

PS COMMITTEE #2
September 19, 2016

MEMORANDUM

September 15, 2016

TO: Public Safety Committee

FROM: Susan J. Farag, Legislative Analyst *SJF*

SUBJECT: Executive Regulation 13-16, Repeal of Executive Regulation 01-05AM, *Medical Standards for Operational Members and Candidates of the MCFRS*

Those expected for this worksession:

Chief Scott Goldstein, Montgomery County Fire and Rescue Service (MCFRS)
Division Chief Steve Jones, MCFRS
Division Chief David Steckel, MCFRS

BACKGROUND

Today the Committee will consider the Executive's proposed repeal of Executive Regulation No. 01-05AM, *Medical Standards for Operational Members and Candidates of the MCFRS*. The Council received the County Executive's request to repeal Executive Regulation 01-05AM on August 9, 2016. The Executive's transmittal memorandum, attached at ©3, states that the Fire and Emergency Services Commission also approved the repeal of this regulation. The fiscal impact statement is on ©4-5. The intended repeal of this regulation was advertised in the May 2016 issue of the Montgomery County Register. No comments were received.

The Executive's transmittal memorandum indicates that this regulation has been effective since June 21, 2005 and requires all incumbent firefighters/rescuers (careers as well as volunteer), and firefighter and rescue candidates, to complete a specified medical evaluation.

The purpose of the intended repeal is to replace current regulation with a new MCFRS policy, *Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service* (attached at ©12-16). As a result, Executive Regulation 01-05AM is obsolete and conflicts with the current structure of the MCFRS.

Fire and Rescue Service (attached at ©12-16). As a result, Executive Regulation 01-05AM is obsolete and conflicts with the current structure of the MCFRS.

A resolution to repeal Executive Regulation 01-05AM, *Medical Standards for Operational Members and Candidates of the MCFRS*, is attached at © 1-2.

This packet contains:

circle #

Resolution to Approve Appeal	1-2
Transmittal memorandum	3
Fiscal Impact Statement	4-5
Regulation 01-05AM	6-11
New “Medical Standards for Operational Members and Candidates of MCFRS” Policy	12-16

F:\Farag\Packets\Public Safety\Repeal Executive Regulation 01-05AM Medical Standards Fire 9-19-16.doc

Resolution No.: _____
Introduced: _____
Adopted: _____

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: County Council

SUBJECT: Repeal of Executive Regulation 01-05AM, *Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service*

Background

1. Executive Regulation 01-05AM requires all incumbent Montgomery County firefighters/rescues, career as well as volunteer, and candidates applying for those positions, to successfully complete a medical evaluation that complies with the provisions of the National Fire Protection Association (NFPA) 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments, 2003 Edition, with the exceptions of Chapter 8 and Annex C.T. The Fire Chief has prepared a new Montgomery County Fire and Rescue Service (MCFRS) policy, *Medical Standards for Operational Members and Candidates of MCFRS*, to replace this regulation, which pre-dates the current structure of the MCFRS. As a result, Executive Regulation 01-05AM is obsolete and conflicts with the current structure of the MCFRS.
2. On August 9, 2016, the County Council received the Executive's request to repeal Executive Regulation 01-05AM, *Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service*.
3. The Public Safety Committee reviewed repeal request on September 19, 2016, and recommended approval.
4. Section 2A-15(f)(1) of the County Code provides that to repeal an adopted regulation, an issuer must use the procedure under which the regulation was adopted. Executive Regulation 01-05AM was adopted under Method (2). Under Method (2), if the Council does not approve or disapprove a regulation within 60 days after the Council receives the regulation, it is automatically approved and takes effect the day after the deadline for approval, or a later date specified in the regulation.

Action

The County Council for Montgomery County, Maryland approves the following resolution:

Executive Regulation 01-05AM, *Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service*, is repealed.

This is a correct copy of Council action.

