



MEDICAL STANDARDS

**Department of Sanitation
Medical Division**

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NEW YORK CITY DEPARTMENT OF SANITATION'S MEDICAL STANDARDS FOR UNIFORMED EMPLOYEES

INTRODUCTION

The following medical standards have been developed to assist the examining physician in making a determination regarding the suitability of candidates to perform the tasks assigned to the Sanitation Worker title. The standards are flexible and are to be used as guidelines. Usually, decisions will be made on a case by case basis.

These standards were developed by a task force of Medical Specialists who evaluated the requirements of the job Sanitation Workers perform in relation to specific diseases and medical conditions. They have made recommendations regarding how much impairment that affects the body would preclude a candidate from safely performing the fundamental duties of a Sanitation Worker, taking into consideration the Americans With Disabilities Act.

The examining physician has the responsibility for using his or her medical expertise and experience in evaluating each candidate's medical history and determining the level and severity of the disease or condition. Combination of diseases, conditions and treatments may impact on one another, therefore, the examining physician must evaluate the effects of these combinations and the candidate's ability to perform the essential functions of a Sanitation Worker.

Diseases or conditions not found in these standards, identified during the medical evaluation, must be referred to the appropriate Medical Specialist.

A. AUDITORY SYSTEM

1. Equilibrium Disorders

Disqualify if history or presence of benign paroxysmal (positional) vertigo or if history of recurrent attacks of dizziness in the last two years. Disqualify if Meniere's disease is present.

Justification: The tasks performed by a Sanitation Worker are diversified and include but are not limited to the following:

Driving heavy equipment on and off city streets, climbing up and down vehicles with heights up to seven feet, and walking on moving barges and areas next to waterways.

Positional vertigo or the sudden dizziness of Meniere's Syndrome can cause slips and falls. If a worker were to suffer a slip or fall when doing one of the above tasks, the employee would incur a serious injury or even death. Specifically the employee would not be able to control a vehicle, could fall from a height of seven feet while working on the top of a salt spreader, or possibly drown if the employee were to fall into the water while positioning the netting on a barge.

The workday of a Sanitation Worker is based on team work. One partner can put the other in great danger with an Equilibrium Disorder. Sanitation workers drive and walk behind and alongside a massive hydraulic system that can sever a piano or a man. Positional stability is always necessary to avoid severe trauma or even death. In positional vertigo, dizziness no matter how brief can cause slips and falls.

Unable to perform the following major tasks:

- Drive or load garbage.
- Work a salt spreader or mechanical sweeper.
- Work on or about barges or at a marine transfer station.

2. Hearing Loss

~~May disqualify if hearing loss in both ears exceeds 60 dB for the average frequencies: 500, 1000, 2000, 4000, 5000, 8000, Hz (use of hearing aid is permitted).~~

Justification: A keen sense of hearing is important especially during Snow Removal operations. Sanitation Workers clean snow from streets, bridges and highways in all five boroughs. The greatest factor in snow removal is radio communication.

If a Sanitation Worker has excessive bilateral hearing loss, he or she cannot hear radio commands that are so vital to snow removal. Radios are used to dispatch salt spreaders and plows to areas that put the public at risk. Radios are used to dispatch vehicles to salt locations when more salt is needed to temper ice and reduce accidents and injuries.

Additionally, Sanitation Workers must hear voice commands from officers on foot standing in the resonance and cadence of pedestrian, private vehicle and truck traffic. Without keen hearing, the acoustics of vital radio and voice commands would be obliterated thus endangering workers and the public.

Other duties that require radio communication and keen hearing are: driving front end loaders during Dump Out Operations when an officer must issue voice commands, and working on Light Pak Crews during night operations at Fresh Kills landfill where officers communicate in poorly lit, dangerous areas.

The duties of collection, where partners work side by side, and are totally reliant on each other for voice commands that secure their safety, cannot exist without keen hearing.

Unable to perform the following major tasks:

- Hear radio commands which is especially important during snow removal.
- Respond to partners' voice command while on collection. Each crew member needs to hear voice command at a distance of 30 feet. (This is the distance from the cab of a collection vehicle to its hopper.) This becomes critical when backing up vehicles.
- Respond to officers' commands during Dump-Out Operations and operating Light Pak Crews during night operations at Fresh Kills.

B. CARDIOVASCULAR SYSTEM

1. Supraventricular Arrhythmia

Obtain clearance from a cardiologist

2. Ventricular Arrhythmia

Disqualify if history or presence of a non sustained ventricular tachycardia in EKG taken at rest with or without syncope; central nervous symptoms, anginal symptoms or hemodynamic compromises.

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| 3. Heart block and Bradycardia | Obtain clearance from a cardiologist. |
| 4. Angina | Disqualify if ordinary daily physical activities such as walking or climbing stairs causes angina, or if strenuous, rapid or prolonged exertion of work or recreation cause angina. |
| 5. Coronary Artery Surgery | Obtain clearance from a cardiologist. |
| 6. Myocardial Infarction (History of) | Disqualify. |
| 7. Cardiomyopathy | Disqualify. |
| 8. Myocarditis | Disqualify. |
| 9. Pericarditis | Disqualify. |
| 10. Hypertension | May disqualify if diastolic pressure is equal to or greater than 95mm Hg and/or systolic pressure greater than 145mm Hg.
Note: At least two blood pressure measurements should be taken in a supine or seated position with verification in the opposite arm. |
| 11. Aortic Regurgitation | Disqualify if left ventricular dilation and hypertrophy are noted on EKG or Chest X-Rays. Otherwise, cardiology clearance is required. |
| 12. Aortic Stenosis | Disqualify if left ventricular dilation and/or hypertrophy are noted on EKG.
Otherwise, cardiology clearance is required. |
| 13. Atrial and Ventricular Irregularity | Disqualify if congestive heart failure is present, septal defect and or objective evidence of cardiac enlargement. |
| 14. Mitral Stenosis | Disqualify if symptomatic. Clearance by a cardiologist is required. |
| 15. Aortic Aneurysm | Disqualify if symptomatic or with unsuccessful repair. |
| 16. Carotid Artery Disease | If a bruit is present and symptomatic will need medical clearance by a specialist. |
| 17. Peripheral Vascular Disease (arterial) | Disqualify if symptomatic with claudication, limb (arterial) fatigue or any sign of tissue compromise, loss of hair, coldness, absence of pulse or skin discoloration. |

**18. Peripheral Vascular
Disease (venous)**

Disqualify if history of a recurrent edema, varicose ulcers, thrombophlebitis, pitting edema or venous insufficiency.

Justification: All of these conditions have the potential for causing life threatening conditions which may include syncope, black outs, loss of consciousness, even death. In the presence of Cardiovascular disease, the heart can become enlarged causing narrow arteries that impede blood flow and oxygen to the heart muscle. The symptoms of heart disease can be exacerbated by anxiety, changes in temperature and specifically by extremely high levels of repetitive aerobic activity. Since the least beneficial form of exercise for the heart is weight lifting, it poses a special danger to Sanitation Workers who are consistently aerobically challenged during every work day. This work exercise is contraindicated and dangerous to life when certain cardiac diseases and conditions are present. Additionally, when cardiovascular disease and/or high blood pressure are present as disease factors, there is always the danger of sudden Cardiac Arrest or cerebrovascular accident. Whether a Sanitation Worker is loading, climbing, walking, driving or doing other assigned tasks, there can be danger to the public, partner and self during a cardio-hypertensive emergency.

