ENDWELL FIRE DISTRICT

PHYSICAL ABILITY POLICY	
Number: 2025-029	**Adopted: December 29, 2025**

Participation in the Endwell Fire District as a responding member is a privilege, not a right. Only individuals who are deemed physically and mentally fit within the meaning of this policy shall be qualified and permitted to serve in this capacity. No individual is entitled to perform any role solely based on their qualifications. The District's designated medical provider shall serve as the final authority determining whether a member meets the physical requirements necessary for the duties of their role.

1. **Physical Exam Requirement for New Candidates**

   All candidates for active membership shall successfully complete a physical exam administered by the District's medical provider prior to the District's final approval of their membership. Approval of membership is contingent upon the successful completion of a physical for the position applied for. Should a candidate obtain a physical exam prior to acceptance by the District, such candidate's results shall not be provided to the District for consideration until after a decision on membership has been made by the District.

2. **Hepatitis B Vaccine, Hepatitis B Titers, and TB test (PPD)**

   All new active members shall be offered the Hepatitis B Vaccine or Hepatitis B Titers. Acceptance of this offer is voluntary.

   A TB test (PPD) is a requirement for all new active members. A TB test (PPD) will be offered to active members, but it need not be accepted after the pre-placement physical.

3. **Annual Physical Requirement**

   Every department member who responds to fire calls must successfully complete an annual physical examination appropriate to their position, conducted by the District's medical provider. If a member fails to complete their annual physical within one week of its expiration date, they shall be removed from active duty and shall not respond to emergencies, participate in drills or training, or represent the District at any event (unless a written request has been previously submitted and approved by the District) until such an exam is successfully completed. The District will maintain a list of all members who have not completed their physicals by their expiration date. The Fire Chief will revoke operational privileges and notify those members directly and via email. Additionally, the Fire Chief will notify both the District and the Fire Company via email.

4. **Financial Responsibility**

   The District's medical provider shall perform all physical exams. The medical provider will provide monthly billing for the services provided.

   The District shall pay for all initial physical exams, annual exams, and return to duty examinations required under this policy, including diagnostic evaluations, tests, or consultations ordered by the District's medical provider solely for the purpose of determining a member's medical clearance, fitness for duty, or applicable work restrictions.

The District's financial responsibility is limited to diagnostic services necessary to determine clearance or duty status. The District shall not be responsible for the cost of any ongoing medical treatment, therapy, procedures, medications, rehabilitation, or follow-up care recommended or prescribed to treat a medical condition, except where coverage is required under the Volunteer Firefighters' Benefit Law (VFBL).

The cost of all required physical examinations under this policy will be paid from funds provided in the Fire District's annual budget, subject to the limitations in this section.

5. Role-Based Medical Qualification

Members shall only be permitted to perform in the roles for which they have applied and for which they have been medically qualified through a physical examination.

To change roles, a member must receive approval from both the Fire Chief and the Fire Company and complete any additional required physical evaluation(s).

6. Unauthorized Role Performance

A member shall be subject to disciplinary action for performing duties in any role for which they are not medically qualified.

7. Self-Reporting Fitness Limitations

Any member who becomes aware that they are unable to meet the physical fitness requirements for an extended period shall notify the Fire Chief and shall refrain from responding to emergencies or participating in any active event until cleared to return.

8. Notification of Medical Restrictions

When a member is given medical restrictions or returns to active membership status, it is the Fire Chief's responsibility to inform the District and firematic officers of the changes in the person's membership status.

9. Notification of Injury or Physical Limitation

Any active member who sustains an injury or develops a physical condition that prevents them from performing their duties must notify the Fire Chief. The member may be placed on inactive status. The Fire Chief shall notify the District of the change in status.

10. Returning to Active Duty

Any member returning to active duty or moving to a more strenuous and physically demanding position must complete a physical examination. Before visiting the District physician, the member should inform the Fire Chief of their request. The Fire Chief will then direct the member to schedule an appointment and pick up the required paperwork from the District. Upon successful completion of the physical exam, the Fire Chief will notify the District of the change in the member's status.

11. Pending Physical Results

Once members have completed their physical examination, they may continue performing in the role for which they were previously approved while the results are pending.