Linda M. Lauer, Clerk of the Council



OFFICE OF THE COUNTY EXECUTIVE
ROCKVILLE, MARYLAND 20850

Isiah Leggett
County Executive

MEMORANDUM

August 9, 2016

TO: Nancy Floreen, President, Montgomery County Council

FROM: Isiah Leggett, County Executive 

SUBJECT: Repeal of Executive Regulation #01-05AM, Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service

I am recommending that the Council repeal ER #01-05AM, *Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service*. This regulation, adopted under Method (2) requirements, has been effective since June 21, 2005. This regulation required all incumbent Montgomery County firefighters/rescuers, career as well as volunteer, and candidates applying for those positions, to successfully complete a medical evaluation that complied with the provisions of the National Fire Protection Association (NFPA) 1582, *Standard on Comprehensive Occupational Medical Program for Fire Departments*, 2003 Edition, with the exceptions of Chapter 8 and Annex C. T.

Fire Chief Goldstein has prepared a new MCFRS policy, *Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service*, to replace Executive Regulation No. 01-05AM. The Chief has determined that an updated MCFRS Policy would be an efficient and effective communication of the procedures.

The intended repeal of ER #01-05AM was published in the *Register*, and no comments were received. The Fire and Emergency Services Commission has approved its repeal. If additional information is needed, please call Fire Chief Scott Goldstein on ext. 7-2435.

Attachment

Fiscal Impact Statement
Executive Regulation 13-16
Repeal of Executive Regulation 01-05AM
Medical Standards for Operational Members and Candidates of the Montgomery County
Fire and Rescue Service

1. Executive Regulation Summary

The Regulation repeals ER 01-05AM which will be replaced with a Montgomery County Fire and Rescue Services (MCFRS) Policy. The new Policy will provide clarifying language and updated organizational and position titles.

2. An estimate of changes in County revenues and expenditures regardless of whether the revenues or expenditures are assumed in the recommended or approved budget. Includes source of information, assumptions, and methodologies used.

This regulation will not affect revenues or expenditures.

3. Revenue and expenditure estimates covering at least the next 6 fiscal years.

N/A

4. An actuarial analysis through the entire amortization period for each regulation that would affect retiree pension or group insurance costs.

N/A

5. An estimate of expenditures related to County's information technology (IT) systems, including Enterprise Resource Planning (ERP) systems.

N/A

6. Later actions that may affect future revenue and expenditures if the regulation authorizes future spending.

N/A

7. An estimate of the staff time needed to implement the regulation.

No staff time is needed to implement the regulation.

8. An explanation of how the addition of new staff responsibilities would affect other duties.

N/A

9. An estimate of costs when an additional appropriation is needed.

N/A

10. A description of any variable that could affect revenue and cost estimates.

N/A

11. Ranges of revenue or expenditures that are uncertain or difficult to project.

N/A

12. If a regulation is likely to have no fiscal impact, why that is the case.

This regulation will abolish an existing regulation, which will be replaced with a MCFRS Policy with no substantive changes.

13. Other fiscal impacts or comments.

N/A

14. The following contributed to and concurred with this analysis.

Dominic Del Pozzo, MCFRS

George Giebel, MCFRS



Jennifer A. Hughes, Director
Office of Management and Budget

5/31/16
Date



MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject:

Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service

Number

13-16

Originating Department

MONTGOMERY COUNTY FIRE AND RESCUE SERVICE

Effective Date

MONTGOMERY COUNTY FIRE AND RESCUE SERVICE REGULATION ON:

**REPEAL OF EXECUTIVE REGULATION #01-05AM
MEDICAL STANDARDS FOR OPERATIONAL MEMBERS
AND CANDIDATES OF THE
MONTGOMERY COUNTY FIRE AND RESCUE SERVICE**

Issued by: County Executive
Regulation No. 01-05AM

Authority: Montgomery County Code Section 21-2.(d)(4)

Supersedes: *Volunteer Firefighter Medical Standards*, Exec. Reg. 29-89AM

Council Review: Method (2)
Register Vol. 22, Issue 4

Effective Date:

Comment Deadline: May 31, 2016

SUMMARY:

A proposed policy replaces Executive Regulation No. 01-05AM, Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service. The Fire Chief has determined that an updated MCFRS Policy would be an efficient and effective communication of procedures.

