

	FREDERICKSBURG POLICE DEPARTMENT DIRECTIVES	
	ADMINISTRATION	
160.00	APPROVED: <i>David W. Nye, Chief of Police</i>	Initiated: 10/01/2007
		Revised: 08/24/2010

PURPOSE – The purpose of this Directive Section is to define the conditions of work for employees of the Fredericksburg Police Department. Additionally, this Directive provides information and procedure for blood-borne pathogen and infectious disease exposure.

POLICY – It is the policy of the Department that all Police Department employees understand and apply the following procedures when on duty.

CONDITIONS OF WORK

160.00 – Physical Examination – As a condition of being accepted as a sworn officer, each candidate for appointment is required to submit to a medical examination. An approved, licensed physician shall conduct the general overall physical examination as well as any related examination or test required by this department. The cost of the physical examination will be the responsibility of the department. It should be noted that this department makes every effort to accommodate persons with correctable disabilities or characteristics. Disqualification based upon physical attributes will only be made upon the inability of the candidate to perform police duties, which cannot be reasonably accommodated. [22.3.1]

160.01 – On-Duty Injuries – In the event that an employee is injured while on-duty, the following steps shall be taken:

- Department personnel shall ensure that emergency medical care is provided as necessary for the injured employee
- VML uses the Nurse Triage (NT) for our Worker’s Compensation claims. When an employee is injured the employee’s supervisor shall contact NT 24 at **1-877-234-0898**.

Note: On the form the employer name is **City of Fredericksburg** and the member number is **178**.

Additional responsibilities:

- The employee's supervisor will give a Medical First Response form to the injured employee to take to the doctor.
- The doctor must fill out the form and send it back with the employee to notify the supervisor of the employee's status for return to work.
- The supervisor will make note of the number of days the employee will be out and send the form to the City Human Resources department.
- The supervisor will give the employee a copy of the City of Fredericksburg Workers' Compensation Panel of Physicians form – the employee makes a selection, signs the form, and returns the form to the supervisor which is forwarded to the City Human Resources department with the Medical First Response form (a copy should be given to the employee).
- The supervisor shall forward a copy of the paperwork, pictures, or incident report to the Support Services Division Commander.

160.02 – Physical Examination, Workers Compensation – Employees may be required to submit to a physical examination for injuries covered under workers compensation. The physical examination will be conducted only to confirm the employee's continued fitness to perform the tasks of their assignment. Required physical examinations will be conducted at the cost to the department.

160.03 – Health Screening for Firearms Instructors – Except in cases where a person is in contact with an abundance of lead in their occupation or hobbies, the average lead in the blood of an adult usually runs about 5 to 10 micrograms of lead per deciliter of blood, which is already much higher than normal (0 micrograms of lead per deciliter of blood). The following procedures apply to lead testing for firearms instructors:

- All active firearms instructors shall be tested annually for lead content.
- Female firearms officers who become pregnant will not participate in range activity until the end of the pregnancy term.
- If any officer who is tested for lead content and the level of lead is at least 25 micrograms per deciliter of blood, the officer will retest in thirty (30) days. If a second test reveals a rise in the lead content above 30 micrograms, the officer will be removed from further range activity until the lead level has fallen below 25 micrograms per deciliter of blood.
- If any officer has a blood level of over 40 micrograms of lead per deciliter of blood, he/she will be directed to see a physician at the cost of the department.
- An officer with an elevated level of 70 micrograms of lead per deciliter of blood or more should be treated for lead poisoning.

160.04 – General Health – Duties, responsibilities, performance aptitudes, and Americans with Disabilities (ADA) compliance factors are listed in the City of Fredericksburg Class Description for each sworn position within the police department. These items describe the job

related tasks sworn police officers must be able to perform. Sworn employees must maintain fitness levels commensurate with the ability to perform the listed job related physical requirements as outlined in the Class Description. [22.3.2]