His or her activities and disqualification for cardiac disease, are based on the notion that each disease entity has its own dangerous progression. Prevention for Sanitation Workers is to reduce the element of danger to his or her life that cardiovascular disease presents.

Unable to perform the following tasks:

- Lifting and carrying bags, cans and other items, 10 to 100 lbs, 8 to 15 feet to a collection vehicle, 19 to 59 times per hour.
- Lifting and carrying bags, cans and other items, 51 to 70 lbs., 8 to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lifting and carrying large bags, 70 to 150 lbs., 8 to 15 feet to a collection vehicle, one to six times per day.
- With assistance, lifting and carrying mattresses and/or other large objects, weighing 100 lbs., to a collection vehicle, three to four times per month.
- Carrying bags or cans, 51 to 70 lbs., 20 to 40 feet one to two times per month.
- Pulling and/or dragging bags, 70 to 100 lbs., one to six times per day.
- Climbing into the cab of the collection vehicle one to 19 times per hour.
- Climbing on top of the truck to check oil or perform routine maintenance once or twice per month.

- Walking alongside the collection truck from one pickup point to the next, one to nine times per hour.
- Driving Sanitation trucks and other heavy equipment such as front-end loaders and snow plows

C. ENDOCRINE SYSTEM

1. Diabetes Disqualify if symptoms of target organ damage are present or if frequent blood sugar irregularities are greater than 200.*
2. Gout May disqualify if severe arthralgia or arthritis is present with or without joint changes.
3. Hyperparathyroidism
Hypercalcemia Disqualify if serum calcium exceeds normal levels by 15% or more.
4. Hypoparathyroidism Disqualify if symptomatic (neuromuscular, psychological and gastrointestinal disturbances).
5. Pituitary tumors Disqualify if untreated tumor is present and symptomatic.

Justification: The aerobic demands of Sanitation work and the keen attentiveness required to drive heavy vehicles are contraindicated in the extremes of Endocrine disorders. Endocrine disorders cause disturbances in the metabolism of essential hormones and minerals such as sodium, potassium, magnesium, phosphorus, calcium, and iodine which are necessary to regulate vital functions. When these essential elements are at abnormal levels, they can affect the heart rate, level of consciousness, respiratory rate, muscular strength, body temperature, hydration and the mental status. Endocrine disorders interfere with oxygen and carbon dioxide exchange and cause increased muscle weakness, heart enlargement and decreased blood flow to vital organs. Endocrine disorders affect Diabetics with frequent blood sugar irregularity causing episodes of confusion, syncope, dehydration and disturbances in vision that impair driving ability and muscular strength. ~~There is no easy access to the quick fix of food or water while on a route.~~

Most body systems are influenced by the action of adrenocortical and pituitary hormones. Their activity is important in muscle, bone, central nervous system, gastrointestinal, cardiovascular, water and hematological metabolism. They control sodium and potassium levels that are important in hydration and serve as anti-inflammatory agents. Diseases affecting these hormone levels, when untreated, are life threatening because of severe metabolic changes. These changes make it impossible to maintain sufficient muscular strength for sustained activity. When under treatment with steroids or hormonal

replacement there is still a risk of inadequate response to the stress caused by heavy lifting and adapting to changing weather conditions.

Sanitation Workers are subject to needle punctures, cuts and lacerations on a daily basis. Working with a compromised immune system further enhances the danger of serious infection, loss of life or limb.

Unable to perform the following tasks:

- Driving ability impaired due to poor visual acuity
- Inability to lift, push, pull heavy materials due to joint changes.
- Cannot operate heavy equipment due to the loss of sensorium.

D. DIGESTIVE SYSTEM

1. Inguinal Hernia

May disqualify if present or repair less than 12 weeks.

2. Umbilical Hernia

May disqualify if incarcerated or symptomatic.

3. Ventral Hernia

May disqualify if present.

Justification: Hernias are abnormal defects of the abdominal wall allowing protrusion and potential incarceration and/or strangulation of intrabdominal organs. Any increase of intra abdominal pressure (Valsalva maneuver) by lifting, bending, pushing and pulling increase the risk of complication and vascular compromise of the entrapped organ.

Unable to do the following major tasks:

- Lift and carry bags, cans and other items, 10 to 100 lbs., 8 to 15 feet to a collection vehicle, 19 to 59 times per hour.
- Lift and carry bags, cans and other items, 51 to 70 lbs., 8 to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lift and carry large bags, weighting 70 to 150 lbs., eight to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lift and carry mattresses and/or other large objects, weighing 100 lbs., to a collection vehicle, three to four times per month.
- Carry bags or cans, weighing 51 to 70 lbs., 20 to 40 feet once or twice per month.
- Pull and/or drag bags, 70 to 100 lbs., one to six times per day.

4. Inflammatory Bowel (Colitis) Syndrome

May disqualify if frequent, recurring attacks while on medication, or systemic effects such as anemia or fever.

5. Pancreatitis
(acute or chronic)

May disqualify if history of recurrent pancreatitis and presently symptomatic.

6. Cirrhosis

May disqualify if objective evidence of cirrhosis by biopsy, if symptomatic or history of jaundice, ascites, bleeding, gastric or esophageal varices within the past year.

7. Hepatitis

May disqualify if evidence of chronic, persistent of aggressive hepatitis by biopsy or if presently symptomatic.

Justification: Diseases of the Digestive System including the liver and pancreas may cause alterations in glucose levels, changes in blood platelet and hemoglobin counts. These changes may affect clotting times and clotting factors. Digestive disorders most often manifest themselves by bleeding, obstruction, perforation or intractable pain. Symptoms are related to anemia, easy fatigue, weakness, dehydration, prostration, dizziness, diarrhea and vomiting, shortness of breath, sweating, flushing and hyperventilation. Symptoms are adversely affected by improper nutrition, hydration and infrequent rest. Many gastrointestinal disorders require timely doses of medication and frequent access to bathroom facilities.

A Sanitation Worker endures long periods of strenuous activity. There is no easy access to bathroom facilities. Additionally, he or she cannot stop for small frequent meals, administer medication as may be required with certain digestive diseases. Changes in clotting factors present a danger of hemorrhage or emboli when certain tasks are performed.

Unable to perform the following major tasks:

- Cannot perform collection for long periods without access to bathroom facilities.
- Lift and carry bags, cans and other items, 10 to 100 lbs., 8 to 15 feet to a collection vehicle, 19 to 59 times per hour.
- Lift and carry bags, cans and other items, 51 to 70 lbs., 8 to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lift and carry large bags, weighting 70 to 150 lbs., eight to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lift and carry mattresses and/or other large objects, weighing 100 lbs., to a collection vehicle, three to four times per month.
- Carry bags or cans, weighing 51 to 70 lbs., 20 to 40 feet once or twice per month.
- Pull and/or drag bags, 70 to 100 lbs., one to six times per day.

E. GENITO-URINARY

1. Menometrorrhagia May disqualify if excessive bleeding will result in significant absence from work or severe anemia.
2. Renal Dysfunction May disqualify if on dialysis.
3. Pregnancy Temporary hiring on light duty assignment, pending the results of lumbo-sacral X-Rays.

