

Belton Fire Department

16300 N Mullen

Belton, Missouri 64012

(816) 331-7969

REQUEST FOR PROPOSAL

FIREFIGHTER PHYSICAL EXAMINATIONS

BID # 24-022

OBJECTIVE

The City of Belton, Missouri is seeking a qualified contractor to provide annual and potentially new hire physical examinations to members of the Belton Fire Department for the upcoming three (3) fiscal years (2025, 2026, 2027). Qualified contractor shall provide and furnish all labor and equipment in providing NFPA 1582 compliant physicals.

The objective of this Request for Proposal (RFP) and resulting contract is to obtain proposals from and the services of a qualified professional firm to perform annual physical and new hire examinations per the NFPA 1582 standards for the Belton Fire Department members.

The program requires a medical provider with in-depth knowledge regarding fire-service specific medical assessments in accordance with the Firefighter Life Safety Initiative and NFPA 1582 Standards to provide consolidated medical assessment, possible immunizations, and data record-keeping services of all incumbent personnel.

The Physical Medical Evaluation is designed to accomplish the following services:

- To provide a cost-effective investment in early detection, disease prevention, and health promotion of firefighters.
- To create physical data to monitor future effects of exposure to specific biological, physical, or chemical agents.
- To detect changes in an individual's health that may be related to harmful working conditions.
- To provide the fire department personnel with information about the individual's occupational hazards and current health.
- Comply with federal, state, and local requirements.
- Reduce out-of-service time through preventative early intervention of potential problems.

Scheduling will be coordinated with the Fire Chief, or designees. Specific scheduling will be determined with the awardee.

Any blood work, urinalysis, or other pre-examination work should be completed in such a way for the examining qualified medical provider to have results to review with the individual at the time

of the exam. If multiple trips are required, this should be identified in the proposal for scheduling purposes.

Physicals will include a description and synopsis, including a detailed description of how the services will be delivered, detailing its methodology and approach to providing the Scope of Services as described in this RFP. Include how a mobile unit will be utilized with all components of the Scope. Discuss if any subcontractors will be utilized and for which tasks they may be utilized. Pricing for any utilized subcontractors shall be figured into each itemized pricing. The firm contracted to provide services under this contract shall be responsible for subcontractors' work and payment.

A summary profile will be provided to Belton Fire Department through both the Fire Chief identifying trends, department-wide recommendations for each, and general data summary including comparisons between other benchmarks. This summary shall be suitable for sharing with the entire membership. Profile will be done after each completed round of fire fighter physicals and as required by the Fire Chief, or their designees. Confidential data shall not be shared with full HIPPA compliance.

I. Instructions to bidders

- a) Bidders shall complete all required documentation and explain all exceptions taken. Additionally, bidders may provide services that exceed the bid specifications, which should be noted as well.

b) Bids are to be delivered by email, to the following email address: jsapp@beltonfire.org by 2:00pm CST on August 2nd, 2024.

Contact Information:

John Sapp

Fire Chief

Belton Fire Department

jsapp@beltonfire.org

(816)331-7969 (O).

Todd Yohe

Battalion Chief

tyohe@beltonfire.org

(816) 695-5509

c) No Faxed bids will be considered.

d) All Bidders must understand that the City of Belton reserves the following rights:

- 1) The right to reject any and all bids; and
- 2) Choose the best bid based on the City of Belton's judgment.

II. Year one services to be provided

Public Safety Physical Exam (NFPA 1582 compliant):

Medical & Occupational/Environmental Questionnaire.

Comprehensive Hands-on Physical Exam.

Vital Signs: Height, Weight, Blood Pressure, Pulse.

Sleep Disorder Evaluation, Epworth Sleep Scale.

Back Health Evaluation.

Urinalysis.

Audiogram

Titmus Occupational Vision with Peripheral, Depth Perception, and Color.

Breast Exam with Self-Exam education.

Personal Consultation with review of testing results.

Laboratory Tests:

Comprehensive Metabolic Panel, Blood Chemistry.

Complete Blood Count, Hematology Panel.

Hemoccult Stool Test for Colon Cancer Screening.

Total Lipid Panel.

Thyroid Test TSH.

Glucose.

Hemoglobin A1C.

Men: PSA (Prostate cancer marker) and Testosterone.

Ultrasound Screenings:

Echocardiogram.

Carotid Arteries Ultrasound.

Aorta and Aortic Valve Ultrasound.

Liver Ultrasound.

Gall Bladder Ultrasound.

