

**ADVERTISEMENT
REQUEST FOR PROPOSALS
FOR
MEDICAL DIRECTOR
FOR
GRAND ISLAND FIRE DEPARTMENT
CITY OF GRAND ISLAND, NEBRASKA**

Sealed proposals will be received by the City Clerk, City Hall, 100 East 1st Street, Grand Island, NE 68801 or PO Box 1968, Grand Island, NE 68802 until **4:00 PM** (local time) on **November 15, 2010**, for a Medical Services Director for the Grand Island Fire Department. Proposals received after the specified time will be returned unopened to sender. Proposals must be based on the City's Request for Proposals. Contact the Fire Department at (308) 385-5444 ext 227 for further information.

The award winning offeror will be required to comply with the City's insurance requirements.

Proposals will be evaluated based upon qualifications, previous experience of similar scope, contract terms and conditions, cost and adherence to schedule. Proposals shall remain firm for a period of 120 days after proposal due date. The City of Grand Island reserves the right to refuse any or all proposals and to select the proposal deemed to be in the City's best interest, at its sole discretion.

RaNae Edwards, City Clerk

Grand Island Fire Department
City Of Grand Island, Grand Island, NE



Request for Proposal
(RFP)
Medical Director

November 15, 2010

Contact:
Russ Blackburn, EMS Division Chief
Grand Island Fire Department
100 E First Street P.O. Box 1968
Grand Island, NE 68802
Office: 308-385-5444 ex. 227
Fax: 308-385-5423
rblackburn@grand-island.com

PURPOSE

The City will receive sealed proposals for a qualified physician to be the GIFD EMS Medical Director. As Medical Director, Proposer will provide direct and indirect (on-line and off-line) medical oversight; participate in the training, testing, and certification of providers, protocol development, operational policy and procedures development. The Medical Director shall also perform and evaluate medical physicals and psychiatric needs of the Fire Department's staff and make recommendation for continued employment, employment exclusion, employment restrictions and/or rehabilitation.

BACKGROUND

The Grand Island Fire Department is a 'full service' career fire department. Requests for assistance are responded to by sixty-three (63) uniformed personnel, five (5) executive officers and one (1) administrative assistant. Of which, twenty-eight (28) are Nationally Registered Paramedics with the remainder being Nationally Registered EMT-Basic. All members are utilized as firefighters. The Department resources are strategically placed in four (4) fire stations throughout the City Of Grand Island with an approximate city population of 45,000. There are two (2) continually staffed ambulances covering the 670 square mile response area that encompasses the majority of Hall County and portions of Merrick County. In addition to this response area the department has a Memorandum of Understanding with eight (8) neighboring communities. The ambulances are staffed with a combination of either Paramedic/EMT or Paramedic/Paramedic. The fire apparatus consist of three front line engine companies, one heavy rescue truck and one aerial apparatus that respond within the city limit confines. All fire apparatus are staffed with a minimum of one Paramedic, one Firefighter/EMT-B and one Captain. All Paramedics are cross trained as firefighters (Firemedics). Calendar year 2009 the Grand Island Fire Department responded to approximately 7,000 requests for assistance and approximately 3,900 patients were transported for medical/trauma evaluation. The \$7.2 million Fire Department account is funded by city budgetary allowances, grants, service contracts and reimbursements defined as "user fees" collected for patients transported by ambulance, fire prevention fees or through hazardous material mitigation reimbursement.

Services provided by the Fire Department encompass the majority of the emergency response realm. This includes: fire suppression, fire prevention, water/ice rescue, building inspection, building collapse rescue, fire code compliance/enforcement, fire investigation, high angle/low angle rescue, confined space rescue, trench rescue, grain entrapment, heavy rescue, aircraft crash rescue, Haz-Mat (Technician Level) response, tower rescue, vehicular entrapment, emergency ALS medical/trauma response, CPR education, ACLS education, EMT and Paramedic education, PALS education, Firefighter I and II certification, Fire Protection Technology and community awareness education.

Fire Department age and sex demographics are as follows:

Sex:	Male: 67	Female: 1
Age:	20-30 (8)	12%
	30-40 (20)	30%
	40-50 (28)	40%
	50+ (12)	18%

Note:

Proposing entities need to account for the possibility of the hiring of 6 (six) additional personnel pending grant monies applied for by the City. Typically, prospective new employees are males in the 20-30 age group. Accommodations for including a female in this same age group should also be considered.

