

Subject:	PHYSICAL EXAMINATIONS
Section:	PPG# 2416
Chapter:	Personnel
Effective Date:	7/1/98

POLICY

Physical Examinations

The Board of Fire Commissioners recognizes that firefighters are required to be physically fit, and that performance at emergency scenes may require the firefighter to undergo strenuous exertion and to perform physical activities that may not be associated with normal jobs. Entry-level physicals will be required for all paid and volunteer staff members to assess their physical condition. Paid staff members of the district will be required to take physical examinations as per scheduled as noted in the union contract or work agreement.

If a staff member fails a routine physical examination, he/ she will have six months to prepare for a second physical examination. If the examining physician and chief determine that the staff member's physical condition impairs the performance of the staff member, the chief may consider the following actions:

1. Temporarily assign the staff member to light duty until such time that the examining physician certifies he/ she is physically able to perform the work described in the position description.
2. Grant the use of accrued sick leave subject to the recommendation of the examining physician.
3. Grant an unpaid leave of absence until the next scheduled examination.

If a staff member fails the second physical examination, the staff member shall have a four month time period to prepare for a third physical. If the staff member fails the third physical, he/ she will be placed on disability leave or sick leave, if any agreement that is acceptable to the district and attending physician.

Any staff member is entitled to a second opinion, at his/ her own expense, prior to a final action.

Prior to employment as a paid firefighter, the candidate must pass a pre-employment physical examination which meets the minimum medical standards for small cities, towns, and fire districts, 1988 edition, as adopted by Association of Washington

Cities and Washington State Association of Fire Chiefs. Prior to employment as a volunteer firefighter, the candidate must pass a physical examination, which meets the minimum requirements of the Washington State Board for Volunteer Firemen. A physician selected by the district shall administer pre-employment examinations. Any candidate who fails a pre-employment physical will not be considered for employment.

Staff members will be required to take routine physical examinations as per schedule as specified in the union contract or working agreement. Physical Examinations shall cover the following areas:

1. Physical examination by physician
2. Complete blood chemistry
3. Urinalysis
4. Chest X-ray
5. Pulmonary function test
6. Treadmill test, with monitor
7. Hearing (optional)
8. Eyes (optional)

The intent of the routine physical examination is to make sure staff members required to perform fire ground functions are capable of such work and are in good health.

A physician selected by the district will provide the routine examination. A copy of the results of the examination shall be furnished to both the district and the staff member.

Some temporary treatable conditions may cause a staff member to fail a physical examination. In such instances, the district may attempt to resolve the condition, which may have caused the staff member to fail the physical examination.

REFERENCES

Cross Reference: Policy 2101 Employment of Handicapped Persons
Policy 2411 Firefighter Qualifications
Policy 2417 Temporary Disability
Policy 2801 Volunteers – Membership Requirements
Procedure 4200P-5 Firefighter Injuries