


PINE BLUFF POLICE DEPARTMENT POLICY/PROCEDURES MANUAL

	SUBJECT:	POLICY NUMBER 1206
	PSYCHOLOGICAL & PHYSICAL EXAMINATION	ISSUE DATE 02/19/2008
	CHAPTER: DEPARTMENT ORGANIZATION	EFFECTIVE DATE 02/19/2008
	ISSUED By: Chief of Police John Howell	TOTAL PAGES 3

I. POLICY

It shall be the policy of this department to, at any time, require an employee to undergo a physical or psychological examination, or both, for investigative purposes or for cause due to mental or physical concerns brought to the attention of the Chief of Police. The cost of an examination, under these circumstances, will be the responsibility of the department.

II. PURPOSE

To provide guidelines for all employees to follow concerning the physical and psychological examination requirements of this department.

III. PROCEDURES

A. POLICE OFFICER APPLICANTS

1. The State of Arkansas, through its Executive Commission on Law Enforcement Standards and Training, establishes Minimum Standards for employment of law enforcement officers which includes a physical and psychological examination.
2. Every applicant for police officer, prior to being employed by this department, must be examined for emotional stability and physical condition by an individual licensed and qualified to perform the examinations. The examiners shall make a recommendation to the employing agency concerning the applicant's suitability for employment.

3. Specifications S-5 and S-7 of the Commission on Law Enforcement Standards and Training Manual of Rules and Regulations will be used as a guideline for physical and emotional requirements for police officer applicants.
4. If a physician or mental health professional indicates the presence of a condition that could limit an officer's physical or emotional ability to cope with the stress of law enforcement duties, he/she will not be eligible for certification as a law enforcement officer with this department.

B. CERTIFIED LAW ENFORCEMENT PERSONNEL

1. After employment, the department reserves the right to have a police officer reexamined at anytime to determine his/her continued fitness for duty.
2. The department will only request that an officer be reexamined under the following conditions:
 - a. For purposes of a criminal or internal investigation
 - b. For suspicions of emotional or physical problems due to documented accounts of an officer's psychological behavior or decline in physical health.
3. If a qualified physician or mental health professional indicates the presence of a condition that could limit an officer's physical or emotional ability to perform his/her duties, the officer in question will be placed on sick leave in accordance with departmental policy.
4. Any officer placed on sick leave, due to circumstances listed in provision 3 above, will not be allowed to return to work until being released from care and a letter is submitted from the health care professional indicating that the officer in question is physically or emotionally fit for duty.

C. CIVILIAN PERSONNEL

1. Civilian employees are not required to undergo a physical or psychological examination prior to employment, however, the department will have the right to have a civilian employee examined at any time after employment to determine his/her fitness to perform their duties.

2. The department will only request that an employee be examined under the following circumstances:
 - a. For purposes of a criminal or internal investigation.
 - b. For suspicions of physical or emotional problems due to documented accounts of an employees psychological behavior or decline in physical health.
3. If a qualified physician or mental health professional indicates the presence of a condition that will adversely affect or prevent the employee from performing their duties, the employee in question will be placed on sick leave in accordance with departmental policy.
4. Any employee placed on sick leave, due to circumstances listed in provision 3 above, will not be allowed to return to work until being released from care and a letter is submitted from the health care professional indicating that the employee in question is physically or emotionally fit for duty.

D. RESPONSIBILITY

1. It shall be the responsibility of the Chief of Police to enforce this policy. The Chief will, however, expect any employee to report any suspicious behavior or suspected decline in health of any other employee.
2. It is the responsibility of each employee to abide by the procedures as outlined. Any employee refusing to submit to a physical or psychological examination after a request is made by the Chief of Police will be subject to dismissal.