



## Cochise County Judicial System

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Policy Title: Special Medical Evaluations

Policy Number: 2005

Effective: March 1, 2021

Last Reviewed/Updated: February 22, 2021

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A special medical evaluation consists of tests to determine the employee's physical or mental condition and capability to safely perform the duties of their position. An employee may be required to undergo a special medical evaluation at any time during his/her term of employment by a licensed physician if there is a reasonable belief that one or more of the following exists:

- A. Assignment to a new position that requires greater physical capability as identified by the medical category assigned to the job classification; or
- B. An unusual number of industrial injuries or repeated recurrences of disability from previous injuries hindering performance; or
- C. Observations by the employee's Department Director, immediate supervisor, or designee, which gives reason to believe the employee's performance or conduct is compromising his/her safety as well as that of coworkers and/or public.

These exams may include, but are not limited to, physical or psychological examinations, drug and/or alcohol testing. An employee who is directed to submit to drug and/or alcohol testing will comply with Cochise County Judicial System (CCJS) Drug and Alcohol Use Testing Policy Number 2006.

An employee who refuses a special medical evaluation may be subject to disciplinary action, up to and including dismissal.