

July 20, 2016

Plan proposal;

The Humboldt County Fire Chief's Association (HCFCA) is proposing the following plan of compliance regarding participation in the County of Humboldt Workman's Compensation Insurance Program.

Cal-Osha training compliance;

Fire departments participating in the County Workman's Compensation Program will supply a roster of membership to Target Solutions and will update the roster on an annual basis at the beginning of each calendar year. All department members will be required to participate in the assigned training (see attached – Target Solutions compliance classes). Training completions will be tracked and accessible through Target Solutions.

Firefighter training compliance;

Fire departments participating in the County Workman's Compensation Program will provide to department members a training program that meets or exceeds the standards set forth in NFPA 1403. Documentation of firefighter training will be forwarded to Humboldt County Risk Management on an annual basis at the beginning of each calendar year.

Physical examination compliance;

Fire departments participating in the County Workman's Compensation Program agree to comply with the following Physical Examination Policy for all new and incumbent firefighters. The Physical Examination Policy utilizes the California State Firefighter's Association's (CSFA) "Physicians' medical clearance for volunteer emergency responders" (see attached) which has been developed based on the National Fire Protection Association (NFPA) Standard 1582: Standard on Comprehensive Occupational Medical Program for Fire Departments.

Physical Examination Policy;

All new fire fighter candidates shall be required to undergo and pass the CSFA "Physicians' medical clearance for volunteer emergency responders" examination through the fire department's designated medical provider, prior to employment.

In order to ensure that physical standards continue to be met, all incumbent fire fighters shall be required to undergo a regular physical examination with the fire department's designated medical provider, as detailed below:

1. Fire fighters shall be required to complete an approved medical questionnaire annually. This questionnaire will be reviewed by the Department's designated

medical provider, and any revealed medical concerns will be provided to the Department for review and action.

2. Fire Fighters shall also be required to undergo and pass the CSFA “Physicians’ medical clearance for volunteer emergency responders” examination on or before every fifth year of membership through age 49.
3. Fire fighters 50 years and older shall also be required to undergo and pass the CSFA “Physicians’ medical clearance for volunteer emergency responders” examination once every other year.

In the event the incumbent fire fighter fails to meet or exceed the established standards of the physical examination, the fire fighter may be sent for a second medical examination. If it is further determined that the fire fighter has again not met the established physical examination requirements, the fire chief and fire fighter shall meet with the fire department’s designated physician to determine if any feasible measures are available to return the fire fighter to a point of meeting the physical requirements. In such an event, the fire chief and fire fighter with direction from the physician shall determine a time frame and course of action designed to assist the fire fighter to once again meet the physical requirements.

If it is determined that the fire fighter is unable to meet the established physical requirements, he/she shall be relieved firefighting duty with the option of assuming a less demanding role as a non-safety member dependent upon individual department policy.

Grandfathering current membership;

It is agreed between the fire departments participating in the County Workman’s Compensation Program and Humboldt County Risk Management that all current participants in the County Workman’s Compensation Program will be grandfathered into the exam program with those age 49 and under requiring an established physical exam on a five (5) year cycle and those age 50 and over requiring an established physical exam on a two (2) year cycle.