



# Frequently Asked Questions

## PEACE OFFICER STANDARDS TRAINING (P.O.S.T.) MEDICAL PRE-EMPLOYMENT EXAM



Below are the frequently asked questions that candidates have during the medical screening process. The medical screening is done in accordance with P.O.S.T. standards as well as departmental requirements.

### VISION & HEARING

#### What if I wear glasses or contact lenses?

Your vision will be assessed using your usual corrective lenses, including during color-vision testing, to ensure you meet P.O.S.T. standards. Per P.O.S.T. standards, soft contact lenses, scleral lenses, and hybrid contact lenses are acceptable alternatives to spectacles; however, tinted lenses are not allowed. Please refer to the [P.O.S.T. Medical Screening Manual, Chapter XI – Vision Guidelines](#) for additional information and clarification.

#### What if I have a color-vision deficiency?

Based on P.O.S.T. vision standards, color vision is important for performing a variety of essential job functions, such as identifying vehicles and clothing, recognizing traffic signals, and distinguishing traffic lights from streetlights. The Hardy-Rand-Rittler (HRR) Color Vision Test is used to help distinguish candidates with mild color vision deficiencies from those with more significant deficiencies. While you may be familiar with the Ishihara or Farnsworth D-15 tests, these are not accepted as substitutes for the HRR test for this evaluation. Per P.O.S.T. standards, color-corrective lenses are prohibited and will be checked prior to administration of the HRR test. Candidates are encouraged to maintain routine annual eye examinations with their optometrist. For additional information and clarification, please refer to the [P.O.S.T. Medical Screening Manual, Chapter XI – Vision Guidelines](#).

#### What if I have hearing loss?

The Hearing in Noise Test (HINT) is the accepted test used for pre-employment hearing screening and has established minimum performance criteria. Your hearing will be assessed with hearing aides, if applicable. Candidates must be able to understand speech clearly, particularly in noisy environments commonly encountered in law enforcement settings. The Speech-in-Noise (SIN) Test is not accepted as a substitute for the HINT at this time. For additional information and clarification, please refer to the [P.O.S.T. Medical Screening Manual, Chapter XII – Hearing Guidelines](#).

### MEDICAL HOLD & RESOURCES

#### What if I am on medical hold?

The Medical Standards Unit will send a Medical Hold Notice for you to resolve medical hold components within a designated timeframe. It is imperative that you resolve pending components as soon as possible. You must provide general status updates to your departmental contact and Medical Standards Unit, so they are aware that you are actively working on resolving medical issues. Please do not disclose any medical diagnosis or information.

P.O.S.T. Medical  
Screening Manual



YouTube COSD  
Medical Screening



RESOURCES

### CARDIOVASCULAR & FITNESS

#### What if I have a heart condition?

According to P.O.S.T. cardiovascular standards, a thorough evaluation of the cardiovascular system is an important component of the medical examination. Your cardiovascular health may be assessed through established protocols, including the Bruce Treadmill Test, to evaluate your ability to safely perform the physical demands associated with law enforcement duties. For additional information and clarification, it is recommended that you review the [P.O.S.T. Medical Screening Manual, Chapter I – Cardiovascular System](#) with your Primary Care Physician.

#### What if I have concerns about the treadmill test?

The purpose is to ensure you can safely meet the physical demands of the position — not to measure athletic performance. However, it is recommended that you prepare yourself for the treadmill test through cardiovascular conditioning (e.g., running hills) and athletic training. See a simulation [here](#).

### MEDICAL HISTORY & CONDITIONS

#### What if I have had an injury or surgery in the past?

Past injuries or surgeries do not automatically disqualify you. While your medical history is considered, the evaluation focuses on your current abilities and whether you can safely perform the essential functions of the job.

#### What if I have asthma or other breathing issues?

Respiratory conditions are reviewed in relation to required job duties, including safe use of protective equipment. Well-managed breathing conditions often do not prevent qualifications.

#### What if I have diabetes or another chronic medical condition?

Chronic conditions are evaluated based on stability and management. Well-controlled conditions may still meet P.O.S.T. standards. When applicable, the physician may require a minimum three-month observation period to demonstrate safe on-duty management, including self-monitoring of blood glucose (SMBG) testing. For additional information and clarification, it is recommended that you review the [P.O.S.T. Medical Screening Manual, Chapter III – Endocrine System](#) with your Primary Care Physician.

#### What if I have a history of seizures?

Per P.O.S.T. standards, having a history of seizures does not immediately disqualify you. You must be seizure free for a minimum of 7 years, demonstrate low risk of recurrence (less than 1%), and be compliant with any medications. A neuropsychiatric evaluation may be required. For additional information and clarification, it is recommended that you review the [P.O.S.T. Medical Screening Manual, Chapter IX – Neurology](#) with your Primary Care Physician.

#### What if I have sleep apnea?

According to P.O.S.T. standards, sleep apnea can significantly degrade a patrol officer's cognitive function. This will not immediately disqualify you; however, you may be required to do additional sleep apnea testing. For additional information and clarification, it is recommended that you review the [P.O.S.T. Medical Screening Manual, Chapter X – Respiratory System](#) with your Primary Care Physician.