12. Additional Testing Following Physical

If a member's physical examination identifies a finding that requires further testing, the member may continue in their current position, only if approved to do so by the District's medical provider, until the additional testing is completed.

13. Medical Provider Communication

A designated Fire District Commissioner or the Fire District Secretary shall serve as the point of contact for the District's medical provider to ensure timely communication and assistance when needed. The vendor service organization will provide a contact person for the Fire District.

14. Declining Services

If a member declines a service offered by the District's medical provider, they will be asked to sign a vendor-supplied form indicating their decision. Declining such services may result in the member being placed on inactive status.

15. Physical Exam Scheduling Process

Following a discussion with the member, the Fire Chief will ensure that the authorization form clearly specifies the position for which the member is being evaluated.

The District Secretary will provide all members with the necessary paperwork to schedule a physical examination appointment with the District's medical provider.

16. Physical Exam Results and Communication

Members are expected to schedule their physicals promptly. The medical provider will maintain all confidential records. The District will only receive a summary indicating whether the member has passed, failed, or passed with restrictions.

The Fire Chief will be notified of the results via email within five (5) days of receiving the results of each physical. If any restrictions are indicated, the Fire Chief will confirm with the member that they understand the limitations imposed on them as a result of the exam findings. The Chief will also notify all firematic officers whether the member has been placed on inactive status or has specific operational restrictions.

If a member is directed to perform a task that conflicts with their documented restrictions, the member must inform the person issuing the directive and must NOT perform duties that would violate those restrictions.

If clarification is required regarding a member's capabilities, the Fire Chief may consult with the medical provider. However, only information on the member's operational abilities and limitations may be requested. No personal medical details shall be disclosed.

The summary report will be stored in the member's secured personnel folder.

17. Responsibility for Medical Follow-Up

Except as provided in Section 4 of this policy, the member is responsible for the cost of any medical treatment and ongoing follow-up care related to an identified illness or medical

condition discovered during a physical examination. This includes ongoing care intended to treat or manage a condition, not to determine fitness for duty, unless such are covered under the Volunteer Firefighters' Benefit Law (VFBL).

18. Specialist Evaluation Requirement

If the District's medical provider requires a one-time specialist consultation or diagnostic evaluation solely to determine whether a member meets the required physical fitness standards or may be cleared to return to duty (with or without restrictions), the District shall pay for that diagnostic evaluation. The District shall not pay for treatment or ongoing care provided or recommended by the specialist, except where coverage is required under VFBL.

19. Finality of Medical Decisions

The District will not pay for second opinions. Disputing or challenging the District's medical provider's determination is not permitted and will not be considered.

20. Physical Requirement Categories for Active Membership

The following active membership categories define the physical requirements associated with each position:

- Interior Firefighter
- Exterior Firefighter
- Fire Police
- Auxiliary / Photographer

Physical Task Requirements by Category

This policy outlines the physically demanding tasks for each firefighting category. A member must be medically qualified to perform all the tasks required for any position they intend to hold on an emergency scene.

The District's medical provider shall ensure that an individual can satisfy the following requirements:

Interior firefighters

a. Wear 60 pounds of gear for up to two (2) hours.

b. Hear voices at a reasonable audible level from a distance of 15', though the use of a hearing aid is permissible

c. Hear radio communications at a reasonable audible level of 6" from a radio speaker, though the use of a hearing aid is permissible

d. See at least 100' without any significant impairment, though the use of corrective glasses is acceptable

e. Drag a person of 175 pounds utilizing two arms

f. Carry a 12’ ladder by oneself and place such a ladder against a building
g. Don an air pack and mask and breath through such mask while on air for 45 minutes
h. Lift at least 50 pounds and hold such weight for at least 5 minutes
i. Walk rapidly carrying 25 pounds of equipment for at least 15 minutes
j. Bend, reach, and flex to be able to lift and place heavy objects
k. Speak clearly to be understood
l. Have the mental capacity to understand and competently deal with hazardous emergencies
m. Drive and operate a motor vehicle weighing up to 10,000 pounds (optional ability)
n. Be able to work for prolonged periods in the dark, heat, and confined spaces
o. Climb a 24’ ladder wearing such gear, carrying 15 pounds of equipment
p. Crawl for 30 minutes while wearing an air pack and a mask
q. Be physically and mentally capable of performing all of the above while wearing an air pack

