



Office of Retirement Services

Federated City Employees' Retirement System
Police and Fire Department Retirement Plan

DISABILITY RETIREMENT APPLICATIONS CRITERIA FOR QUALIFICATION

1. Physical and/or Mental Injury/Incapacity That Originated in the Performance of The Applicant's Regular or Modified Duties

Does the Applicant have a service-connected injury or incapacity which has led to this application?

Not Applicable If Application is For Non-Service-Connected Disability Retirement.

2. Employed by City of San Jose on Date of Injury/Incapacity

Did the injury or incapacity occur while the Applicant was a member of this Plan?

3. No Foreseeable Significant Change in Medical Condition

Is the Applicant maximum medically improved (MMI)? (Workers' Compensation term is Permanent & Stationary.)

4. Work Restrictions by Board Medical Advisor

Does the Applicant have work restrictions provided by the Board Medical Advisor due to their incapacity?

- a. Do the work restrictions indicate the Applicant is unable to perform their job duties, or are they prophylactic (preventative or protective)?
- b. If prophylactic, would the prophylactic restriction(s) be to prevent a life-threatening situation or necessary to avoid the incapacity itself?

5. Work Restrictions Cannot be Accommodated in Applicant's Position Nor in an Alternative Position

Do we have a memo from the Office of Employee Relations (OER) stating that the work restrictions prevent the Applicant from performing the duties of their own position? Do we have a memo from the Office of Employee Relations stating that there is no available alternative work within the employee's job classification that can accommodate the work restrictions?

6. Separated Applicants – Separation is Primarily the Result of the Injury/Incapacity

Was the applicant disabled at the time of separation?