

3.7 PHYSICAL STANDARDS

The ability to perform the essential function of the job safely is necessary to avoid occupational injuries and to ensure that it will be possible to avoid any future job-related injuries from existing medical problems. For these reasons employees are required to pass a drug and alcohol test and required to pass a physical examination, which may include diagnostic testing, after a conditional offer of employment has been extended, but prior to their first day of work. Employees will not be placed on the county payroll prior to passing these exams. Medical examinations and evaluations may also be required to evaluate an employee's fitness for duty, need for accommodation under the ADA, or to determine whether the employee has a serious health condition under the FMLA.

The required physical examinations and drug and alcohol tests for all applicants who apply for a position will be performed by a physician of the county's choice and will be paid for by the county. In each instance, the examining doctor will be provided a copy of the appropriate job description along with physical requirements, and will be required to certify that the prospective employee is physically able to perform the essential duties of the job with or without an accommodation. Upon receipt of the satisfactory results, Human Resources will confirm the employee's start date with the department and initiate the orientation process.