The City of Grand Island also participates in a City wide wellness program that is available to interested employees. This program utilizes biomedical data which includes: nicotine use, weight control based from Body Mass Index, Cholesterol (HDL, LDL and total cholesterol), resting heart rate and blood pressure, gamma-glutamyl transferase (GGT), fasting glucose and triglycerides. This information shall be utilized by physician. Utilization of this information must be presented upon date of the scheduled facility or physician evaluation by the city employee. The physician reserves the right to exclude this information and conduct testing as outlined within this RFP if the individual presents with discrepancies identified during the physical or this provided information is greater than ninety (90) days in maturity.

SUBMISSION OF PROPOSALS

All submittals shall be sent to the following address and must be submitted prior to 4:00 pm (Central Daylight Time) November 15, 2010.

City Of Grand Island
Attn: RaNae Edwards, City Clerk
Medical Director RFP
100 E First Street
P.O. Box 1968
Grand Island, NE 68802-1968

Each bidder must submit four (4) copies of their proposal, a signed original and three copies, in a sealed envelope appropriately marked "EMS Medical Director RFP." All proposals must remain firm for one hundred twenty (120) days following the date of the submission of the sealed proposal.

SECTION 1: GENERAL INFORMATION

- 1) Proposal Procedure:
 - a) Any bidder who has exceptions to any specifications and requirements listed in the bidding documents must state as such as an attachment to their respective proposal. This page(s) shall be clearly identified and titled "Exception(s) to Specifications" located at the beginning of their respective proposals. Failure by the bidder to outline exceptions will require the successful bidder to comply with the specifications.
 - b) The RFP response must address the items included in the *Section 2 and Information to include*, Section 1,1,i.
 - c) Each RFP must be legibly printed in ink or typed, include full name, business address, telephone number, fax number and email address of the Proposer..
 - d) Proposals should be prepared simply and economically, providing a straightforward, concise description of the capabilities of their offering. Unnecessarily elaborated brochures or other presentations beyond those sufficient to prepare a complete and concise proposal are not desired.
 - e) The proposal should be organized in the order in which the requirements are presented in the RFP.
 - f) Each copy of the proposal should be bound or contained in a single volume where practical. All documentation submitted with the proposal should be contained in that single volume.
 - g) Proposals should be as thorough and as detailed as possible so that the City may properly evaluate your capabilities to provide the required services.
 - h) Proposals received after the time and date established for receiving offers will be rejected.
 - i) Information to include:
 - i) Response by a firm/organization other than a corporation must include the name and address of each member.
 - ii) A response by a corporation must be signed in the name of such corporation by a duly authorized official thereof.
 - iii) Any person signing a response for a firm, corporation, or other organization must show evidence of his authority so to bind such firm, corporation, or organization.
 - iv) Resumes of applicable personnel
 - v) List of client companies, contact name, address and phone number as references.
- 2) Equal Opportunity:
 - a) Each proposer agrees that it shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, disability, national origin, age, or marital status. In the employment of persons, proposer shall take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to race, color, religion, sex, disability, national origin, age, or marital status.
- 3) Data Privacy:
 - a) Proposer agrees to abide by all applicable State and Federal laws and regulations concerning the handling and disclosure of private and confidential information concerning individuals and corporations.
 - b) The proposer agrees to hold the City harmless from any claims resulting from the proposer's unlawful disclosure or use of private or confidential information.
- 4) Proposer's Representation:
 - a) Each proposer by submitting an offer, represents that he/she has read and understands the specification documents, and the offer has been made in accordance therewith.

5) Specification Clarification

- a) The proposer shall carefully examine this RFP and any addenda. The proposer should seek clarification of any ambiguity, conflict, omission or other error in this RFP in writing.
- b) For information regarding this RFP contact:
Russ Blackburn, EMS Division Chief
Grand Island Fire Department
100 E First Street P.O. Box 1968
Grand Island, NE 68802-1968
Office: 308-385-5444 ext 227
Fax: 308-385-5423
rblackburn@grand-island.com
- c) If the answer to any question materially affects the RFP, the information will be incorporated into an addendum and distributed to the other proposing parties.
- d) Oral comments do not form a part of this RFP.
- e) No clarifications or addendums will be issued for 48 hours prior to the date and time for receipt of offers.

6) Anti-Lobbying Provision:

- a) During the period between the proposal advertisement date and the contract award, proposers, including their agents and representatives, shall not lobby or promote their proposal with any member of the City Council or City Staff.