Justification: Renal Dysfunction and/or Renal Insufficiency leading to extraordinary treatment requirements such as Hemodialysis or Peritoneal Dialysis impact on a Sanitation Worker's ability to perform in a productive manner. Shunting devices are in direct line of danger, even when protected from displacement. There is an increased risk of infection due to the nature of a Sanitation Worker's job (collecting garbage). The significant symptoms that disease of the urinary tract cause are: frequency, urgency, urinary retention and an inability to remove waste products due to a kidney or bladder malfunction. There is a predisposition to repeated urinary tract infections that can cause bleeding and anemia. These anomalies lead to cardiac and blood pressure irregularities which impart on aerobic capability.

Sanitation Workers are regularly away from bathroom facilities for prolonged periods. They are not able to force frequent hydration to eliminate imbalances that can cause syncope and cardiac arrhythmias while operating hazardous machinery.

Pregnancy on hire requires a light duty assignment until delivery. Severe menstrual disorders including but not limited to chronic recurrent bleeding will result in anemia. This will result in a weakened state for the Sanitation Worker who needs strength and stamina to do her duties.

Disorders of the female reproductive system need to be explored for etiology by the Medical Specialist. Such disorders can cause severe anemia, and result in hypoxia, syncope and cardiac arrhythmia. These conditions prevent a worker from operating dangerous and hazardous machinery in a safe manner.

Unable to perform the following major tasks:

- Lift, push, pull and carry objects exceeding 20 lbs. This may cause additional bleeding.
- Help with and carrying large objects that may dislodge the shunt leading to immediate loss of large amounts of blood.
- Driving heavy vehicles during syncopal episodes.
- Operate heavy machinery.

F. SKIN DISORDERS

1. Dermatitis

May disqualify if continuous treatment is required and job environment aggravates condition, or if gloves do not provide adequate protection.

2. Urticaria

May disqualify if chronic with continuous treatment required and work nature aggravates the condition.

3. Psoriasis

May disqualify if continuous therapy is required and job environment aggravates the condition.

4. Progressive Scleroderma

Disqualify.

Justification: Skin provides protection against injuries, infection, regulates body temperature, helps in elimination, prevents dehydration, and serves as a reservoir for food and water. It is one of the largest organ systems in the body. Working with chronic skin disorders in a work related positions that cause exacerbations of the disorder, will render treatment ineffective and places the Sanitation Worker in a position to incur persistent infection.

Sanitation Workers are exposed to germs, chemicals, stings from insects and animal bites. Cuts and lacerations are a part of their everyday work.

Unable to perform the following function

- Wear the required gloves when working with garbage.
- Load garbage.
- Service a mechanical broom.

G. RESPIRATORY SYSTEM

1. Asthma

Disqualify if ^{FVC} ~~FFV~~ or ^{FEV} ~~FEV~~₁ is less than 80% of predicted pulmonary function as measured by ventilatory studies.

2. Tracheostomy Laryngostomy

May disqualify if moderate obstruction due to stenosis.

3. Abnormal;
Chest X-Ray
 - (a) Cardiac
Silhouette
 - (b) Hilar Mass
 - (c) Pleural
Parenchymal
Disease
 - (d) Solitary Nodules

Clearance by Pulmonary specialist required.

4. Chronic Bronchitis

May disqualify if dyspnea is produced by moderate exercise (more than one flight of stairs) or if FFV_1 or FEV_1 is less than 80% of predicted pulmonary function as measured by ventilatory studies or if PO_2 is less than 60mm Hg or PCO_2 is less than 45mm Hg.

5. Cystic Lung Disease

May disqualify if dyspnea is produced by moderate exercise (more than one flight of stairs) or if FFV_1 or FEV_1 is less than 80% of predicted pulmonary function as measured by ventilatory studies or if PO_2 is less than 60mm Hg or PCO_2 less than 45mm Hg.

6. Emphysema

Disqualify.

7. Restrictive Lung Disease

Disqualify if dyspnea is produced by moderate exercise or if FEV_1 or FVC is less than 80% of predicted pulmonary function as measured by ventilatory studies or with abnormal arterial blood gases (e.g. PO_2 less than 70mm Hg).

8. Tuberculosis

Disqualify if symptomatic with positive PPD and/or X-Ray evidence of Tuberculosis.

Justification: Restrictive lung diseases are dominated by ventilation-perfusion imbalance, impaired oxygen diffusion and decreased arterial blood oxygen tension that worsen on exercise. Pulmonary hypertension can result, causing syncope on exertion, angina, pulmonary infarct and congestive heart failure.

Obstructive airway diseases cause inefficiency in oxygen carbon dioxide exchange. They are characterized by chronic respiratory infection (Bronchitis), spasmodic coughing, excessive production of mucus, decreased inspiration and expiration. Additionally they cause destructive changes and decrease in the elastic properties of lung tissue (Emphysema). They decrease oxygen supply to vital organs and muscles.

Restrictive lung diseases cause life threatening danger to Sanitation Workers since they can cause respiratory or cardiac arrest.

Sanitation workers perform heavy aerobic activity that is contraindicated in both disorders. They work outdoors in extreme temperatures, high winds, and are exposed to allergens, chemicals, toxins and pathogens. The elements of their exposure and heavy aerobic activity exacerbate restrictive lung disorders and can cause sudden death.

Unable to do the following major tasks:

- Pushing, pulling, lifting, and carrying large items weighing more than 50 lbs on a continuous basis for six hours a day.
- Lifting and carrying bags, cans and other items, 10 to 100 lbs, eight to 15 feet to a collection vehicle, 19 to 59 times per hour.
- Lifting and carrying bags, cans and other items, 51 to 70 lbs., 8 to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lifting and carrying large bags, 70 to 150 lbs., 8 to 15 feet to a collection vehicle, one to six times per day.
- With assistance, lifting and carrying mattresses and/or other large objects, 100 lbs., to a collection vehicle, three to four times per month.
- Carrying bags or cans, 51 to 70 lbs., 20 to 40 feet one to two times per month.
- Pulling and/or dragging bags, 70 to 100 lbs., one to six times per day.

H. VISUAL SYSTEM

- | | |
|----------------------|--|
| 1. Cataracts | May disqualify if cataracts cause visual loss greater than 20/40 in both eyes with corrective lenses. |
| 2. Glaucoma | Disqualify if under treatment with refraction side effects from medication. |
| 3. Night Blindness | Evaluation by Ophthalmologist necessary. |
| 4. Nystagmus | May disqualify if nystagmus present in one or more gazes (e.g., primary, down, up, lateral). |
| 5. Diplopia | May disqualify if diplopia is present in reading or primary gaze. |
| 6. Monocular Vision | Disqualify. |
| 7. Refractive Errors | May disqualify if visual acuity is less than 20/40 in a better eye or both eyes with or without corrective lenses. |
| 8. Visual Field Loss | May disqualify if 95-180° combined visual field loss or if less than 140° of horizontal visual field. |

Justification: All Sanitation Workers are considered to be in safety positions. They drive an 18-ton vehicle through city traffic six hours of each work day, in all kinds of weather, in the glare of sun and snow, in daylight and in the dark. They rely on each other for safety and the public relies on them for keen eyesight while maneuvering their vehicles through the public streets.

A minimal corrected vision standard of 20/40 is required for them to amply read street, road and other traffic signs, to drive safely and obey the rules of the road. They must have ample peripheral vision and be able to use their mirrors to see a distance of 30 feet from the steering column to the back of their vehicle when their partner is at work.

A Sanitation Worker's vision must be able to apprehend light and both eyes must be able to fuse an image as one, to drive safely.