ADDRESS:

George Giebel, Montgomery County Fire and Rescue Service, Office of the Fire Chief, 100 Edison Park Drive, 2nd Floor, Gaithersburg, Maryland 20878

BACKGROUND:

Montgomery County Fire and Rescue Service's (MCFRS) adoption by reference and compliance with the provisions of NFPA 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments, 2013 Edition will establish the necessary requirements to ensure that its firefighter/rescuer personnel, career as well as, volunteer incumbents of current positions and candidates, are examined thoroughly and objectively. The implementation of the occupationally-based medical requirements outlined in this Standard will ensure that these personnel are medically capable of performing the essential tasks of this job, and will reduce the risk of occurrence of occupational injuries and illnesses. A new MCFRS policy *Medical Standards for*

6



MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject: Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service	Number 13-16
Originating Department MONTGOMERY COUNTY FIRE AND RESCUE SERVICE	Effective Date

Operational Members and Candidates of the Montgomery County Fire and Rescue Service will be implemented upon repeal of Executive Regulation 29-89AM. Volunteer Firefighter Medical Standards.

[Sec. 1. **Purpose:** To adopt by reference the occupationally-based medical evaluation requirements in NFPA 1582, *Standard on Comprehensive Occupational Medical Program for Fire Departments* ("the NFPA 1582 Standard"), with the exceptions of Chapter 8, *Annual Occupational Fitness Evaluation of Members*, and Annex C, *Protocols for Evaluation of Fitness of Members*, as the standard medical screening criteria for all MCFRS operational firefighter/rescuers and candidates for those positions, to ensure that they are medically capable of performing their essential job tasks, and to reduce their risk of occupational injuries and illnesses. Meeting the conditions of the NFPA Standard, with the exceptions noted, is a *requirement* for MCFRS firefighter/rescuer incumbents and candidates, and a *guideline only* for EMS provider incumbents and candidates for those positions.

Sec. 2. **Applicability.** Compliance with this regulation is a requirement for all MCFRS operational career and volunteer firefighter/rescuer incumbents, and to candidates applying for those positions. The medical evaluation required in this regulation will be used as a *guideline only* for all incumbent volunteer emergency medical service (EMS) providers, and all candidates for those positions.

Sec. 3. **Definitions.**

- a. **Candidate.** A person who has applied to perform the essential job tasks of a firefighter/rescuer or emergency medical service provider seeking employment or volunteer membership in the Montgomery County Fire and Rescue Service.
- b. **Emergency Medical Service Provider.** A Local Fire and Rescue Department (LFRD) member whose participation in emergency incidents is limited to providing EMS basic and advanced levels of patient medical care, and operating specific emergency vehicles.
- c. **Essential Job Task.** Any task or assigned duty that is critical to the successful performance of the job.
- d. **Fire Department.** For the purpose of this regulation, and in the context of the NFPA 1582 Standard, this term is interchangeable with the Montgomery County Fire and Rescue Service, the combined service comprising the Division of Fire and Rescue Operations (DFRO) and the



MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject: Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service	Number 13-16
--	------------------------

Originating Department MONTGOMERY COUNTY FIRE AND RESCUE SERVICE	Effective Date
--	-----------------------

Division of Volunteer Services (DVS), which includes the Local Fire and Rescue Departments (LFRDs).

