, or exertion-related incapacitation

4.4.16 Urinary System

**Category A** medical conditions shall include the following:

a) Renal failure or insufficiency requiring continuous ambulatory peritoneal dialysis (CAPD) or hemodialysis  
b) Any urinary condition that results in the candidate not being able to perform one or more of the essential job tasks  
c) **Chronic kidney disease of Stage 4 or greater (glomerular filtration rate (GFR) < 30 ml/min/1.73m²)**

**Category B** medical conditions shall include the following:

a) Diseases of the kidney  
b) Diseases of the ureter, bladder, or prostate
4.4.17 Infectious Diseases

Category A medical conditions shall include any infectious or post-infectious condition that results in the candidate not being able to perform one or more of the essential job tasks.

Category B medical conditions shall include the following:

a) Candidate shall be able to interact with other firefighters and the general public without posing a public health risk due to contagious disease.

b) Following resolution of acute or self-limited infectious processes, candidates shall be able to undertake duties.

4.4.18 Skin

Category A medical conditions shall include the following:

a) Metastatic or locally extensive basal or squamous cell carcinoma or melanoma
b) Any dermatologic condition that would not allow for a successful fit test for any respirator required by the fire department

Category B medical conditions shall include the following:

a) Skin conditions of a chronic or recurrent nature (eczema, cystic acne, psoriasis) that cause skin openings or inflammation or irritation of the skin surface
b) Surgery or skin grafting
c) Mycosis fungoides
d) Cutaneous lupus erythematosus
e) Raynaud’s phenomenon
f) Scleroderma (skin)
g) Vasculitic skin lesions
h) Atopic dermatitis/eczema
i) Contact or seborrheic dermatitis
j) Stasis dermatitis
k) Albinism, Darier's disease, ichthyosis, Marfan syndrome, neurofibromatosis, and other genetic conditions
l) Folliculitis, pseudo-folliculitis, miliaria, keloid folliculitis
m) Hidradenitis suppurativa, furuncles, carbuncles, or Grade IV acne (cystic)

n) Mechno-bullous disorders (e.g. epidermolysis bullosa, Hailey pemphigus, porphyria, pemphigoid)
o) Urticaria or angioedema

4.4.19 Blood and Blood-Forming Organs.

Category A medical conditions shall include the following:
a) Hemorrhagic states requiring replacement therapy  
b) Sickle cell disease (i.e. homozygous)  
c) Clotting disorders  
d) Any hematological condition that results in inability to perform one or more of the essential job tasks

**Category B** medical conditions shall include the following:

a) Anemia  
b) Leukopenia  
c) Polycythemia vera  
d) Splenomegaly  
e) History of thromboembolic disease  
f) Any other hematological condition that results in inability to perform one or more of the essential job tasks

**4.4.20 Heat Stress and Illness**

**Category A** medical conditions shall include any heat-related illness that results in the candidate not being able to perform one or more of the essential job tasks.

**Category B** medical conditions shall include the following:

a) Documented evidence of a predisposition to or history of heat illness, rhabdomyolysis, metabolic acidosis, or exertion-related incapacitation  
b) Presence of neurologic (e.g. myasthenia gravis, multiple sclerosis) or other condition that is exacerbated by heat stress  
c) Requirement for medications (e.g. MAOIs, phenothiazines, anticholinergics, tricyclic antidepressants) that increase an individual's risk of heat stress  
d) Heat exposure restrictions imposed during pregnancy

**4.4.21 Tumors and Malignant Diseases.**

**Category A** medical conditions shall include the following:

a) Malignant disease that is newly diagnosed, untreated, or currently being treated, or under active surveillance due to the increased risk for reoccurrence, **unless not interfering with the performance of the essential job tasks**  
b) Any tumor or similar condition that results in the candidate not being able to perform one or more of the essential job tasks

**Category B** medical conditions shall be evaluated on the basis of an individual's current physical condition and on the staging and prognosis of the malignancy (i.e., likelihood that the disease will recur or progress), and include the following:
a) Benign tumors
b) History of CNS tumor or malignancy
c) History of head and neck malignancy
d) History of lung cancer
e) History of GI or GU malignancy
f) History of bone or soft tissue tumors or malignancies
g) History of hematological malignancy

4.4.22 Psychiatric Conditions and Psychological Disorders

**Category A** medical conditions shall include any psychiatric condition that results in the candidate not being able to perform one or more of the essential job tasks.

