



Jackson Hole Fire/EMS Operations Manual

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Title: **Medical Examination Process**
Division: 5
Article: 12
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SECTION I - PURPOSE

The purpose of this policy is to ensure the health and safety of our Operational Members by offering a Medical Examination Process based on the coordination of our Medical Team through St. John's Health, in reference with NFPA 1582.

SECTION II - TIMEFRAME

Current Operational Members

- Medical Examination Process will open annually and allow for a 6-month timeframe for completion.

New Recruits/Newly Hired Operational Staff

- Medical Examination Process will be a condition of membership/hire detailed in the recruitment process.

SECTION III – DEMOGRAPHICS

The frequency of the Medical Examination Process is based upon age as listed below:

- Those members under 40 years of age will receive a Medical Exam on a biennial basis.
- Those members over 40 years of age will receive a Medical Exam annually.

SECTION IV – NEW OPERATIONAL MEMBERS

Inclusions for New Members who have never received a Jackson Hole Fire/EMS (JHFEMS) Medical Exam are as follows:

- Blood draw including the tests specified on the attached, pre-approved lab order (current version).
- Medical Exam with a Provider at St. John's Health Clinic.
- Respiratory
 - Spirometry – All new recruits
- Cardiac
 - 10-year Atherosclerotic Cardiovascular Disease (ASCVD) risk stratification for all Operational Members
 - <5% - No further testing

- 5-7.5% - Aggressive risk factor modification with Primary Care Provider or Cardiology
- 7.5-10% - Aggressive risk factor modification and Physician to determine need for Coronary Calcium Score.
- >10% - Stress Test with Imaging every 2-5 years
- 40+ Age Category - 12 lead EKG performed at Medical Physical Exam

SECTION V – OPERATIONAL MEMBERS

Inclusions for Current Operational Members who have received a previous JHFEMS Medical Exam:

- Blood draw including the tests specified on the attached, pre-approved lab order (current version).
- Medical Exam with a Provider at St. John's Health Clinic.
- Respiratory
 - Spirometry – Any member with significant respiratory complaints or smoke exposure.
- Cardiac
 - 10-year ASCVD risk stratification for all Operational Members
 - <5% - No further testing
 - 5-7.5% - Aggressive risk factor modification with Primary Care Provider or Cardiology
 - 7.5-10% - Aggressive risk factor modification and Physician to determine need for Coronary Calcium Score.
 - >10% - Stress Test with Imaging every 2-5 years
 - 40+ Age Category - 12 lead EKG performed at Medical Physical Exam

Firefighter Cancer Screening

- Men 50+ will have PSA included in labs from blood draw.
- Physician to discuss further cancer screening, covered by either insurance or Wyoming Worker's Compensation (Aaron Booker Firefighter Cancer Screening Act)
 - >45 Age Category recommended Colorectal Cancer Screening
 - Women - Mammography and Pap smear screening as indicated
- Aaron Booker Firefighter Cancer Screening Act took effect in July 2024.
 - Firefighters with increased exposure, determined by having 10 years worked as a firefighter, can obtain additional cancer screening.
 - Years as a firefighter can be with JHFEMS or a combination of previous departments
 - Additional cancer screenings available will be recommended/prescribed by the JHFEMS Medical Team based on reliability and availability of screening.
 - Once recommended/prescribed, a Wyoming Worker's Compensation form will be initiated through JHFEMS to have the screening paid for through the State of Wyoming.

SECTION VI – EXCLUSIONS

Physician recommendations for follow up and/or member elected procedures above and beyond the listed inclusions will not be covered by JHFEMS and will be the responsibility of the member.

