



## **CITY OF NEW BRAUNFELS POLICIES AND PROCEDURES**

### **PROCEDURE(S): FIT FOR DUTY**

**EFFECTIVE DATE: MAY 20, 2019**

**REVISION DATE(S): OCTOBER 1, 2022**

## **FIT FOR DUTY**

### **A. Fitness Requirements**

It will be the responsibility of each team member to maintain the standards of fitness required for performing the essential functions of their job. (Civil Service team members will be governed by Chapter 143 of the Local Government Code.) The City may require a team member to submit to an examination by a City-approved physician, psychiatrist or psychologist when it appears that the team members physical or mental condition may prohibit him/her from adequately performing the duties of their job, or the team members condition may constitute a hazard to persons or property. The team member must cooperate with such a request and authorize release of such medical information to the City, as a condition of continued employment. The team member will be required, as a condition of continued employment, to authorize the physician to disclose the results of the examination to the appropriate City officials. The team member will be granted administrative leave time for the examination and the City will pay for the examination. If medically determined that the team member is not able to perform the essential function of his/her regular position but may be qualified to perform the duties of another position, the team member will be encouraged to apply for any position for which they are qualified, be placed on appropriate leave or be discharged.