ENDWELL FIRE DISTRICT

MEDICAL EXAMINATION POLICY	
Number: 2025-025	**Adopted: December 29, 2025**

POLICY STATEMENT

The Endwell Fire District's policy is to ensure that its members are medically qualified to perform their expected functions. This policy provides all members, both prospective and existing, with guidance on the 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 active members, 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 kept confidential between the Fire District Physician or health service and the applicant, and 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 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 pose a safety risk to the member or other members and, if so, restrict or limit the member's duties accordingly.

   For purposes of determining fitness for duty and medical clearance to return to service, the Fire District shall be responsible for the cost of any diagnostic evaluation, examination, or testing required by the Fire District's designated physician or health service solely to determine a member's ability to safely perform their duties. This includes one-time diagnostic visits or tests required to confirm medical clearance or applicable work restrictions.

   The Fire District shall not be responsible for the cost of any ongoing medical care, treatment, therapy, procedures, medications, or follow-up care recommended or prescribed by a

member's treating physician beyond what is necessary for the Fire District to determine medical clearance or duty status. All such ongoing treatment costs shall remain the responsibility of the member, except where coverage is required under the Volunteer Firefighters' Benefit Law (VFBL).

5. In the event that any member shall be required to take additional follow-up physical examinations solely for the purpose of determining fitness for duty, medical clearance, or restrictions when prescribed by the Board of Fire Commissioners, the cost of such examinations and related diagnostic testing shall be paid from funds provided in the Fire District's annual budget. This provision does not include or extend to ongoing medical treatment or care.

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 Chief, who, in turn, will immediately notify the Fire District Secretary in writing of the reported change. Who will then report the change to the Board of Fire Commissioners. The Board of Commissioners will use its 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 to undergo alcohol and drug screening as part of their annual medical examination.
8. Members may not have their required entry or annual medical examinations performed by anyone other than the Fire District's physician or health service provider.
9. Any member failing to obtain a medical examination shall be subject to suspension or other disciplinary actions up to termination.
10. The Board of Fire Commissioners may amend this Policy from time to time at its discretion.

This policy was adopted on December 29, 2025, and supersedes any previous version of this policy.

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

Revisions
Adopted: December 29, 2025
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