

Policy: Firefighter Fit For Duty Medical Exam

1. All Personnel Must Receive a Fit For Duty Medical Exam

- Personnel under 40 years old receive biannual physical examinations.
- Personnel over 40 years old receive annual medical examinations.
- Hazardous Materials Team members receive annual medical examinations.

2. Medical Examinations Determine Fitness for Duty

- A physician or physicians shall be appointed to conduct Fire Department medical exams.
- Department medical exams are specific to job related physical ability/fitness.
- The fit for duty medical examination is clearly defined.

3. Fire Department Physician/Clinic Will Perform Medical Exams

- Complete your exam in the same quarter of the year as your birthday month.
- Schedule separate appointments for:
 1. Testing (bloodwork, etc.).
 2. Physician exam and consultation.

4. Employees Attending Examination Appointments Are Compensated

- Employees will be paid overtime on an hour-per-hour basis for completion of the testing and the medical exam. The clinic shall:
 1. Track exam times.
 2. Forward summary to the Department.

5. Health Records Are Confidential

- Physician records are kept strictly confidential.
- The Department only receives the Medical Examination Summary, addressing fitness for duty.