7) Evaluation And Award

- a) The proposal shall be considered an offer on the part of the proposer. Such offer shall be deemed accepted upon issuance by the City of purchase orders, contract award notifications, or other contract documents appropriate to the work.
- b) No offer shall be withdrawn for a period of one hundred twenty (120) calendar days after the time and date established for receiving offers, and each proposer agrees in submitting an offer.
- c) The RFP process is designed to be a competitive negotiation platform, where price is not required to be the sole determinative factor; also the City has the flexibility to negotiate with a select firm or selected firms to arrive at a mutually agreeable relationship.
- d) A committee will be assigned the task of reviewing the proposals received.
 - i) The committee may request documentation from Proposer(s) of any information provided in their proposal response, or require the Proposer to clarify or expand qualification statements.
 - ii) The committee may also require a site visit and/or verbal interview with a Proposer or select group of Proposers to clarify and expand upon the proposal response.
- e) The offer will be awarded to the lowest responsive, responsible proposer whose proposal will be most advantageous to the City, and as the City deems will best serve their requirements.
- f) The City reserves the right to accept or reject any or all offers, parts of offers; request new proposals, waive irregularities and technicalities in offers; or to award the RFP on a split-order basis, or lump-sum basis; such as shall best serve the requirements and interests of the City.

8) Indemnification:

- a) The proposer shall indemnify and save harmless the City of Grand Island, Nebraska from and against all losses, claims, damages, and expenses, including, attorney's fees arising out of or resulting from the performance of the contract that results in bodily injury, sickness, disease, death, or to injury to or destruction of tangible property, including the loss of use resulting therefrom and is caused in whole or in part by the

proposer, any subcontractor, any directly or indirectly employed by any of them or anyone for whose acts any of them may be liable. This section will not require the proposer to indemnify or hold harmless the City of Grand Island for any losses, claims damages, and expenses arising out of or resulting from the sole negligence of the City of Grand Island, Nebraska.

- b) In any and all claims against the City or any of its members, officers or employees by an employee of the proposer, any subcontractor, anyone directly or indirectly employed by any of them or by anyone for whose acts made by any of them may be liable, the indemnification obligation under paragraph 8.a shall not be limited in any way by any limitation of the amount or type of damages, compensation or benefits payable by or for the bidder or any subcontractor under worker's or workmen's compensation acts, disability benefit acts or other employee benefit acts.

9) Laws:

- a) The Laws of the State of Nebraska shall govern the rights, obligations, and remedies of the Parties under this proposal and any agreement reached as a result of this process.
- b) Proposer agrees to abide by all applicable State and Federal laws and regulations concerning the handling and disclosure of private and confidential information concerning individuals and corporations.

10) Award:

- a) The RFP process is designed to be a competitive negotiation platform, where price is not required to be the sole determinative factor; also the City has the flexibility to negotiate with a selected firm or firms to arrive at a mutually agreeable relationship.
- b) The City shall be the sole judge as to merits of the proposal, and the City's decision will be final.
 - i) The City's evaluation criteria will include, but shall not be limited to, criteria listed in this proposal.
- c) A committee will be assigned by the Fire Chief with the task of reviewing the proposals received.
 - i) The committee may request documentation from Proposer(s) of any information provided in their proposal response, or require the proposer to clarify or expand qualification statements.
 - ii) A short list of firms from proposals submitted may be selected for a presentation to the committee and ranked by committee members.
- d) Final approval to enter into contract negotiations with the top ranked firm will be by the City Administrator of the City Of Grand Island.
- e) The City shall not be liable for any expense incurred in connection with preparation of a response to this RFP.
- f) The contract document shall incorporate by reference all requirements, terms and conditions of the solicitation, proposal received and all negotiated details.
- g) The City reserves the right to visit the site of which the work performed will be done, including speaking with key personnel, available at the time of visit, prior to award.

11) Reservation Of Rights:

- a) The City reserves the right to cancel any contract immediately for cause, or for convenience with thirty days prior written notice to the contracted firm.
- b) The City also reserves the right to include in the contract for services other terms and conditions not specifically set forth herein, including but not limited to terms and conditions required by non-City funding sources.
- c) The City reserves the right to waive any informality in proposals, to accept any proposal, and, to reject any and all proposals, should it be deemed for the best interest of the City to do so.

- d) The City reserves the right to substantiate proposer's qualifications, capability to perform, availability, past performance record and to verify that the proposer is current in its obligations to the City.

12) Evaluation Criteria:

- a) Demonstrated ability to comply with all local, state, and Federal laws, rules, and regulations.
- b) Understanding of the requirements of this RFP.
- c) Relevance and suitability of the project approach and schedule to meet the needs of the City.
- d) Qualifications and expertise of the key personnel to be assigned to this project.
- e) Background experience of the firm and the project team, as it directly relates to this RFP.
- f) Record of past performance on similar services.
- g) Comments and opinions provided by references.
- h) Quality and cost control procedures to be used.
- i) Resources of the firm to conduct and complete this service in a satisfactory manner.
- j) Factors to be considered included: current work load and ability and willingness to commit the key personnel.
- k) Clarity, conciseness, organization of proposal and completeness.
- l) Price.

