



**MONTGOMERY COUNTY
FIRE AND RESCUE SERVICE**

01-02

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

10/3/2016

Issued by: Fire Chief Scott E. Goldstein

Policy Number: 01-02

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

Supersedes: Executive Regulation 01-05AM: *Medical Standards for Operational Members and Candidates of the Montgomery county Fire and Rescue Service, dated June 21, 2005*

Effective Date: October 3, 2016

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



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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.

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



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providers by making all reasonable efforts to reduce their risk of occupational injuries and illnesses.

- 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;



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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
 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.



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2. Volunteer personnel will be scheduled for their annual medical evaluations by the Division of Volunteer and Community Services.

SECTION 8.

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

SECTION 9. Attachments:

There are no attachments.

Approved:

A handwritten signature in black ink that reads "Scott Goldstein".

Scott E. Goldstein
Fire Chief

September 29, 2016
Date