Unable to perform the following function

- Drive department vehicles in a safe manner
- Operate heavy specially designed machinery in a safe manner.

I. CANCER/TUMORS

1. Cancer/Tumor

May disqualify if under current treatment, otherwise medical clearance is needed with information as to diagnosis, stage, and prognosis.

2. Hematologic Disorders

Medical clearance needed.

3. Infectious Diseases

Acute condition disqualifies.

**4. Immune Deficiency
AIDS**

May disqualify if symptomatic or opportunistic infection present.

Justification: Malignant Tumors that are invasive, affecting the surrounding tissue, causing a debilitating effect cannot withstand the rigorous activities of the tasks performed by a Sanitation Worker. Effective methods of treatment have specific toxic effects, cause depression of immune system function and render the affected individual weak and unable to participate in the physical rigors required of a Sanitation Worker.

Infectious diseases can cause protracted concurrent or contagious courses. They also compromise immune system capability. Sanitation Workers deal with potentially toxic agents every day. Alongside a compromised immune system they can be potentially lethal.

Hematologic disorders including chronic and acute leukemia, if left unresolved, can result in reduced oxygen carrying capacity, increased heart rate and decreased breathing capacity. The threat of hypotension and episodes of syncope while working on or about heavy machinery places the Sanitation Worker in an unsafe position.

Unable to perform the following major tasks:

- Lift and carry bags, cans and other items, 10 to 100 lbs., 8 to 15 feet to a collection vehicle, 19 to 59 times per hour.
- Lift and carry bags, cans and other items, 51 to 70 lbs., 8 to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lift and carry large bags, weighting 70 to 150 lbs., eight to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lift and carry mattresses and/or other large objects, weighing 100 lbs., to a collection vehicle, three to four times per month.
- Carry bags or cans, weighing 51 to 70 lbs., 20 to 40 feet one to two times per month.
- Pull and/or drag bags, 70 to 100 lbs., one to six times per day.
- Work on or about heavy machinery.

J. SUBSTANCE ABUSE

1. Methadone

Disqualify if not currently enrolled in a state licensed methadone maintenance program for at least one year or if using other addictive drugs.

Disqualify if record indicates any lapse in compliance with the program in the last one year. A lapse in compliance means that the program reports a positive drug test for the participant.

2. Other Substances

Disqualify if found to be positive for those substances prohibited by the Department of Transportation Omnibus Transportation Employee Testing Act of 1991.

Alcoholism is assessed on a case-by-case basis.

Justification: The Department of Sanitation's Uniformed work force must possess a CDL license. They drive multi-ton vehicles using city streets and on interstate highways. The mental, visual and cardiac symptoms related to substance abuse are dangerous to the work force and the public.

Use or recent uses of a prohibited substance suggests an underlying personality disturbance and a potential for illegal behavior. These substances can cause seizures, respiratory depression, cardiac

arrhythmias and death. It affects the mental status by inducing confusion, hallucinations, paranoid delusions, drowsiness and unpredictable behavior.

Personality disorders are common when under the influence of a prohibited substance and can cause: conflict in the workplace, physical altercations and aggressive behavior with citizens and co-workers.

Drugs that produce dependence act on the Central Nervous System and can cause elation, euphoria, feelings of increased mental and physical ability and altered sensory perception. Depression and lethargy can follow abstinence. Dependence is often linked to low self esteem, social alienation and an inability to accomplish goals.

Driving is extremely hazardous while under the influence of mind altering drugs since they decrease visual acuity and central nervous system stability.

Unable to perform the following major tasks:

- Driving.
- Operate heavy machinery.

K. PSYCHIATRIC DISORDERS

1. Psychiatric Disorder

Psychiatric disorders will be evaluated on a case-by-case basis and requires consultation with a Psychiatrist.

Justification: Evaluation is on a case by case basis and is dependant on readily observable external factors that influence the mental state of the individual, and the dynamic factors that alter emotion and motivation.

Unable to perform the following major tasks:

- All or some of the Sanitation Worker's tasks including driving and operating heavy machinery.

L. MUSCULOSKELETAL SYSTEM

1. Amputation)

(a) Thumb

Disqualify depending on the site.

Complete amputation (at or below the proximal interphalangeal joint) with functional disability. May disqualify.

- (b) Index Finger Partial or full amputation that causes partial disability due to persistent pain or structural interferences with job tasks. (Grip meter test may be necessary to assess.) Disqualify.
- (c) Hand
 1. Partial amputation Disqualify.
 2. Complete amputation Disqualify with or without a prosthesis.
- (d) Arm
 Below Elbow Disqualify
- (e) Arm
 Above Elbow Disqualify
- (f) Great Toe Partial or complete amputation causing limited function due to persistent pain and interfering with a normal gait. Disqualify. Accept if custom prosthesis accommodation is adequate.
- (g) Foot May disqualify
- (h) Foot and Ankle Disqualify
- (i) Leg Below Knee Disqualify
- (j) Leg Above Knee Disqualify

Justification: The functional capacity of a Sanitation worker is based on strength, endurance, pace, coordination, balance, safety in work motion and body mechanics.

Upper extremity strength is necessary to push, pull and drag large bags, cans or bulky items repetitively while on collection routes. Grip strength is needed to drive and maneuver multi-ton vehicles, to ascend and descend vehicles safely and to activate hopper or other vehicle mechanisms. During snow season, grip strength and full arm hand function are required to shovel, hook snow plows to trucks and use sledge hammers or other tools to lock plow pins. Partial amputation of the hand or arm would prevent the Sanitation Worker from performing these tasks in a safe manner.

Lower extremity functional capacity is required for, walking extensively on uneven outdoor terrain in all kinds of weather, balance, stabilization, stair ambulation on trucks and ladders, repetitive squats, driving and safely using gas brake pedals.

Additionally, to perform Sanitation work, the worker must be able to maintain an arm-hand/leg-foot pace that is similar to that of his partner.

Unable to perform the following major tasks:

- Lift and carry bags, cans and other items, 10 to 100 lbs., 8 to 15 feet to a collection vehicle, 19 to 59 times per hour.
- Lift and carry bags, cans and other items, 51 to 70 lbs., 8 to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lift and carry large bags, weighting 70 to 150 lbs., eight to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lift and carry mattresses and/or other large objects, weighing 100 lbs., to a collection vehicle, three to four times per month.
- Carry bags or cans, weighing 51 to 70 lbs., 20 to 40 feet one to two times per month.
- Pull and/or drag bags, 70 to 100 lbs., one to six times per day.

M. ARTHRITIS

1. Osteoarthritis

Disqualify if: limitation of motion; moderate involvement of more than one joint even without limitation of motion.

2. Rheumatoid

Disqualify if confirmed diagnosis (serologically or radiographically) of active disease.

Disqualify if under chronic therapy with limitation of functional activity.

3. Collagen Vascular

Disqualify if confirmed active disease requiring treatment and/or with disease functional impairment.

Justification: Ergonomics and safety are taught on hire and continually reinforced. The potentially ankylosing, crippling and inflammatory nature of Osteoarthritis, Rheumatoid Arthritis and Collagen diseases and their overlapping characteristics are contrary to hire. Hiring a candidate with degeneration of cartilage, hypertrophy of bones in major joints and widespread inflammatory changes to connective tissue and blood vessels would place that candidate in an unsafe position. It would enhance and potentially cause crippling effects.

