



**MESCAL J-6
FIRE DISTRICT**

**STANDARD OPERATING
POLICY # 011**

Physical Examinations / Fitness for Duty

I. Purpose

To ensure that prospective and current suppression members meet the minimum physical standards for the position they perform.

II. Scope

This policy applies to all prospective and current suppression members.

III. Policy

It is the policy of MJFD to require physical examinations for all suppression members prior to employment, and annually thereafter, in order to ensure that such members are physically capable of fulfilling the essential functions of the position to which they are assigned.

IV. Guidelines

- A. All job offers to potential suppression members shall be made contingent upon the applicant passing a physical examination.
- B. The potential member shall be required to undergo a physical examination with the District's designated medical provider.
- C. In the event the applicant does not pass the physical examination, the offer of employment shall be withdrawn.
- D. In order to ensure the physical standards continue to be met, all suppression members shall be required to undergo annual physical evaluations.
- E. The results of the medical evaluation and/or physical examination shall be maintained in the member's medical file, as per the policy entitled "Personnel Records."
- F. In the event a current member does not pass the examination, the member has the option to seek a second medical examination from a physician of his choosing. The member shall bear the costs of such examination. If the opinion of the personal physician differs from that of the District physician, a third opinion may be sought. The cost of this third medical opinion will be shared equally by the member and the District. The three consulting physicians shall confer and determine a consensus opinion on the fitness for duty status.
- G. In the event that it is determined that the member has not passed and is unable to meet the physical requirements of the current position, the member shall be relieved of duty. Additionally, the Fire Chief shall consult with the District's designated medical provider to determine if any feasible measures are available to return the member to a point of meeting the physical requirements. In such event, the Fire Chief shall establish, based upon the physician's recommendation, a timeframe and the suggested methodology necessary to allow the member to meet the physical requirements of the job.



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- H. If it is determined that the member is unable to meet the physical requirements of the current position, the member shall be relieved of duty.
- I. If a non-suppression position is available and the member meets the minimum requirements, the member *may* be offered the opportunity to interview for such a position.
- J. In order to ensure that a member is fit for duty, all members shall be required to report the use of any medications that could produce a side effect that may alter the member's ability to perform the job in a safe manner. This shall include prescription medications, over-the-counter medications, and medical marijuana. (*See policy entitled: Drug and Alcohol Testing*)

Approved by the Mescal-J6 Fire District Governing Board on July 6, 2015. Replaces February, 2012