

MARIPOSA COUNTY

Administration/Human Resources · 966-3222



RESOLUTION - ACTION REQUESTED 2021-57

MEETING: February 2, 2021
TO: The Board of Supervisors
FROM: Dallin Kimble, County Administrative Officer
RE: Approve a Policy for Physicals for Mariposa County Fire Volunteers

RECOMMENDATION AND JUSTIFICATION:

Approve a Policy for Physicals for Mariposa County Volunteer Firefighters.

Staff recommends the Board adopt the attached policy requiring routine physicals for volunteer firefighters who are active responders. Currently, there are approximately 70 volunteer firefighters 60 of whom are active responders. Volunteer members are called upon to engage in arduous, physically demanding work. An initial in person medical physical by a licensed physician or their designee is required prior to acceptance into the department to assure members are in sufficient health to perform the duties that would be expected. Over the course of a career, a member's physical attributes, i.e. strength, conditioning, agility and stamina, change. Those natural accruing changes have the potential to increase the risk of physical injury or overall health issues while performing duties of a volunteer firefighter. When injuries occur, Mariposa County is responsible for providing workers' compensation for the member. This policy furthers the County's commitment to provide a safe and healthful work environment and to ensure the health and wellness of our employees and volunteers. It requires routine medical physicals, both electronically through a medical questionnaire in accordance with the Mariposa County Respiratory Protection Program (RPP), as well as in person medical physicals performed by a licensed physician or their designee.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

In 2018, Mariposa County contracted with CalFire to provide command and control, administrative oversight and management of fire services for the County.

For the Year 2020, Mariposa County has spent \$51,949.68 on Worker's Compensation claims for our volunteer Firefighters.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

No action on this item will result in continuation of limited examination of our volunteer firefighters to determine their health and physical capability to perform the demanding work required of them. In addition, workers' comp costs will continue to rise as the general cost of healthcare rises.

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Financial Impact

Some staff impact on HHSAs to provide additional physicals as described in the policy.

ATTACHMENTS:


**Regular Physicals for Mariposa Volunteer Firefighters (Ward Steven@CALFIRE)
(PDF)**

RESULT: ADOPTED [UNANIMOUS]

MOVER: Miles Menetrey, District V Supervisor

SECONDER: Wayne Forsythe, District IV Supervisor

AYES: Smallcombe, Sweeney, Long, Forsythe, Menetrey

 MARIPOSA COUNTY FIRE DEPARTMENT	REVISION: 1.0
SOG MANUAL	EFFECTIVE DATE: 02/02/2021
2.3.5 EMQ and Medical Physicals	APPROVED: Mariposa County Board of Supervisors

EMQ and Medical Physicals

Purpose: The Mariposa County Fire Department and Mariposa County are committed to the health and wellness of its members and to providing a safe and healthful work environment. In keeping with this commitment, this policy implements regular medical physicals for Mariposa County Fire Department volunteer members through both electronic medical questionnaires, as well as in person medical physicals performed by a licensed physician or their designee.

Scope: Mariposa County Fire Department volunteer members are called upon to engage in arduous, physically demanding work. An initial in person medical physical by a licensed physician or their designee is required prior to acceptance into the department to assure members are in sufficient health to perform the physically demanding duties that would be expected. Mariposa County Fire recognizes that over the course of a career, a member's physical attributes, i.e. strength, conditioning, agility and stamina change. Those natural accruing changes have the potential to increase the risk of physical injury or overall health issues while performing duties of a volunteer firefighter. It is the intent of this policy to address the need for routine medical physicals, both electronically through a medical questionnaire in accordance with the Mariposa County Respiratory Protection Program (RPP), as well as in person medical physicals performed by a licensed physician or their designee.

Policy: Mariposa County Fire Department volunteer members will be provided and shall complete the electronic medical questionnaire as described in the RPP. In person medical physical examinations will be completed by a licensed physician, a physician assistant, or a nurse practitioner functioning under a licensed physician's license in accordance with the following guidelines for emergency response members (support members excluded):

1. At the time of hire as a volunteer member.
2. When deemed necessary/appropriate through the annual EMQ (Electronic Medical Questionnaire) screening.

3. When deemed necessary/appropriate for return to work after sustaining a potentially compromising injury or relevant medical condition change.
4. Ages 18-39 as dictated through the on-line EMQ process. This may be incorporated with the commercial driver's license (DL) physical.
5. Ages 40-49 every two years or as dictated through the online EMQ process. This may be incorporated with the commercial (DL) physical.
6. Ages 50+ every year or as dictated through the online EMQ process. This may be incorporated with the commercial (DL) physical.

Tracking: In person medical physicals will be provided at no cost to the volunteer member, tracked and scheduled in coordination with the Mariposa County Health Officer or his/her designee and the Mariposa County Fire Department. Volunteer members may utilize their own physician, at their own expense, with the confidential results forwarded to the Mariposa County's Health Officer for review.

The Mariposa County Fire Department shall be advised and shall track compliance with this policy by all volunteer members. All medical information will be kept strictly confidential. The Mariposa County Fire Department shall be advised in writing of any volunteer member who is deemed unable to perform the duties of a volunteer firefighter. Reasons for such a decision will remain confidential and will only be known by the member, their doctor and the Mariposa County Health Officer.

Any Mariposa County volunteer firefighter who becomes non-compliant with the online Emergency Medical Questionnaire (EMQ) within the RPP or in person medical physical in accordance with this policy will not be permitted to be Fit Tested nor respond on behalf of the Mariposa County Fire Department until that member becomes compliant.