Kidneys Ultrasound.

Spleen Ultrasound.

Bladder Ultrasound.

Thyroid Ultrasound.

Men: Prostate and Testicular Ultrasound.

Women: Ovaries and Uterus Ultrasound.

Cardiopulmonary Testing:

Cardiac Stress Test (Treadmill with 12 lead, sub-maximal, Bruce Protocol).

EKG, 12 Lead.

Spirometry, PFT Lung Capacity with OSHA Respirator Medical Clearance.

Fitness Evaluations per NFPA 1583-IAFF/IAFC Wellness Fitness Initiative:

Fitness test for muscular strength & endurance.

Sit and Reach, Planking, Grip Strength.

Sit up test, Wall sit, Flexibility.

V02 Max Calc for Aerobic Capacity.

Body Weight and Composition.

Personal Fitness Rx.

III. Guiding Principles.

a) The National Fire Protection Association (NFPA) standard 1582 is the consensus standard that shall be utilized for the annual medical evaluations. The winning bidder shall obtain a copy of this standard and follow it when evaluating employees. The City of Belton reserves the right to:

- 1) Evaluate each situation on a case-by-case basis to help determine fit for duty status and discuss that with your physician;

- 2) Eliminate or interpret any portion of NFPA 1582 to our unique situation.
- 3) Request that the occupational health physician discuss and consult with an employee's personal physician about conditions when appropriate; and
- 4) Accept an employee's personal physician's "Fit for Duty" determination if appropriate.

b) Non-Punitive Statement.

The City of Belton and IAFF Local 42 have a common interest in ensuring that fire department employees are fit for duty and are healthy and well. Annual Medical evaluations are to be conducted in a non-punitive manner and neither party, or the provider has any motivation for any action that is punitive. Employees are found to be "Fit for Duty" or "Not Fit for Duty", and that information is forwarded to the City of Belton Human Resources Director.

Until a time where the City of Belton has the need to make a determination about the employee's future ability to perform as a firefighter, medical management is between the employee, the occupational physician, and his or her personal physician. Discussion with the City of Belton

should only be “prognosis based” without discussing specific medical conditions when possible.

- c) The provider must share medical information including all results, examinations, findings, and diagnoses with the employee or his/her personal physician upon request and the proper execution of appropriate documentation and release of information form. Further, the provider must consult with the employee’s personal physician if requested.

IV. Laboratory Specimen Collection

- a) Blood and urine specimens will be collected PRIOR to the annual medical evaluation date so that the employee and physician may review the results together.

If you are bidding services as being conducted on our site, the specimens would need to be collected over 3-5 days on our site, generally one week prior to the date of the annual medical evaluations.

If you are bidding services as being conducted on alternative site, the employee would need to be at your location generally one week prior to the date of the annual medical evaluation.

In any case, results shall be available to the employee and the physician ON the date of the annual medical evaluation.

V. The Annual Medical Evaluation

- a) Each employee will receive a physical examination by a physician as part of their annual medical evaluation. This examination shall follow NFPA 1582 and the professional competence and judgment of the occupational physician;
- b) Each employee will receive a strength and flexibility evaluation administered by a medical professional such as a physician, nurse, exercise physiologist, physical therapist, or physical therapy assistant;
- c) Year one of the physicals all employees will receive a Bruce Treadmill Protocol test to evaluate the employee's exercise tolerance, establish an estimated VO2Max, and examine the employee for medical anomalies associated with this test. This test shall be administered by a medical professional, with cardiovascular monitoring, and the provider must be certified in Advanced Cardiac Life Support with ACLS equipment (Crash Cart) near the exercise area;
- d) Each employee, after completing each of the steps, should have a consultation with the physician. In this consultation, the physician should ask pertinent questions, evaluate all data established from the annual medical evaluation, and

develop strategies or goals for each employee to work on for the next year.

Additionally, if the employee is not fit for duty, the physician must discuss the issue with the employee so that the medical issue can be rectified if possible.

VI. Additional Services

- a. Other available services may be listed with pricing as potential optional selections to be discussed and decided between The City of Belton and the provider each year.

VII. Bidder Submission Documents

- a. Submissions must display Belton Fire Department Physicals Bid # 24-022
- b. Pricing Sheet per person for approximately 53 Public Safety Physical Examinations
- c. Service provider contact information
- d. Available optional services with pricing
- e. Presentation of how services will be provided
- f. List of any requirements or resources the provider needs from Belton Fire Department to conduct physicals