The repetitive motion, long standing, walking, lifting, bending, pushing, pulling, and power grip required would intensify all preexisting disease entities.

Unable to perform the following major tasks:

- Work outside during winter months
- Drive vehicles while using certain medications.
- Ambulate, squat, bend, grasp or stand for long periods during episodic flare ups.

N. DISC DISEASE/SYNDROME

1. Cervical spine

Disqualify if: symptomatic (e.g., neurological); positive X-Rays findings other than post surgical, lack of range of motion, repeated spinal surgery.

**2. Thoracic and
Lumbosacral Spine**

Disqualify for the following reasons: symptomatic (neurological, symptoms of radiculopathy)• positive X-Ray findings not related to previous surgery (except for occult spina bifida), lack of range of motion, history of repeated spinal surgery.

Justification: Pain that occurs as a result of compressed nerve roots in cervical, thoracic or lumbosacral spinal disorders, is severe and begins suddenly or insidiously. When there are neurological symptoms, limitation of motion is usually evident. In individuals with spinal dysfunction, tolerance and work habits must be considered.

All muscle groups, joints and particularly the spine are stressed repetitively in a variety of positions when doing the tasks of a Sanitation Worker. Dynamic pushing, pulling, lifting and bending abilities are necessary to perform the tasks of a Sanitation Worker. Work is required at a coordination level and Sanitation Workers must have normal ergonomic ability.

Placing a structurally compromised individual in the position of a Sanitation Worker will cause further functional disability to himself and possibly create a safety hazard to others.

Unable to do the following major tasks:

- Maintain standing or sitting positions for long periods (exceeding thirty minutes) which will not permit the candidate to drive vehicles or load solid waste.
- Cannot push, pull, lift or assist with the movement of heavy objects that weigh more than twenty pounds.

O. FRACTURES -- INTRA ARTICULAR

1. Shoulder
(previous history)

May disqualify if symptomatic or if range of motion is limited.

2. Elbow
(previous history)

May disqualify if symptomatic or more than 15% loss of extension.

3. Wrist
(previous history)

May disqualify if symptomatic or lack of range of motion in wrist or forearm.

4. Hand
(previous history)

May disqualify if symptomatic with significant lack of range of motion.

5. Hip

May disqualify if any previous history of intra articular hip fracture.

6. Knee

May disqualify if previous history and either, swelling, or collection of fluid; loss of range of motion, ligamentous instability; symptomatic.

7. Ankle
(previous history)

May disqualify if symptomatic or loss of motion.

8. Foot

Disqualify if symptomatic fracture of the forefoot.

Disqualify for previous history of fracture of the hind foot (talus, calcaneus)

Justification: Intra Articular Fractures are fractures that occur within a joint which is the point between two bones. Joints allow extremities to move. They enable flexion, extension, abduction and adduction by moving in four ways: they glide, swing, rotate and angle. Because of their location and constant use, joints are prone to stress, repeated injuries and inflammation. The heavy repetitive tasks of a Sanitation Worker normally cause intra articular stress. A previous history of fracture and limitation of motion and instability would create a significant disability when attempting to perform the tasks of a Sanitation Worker.

Unable to perform the following tasks:

- Depending on the fracture site, it will be impossible to stand for long periods of time.
- Lift, push, pull, grasp or assist with the movement of heavy materials.

P. FRACTURES – MALUNITED

1. Humerus Disqualify if detectable deviation from normal anatomic structure is present with either swelling, atrophy, pain or limitation of motion.
2. Ulna or Radius Disqualify if detectable deviations from normal anatomic structure are present with either swelling, atrophy, pain or limitation of motion involving elbow, forearm or wrist.
3. Hand Disqualify if detectable deviation from normal anatomic structure is present with swelling, atrophy, pain, or limitation of motion.
4. Femur Disqualify if persistent pain, limitation of motion, or abnormal gait.
5. Tibia Disqualify if detectable deviation from normal anatomic structure with or without swelling, atrophy, pain, or limitation of motion.
6. Fibula Disqualify if detectable deviation from normal anatomic structure exists with either swelling, atrophy, pain, or limitation of motion.
7. Foot Disqualify if detectable deviation from normal anatomic structure exists with either swelling, atrophy, pain or limitation of motion. (Exception will be made for the toes only.)

Justification: Sanitation Workers are subject to all types of fractures, those of direct violence, indirect violence and muscle contraction by nature of their heavy repetitive work, and the common injuries they sustain such as slips, falls, sudden and violent muscle motion and vehicular injury.

When a fracture is malunited during a recovery phase, fragments of bone grow in a faulty position forming an imperfect union. As a result malunion fractures cause deviation from normal anatomic structure, loss of range of motion, abnormal gait pattern and persistent symptoms of pain, swelling and wasting of involved muscle structure.

Upper arm, hand, lower extremity, foot coordination, stability and balance are required in all of the work tasks of a Sanitation Worker. All extremities must be suited for strength, sensation, position and repetition. Bones provide shape and support for extremities, points of attachment for muscles that serve as levers to make movement possible. If extremities are unstable, muscle structure is unstable thereby making a Sanitation Worker susceptible to further bone and muscle injury and enhanced disability.

Unable to perform the following tasks:

- Depending on the fracture site, it will be impossible to:
Stand for long periods.
Lift, push, pull, grasp or help with the movement of heavy materials.

Q. FRACTURES -- NON-UNION

1. Humerus

Disqualify.

2. Ulna or Radius

Disqualify.

3. Hand

Disqualify if in the proximal bones, carpal, metacarpal or a proximal phalanx.

4. Carpal Navicular Bone

Disqualify.

5. Femur

Disqualify.

6. Tibia or Fibula

Disqualify.

7. Foot

Disqualify. (Exception for the toes.)

Justification: Sanitation Workers are subject to all types of fractures, those of direct violence, indirect violence and muscle contraction by nature of their heavy repetitive work, and the common injuries they sustain such as slips, falls, sudden and violent muscle motion and vehicular injury.

When a fracture is malunited during a recovery phase, fragments of bone grow in a faulty position forming an imperfect union. As a result non-union fractures cause deviation from normal anatomic structure, loss of range of motion, abnormal gait pattern and persistent symptoms of pain, swelling and wasting of involved muscle structure.

Upper arm, hand, lower extremity, foot coordination, stability and balance are required in all of the work tasks of a Sanitation Worker. All extremities must be suited for strength, sensation, position and repetition. Bones provide shape and support for extremities, points of attachment for muscles that serve as levers to make movement possible. If extremities are unstable, muscle structure is unstable thereby making a Sanitation Worker susceptible to further bone and muscle injury and enhanced disability.

Unable to perform the following tasks:

- Depending on the fracture site, it will be impossible to:
Stand for long periods of time.
Lift, push, pull, grasp or help with the movement of heavy materials.

R. DISLOCATIONS

1. Shoulder

May disqualify if history of one or more dislocations without surgical repair, surgical repair within three years, recurrent dislocation after last surgical repair, history of recurrent shoulder disorder (e.g., bursitis, tendinitis, symptomatic rotation cuff injury); if loss of range of motion with or without surgical repair.

2. Elbow

Disqualify if recurrent pain and/or swelling; with or without paresthesia or weakness, loss of motion greater than 15° of extension.

3. Wrist

May disqualify if history of recurrent pain, swelling, sensory changes, limitation of motion in wrist or forearm.

