

# ENDWELL FIRE DISTRICT

<b>MEDICAL EXAMINATION POLICY</b>	
<b>Number: 2024-25</b>	<b>Adopted: January 10, 2024</b>

## POLICY STATEMENT

It is the policy of the Endwell Fire District to ensure that its members are medically qualified to perform their expected functions. This Policy is intended to give all members, both prospective new members and existing members, direction and guidance on the Fire District's requirements for medical examinations.

## POLICY

1. Applicants who have been tentatively accepted for membership by the Board of Fire Commissioners shall be required to take and pass a prescribed physical examination for structural firefighters, which physical examination shall include alcohol and drug screening.
2. All active members shall be required annually to take and pass a prescribed physical examination.
  - a. The annual physical examination for interior firefighters shall include an EKG, spirometry, alcohol and drug screening, and such other tests and examinations as the Board of Fire Commissioners shall prescribe.
  - b. The annual physical examination for non-interior members shall include an EKG, alcohol and drug screening, and such other tests and examinations as the Board of Fire Commissioners shall prescribe.
3. The physical examination shall be performed by the physician or health service designated by the Board of Fire Commissioners. The physical examination report will be held in confidence between the Fire District Physician or health service and the applicant, and the report will be retained in the physician's or health service's files. Certification of physical fitness to perform the duties of each member will be furnished to the Board of Fire Commissioners. The cost of all physical examinations will be paid from funds provided in the Fire District's annual budget.
4. Any member granted a leave of absence for any medical reason shall be required to produce a release from their treating physician, clearing them for return to duty, including any restrictions therefor. All members who are so returned to duty shall be examined further by the Fire District physician or health service prior to their return to duty. If restrictions have been imposed by a member's treating physician, the Fire District's physician or health service may impose more restrictive requirements for return to duty, which shall be communicated to the member and the Board of Fire Commissioners. The Board of Fire Commissioners shall determine whether such restrictions may impose a safety risk to the member or other members and restrict or limit the duty of such members accordingly.
5. In the event that any member shall be required to take additional follow-up physical examinations when prescribed by the Board of Fire Commissioners. The cost of all physical examinations will be paid from funds provided in the Fire District's annual budget.

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6. Any change in a member's physical condition affecting their ability to perform the essential functions of a volunteer firefighter shall be reported to the Fire District's Medical Control Officer where appointed or to the Chief, who, in turn, will immediately notify the Fire District Secretary in writing of the reported change. The Board of Commissioners will use their discretion as to whether or not a physical examination will be required due to the change in the member's physical condition.
7. All members approved as apparatus operators shall be required, as part of their annual medical examination, to undergo alcohol and drug screening.
8. Members may not have their required entry or annual medical examinations to be performed by anyone other than the Fire District's physician or health service.
9. Any member failing to obtain a medical examination shall be subject to suspension or other disciplinary actions.
10. The Board of Fire Commissioners may amend this Policy from time to time at its discretion.

This policy is adopted on January 10, 2024, and supersedes any previous reversion of this policy.

By order of the Board of Fire Commissioners, Endwell Fire District.

Reviewed and adopted: January 10, 2024

No changes made

Reviewed and adopted: January 04, 2023

Rescinds: Physical Exams & Medical Absence

Adopted: April 21, 2021

Combined Physical Exams and Medical Absence Policies