- e. **Fire Department Physician.** For the purpose of this regulation, and in the context of the NFPA 1582 Standard, this term is interchangeable with Montgomery County’s Fire-Rescue Occupational Medical Section (FROMS).
- f. **Medically Certified.** A determination made by the physician that the candidate or current member meets the medical requirements of this NFPA Standard.
- g. **Medical Evaluation.** The analysis of information to make a determination of medical certification, a process that includes a candidate or member undergoing a medical examination.
- h. **Medical Examination.** A medical examination of an individual that is performed, or is directed, by the fire department (MCFRS) physician.
- i. **Member.** For the purpose of this regulation, and in the context of the NFPA 1582 Standard, “member” refers to a career employee or a volunteer firefighter/rescuer or emergency medical services provider who is capable of performing the referenced essential job tasks during emergency operations at any rank within MCFRS.

Sec. 4. Policy Statement. It is the policy of the Montgomery County Fire and Rescue Service to ensure the health and safety of MCFRS career and volunteer firefighters/rescuers and **emergency medical service providers** by making all reasonable efforts to reduce their risk of occupational injuries and illnesses.

Sec. 5. Responsibilities.

- a. **Candidates and Members must:**
 - 1. cooperate with, participate in, and comply with the **medical evaluation** process;
 - 2. provide complete and accurate information to the **fire department physician** or other authorized medical care provider(s);





MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject: Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service	Number 13-16
---	------------------------

Originating Department MONTGOMERY COUNTY FIRE AND RESCUE SERVICE	Effective Date
--	-----------------------

- 3. immediately report any occupational exposure, e.g., exposures to hazardous materials, toxic substances, infectious or contagious diseases, etc., to their supervisor(s); and
- 4. immediately report any medical condition to the **fire department physician** that could interfere with their ability to safely perform **essential job tasks**, e.g., illness or injury; use of prescription or non-prescription drugs; pregnancy, etc.

b. **The Fire Department (MCFRS) must:**

- 1. provide **medical evaluations** and any additional medical tests ordered by the **fire department physician** at no cost to **members**, and provide only basic **medical evaluations** to **candidates**;
- 2. provide the **fire department physician** with a fire service overview, current job descriptions, and **essential job tasks** required for all **fire department** positions and ranks;
- 3. provide the **fire department physician** with MCFRS' organizational statement that is correlated to the medical requirements of NFPA Standard 1582 which outlines the types and levels of services provided, and dictates for both **candidates** and **members** the **essential job tasks** they are expected to perform;
- 4. help the **fire department physician** understand the physiological and psychological demands placed on MCFRS **members**, the environmental conditions under which they must perform, and the personal protective equipment they must wear during various types of emergency operations, in order to conduct appropriate **medical evaluations**;
- 5. ensure that the **member** has access to appropriate medical treatment after an injury or illness resulting from the **member's** participation in MCFRS functions;
- 6. ensure **member** privacy and confidentiality regarding medical conditions identified during the **medical evaluation**, except as required by law;
- 7. where possible, provide alternate duty positions for **members** with temporary work restrictions, as recommended by the **fire department physician**; and

9



MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject: Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service	Number 13-16
---	------------------------

Originating Department MONTGOMERY COUNTY FIRE AND RESCUE SERVICE	Effective Date
--	-----------------------

8. include collection and maintenance of a confidential medical and health information system for MCFRS **members** in a comprehensive occupational medical program, with medical record keeping that complies with the requirements of 29 CFR 1910.120, "Access to Employee Exposure and Medical Records," and other applicable regulations and laws. These provisions apply to all health and medical records regarding an individual MCFRS **member**, and to all methods of communicating or transferring the information contained in these records, including written, oral, electronic, and any other means of communication.