4. Hand and Fingers

Disqualify if history of recurrent pain or evidence of swelling, limitation of motion or motor or sensory deficit.

5. Hip

Disqualify if symptomatic with pain, loss of range of motion, limp or with significant radiographic changes (e.g., avascular necrosis), or use of ambulatory aid.

May disqualify if status post hip arthroplasty.

6. Knee

Disqualify if symptomatic with pain or if positive physical findings (e.g., crepitus), effusion, lack of range of motion, decrease in strength, instability, ligamentous laxity or if radiographic changes.

7. Ankle

May disqualify if symptomatic, history of ankle giving way, ankle instability, pain or effusion present with or without significant X-Ray changes. Disqualify if use of rigid brace.

8. Foot

Disqualify if symptomatic or positive findings, e.g., swelling, loss of range of motion.

Justification: An unrepaired, recurrent dislocation of the shoulder indicates an instability of that joint, and the inability to lift heavy bags or equipment on a consistent basis. Pain, swelling and limitation of joint motion which limits the ability for full flexion-extension of that particular part of the body causes limitation of muscular performance

or need for compensation at the expense of other body parts, therefore decreasing stamina and creating a potential for accident and injury.

Unable to perform the following major tasks:

- Drive vehicles while using certain medications.
- Ambulate, squat, bend, grasp or stand for long periods of time.
- Push, Pull or lift heavy objects with or without assistance.

S. SPINAL ABNORMALITIES

1. Spondylolysis

Disqualify if loss of range of motion or symptomatic.

2. Spondylolisthesis

May disqualify.

3. Scoliosis

May disqualify if adult scoliosis 50° degrees or greater or if spinal fusion.

Justification: Injuries to the lower back are one of the most common injuries sustained by Sanitation Workers. Conditions such as Spondylosis, Spondylolisthesis and Scoliosis when extreme, signify an already existent breakdown in vertebral structure. This leads to forward or backward dislocation of vertebrae or lateral curvature of the spine. These conditions under the duress of repetitive heavy lifting, bending, pushing and pulling, will succeed in causing early disability to a Sanitation Worker.

Unable to perform the following major tasks:

- Maintain standing or sitting position for long periods of time (exceeding thirty minutes) will not be able to drive vehicles or load solid waste.
- Cannot push, pull, lift or assist with the movement of heavy objects that weigh more than twenty pounds.

T. SPINAL FRACTURE AND DISLOCATIONS

1. Cervical

Disqualify if pain, loss of range of motion, or neurological findings;
Disqualify if non-union (except for spinous or transverse process);
Disqualify if facet dislocation;
Disqualify post surgical fusion.

2. Thoracic

Disqualify if pain, loss of range of motion, or neurological findings;
Disqualify if non-union (except for spinous or transverse process);
Disqualify if facet dislocation;

Disqualify post surgical fusion.

3 Lumbar

Disqualify if pain, loss of range of motion, or neurological findings;
Disqualify if non-union (except spinous or transverse process);
Disqualify if facet dislocation;

Justification: Functional restoration is the most critical issue in a worker who is challenged by chronic disability arising from spinal disorders. Those with spinal functional disorders, to achieve restoration, should do tasks that match their functional ability. Placing a structurally challenged worker in repetitive weight bearing activities on a daily basis, will only exaggerate stress on spinal muscles and ligaments and will serve to create an additional barrier to functional recovery and further enhancement of an already existent disability.

Unable to perform the following major tasks:

- Maintain standing or sitting position for long periods of time (exceeding thirty minutes) will not be able to drive vehicles or load solid waste.
- Cannot push, pull, lift or assist with the movement of heavy objects that weigh more than twenty pounds.

U. CEREBRAL DISORDERS

1. Brain Tumor, History of

Accept if brain tumor with normal limb function, dexterity, gait, mental status, and vision. Disqualify if malignant or metastatic; cannot exert effort against full resistance with the upper extremity; has moderate loss of fine motor skills; mild loss of function in the lower extremity (e.g., unable to walk on heels or toes or proximal weakness such as inability to step up onto an 8" high stool five times; gait is slightly wide-based; loss of balance on turning; unable to tandem walk nine steps; sways on Romberg test; unable to carry out daily activities without supervision; scores below 22 on the mini-mental status exam. Evaluate vision in relation to vision standards and sensory loss interfering with activity.

2. Cerebral Aneurysm (previous history)

Accept if no seizure or bleeding for past five years. Disqualify if aneurysm within last five years, seizure or bleeding, malignant or metastatic tumor, cannot exert effort against full resistance with the upper extremity, has moderate loss of fine motor skills, mild loss of function in the lower extremity (e.g., unable to walk on heels or toes or proximal weakness such as inability to step up onto an 8" high stool five times) gait is slightly wide-based, loss of balance on turning; unable to tandem walk nine steps, sways on Romberg test, unable to carry out daily activities without supervision, scores below 22 on the

mini-mental status exam. Evaluate vision in relation to vision standards.

**3. Cerebrovascular
Diseases
(Hemorrhages
And Thrombosis)**

Accept if full recovery in limb function, dexterity, gait, and mental status are normal. Disqualify if taking anticoagulant, cannot exert effort against full resistance with the upper extremity, has moderate loss of fine motor skills, sensory loss interferes with function, mild loss of function in the lower extremity (e.g., unable to walk on heels or toes, proximal weakness such as inability to step up onto an 8" high stool five times) gait is slightly wide-based, loss of balance on turning, unable to tandem walk nine steps, sways on Romberg test, unable to carry out daily activities without supervision, scores below 22 on the mini-mental status exam. Has sensory loss interfering with activity.

**4. Vascular
Malformation
of Brain**

- a) Not Removed
- b) Removed

Disqualify.

Disqualify if taking anticoagulant, cannot exert effort against full resistance with the upper extremity, has moderate loss of fine motor skills; sensory loss interferes with function, mild loss of function in the lower extremity (e.g., unable to walk on heels or toes, proximal weakness such as inability to step up onto an 8" high stool five times), gait is slightly wide-based, loss of balance on turning, unable to tandem walk nine steps, sways on Romberg test, unable to carry out daily activities without supervision, scores below 22 on the mini-mental status exam; sensory loss interfering with activity.

**5. Residuals of
Craniocerebral
Trauma**

Disqualify if cannot exert effort against full resistance with the upper extremity; has moderate loss of fine motor skills; mild loss of function in the lower extremity (e.g., unable to walk on heels or toes, proximal weakness such as inability to step up onto an 8" high stool five times). Gait is slightly wide-based, loss of balance on turning, unable to tandem walk nine steps or sways on Romberg test, pain present or treatment that interferes with activity, sensory loss that interferes with limb function; tremor resulting in difficulty with gross manipulation and restricts fine manipulations, unable to carry out daily activities without supervision, receives a score of 22 or less on mini-mental status exam. Has sensory loss or tremors interfering with functional activity.

**6. Migraine and Other
Episodic Headaches**

Disqualify if headaches are severe enough to interfere with activity or treatment interferes with activity.

7. Reflex Sympathetic
Dystrophy
or Causalgia

Disqualify if cannot exert effort against full resistance with the upper extremity, has moderate loss of fine motor skills, has mild loss of function in the lower extremity (e.g., unable to walk on heels or toes or proximal weakness such as inability to step up onto an 8" high stool five times), gait is slightly wide-based, unable to tandem walk nine steps, sways on Romberg test.

Disqualify if pain present or treatment that interferes with activity or occupational function.

