

Campbell County Fire Department Policy

General/Administrative

Physical Examinations



108.01

PURPOSE:

To establish a policy describing the purpose and responsibilities of members to obtain the required Doctors physical offered through the Campbell County Fire Department.

SCOPE:

This policy applies to all Campbell County members who are certified Firefighters assigned to structural Firefighting stations.

DEFINITIONS:

A. Candidate

- a. A person applying for a position within the Campbell County Fire Department as a certified Structural Firefighter.

B. Member

- a. A certified person involved in performing the duties and responsibilities of the Fire department, under the services agreement of the organization.
- b. A Fire department member may be a full-time or part-time employee, volunteer or career, may occupy any position or rank within the Fire department and may engage in emergency operations.

C. Emergency Operation:

Includes all activities performed at the scene of an emergency situation, or training exercise, that expose the Fire department members to the dangers of heat, flame, smoke and other products of combustion, explosion, confined space, hazardous materials, structural collapse, injury, and exposure to blood borne pathogens or diseases.

POLICY:

- A. Certified firefighters, regardless of age, shall be medically evaluated, through a physical examination, and certified by physicians contracted through the Fire Department. This evaluation shall take into account the risks and functions associated with the individual's duties and responsibilities. The evaluation will include pre employment, periodic, and DOT. The Physical evaluation is performed free of charge, through designated physicians, as a benefit to the firefighter. Physical evaluations will be mandated as follows:
 - a. Prior to acceptance into the probationary process.
 - b. Age 29 and under every three (3) years.
 - c. Age 30 – 39 every two (2) years.

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- d. Age 40 and above every (1) year.
- B. Members who are injured, become ill, or develop signs or symptoms due to suspected overexposure involving hazardous substances or health hazards from an emergency response or hazardous waste operation will receive a medical evaluation as soon as possible after the incident or in case of delayed illness, as soon as signs and symptoms develop.
 - a. Any member shall not be certified if the physician determines the member has:
 - i. Any Category A medical condition. A medical condition that would preclude a person from performing as a firefighter in a training or emergency operational environment by presenting a significant risk to the safety and health of the person or others. For specific conditions refer to Chapter 3 of NFPA 1582 (Appendix 1).
 - ii. Any Category B medical condition. A medical condition that, based on its severity or degree, could preclude a person from performing as a firefighter in a training or emergency operational environment by presenting a significant risk to the safety and health of the person or others. For specific conditions refer to Chapter 3 of NFPA 1582 (Appendix 1)
- C. Failure to pass the examination will result in assigning the firefighter to “modified duties” or “inactive duty” (see policy 108.02 Modified Duty) until such time as the member can successfully pass the physical examination.
 - a. Letter of recommendations/limitations from physician and a projected time the member can re-test shall be required.
 - b. Members will only have to re-test on the part of test that was failed.
 - c. If a condition exists that will not allow for the member to pass the physical examination, the member may be terminated.
 - d. The role of the Fire department is to ensure that each firefighter is physically fit to perform the work associated with emergency responses, training, and station activities.
 - e. If a medical problem is detected that requires further treatment, the treatment becomes the responsibility of the individual and their personal medical

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insurance, unless the condition is work related to the department, and covered under Workers Compensation.

D. Notification of Physical Examination Appointments

- a. Members will call the Administrative Department at Station One to ensure that all authorizations are prepared and sent to the physician's office.
- b. It will be the duty of the member to notify the Administrative Department once the physical evaluation has been completed.

E. Scheduled Physical

- a. Members who do not comply with the scheduled physical will be removed from suppression activities and restricted from driving department vehicles until the required physical is completed.
- b. Members will be notified to complete the physical, at their convenience, every one (1), two (2), or three (3) years according to their age or doctor's recommendation.
- c. Members who do not schedule or refuse to obtain a physical after having been notified by CCFD officials will be given thirty (30) days to complete the physical before the restrictions are implemented.
- d. Continued non-compliance may result in the termination of the firefighter.

- F. All information collected as part of a physical evaluation shall be considered confidential medical information and shall be released by specific written consent of the member or new member candidate. All medical information is maintained in a secure file cabinet at Station One. The physician shall report the results of the physical evaluation to the member/candidate including any medical condition disclosed during the evaluation and the recommendation as to whether the member/candidate is medically certified to perform as a firefighter. The physician shall inform the CCFD only as to whether the member/candidate is medically certified to perform as a firefighter.

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