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PURPOSE

To define the medical evaluation process for the Authority's fire fighters.

SCOPE

This Administrative Regulation applies to all sworn members of the Authority.

REGULATION

It shall be the regulation of the Authority that all personnel meet minimum medical guidelines referred to as "fit for duty".

MEDICAL GUIDELINES

The designated Authority Physician will use guidelines designated by the Authority Chief or designee for medical evaluations of personnel. (See Appendix A105.03)

MEDICAL QUESTIONNAIRE

All fire fighters shall complete a medical questionnaire provided by the Authority prior to the medical evaluation taking place. (See appendix A105.03)

INITIAL MEDICAL EVALUATION

All fire fighters shall be thoroughly evaluated by the designated Authority Physician using the Authority's appropriate standards prior to being assigned to fire fighting duties.

INCUMBENT MEDICAL EVALUATION

All fire fighters shall be periodically evaluated using appropriate medical standards by the Authority's designated Physician. The Physician shall notify the Authority in writing that the individual meets or does not meet the Authority's minimum requirements for fire fighters.

MEDICAL OPINION ON FITNESS FOR DUTY

The Authority's designated Physician will provide in writing a medical opinion on whether a fire fighter or fire fighter candidate meets the minimum medical standards for fire fighter duties.

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FAILURE TO MEET MINIMUM MEDICAL STANDARDS

A fire fighter that does not meet the minimum medical standards as evaluated by the Authority's designated Physician shall:

- Follow the Physician's recommendation to successfully meet the minimum standard.
- Sign a medical release for the Authority's designated Physician to provide specific job limiting medical information to the Chief of the Authority to evaluate the fire fighter's ability to perform normal job duties.

FITNESS FOR DUTY

The Authority Chief has the ultimate decision on the fitness for duty of any individual. The Authority Chief or designee, after review of medical evaluation information and any other pertinent information, may assign an individual to the Alternative Work Program.

ALTERNATIVE WORK PROGRAM

A fire fighter failing the medical evaluation may be placed on the Authority's Alternative Work Program following appropriate guidelines. The amount of time on the Alternative Work Program is limited by the specific guidelines set forth in the Authority's Employee Handbook.

RETURNING TO WORK AFTER SIGNIFICANT INJURY/ILLNESS

A fire fighter returning to work after a significant injury and/or illness which results in missing more than ~~72~~ 96 hours (shift) or 40 hours (days) of regularly scheduled work will be required to obtain a Return to Regular Duty Certification (s:\FD\Forms\Retrun to Duty) from their physician. After missing more than 144 hours (shift) or 80 hours (days), the employee will be required to obtain a Return to Regular Duty Certification from the Authority designated physician (refer to flowchart, A105.03). Return to work packets, available in the Training Division office, guide employees through the steps required in returning to regular duty after missing multiple days of work.