

# Arizona Peace Officer Standards and Training Board

## SUBSTANTIVE POLICY STATEMENT

**Subject:** Rule 107: Medical Requirements and Examination

**Mark Dannels**  
Chairman

**Effective Date:** August 17, 2022

**Matt Giordano**  
Executive Director

**Policy Statement #:** 2022-002

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*This Substantive Policy Statement is advisory only. A Substantive Policy Statement does not include internal procedural documents that only affect the internal procedures of the agency. It also does not impose additional requirements or penalties on the regulated parties or include confidential information or rules made in accordance with the Arizona Administrative Procedures Act. If you believe that this Substantive Policy Statement does impose additional requirements or penalties on regulated parties, you may petition the agency under Arizona Revised Statutes (“A.R.S.”) Section 41-1033 for a review of the statement. (A.R.S. §41-1091).*

The Board establishes minimum qualifications for individuals to be appointed and to be certified as officers. **A.R.S. § 41-1822A(3)**. These minimum qualifications include qualifications which are related to physical and mental fitness. **A.R.S. § 41-1822A(3)**.

The medical, physical, and mental eligibility requirements, for certification, are set forth in **A.A.C. R13-4-107**. For example, before being appointed to, or attending an academy, an individual must undergo a medical examination. **A.A.C. R13-4-105A(5)**. The medical examination must be conducted by a licensed allopathic or osteopathic physician who has completed a Board course on peace officer job functions. **A.A.C. R13-4-101**.

The physician, who attends the Board training, is provided with a Medical Screening Manual. This manual was most recently updated in 2021 and is in its Third Edition. As explained, the examination and evaluation protocols, in the manual, are offered as guidelines, not standards. **See Medical Screening Manual Third Edition (2021) General Guidelines Section III page 1**. As further explained, the medical protocols are intended to permit, in fact, to foster, the individualized assessment of each candidate. **Section III page 1**.

There are additional requirements in how a Board trained physician must conduct a medical examination. In part, the list includes:

- The physician conducts the physical examination.
- The physician assesses the individual’s medical history statement.

- The physician conducts the physical exam within the standard of care of an occupational medical examination.
- The physician takes the follow up steps deemed necessary to determine if the applicant can perform the essential functions of the job of a peace officer.

The physician shall make a written report to the hiring agency and render a medical opinion, about the individual's ability to perform the essential functions of the job of peace officer, with or without reasonable accommodation. **A.A.C. R13-4-107B(2).**

Based upon the physician's report, it is the hiring agency which determines if the individual's medical, physical, or mental circumstances will interfere with the person's ability to perform the duties of a peace officer. Also, it is the agency which determines whether reasonable accommodations can be made, which will allow the person to function as a peace officer, without creating a reasonable probability of substantial harm to the person or to others. **A.A.C. R13-4-107A(1).**

If the hiring agency makes such a determination, and the agency chooses to appoint the person, an appointment can be made without further action by the Board.