Exterior firefighter

a. Wear 60 pounds of gear for up to two (2) hours
b. Hear voices at a reasonable audible level from the distance of 15’, though the use of a hearing aid is permissible
c. Hear radio communications at a reasonable audible level of 6” from the radio speaker, though the use of a hearing aid is permissible
d. See at least 100’ without any significant impairment, though the use of corrective glasses is acceptable
e. Drag a person of 175 pounds utilizing two arms
f. Carry a 12’ ladder by oneself and place such a ladder against a building
g. Don an air pack and mask and breathe through such a mask while on air for 45 minutes
h. Lift at least 50 pounds and hold such weight for at least 5 minutes
i. Walk rapidly carrying 25 pounds of equipment for at least 15 minutes
j. Bend, reach, and flex to be able to lift and place objects
k. Speak clearly to be understood
l. Have the mental capacity to understand and competently deal with hazardous emergencies.
m. Drive and operate a motor vehicle weighing up to 10,000 pounds (optional ability)

Fire Police

a. Wear 30 pounds of gear for up to two (2) hours
b. Hear actual voices at a reasonable audible level from the distance of 15', though the use of a hearing aid is permissible
c. Hear radio communications at a reasonable audible level of 36" from the radio speaker, though the use of a hearing aid is permissible
d. See at least 100' without any significant impairment, though the use of corrective glasses is acceptable
e. Lift at least 25 pounds and hold such weight for at least 5 minutes
f. Walk rapidly carrying 15 pounds of equipment for at least 15 minutes
g. Bend, reach, and flex to be able to place cones and flares on the street
h. Speak clearly to be understood
i. Have the mental capacity to understand and competently deal with hazardous emergencies
j. Drive and operate a motor vehicle weighing up to 10,000 pounds (optional ability)
k. Stand for at least 60 minutes
l. Possess the agility to be able to avoid unexpected oncoming traffic quickly

Auxiliary and Photographer

a. Wear gear as appropriate (photographer)
b. Hear voices at a reasonable audible level from the distance of 15', though the use of a hearing aid is permissible
c. Hear radio communications at a reasonable audible level of 36" from the radio speaker, though the use of a hearing aid is permissible
d. See at least 100' without any significant impairment, though the use of corrective glasses is acceptable
e. Lift at least 25 pounds and hold such weight for at least 5 minutes
f. Walk rapidly carrying 15 pounds of equipment for at least 15 minutes
g. Bend, reach, and flex to be able to lift and place objects
h. Speak clearly to be understood
i. Have the mental capacity to understand and competently deal with hazardous emergencies
j. Drive and operate a motor vehicle
k. Stand for at least 60 minutes
l. Possess the agility to be able to avoid unexpected oncoming traffic quickly

Annual Physical Test Requirements

The following reflects the initial elements associated with the physical examination for each position:

Interior Firefighter Physical

	Test	Pre-Placement	Periodic Testing
1	Review and authorize the OSHA Respirator Questionnaire	X	X
2	Complete physical examination Height, weight, blood pressure, and resting heart rate	X	X
3	Medical and family health history	X	X
4	Snellen vision exam	X	X
5	Audiometric testing (OSHA)	X	X
6	Blood (CBC, CMP, Lipid Panels)	X	X
7	Urinalysis	X	X
8	Chest X-Ray	X	as determined by the District's Medical Provider
9	Spirometry FEV1, FVC, FEV1/FVC	X	X
10	EKG	X	X
11	Hernia Exam	X	X
12	TB Test (PPD)	X	Optional
13	Hepatitis B Vaccine or Hepatitis B Titers	Optional	Optional
14	Urine Drug Testing	X	X
15	Lift Testing	X	X
16	PSA for male members over 40 years of age, or if it is medically necessary, as determined by the District's Medical Provider	X	X
17	Cancer Screening	X	Optional
18	Interpretation by a physician of all clinical data and Individualized follow-up as needed	X	X