c. **The Fire Department Physician must:**

1. understand the physiological, psychological, and environmental demands placed on firefighters/rescuers/EMS providers;
2. evaluate **candidates** and **members** to identify the medical conditions that could affect their ability to safely respond to emergency operations, using the **essential job task** descriptions provided by MCFRS;
3. identify and report the presence of any disqualifying medical condition(s) present in **candidates**;
4. inform the **fire department** chief or designee whether the **candidate** or **member** is **medically certified** to safely perform the **essential job tasks**, under the requirements of medical data confidentiality guidelines;
5. report the results of the **medical evaluation** to the **candidate** or **member**, including any medical condition identified during the **medical evaluation**, and provide recommendations on whether that individual is **medically certified** to safely perform the **essential job tasks**;
6. review and approve any **medical evaluations** conducted by a medical provider other than the **fire department physician**;
7. review individual **medical evaluations** and aggregate data from them to detect evidence of occupational exposures or clusters of occupational disease; and

10



MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject: Medical Standards for Operational Members and Candidates of the Montgomery County Fire and Rescue Service	Number 13-16
---	------------------------

Originating Department MONTGOMERY COUNTY FIRE AND RESCUE SERVICE	Effective Date
--	-----------------------

8. Provide medical supervision for fitness for duty, return to duty, rehabilitation, infection control, and physical conditioning programs.

Sec. 6. **Appeals.** If an applicant disagrees with the determination made by the **Fire- Rescue Occupational Medical Section (FROMS)**, the applicant may, at his/her own expense, obtain a second opinion from a licensed medical professional. **FROMS** must review the second opinion. If, after reviewing the second opinion, **FROMS** does not rate the applicant as medically acceptable, the matter must be submitted to the Fire Chief for consideration. The Fire Chief must make a final determination of the applicant's acceptability, and the decision of the Fire Chief is final.

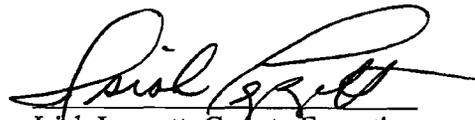
Sec. 7. **Enforcement.** The Fire Chief is the enforcement authority for all policies and regulations of the Montgomery County Fire and Rescue Service.

Sec. 8. **Severability.** If a court of final appeal holds that any part of this regulation is invalid, that ruling does not affect the validity of other parts of the regulation.

Sec. 9. **Effective Date.** This regulation is effective on the date the County Council adopts a resolution approving it.]

Approved as to form and legality:


Bernadette Lamson
Office of the County Attorney


Isiah Leggett, County Executive

Aug 9, 2016
Date

11



**MONTGOMERY COUNTY
FIRE AND RESCUE SERVICE**

06-xx

Policy and Procedure

Page 1 of 5

**Medical Standards for Operational
Members and Candidates of MCFRS**

XX/XX/2016

Issued by: Fire Chief Scott E. Goldstein

Policy Number: 06-XX

Authority: Montgomery County Code Section 21-2 (d)(4)

Supersedes: *Volunteer Firefighter Medical Standards*, Exec. Reg. 29-89AM

Effective Date: XXXXX

SECTION 1. Purpose:

To adopt by reference the occupationally-based medical evaluation requirements in NFPA 1582, *Standard on Comprehensive Occupational Medical Program for Fire Departments* ("the NFPA 1582 Standard"), with the exceptions of Chapter 8, *Annual Occupational Fitness Evaluation of Members*, and Annex C, *Protocols for Evaluation of Fitness of Members*, as the standard medical screening criteria for all MCFRS operational firefighter/rescuers and candidates for those positions, to ensure that they are medically capable of performing their essential job tasks, and to reduce their risk of occupational injuries and illnesses. Meeting the conditions of the NFPA Standard, with the exceptions noted, is a *requirement* for MCFRS firefighter/rescuer incumbents and candidates, and a *guideline only* for EMS provider incumbents and candidates for those positions.

SECTION 2. Applicability:

Compliance with this policy is a requirement for all MCFRS operational career and volunteer firefighter/rescuer incumbents, and to candidates applying for those positions. The medical evaluation required in this regulation will be used as a *guideline only* for all incumbent volunteer emergency medical service (EMS) providers, and all candidates for those positions.