8. Reversible Transient
Ischemia Attack
(TIA)

May disqualify if one TIA more than a year ago and no current deficit or risk of recurrence (treated to obviate likelihood of recurrence).

Disqualify if TIA occurred within the last year.

9. Seizure Disorder
Partial
or Generalized

Accept if documentation of no seizures for a minimum of three years with or without treatment. If presently treated, there are no significant side effects from the medication. Disqualify if seizure present within the last three years with or without treatment, or side effects of medication interfere with activity or occupational functioning.

10. Syncope

Accept if history of blackouts are not within the last three years. Disqualify if history of blackouts within the last three years.

Justification: The cerebrum is the seat of consciousness and the center of higher mental faculties such as learning, reasoning, judgement and intelligence. It carries efferent impulses to organs and skeletal muscles and is the sensory projector for areas such as sight and hearing.

Chronic, ongoing or recurrent cerebral disorders that cause disturbances in gait, decreased sensation and motor activity or that cause seizures, headaches that interfere with activity, vertigo, mental confusion or sensations of impending loss of consciousness are dangerous or even fatal to a Sanitation Worker. All or any of the disturbances render him incapable of driving heavy machinery or safely performing loading tasks and other tasks which require mental acuity, physical stability, aerobic capability and upper and lower limb dexterity and sensation.

Unable to perform the following major tasks:

- Driving.
- Operate machinery.
- Lifting and loading of garbage.

V. CONGENITAL AND DEVELOPMENTAL NEUROLOGICAL DISEASES

1. Arnold-Chiari Malformation

Disqualify if pain or treatment interferes with activity. Has mild loss of function (e.g., unable to walk on heels or toes or proximal weakness such as inability to step up onto an 8" high stool five times). Gait is slightly wide-based, loss of balance on turning, unable to tandem walk nine steps, sways on Romberg test, unable to carry out daily activities without supervision or receives a score of 22 or lower on mini-mental status exam.

2. Cerebral Palsy or Hypoxia. Congenital CNS Malformations Residuals of Birth Trauma

Disqualify.

3. Meningitis (History of)

Disqualify if cannot exert effort against full resistance with the upper extremity, has moderate loss of fine motor skills, has mild loss of function in the lower extremity (e.g., unable to walk on heels or toes or proximal weakness such as inability to step up onto an 8" high stool five times). Gait is slightly wide-based, loss of balance on turning, tandem walk sways on Romberg test, pain present or treatment that interferes with activity, sensory loss interferes with limb function, tremor results in difficulty with gross manipulations and restricts fine manipulations, seizures occurred within the last three years with or without treatment, treatment results in side effects which interfere with activity or occupational functioning and if syncope occurred within the last three years.

4. Mental Retardation

Disqualify with a score of 22 or less on the mini-mental status exam.

5. Spinal Closure Defects Spina Bifida

Disqualify if mild loss of function (e.g., unable to walk on heels or toes or proximal weakness such as inability to step up onto an 8" high stool five times) gait is slightly wide-based, loss of balance on turning; unable to tandem walk nine steps, sways on Romberg test, pain that requires frequent (i.e., several times per week) non-prescription or prescription medication or treatment that interferes with activity.

Justification: Subaverage intellectual ability present from birth or early infancy is manifested by developmental abnormality associated with deficiencies in learning and social adaptation. Mental illness can occur concurrently and cause sudden behavior changes, explosive outbursts and aggressive behavior.

Other neurological Development Disorders can cause variable defects in brain stem activity causing uncertainty in auditory evoked responses. There are always orthopedic concerns such as scoliosis, pathologic fractures, and lack of synergic control of skeletal muscles which are important to voluntary muscle movement.

Spina Bifida, although recognized at birth, often does not become symptomatic until adult life when loss of kidney and bowel control become apparent.

Seizure disorders are always possible following infections such as meningitis, even years following the illness.

Sanitation Workers, in order to drive and conduct their everyday tasks, require mental acuity and a firm level of intelligence which allows them to obey commands and carry out orders. They must be socially adaptable since they must function in a large workforce. Physical stability, fine muscle control and dexterity are required to perform lifting/loading tasks. Latent disabilities caused by Congenital and Developmental Neurological Diseases will place them in an unsafe position.

Unable to perform the following major tasks:

- Drive, operate heavy machinery, obey and follow commands.
- Lifting and loading.
- Function in a social environment.

W. DEGENERATIVE DISEASES

1. Alzheimer's and Other Degenerative Dementia Diseases Disqualify
2. Degenerative Spinal Disqualify
 - (a) Friedreich's Ataxia
 - (b) Primary Lateral Sclerosis
 - (c) Spastic Paraparesis
 - (d) Spinocerebellar Degeneration
 - (e) Syringomyelia
3. Demyelinating Disease Disqualify
(e.g., Multiple Sclerosis)
4. Huntington's Disease Disqualify

5. Motor Neuron Disease Disqualify

6. Normal Pressure
(Hydrocephalus)

May qualify if asymptomatic or stable with or without surgery for one year from discovery and no mental status impairment. Disqualify if mild symptoms present, cannot exert effort against full resistance with the upper extremity, has moderate loss of fine motor skills, has mild loss of function in the lower extremity (e.g., walking on heels or toes, or mild proximal weakness such as inability to step up onto an 8" high stool). Gait is slightly wide-based, loss of balance on turning; unable to tandem walk nine steps, sways on Romberg test, unable to carry out daily activities without supervision, scores 22 or less on the minimal status exam.

7. Parkinson's Disease

Disqualify if degenerative disease causing Parkinsonian symptoms or use of neuroleptic. Use of neuroleptic causing Parkinsonism reassessment will be needed.

Justification: Degenerative Diseases of Dementia cause disintegration of personality and intellect, memory varies and can be moment to moment, there is confusion, distractibility, and disturbance in speech and motion activity. Modifications in behavior trigger exaggerated emotional response in even normal situations.

Other Degenerative Diseases which are Demyelinating or spastic in character cause abnormal posture and stance, bizarre involuntary movement, ataxia, psychotic disturbances and impaired or disordered tonicity in muscles. Slips and falls are a part of the everyday life of a sanitation worker and cause physical disability.

To perform the duties required of a Sanitation Worker, mental alertness is required to drive, obey and carry out commands. Physical ability is required to perform all other tasks. These two requirements are uncharacteristic of Degenerative Dementia or Spastic, Demyelinating disease.

Unable to perform the following major tasks:

When sensorium is adversely affected the following tasks will not be accomplished safely:

- Climbing into the cab of the collection vehicle.
- Climbing on top of the truck to perform routine maintenance.
- Driving sanitation collection trucks and other heavy vehicles.

When motor skills are adversely affected, the worker will not be able to perform the following tasks in a safe manner:

- Lifting and carrying heavy items, that weigh in excess of twenty pounds.
- Assist with lifting, pushing, pulling and carrying heavy objects that weigh in excess of one hundred pounds.
- Walking alongside the collection truck from one pick up point to another.

X. LANGUAGE/MENTAL DISORDERS

1. Mental Status

Disqualify if unable to carry out daily activities without supervision; attain a score of 22 or lower on the mini-mental status exam.

2. Language

Disqualify if cannot meet some of the demands for normal speaking, reading, writing, and comprehension with adequate speed and ease.

