

409.00 MEDICAL AND PSYCHOLOGICAL TESTING

409.01 Policy:

At any time during employment and for reasonable cause, the Chief of Police may require an employee to undergo a physical or psychological examination by a qualified designated professional to certify that the employee is able to perform the essential functions of his/her job. These examinations will be at the City's expense.

If the result of these examinations indicates that the employee is not capable of satisfactorily performing his/her job with or without reasonable accommodations, the employee may be demoted, transferred, or terminated at the discretion of the Chief of Police.

If there is a position available, the employee may be transferred, as provided by law. If, however, the employee is not chosen for an available position, the employee may be terminated. Sometimes the department may have other alternatives available in the short run such as leave and/or counseling.

General Order 409.00 <u>MEDICAL AND PSYCHOLOGICAL TESTING</u> Reviewed: 03/16	
Authorized by: Jerry Garner, Police Chief	
Effective Date: March <u>7</u> , 2016	
Signature <u>Jerry Garner</u>	Date: <u>3-7-2016</u>