**Category B** medical conditions shall include the following:

a) The physician, in consultation with a mental health professional (if clinically indicated), shall report any applicable job limitations to the fire department regarding a candidate's anxiety disorder, unless all of the following conditions are met:
   1. Compliance with treatment, if indicated
   2. No disqualifying side effects from treatment
   3. Treatment of comorbidities, including substance use and sleep disorders
   4. Evaluation that the candidate's condition does not interfere with the safe performance of one or more of the essential job tasks.

b) The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate's bipolar disorder, unless all of the following conditions are met:
   1. Compliance with treatment, if indicated
   2. No disqualifying side effects from treatment
   3. Treatment of comorbidities, including substance use and sleep disorders
   4. No suicide attempts in the past 12 months
   5. No manic episodes in the past 12 months
   6. Evaluation that the candidate's condition does not interfere with the safe performance of one or more of the essential job tasks.

c) The physician, in consultation with a mental health professional (if clinically indicated), shall report any applicable job limitations to the fire department regarding a candidate's depressive disorder, unless all of the following conditions are met:
   1. Compliance with treatment, if indicated
   2. No disqualifying side effects from treatment
   3. Treatment of comorbidities, including substance use and sleep disorders
   4. No suicide attempts in the past 12 months
   5. Evaluation that the candidate's condition does not interfere with the safe performance of one or more of the essential job tasks.
d) The physician, in consultation with a mental health professional (if clinically indicated), shall report any applicable job limitations to the fire department regarding a candidate’s post-traumatic stress disorder (PTSD), unless all of the following conditions are met:
   1. Compliance with treatment, if indicated
   2. No disqualifying side effects from treatment
   3. Treatment of comorbidities, including substance use, dissociative disorders and sleep disorders
   4. No suicide attempts in the past 12 months
   5. Evaluation that the candidate’s condition does not interfere with the safe performance of one or more of the essential job tasks.

e) The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate’s delusional disorder, unless all of the following conditions are met:
   1. Compliance with treatment, if indicated
   2. No disqualifying side effects from treatment
   3. Treatment of comorbidities, including substance use and sleep disorders
   4. No psychotic symptoms in the past 12 months
   5. No suicide attempts in the past 12 months
   6. Evaluation that the candidate’s condition does not interfere with the safe performance of one or more of the essential job tasks.

f) The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate’s brief psychotic disorder, unless all of the following conditions are met:
   1. Compliance with treatment, if indicated
   2. No disqualifying side effects from treatment
   3. Treatment of comorbidities, including substance use and sleep disorders
   4. No psychotic symptoms in the past 12 months
   5. No suicide attempts in the past 12 months
   6. Evaluation that the candidate’s condition does not interfere with the safe performance of one or more of the essential job tasks.

g) The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate’s schizophreniform disorder, unless all of the following conditions are met:
   1. Compliance with treatment, if indicated
   2. No disqualifying side effects from treatment
   3. Treatment of comorbidities, including substance use and sleep disorders
   4. No psychotic symptoms in the past 12 months
   5. No suicide attempts in the past 12 months
   6. Evaluation that the candidate’s condition does not interfere with the safe performance of one or more of the essential job tasks.

h) The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department
regarding a candidate’s schizophrenia, unless all of the following conditions are met:
1. Compliance with treatment, if indicated
2. No disqualifying side effects from treatment
3. Treatment of comorbidities, including substance use and sleep disorders
4. No psychotic symptoms in the past 12 months
5. No suicide attempts in the past 12 months
6. Evaluation that the candidate’s condition does not interfere with the safe performance of one or more of the essential job tasks.

i) The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate’s schizoaffective disorder, unless all of the following conditions are met:
1. Compliance with treatment, if indicated
2. No disqualifying side effects from treatment
3. Treatment of comorbidities, including substance use and sleep disorders
4. No psychotic symptoms in the past 12 months
5. No manic episodes in the past 12 months
6. No suicide attempts in the past 12 months
7. Evaluation that the candidate’s condition does not interfere with the safe performance of one or more of the essential job tasks.

j) The physician, in consultation with a mental health professional, shall report any applicable job limitations to the fire department regarding a candidate’s substance use disorder, unless all of the following conditions are met:
1. Compliance with treatment, if indicated
2. No disqualifying side effects from treatment
3. Treatment of comorbidities, including PTSD, depression, and sleep disorders
4. No substance use in the past 12 months
5. Evaluation that the candidate’s condition does not interfere with the safe performance of one or more of the essential job tasks.