



## EXHIBIT “A”

### SCOPE OF SERVICES

The following list of specifications for the firefighter annual physical examination is based on guidelines published by the National Fire Protection Association (NFPA) Standard 1582 (Comprehensive Occupational Medical Program for Fire Departments, 2007 Edition).

The examination shall be conducted on two (2) separate days to ensure that laboratory results will be available for review on Day Two. All specimens for laboratory testing will be obtained on Day One. Day Two will consist of the employee's physical examination by a licensed practitioner trained in Occupational Medicine (Doctor of Medicine or Osteopathy, Physician Assistant or Nurse Practitioner). The employee has the option to request that the physical examination be performed by a Medical Doctor or Doctor of Osteopathy when scheduling Day Two.

On Day Two, the examining practitioner will conduct a physical exam of the employee and a cardiac stress test to detect any physical or medical condition(s) that could adversely affect the employee's ability to safely perform essential job tasks (see the attached Essential Job Tasks and Descriptions). CONSULTANT shall be able to accommodate at least six (6) firefighter "Day Two" examinations per week and should conduct the examination process within two hours.

The examination will consist of the following:

1. A review of laboratory results, personal medical history, family medical history and other risk factors, diet, supplements, stress factors, injuries in the past year, exercise habits and any health concerns of the firefighter. Counseling and corrective strategies for improving health shall be provided when indicated.
2. Components of the Standard Annual Physical

#### **Day One – Laboratory Analysis**

- Comprehensive metabolic panel with lipids (SMAC 25)
- Urinalysis (Urobilinogen, Nitrate, Blood, Bilirubin, Ketones, Glucose, Protein, PH/SG)
- CBC
- HIV screening
- Hepatitis A, B, C Antibody tests

#### **Day Two - General Exam Components**

- PPD skin test
- Vision testing
- A complete physical examination which includes flexibility, range of motion and strength testing
- Audiometry in a testing booth
- Spirometry including loop with interpretation



- Resting 12 Lead EKG with interpretation
- Yearly cardiac stress test (submaximal - 85%) for aerobic capacity measurement with estimated MET I V02max scoring using the Bruce Treadmill Protocol (see attached V02max conversion chart) conducted by a technician experienced in conducting stress testing protocols
  - ∴ Maximal treadmill stress testing (100%) for male members over forty-five (45) years of age and female members over fifty-five (55) years of age with two or more risk factors for coronary disease as defined below:
    - Total cholesterol greater than 240 mg/dl
    - Systolic blood pressure greater than 140 and/or diastolic greater than 90.
    - Smoking
    - Diabetes mellitus
    - Family history of heart attack or cardiac death of parent or sibling before their sixtieth (60th) birthday.

3. Additions to the Standard Annual Physical (as indicated or requested)

- PSA annual >50 years of age
- PSA for >40 years of age if indicated by family history
- Pap smear for females (upon request)
- Mammogram for females (upon request)
- Chest x-ray, 2v - optional or with positive PPD
- Hepatitis B immunizations for new employees
- Hepatitis B booster, when needed
- Hepatitis A immunizations

The examining physician will discuss all test results with the employee and provide recommendations or suggestions for health improvement, as needed. The physician, within three business days of the exam, shall provide the Rescue Division a memorandum (via email or facsimile) stating that the employee was examined and that one of the following situations exists:

- The employee can perform all the requirements of the employee's job classification
- The employee can perform some of the job requirements and is recommended for light duty until cleared to return to work by a physician of the employee's choice.
- The employee can perform some of the job requirements and is recommended for light duty for a specific number of days (less than fifteen (15) and is to be seen again by the examining practitioner prior to returning to normal duty.
- The employee cannot return to work until cleared by a physician of the employee's choice. The examining practitioner, hospital or clinic shall give no further information regarding the annual medical physical examination to the Rescue Division or any City Official or employee, unless required by law. In the event the employee is advised to see a physician of the employee's choice, the employee's physician shall contact the examining practitioner, within thirty (30) days, to advise him the employee is under his/her care.

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