SECTION 3. Background:

Montgomery County Fire and Rescue Service's (MCFRS) adoption by reference and compliance with the provisions of NFPA 1582, *Standard on Comprehensive Occupational Medical Program for Fire Departments*, 2013 Edition, with the exceptions of Chapter 8, *Annual Occupational Fitness Evaluation of Members*, and Annex C, *Protocols for Evaluation of Fitness of Members*, will establish the necessary requirements to ensure that its firefighter/rescuer personnel, career as well as volunteer incumbents of current positions and candidates, are examined thoroughly and objectively. The implementation of the occupationally-based medical requirements outlined in this Standard will ensure that these personnel are medically capable of performing the essential tasks of this job, and will reduce the risk of occurrence of occupational injuries and illnesses. This same medical evaluation will be used as a *guideline only*, when applied to all incumbent volunteer emergency medical service providers, and all candidates for those positions.

12



**MONTGOMERY COUNTY
FIRE AND RESCUE SERVICE**

06-xx

Policy and Procedure

Page 2 of 5

**Medical Standards for Operational
Members and Candidates of MCFRS**

XX/XX/2016

SECTION 4. Definitions:

- a. **Candidate**: A person who has applied to perform the essential job tasks of a firefighter/rescuer or emergency medical service provider seeking employment or volunteer membership in the Montgomery County Fire and Rescue Service.
- b. **Emergency Medical Service Provider**: A Local Fire and Rescue Department (LFRD) member whose participation in emergency incidents is limited to providing EMS basic and advanced levels of patient medical care, and operating specific emergency vehicles.
- c. **Essential Job Task**: Any task or assigned duty that is critical to the successful performance of the job.
- d. **Fire Department**: For the purpose of this policy, and in the context of the NFPA 1582 Standard, this term is interchangeable with the Montgomery County Fire and Rescue Service, the combined service comprising the Division of Operations and the Division of Volunteer and Community Services (DVCS), which includes the Local Fire and Rescue Departments (LFRDs).
- e. **Fire Department Physician**: For the purpose of this policy, and in the context of the NFPA 1582 Standard, this term is interchangeable with Montgomery County's Fire-Rescue Occupational Medical Section (FROMS).
- f. **Medically Certified**: A determination made by the physician that the candidate or current member meets the medical requirements of this NFPA Standard.
- g. **Medical Evaluation**: The analysis of information to make a determination of medical certification, a process that includes a candidate or member undergoing a medical examination.
- h. **Medical Examination**: A medical examination of an individual that is performed, or is directed, by the fire department (MCFRS) physician.
- i. **Member**: For the purpose of this policy, and in the context of the NFPA 1582 Standard, "member" refers to a career employee or a volunteer firefighter/rescuer or emergency medical services provider who is capable of performing the referenced essential job tasks during emergency operations at any rank within MCFRS.

SECTION 5. Policy:

- a. It is the policy of the Montgomery County Fire and Rescue Service to ensure the health and safety of MCFRS career and volunteer firefighters/rescuers and emergency medical service providers by making all reasonable efforts to reduce their risk of occupational injuries and illnesses.



**MONTGOMERY COUNTY
FIRE AND RESCUE SERVICE**

06-xx

Policy and Procedure

Page 3 of 5

**Medical Standards for Operational
Members and Candidates of MCFRS**

XX/XX/2016

- b. If an applicant disagrees with the determination made by the Fire- Rescue Occupational Medical Section (FROMS), the applicant may, at his/her own expense, obtain a second opinion from a licensed medical professional. FROMS must review the second opinion. If, after reviewing the second opinion, FROMS does not rate the applicant as medically acceptable, the matter must be submitted to the Fire Chief for consideration. The Fire Chief must make a final determination of the applicant's acceptability, and the decision of the Fire Chief is final.