Exterior Firefighter Physical

	Test	Pre-Placement	Periodic Testing
1	Complete physical examination Height, weight, blood pressure, and resting heart rate	X	X
2	Medical and family health history	X	X
3	Snellen vision exam	X	X
4	Audiometric testing (OSHA)	X	X
5	Blood (CBC, CMP, Lipid Panels)	X	X
6	Urinalysis	X	X
7	Chest X-Ray	X	as determined by the District's Medical Provider
8	If the member would like the option of wearing an SCBA o Review and authorize the OSHA Respirator Questionnaire o Spirometry FEV1, FVC, FEV1/FVC	Optional	Optional
9	EKG	X	X
10	Hernia Exam	X	X
11	TB Test (PPD)	X	Optional
12	Hepatitis B Vaccine or Hepatitis B Titers	Optional	Optional
13	Urine Drug Testing	X	X
14	Lift Testing	X	X
15	PSA for male members over 40 years of age, or if it is medically necessary, as determined by the District's Medical Provider	X	X
16	Cancer Screening	X	Optional
17	Interpretation by a physician of all clinical data and Individualized follow-up as needed	X	X

Fire Police Physical

	Test	Pre-Placement	Periodic Testing
1	Complete physical examination Height, weight, blood pressure, and resting heart rate	X	X
2	Medical and family health history	X	X
3	Snellen vision exam	X	X
4	Audiometric testing (OSHA)	X	X
5	Blood (CBC, CMP, Lipid Panels)	X	X
6	Urinalysis	X	X
7	Chest X-Ray	X	as determined by the District's Medical Provider
8	If the member would like the option of wearing an SCBA o Review and authorize the OSHA Respirator Questionnaire o Spirometry FEV1, FVC, FEV1/FVC	Optional	Optional
9	EKG	X	X
10	Hernia Exam	X	X
11	TB Test (PPD)	X	Optional
12	Hepatitis B Vaccine or Hepatitis B Titers	Optional	Optional
13	Urine Drug Testing	X	X
14	Lift Testing	X	X
15	PSA for male members over 40 years of age, or if it is medically necessary, as determined by the District's Medical Provider	X	X
16	Cancer Screening	N/A	N/A
17	Interpretation by a physician of all clinical data and Individualized follow-up as needed	X	X

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Auxiliary and Photographer Physical

	Test	Pre-Placement	Periodic Testing
1	Complete physical examination Height, weight, blood pressure, and resting heart rate	X	X
2	Medical and family health history	X	X
3	Snellen vision exam	X	X
4	Audiometric testing (OSHA)	X	X
5	Blood (CBC, CMP, Lipid Panels)	X	X
6	Urinalysis	X	X
7	Chest X-Ray	N/A	N/A
8	If the member would like the option of wearing an SCBA o Review and authorize OSHA Respirator Questionnaire o Spirometry FEV1, FVC, FEV1/FVC	N/A	N/A
9	EKG	X	Optional
10	Hernia Exam	N/A	N/A
11	TB Test (PPD)	X	Optional
12	Hepatitis B Vaccine or Hepatitis B Titers	Optional	Optional
13	Urine Drug Testing	X	X
14	Lift Testing at least 25 pounds to the waist only	X	X
15	PSA for male members over 40 years of age, or if it is medically necessary, as determined by the District's Medical Provider	X	Optional
16	Cancer Screening	N/A	N/A
17	Interpretation by a physician of all clinical data and Individualized follow-up as needed	X	X

This policy was adopted on December 29, 2025, and supersedes all previous versions.

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

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Number: 2025-029	**Adopted: December 29, 2025**

Revisions
Adopted: December 29, 2025
Revisions
Adopted: April 23, 2025
Removed Spirometry from the Auxiliary Physical
October 17, 2024
Included Section for Auxiliary
September 25, 2024
Update to Section 2: statement indicating January 1 and March 31 of each year to be changed to annual.
Remove the last two sentences starting with " At the Board meeting in April.
This will be updated to “at the next meeting.”
Reviewed and Adopted: January 10, 2024
No revisions
Adopted: March 23, 2023
Board of Fire Commissioners