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Issued by:

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### Section 1-2: Medical Evaluations of Active Personnel


**Purpose:** It shall be the policy of United Hook & Ladder Company #33 that all members partake in Fire/Rescue/ EMS operations and Fire Police activities will complete the following medical evaluation in order to perform their duties.

**Guideline:**

1. The United Hook & Ladder Company #33 will provide a medical evaluation to determine the members/employees ability to perform the duties required activities such as:
  - Operation an emergency vehicle and related tasks
  - Perform station duties
  - Perform duties required of a Firefighter
  - Perform duties required of an EMS Provider
  - Perform duties required of a Fire Police officer
  
2. The medical evaluation will be performed by a Physician or other licensed health care professional (PLHCP). A PLHCP is defined a as an individual who is legally permitted scope of practice (e.g. license, registration, or certification MD, DO, RN, etc) allows him/her to independently provide, or be delegated the responsibility to provide some or all of the health care services required by this organization.
  
3. The United Hook & Ladder Company #33 has established the following medical evaluation time line that should be utilized to determine an individual's health and fitness status, as it applies to their ability to safely perform their duties.

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4. The timeline to obtain a medical evaluation shall be within the second quarter of each year (no later than June 30th)
5. The evaluation shall be paid for by the United Hook & Ladder #33 Relief Association. All paid employee evaluations will be paid for out the United Hook & Ladder #33 General Fund.
6. Periodic medical evaluations (Physicals) are as follows:
  - A. All members between the ages 18-29, every 3 years
  - B. All members between the ages 30-49, every 2 years
  - C. All members over the age of 50, annually
  - D. All members will complete a stress test every 3 years
    - i. All forms must be obtained from the Health and Safety Officer
    - ii. Each member is responsible for making their own appointments
    - iii. All evaluations will be done at the facility designated by the company
    - iv. All paperwork will be kept in the members personal file
7. Medical evaluations will be available to other members that do not partake in Fire/Rescue/EMS operations or fire police activities if they so desire.
8. Medical evaluations for Social Members will be paid for from the General Fund.
9. Any member/employee that refuses or fails to pass the medical evaluation will be removed from their position until a written excuse from their doctor is obtained stating they are capable of performing their duties.
10. Any new member/ employees that join the company will be required to complete and pass the evaluation prior to being able to partake in any Fire/Rescue, EMS, or Fire Police duties.

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11. Any member/employee refuses or fails to have his/her medical evaluation done in the designated timeline will not be allowed to partake in any firefighting, driving of UH&L vehicles, EMS operations, or fire police activities until the medical evaluation is completed. The only exception is if the member/employee receives special permission from the Fire Chief, or there is a scheduling conflict with the agencies providing the service.
12. If the member is a career firefighter/EMS provider in another jurisdiction that requires a periodic medical evaluation that meets the standard set forth within this guideline, a copy of that physical may serve as their UH&L medical evaluation.
13. If at the completion of the stress test portion of the evaluation, there is an underlying problem that requires further medical treatment or testing, the United Hook & Ladder Company #33 Relief Association will pay the balance of the bill after it has been received. This payment policy will only apply to one additional test; any further testing will be at the cost of the member/employee.
14. The evaluation shall consist of, but not limited to the following:
  - A. Blood work– Routine CBC– Lipid panel– Metabolic panel
    - i. Fasting is required, check with the agency for time requirements.
  - B. A routine physical as conducted by the agency selected by the United Hook & Ladder Company #33 Relief Association
  - C. Cardiology evaluation– EKG– Treadmill Stress Test to be conducted by the United Hook & Ladder Company #33 Relief Association