Justification: Sanitation Workers spend their day in a hazardous environment. Their tasks and operational function are dependant on team work. Although they work under supervisory guidance, they must often use their own judgement to make quick decisions and thus must be of sound mental status otherwise they put themselves and others in danger.

Inability to communicate in written and spoken word creates disruption in operation and can cause safety hazards. Each day, a Sanitation Worker and his partner are given a written route order which varies from day to day dependant on route backlog, weather conditions, environmental and traffic accidents. They must be able to understand spoken words at roll call so that officers may alert them to imminent safety hazards. Pre and Post route, they must account for the safety of the vehicles they drive to safeguard their team and that of the team who follows.

If a Sanitation Worker sustains a line-of-duty injury, he must describe the nature and circumstances of his injury in writing. Should his partner be injured he must bear witness in writing. In court cases involving motor vehicle accidents, he may be called upon to testify. Without good language command, he would not be able to do so.

Snow and other storm conditions such as high wind present yet other dangers if a worker is unable to communicate. He must be able to communicate by radio to alert officers and fellow colleagues of dangerous conditions, to reach out for help if he is injured or if his vehicle is disabled and causing a safety hazard. A failure to comprehend communications, whether written or spoken, due to a lack of mental capacity, disrupts operation of a vital city workforce and endangers others.

Unable to perform the following tasks:

- Driving.
- Operate machinery.
- Carry out orders thereby disrupting operations.

Y. MUSCLE DISEASES

- | | |
|---|------------|
| 1. Myasthenia Gravis and Neuromuscular Junction Disorder | Disqualify |
| 2. Myopathy (Myositis, Muscular Dystrophy and other Muscle Disorders) | Disqualify |

Justification: The characteristics of Myasthenia Gravis and other muscle disorders cause symptoms such as great muscle weakness, progressive fatigability and failure of nerve impulses to induce normal muscle contractions all of which are contradictory to the position of Sanitation Worker. Job tasks, for an ergonomically challenged individual would place this worker in great danger of slips, falls, lifting and grasping injuries, significant disability, traumatic injuries and even death.

Unable to perform the following tasks:

- Lifting and carrying bags, cans and other items, 10 to 100 lbs, eight to 15 feet to a collection vehicle, 19 to 59 times per hour.
- Lifting and carrying bags, cans and other items, 51 to 70 lbs., 8 to 15 feet to a collection vehicle, one to six times per hour.
- With assistance, lifting and carrying large bags, 70 to 150 lbs., 8 to 15 feet to a collection vehicle, one to six times per day.
- With assistance, lifting and carrying mattresses and/or other large objects, 100 lbs., to a collection vehicle, three to four times per month.
- Carrying bags or cans, 51 to 70 lbs., 20 to 40 feet one to two times per month.
- Pulling and/or dragging bags, 70 to 100 lbs., one to six times per day.

Z. NEUROPATHIES

1. Cranial Neuropathy

Disqualify if pain or treatment interferes with work activity. (See Migraine).

2. Mononeuropathy including:

- (a) Deltoid Palsy
- (b) Median Nerve
- (c) Carpal tunnel syndrome
- (d) Femoral Nerve
- (e) Meralgia Paraesthetica
- (f) Sciatic Nerve
- (g) Peroneal Nerve (Drop foot)
- (h) Posterior Tibial Nerve (tarsal tunnel)
- (i) Radial Nerve
- (j) Ulnar Nerve

Disqualify if cannot exert effort against full resistance skills, has mild loss of function in the lower extremity (e.g., unable to walk on heels or toes or proximal weakness such as inability to step up onto an 8" high stool five times). Gait is slightly wide-based, loss of balance on turning, unable to tandem walk nine steps, sways on Romberg test, pain present that requires frequent (i.e., several times per week) non-prescription or prescription medication or treatment that interferes with activity.

3. Peripheral Neuropathy

- (a) Alcoholic Neuritis
- (b) Diabetic Neuritis
- (c) Nutritional Neuritis

May disqualify if cannot exert against full resistance with the upper extremity, has moderate loss of fine motor skills, has loss of function in the lower extremity (e.g., unable to walk on heels or toes or proximal weakness such as inability to step up onto an 8" high stool five times), gait is slightly wide-based, unable to tandem walk nine steps; sways on Romberg test, pain or treatment that interferes with work activity.

4. Plexopathy

Disqualify if cannot exert effort against full resistance with the upper Brachial Plexus extremity, moderate loss of fine motor skills, loss of function in (including thoracic the lower extremity being e.g., unable to walk on heels or toes or outlet syndrome) proximal weakness such as an inability to step up onto an 8" high stool five times. Gait is slightly wide-based, loss of balance on turning, unable to tandem walk nine steps, sways on Romberg test, pain present that requires frequent (i.e., several times per week) non-prescription or prescription medication or treatment that interferes with activity, or sensory loss interferes with limb function.

Observation:

For all neurological disorders, confirmation of the diagnosis will be needed by a medical specialist.

Justification: Neuropathies are pathological conditions of the Nervous System that ascend from lower body to upper or descend from the upper body to lower. They cause pathological changes in nerves by inflammatory processes which entrap in confined spaces. Some neuropathies are progressive. The heavy aerobic work activity and repetitive motion of a Sanitation Worker's tasks would enhance that progression and cause early disability. Depending on the neurological deficit one or more of these tasks will not be performed.

Unable to perform the following major tasks:

- Lifting and carrying bags, cans, and other items, 10 to 100 lbs., 8 to 15 feet to a collection vehicle, 19 to 59 times per hour;
- Lifting and carrying bags, cans, and other items, 51 to 70 lbs., 8 to 15 feet to a collection vehicle 1 to 6 times per hour;
- With assistance, lifting and carrying large bags, 70 to 150 lbs., 8 to 15 feet to a collection vehicle 1 to 6 times per day;
- With assistance, lifting and carrying mattresses and other large objects, 100 lbs., to a collection vehicle 3 to 4 times per month;
- With assistance, lifting and carrying, pushing and pulling bulky items such as air conditioners, refrigerators and furniture to a collection vehicle, 1 to 5 times per week;
- Carrying bags or cans, 51 to 70 lbs., 20 to 40 feet 1 to 2 times per month;
- Pulling and/or dragging bags, 70 to 100 lbs., 1 to 6 times per day;
- Pulling and/or dragging bags 100 to 125 lbs., 1 to 2 times per week;
- Climbing into the cab of the collection vehicle 1 to 19 times per hour;
- Climbing on top of the truck to check oil or perform routine maintenance 1 to 2 times per month;
- Walking alongside the collection truck from one pickup point to the next, 1 to 19 times per hour.
- Driving Sanitation trucks and other heavy equipment such as front-end loaders snowplows.

PROVISIONS RELATING TO
SANITATION WORKER APPLICANTS

ENROLLED IN A

METHADONE MAINTENANCE PROGRAM

1. At the time of an initial medical examination at the Sanitation Clinic and for a continuous period of at least three (3) years prior to such examination, applicant must be enrolled in an approved, State Licensed, Methadone Maintenance Program and must be free from all other unauthorized drugs, including alcohol abuse, for this period of time.
2. Applicant will be subject to periodic medical exams, including blood and urine tests, as required by the Sanitation Clinic.
3. Applicant must be maintained on methadone on his/her own time, Department will not be responsible for changing shifts, chart days, vacation or work schedules to accommodate employees' compliance with methadone program.
4. Clinic shall receive periodic proof of employee's compliance, at the discretion of the Department, with Methadone Maintenance Program.