SECTION VII – MEDICAL CONDITIONS

Examples of significant medical conditions that may require additional evaluation/discussion between SJH Medical Provider and JHFEMS Medical Director and JHFEMS Administration Team (if required) prior to clearance include, but not limited to:

- Vision: Monocular vision (blind in one eye) or vision worse than 20/40 with correction
- Pulmonary: Moderate persistent asthma, COPD, FVC or FEV1 <70% predicted, Hypoxemia
- Cardiac: Clinically significant coronary artery disease, cardiomyopathy or CHF, arrhythmia or significant heart block
- Vascular: History of DVT/PE, Uncontrolled HTN, Thoracic or abdominal aneurysms, carotid stenosis, peripheral vascular disease
- Endocrine: Diabetes treated with insulin
- Neurological: Epilepsy or seizure(s). MS or other degenerative neurological condition.
- Oncology: Any cancer diagnosis other than superficial/localized skin cancer
- Hematology: Significant anemia, bleeding or clotting disorders

Operational members that are deemed “unfit” in the Medical Examination Process will be advised of the determination and referred to their primary provider. Current operational members deemed “unfit” in the Medical Examination Process will be placed on medical leave. Reasonable accommodation and timeframe of when the medical condition will be resolved will be considered by the JHFEMS Medical Director and JHFEMS Administration to determine next steps.

SECTION VIII – CHRONOLOGICAL PROCESS

The following is the chronological process to follow to ensure efficiency for the member and the cooperating medical facilities.

1. Blood work:
 - a. Print and fill out the pre-signed Lab orders.
 - b. Fax these orders to the hospital lab at 877-205-2024. (Admin can assist with faxing).
 - c. After faxing, schedule your blood draw by calling 307-739-7531.
2. Medical Physical Exam:
 - a. Allow one week for blood lab results to be available prior to scheduling Medical Physical Exam.
 - b. Schedule Medical Physical Exam with St. John’s Health Clinic by calling 307-739-6111.
 - c. Fill out the Health History Questionnaire and bring this with you to your scheduled Medical Physical Exam.
3. Provider with St. John’s Health Clinic will provide you with either further steps to complete the JHFEMS medical examination process or an estimated timeframe that a Fit for Duty letter will be provided.
4. JHFEMS Administration will track the Fit for Duty list.

APPENDIX A

Jackson Fire/EMS Medical Physical Exam Guidelines 2025/2026

Frequency of exams	All new recruits & hires initially, then: Age <40, every 2 years Age 40+ annually
Labs	Draw at St John's Health at least 2-3 days before appointment. Use <u>paper</u> requisition form. Routine Labs include: CBC w/diff Comprehensive Metabolic Panel Lipid Panel (fasting) PSA (men >50 only) (Will accept labs from Wyoming Health Fairs or other lab service if within last 3 months, not covered by Fire/EMS)
Urinalysis	Dip urine for blood, glucose, protein
Audiology	Handheld audiometer, refer for hearing loss >40 dB.
Spirometry	In office spirometry for new recruits, and any members with significant respiratory complaints or smoke exposure
EKG	12 lead EKG at each exam after age 40
Cardiovascular Risk Stratification	10-year ASCVD risk stratification for all firefighters: <5% , no further testing >5% and <7.5% , aggressive risk factor modification with PCP or cardiology >7.5% and <10% , aggressive risk factor modification and <u>consider coronary calcium score</u> . If CAC score = zero, no imaging needed x 5 years. If CAC is >100, or >75 th percentile, STRESS IMAGING >10% Stress Test WITH IMAGING every 2-5 years
Immunizations	Hep B series once Flu annually COVID optional Tdap every 10 years. Refer to public health to obtain if needed
Cancer Screening	PSA: men >50 or if family history 10 years before age of diagnosis Colorectal Cancer: all >45 years of age. Covered by insurance, or if not, can be covered by Wyoming Work Comp for firefighters

	Mammography & Pap: If indicated for women, through PCP/insurance
Lung Cancer Screening	Low Dose Lung CT for firefighters 50-74 who have >20 pack year history (not covered by Fire/EMS)
Additional	Any additional testing, at discretion of the examining provider. Not covered by Fire/EMS unless for a work related condition.

Sources: Jackson Hole Fire/EMS policy, NFPA 1582 2022 version