13) Contract Duration

- a) The agreement will cover the current budget year which begins October 1, 2008. Extension of this agreement each year for a year would be allowed each year for a period of four additional years or a total of five years. Continuation of the agreement would depend on adequate budget funding and spending authority. Either party may terminate the agreement after giving written notice ninety days prior to termination.

SECTION 2: SCOPE OF WORK

Medical Director:

1) Medical Director Qualifications:

- a) License to practice medicine or osteopathy within the system's boundaries
- b) Familiarity with the design and operation of pre-hospital EMS systems
- c) Experience or training in pre-hospital emergency care
- d) Experience or training in medical oversight of pre-hospital emergency units
- e) Active participation in the emergency department management of the acutely ill or injured patient
- f) Experience or training in the instruction of pre-hospital personnel
- g) Experience or training in the EMS quality improvement process
- h) Knowledge of EMS laws and regulations
- i) Knowledge of EMS dispatch and communications
- j) Knowledge of local mass casualty and disaster plans
- k) Preferred board certified in emergency medicine:
 - i) American Board of Emergency Medicine (ABEM);
 - ii) American Osteopathic Board of Emergency Medicine (AOBEM)
 - iii) American Association Physician Specialist (AAPS)

2) Medical Director Responsibilities:

- i) Ensure quality patient care
 - ii) Serve as patient advocate
 - iii) Set and ensure compliance with patient care standards, including communication standards and medical protocols
 - iv) Provide direction and authorization for the development and revision of system-wide protocols, policies, and procedures for all patient care activities from dispatch through triage, treatment, and transport
 - v) Develop and implement the process for the provision of direct medical oversight
 - vi) Establish the appropriateness of initial qualifications of pre-hospital personnel involved in patient care and emergency medical dispatch
 - vii) Ensure that the qualifications of pre-hospital personnel involved in patient care and emergency medical dispatch are maintained
 - viii) Provide direction for effective quality improvement programs for continuous system and patient care improvement
 - ix) Maintain liaison with the medical community, including but not limited to hospitals, emergency departments, physicians, pre-hospital providers, and nurses
 - x) Interact with regional, state, and local EMS authorities to ensure that standards, needs, and requirements are met and resources are optimized
 - xi) Participate in planning activities such as mutual aid, disaster planning and management, and hazardous materials response
 - xii) Promote public education consistent with system goals
 - xiii) Maintain knowledge levels appropriate for an EMS medical director through continued education
-
- b) Direct and Indirect Medical Oversight. Medical directors may provide direct and indirect (on-line and off-line) medical oversight.
 - c) During direct medical oversight, the medical director (or designee) should provide voice or other real-time communication to the practitioner.
 - d) Indirect medical oversight includes prospective medical oversight and retrospective medical evaluation.

- e) Prospective methods may include participating in the training, testing, and certification of providers: protocol development, operational policy and procedures development, and legislative activities.
 - f) Retrospective activities should include participation in medical audit and review of care.
 - g) Various aspects of prospective and retrospective medical oversight can be handled by committees functioning under the medical director with representation from appropriate medical and EMS personnel.
- 1) Physician:
- a) The fire department shall have an officially designated physician who shall be responsible for guiding, directing, and advising the members with regard to their health and fitness for various duties.
 - b) The fire department physician shall provide medical guidance in the management of the occupational safety and health program.
 - c) The fire department physician shall be a licensed medical doctor or osteopathic physician qualified to provide professional expertise in the areas of occupational safety and health as they relate to emergency services.
 - d) The fire department physician shall be readily available for consultation and to provide professional services on an urgent basis.
 - e) The fire department shall require that the health and safety officer and the health fitness coordinator maintain a liaison with the fire department physician to ensure that the health maintenance process for the fire department is maintained.
- 2) Physician Responsibilities:
- i) Understand the physiological, psychological, and environmental demands placed on fire fighters
 - ii) Evaluate fire department candidates and members to identify medical conditions that could affect their ability to safely respond to and participate in emergency operations
 - iii) Utilize the essential job task descriptions supplied by the fire department to determine a candidate's or a member's medical certification
 - iv) Identify and report the presence of disqualifying medical conditions if present in candidates
 - v) Inform the fire chief or his/her designee whether or not the candidate or current member is medically certified to safely perform the essential job tasks
 - vi) Report the results of the medical evaluation to the candidate or current member, including any medical condition(s) identified during the medical evaluation, and the recommendation as to whether the candidate or current member is medically certified to safely perform the essential job tasks
 - vii) Forward copies of any abnormal results along with patient instructions regarding primary care follow-up to candidates or current members who were instructed to see (as appropriate) medical follow-up to address any medical conditions, or lab abnormalities, identified during the medical evaluation
 - viii) Review results of the annual Fit for Duty testing, as described in Attachment A.
 - ix) Provide or arrange for a prescriptive rehabilitation and/or fitness program when indicated to aid a member's recovery from illness or injury and enhance his/her ability to safely perform essential job tasks
- b) When medical evaluations are conducted by a physician or medical provider other than the fire department physician, the evaluation shall be reviewed and approved by the fire department physician.
 - c) The fire department physician shall review individual medical evaluations and aggregate data from member evaluations in order to detect evidence of occupational exposure(s) or clusters of occupational disease.