SECTION 6. Responsibility:

- a. Candidates and Members must:
1. cooperate with, participate in, and comply with the medical evaluation process;
 2. provide complete and accurate information to the fire department physician or other authorized medical care provider(s);
 3. immediately report any occupational exposure, e.g., exposures to hazardous materials, toxic substances, infectious or contagious diseases, etc., to their supervisor(s); and
 4. immediately report any medical condition to the fire department physician that could interfere with their ability to safely perform essential job tasks, e.g., illness or injury; use of prescription or non-prescription drugs; pregnancy, etc.
- b. The Fire Department (MCFRS) must:
1. provide medical evaluations and any additional medical tests ordered by the fire department physician at no cost to members, and provide only basic medical evaluations to candidates;
 2. provide the fire department physician with a fire service overview, current job descriptions, and essential job tasks required for all fire department positions and ranks;
 3. provide the fire department physician with MCFRS' organizational statement that is correlated to the medical requirements of NFPA Standard 1582 which outlines the types and levels of services provided, and dictates for both candidates and members the essential job tasks they are expected to perform;
 4. help the fire department physician understand the physiological and psychological demands placed on MCFRS members, the environmental conditions under which they must perform, and the personal protective equipment they must wear during various types of emergency operations, in order to conduct appropriate medical evaluations;
 5. ensure that the member has access to appropriate medical treatment after an injury or illness resulting from the member's participation in MCFRS functions;
 6. ensure member privacy and confidentiality regarding medical conditions identified during the medical evaluation, except as required by law;



**MONTGOMERY COUNTY
FIRE AND RESCUE SERVICE**

06-xx

Policy and Procedure

Page 4 of 5

**Medical Standards for Operational
Members and Candidates of MCFRS**

XX/XX/2016

7. where possible, provide alternate duty positions for members with temporary work restrictions, as recommended by the fire department physician; and
 8. include collection and maintenance of a confidential medical and health information system for MCFRS members in a comprehensive occupational medical program, with medical record keeping that complies with the requirements of 29 CFR 1910.120, "Access to Employee Exposure and Medical Records," and other applicable regulations and laws. These provisions apply to all health and medical records regarding an individual MCFRS member, and to all methods of communicating or transferring the information contained in these records, including written, oral, electronic, and any other means of communication.
- c. The Fire Department Physician must:
1. understand the physiological, psychological, and environmental demands placed on firefighters/rescuers/EMS providers;
 2. evaluate candidates and members to identify the medical conditions that could affect their ability to safely respond to emergency operations, using the essential job task descriptions provided by MCFRS;
 3. identify and report the presence of any disqualifying medical condition(s) present in candidates;
 4. inform the fire department chief or designee whether the candidate or member is medically certified to safely perform the essential job tasks, under the requirements of medical data confidentiality guidelines;
 5. report the results of the medical evaluation to the candidate or member, including any medical condition identified during the medical evaluation, and provide recommendations on whether that individual is medically certified to safely perform the essential job tasks;
 6. review and approve any medical evaluations conducted by a medical provider other than the fire department physician;
 7. review individual medical evaluations and aggregate data from them to detect evidence of occupational exposures or clusters of occupational disease; and
 8. provide medical supervision for fitness for duty, return to duty, rehabilitation, infection control, and physical conditioning programs.

SECTION 7. Procedure:

- a. Personnel must report to FROMS for their annual medical evaluation.
 1. Career personnel will be scheduled for their annual medical evaluations by the Division of Human Resources.
 2. Volunteer personnel will be scheduled for their annual medical evaluations by the Division of Volunteer and Community Services.



**MONTGOMERY COUNTY
FIRE AND RESCUE SERVICE**

06-xx

Policy and Procedure

Page 5 of 5

**Medical Standards for Operational
Members and Candidates of MCFRS**

XX/XX/2016

SECTION 8. This policy supersedes Montgomery County Executive Regulation No. 01-05AM, dated June 21, 2005.

SECTION 9. Attachments: none

Approved:

Scott E. Goldstein, Fire Chief

XXXXX, 2016

Date

16