



Office of Human Resources

*Occupational Medical Service
(OMS)*

Who we are

- OHR's Occupational Medical Services (OMS) department is responsible for providing multi-disciplinary occupational medical services, such as work-related medical assessments to promote the health, wellness, and productivity of the County workforce. OMS provides efficient, cost effective, and responsive occupational health services to all County employees and career and volunteer firefighters through health prevention and promotion, state of the art occupational medicine, disability case management, and adherence to all state and federal regulations.
- OMS is split between two units that include Fire/Rescue Occupational Medical Services (FROMS) for career and volunteer firefighters and OMS for all other County employees. The OMS/FROMS units are responsible for maintaining confidential medical records for all employees.
- OMS also administers and manages the County's Drug and Alcohol program, Family and Medical Leave Act requests, Employee Assistance Program (EAP) services for DOT Drug and Alcohol required treatment, other EAP services request as needed, and the MCGEO Sick Leave Bank.

Scope of Services

Program Descriptions

- Pre-employment physicals for class specifications that require physicals and all public safety applicants to include : (laboratory testing, hearing test, vision testing, pulmonary function testing, drug and alcohol testing, exercise stress testing, physical abilities testing, and tuberculosis screening)
- Incumbent annual physicals for public safety workers
- Return to work visits—work related and non work related to include case management
 - MCGEO CBA 45.5 Use of FMLA Leave (k) When returning from 15 or more consecutive days of FMLA leave for the employee's serious health condition other than childbirth, the employee must be referred to Occupational Medical Services for clearance to return to work.
- Fit for Duty exams
- Medical surveillance (rabies, lead, heavy metals, hearing, pulmonary)
- Injury care for Fire/Rescue
- Blood borne pathogen evaluation for Fire/Rescue
- Respiratory fit testing for Fire/Rescue

Scope of Services

Program Descriptions continued

- Medical records management
- Vaccinations—as required per occupation including, rabies, Hepatitis B, tetanus, measles, mumps, rubella (MMR), and varicella
- Countywide annual Flu Vaccination program
- FMLA leave management, administration and training
- MCGEO Sick Leave Bank management and administration
- EAP Drug and Alcohol program referrals for substance abuse (CDL/DOT employees)
- Drug Free Workplace training for supervisors and employees
- Countywide Drug and Alcohol testing for DOT and Non-DOT employees

Key Focus Areas

- Prevention and early detection of work-related illnesses and injuries
- Maintaining and improving a healthy and productive workforce throughout MCG
- Assessment of the employee's ability to perform essential job task and duties safely and effectively
- Advising and training employees and management on job-related health issues, FMLA, MCGEO Sick leave bank, Drug and Alcohol programs, and EAP services
- Compliance with multiple regulatory and advisory agencies

Support Services

OMS also provides support services to the OHR Labor and Employee Relations Team's Disability Program. These services include:

- ADA reasonable work accommodations and job priority consideration
- Coordinate ergonomic evaluations with Risk Management
- Light duty evaluations
- Fitness for duty evaluations
- Alternative placement (disability retirement)