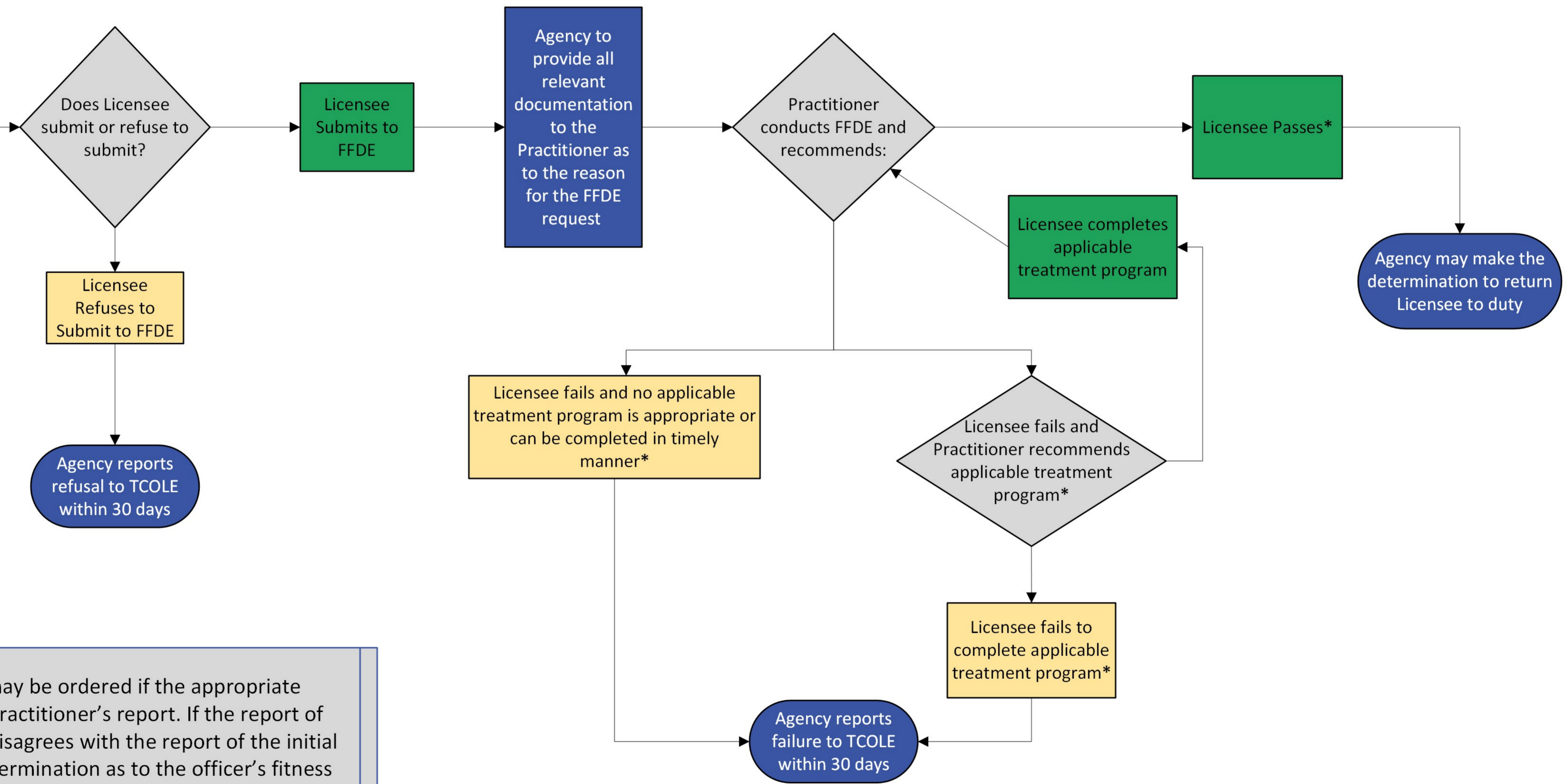


Fitness-for-Duty Examination (FFDE):

Agency receives evidence of medical or psychological fitness for duty (FFD) concern

If found to have just cause for FFD concern, Agency will:

- 1) immediately remove Licensee from duty under the authority of their license and
- 2) request FFDE by providing the TCOLE FFDE form to the Licensee not later than 10 business days before the deadline to submit to the FFDE



*A second examination may be ordered if the appropriate authority questions the practitioner's report. If the report of the second practitioner disagrees with the report of the initial practitioner, the final determination as to the officer's fitness shall be decided in accordance with agency policy.

APPOINTMENTS & ENROLLMENTS

L2/L3 (medical & psychological)

APPOINTMENTS

ENROLLMENTS

Agency must provide the following to the practitioner:
L2: job description for the position sought
L3: job description for the position sought; any personal history statements; any background documents

Academy must provide the following to the practitioner:
L2: standard job description
L3: standard job description and personal history statement

Practitioner Conducts Exam
L2: medical examination by Texas-licensed physician
L3: psychological examination by Texas-licensed psychologist or psychiatrist

PASS

FAIL

- Agency proceeds with hiring process
- Academy proceeds with enrollment process
- Keep copies of the L2 and L3 on file

Report to TCOLE