- d) The fire department physician shall provide medical supervision for the fire department fitness, return-to-duty rehabilitation, and physical conditioning programs.
- e) The fire department physician shall provide supervision for the fire department infection control program.

Components of the Annual Occupational Medical Evaluation of Members

Components below may be included in the baseline and annual occupational medical evaluations of members as determined by the Physician and the Fire Chief.

It shall be acceptable for certain components of the annual occupational medical evaluation to be performed by a member's private physician or other entities, provided full results are forwarded in the required time frame to the fire department physician.

Yearly medical evaluation shall include a medical history (including exposure history), physical examination, and blood test. Medical evaluation *may* also include urinalysis, vision tests, audiograms, spirometry, chest x-ray, electrocardiogram, cancer screening, and immunizations and infectious disease screening.

Tests for illegal drugs shall not be performed as part of the annual medical evaluation.

1) Medical History:

- a) A medical history questionnaire shall be completed by each member to provide baseline information with which to compare future medical concerns.
 - i) An annual medical history questionnaire, which includes changes in health status and known occupational exposures since the previous annual evaluation, shall be completed by each member to provide follow-up information.
 - ii) Information on the questionnaire and interval concerns shall be reviewed with each member by the fire department physician or designated medical evaluator.

2) Physical Examination:

- a) Vital signs
- b) Head, eyes, ears, nose, and throat (HEENT)
- c) Neck
- d) Cardiovascular
- e) Pulmonary
- f) Breast
- g) Gastrointestinal (includes rectal exam for mass, occult blood)
- h) Genitourinary (includes pap smear, testicular exam, rectal exam for prostate mass)
- i) Hernia
- j) Lymph nodes
- k) Neurological
- l) Musculoskeletal
- m) Skin (includes screening for cancers)
- n) Vision

3) Ancillary Tests

- a) Blood Tests
 - i) CBC with differential, RBC indices and morphology, and platelet count
 - ii) Electrolytes (Na, K, Cl, HCO₃, or CO₂)
 - iii) Renal function (BUN, creatinine)
 - iv) Glucose
 - v) Liver function tests (ALT, AST, direct and indirect bilirubin, alkaline phosphatase)
 - vi) Total cholesterol, HDL, LDL, clinically useful lipid ratios (e.g., percent LDL), and triglycerides
 - vii) Prostate specific antigen (PSA) after age 40 for positive family history, if African American, or if otherwise clinically indicated; after age 50 for all other male members

4) Urine Laboratory Tests:

- a) Dipstick analysis for glucose, ketones, leukocyte esterase, protein, blood, and bilirubin

- b) Microscopic analysis for RBC, WBC, casts, and crystals if indicated by results of dipstick analysis
 - c) Analysis for occupational chemical exposure if indicated
- 5) Audiology:
- a) Hearing thresholds may be assessed in each ear at each of the following frequencies:
 - i) 500 Hz
 - ii) 1000 Hz
 - iii) 2000 Hz
 - iv) 3000 Hz
 - v) 4000 Hz
 - vi) 6000 Hz
 - vii) 8000 Hz
 - b) The fire department physician or other qualified medical evaluator shall compare audiogram results obtained with past results.
 - c) Standard threshold shifts shall be corrected for age as permitted by OSHA.
- 6) Spirometry:
- a) Pulmonary function testing (spirometry) may be conducted to measure the member's forced vital capacity (FVC), forced expiratory volume in 1 second (FEV1), and the FEV1/FVC ratio.
 - b) The fire department physician or other qualified medical evaluator shall compare spirometry results obtained during prior tests.
 - c) Results shall be corrected according to American Thoracic Society (ATS) guidelines and normative equations found in Knudson et al. (1983) and the American College of Occupational and Environmental Medicine (2000). (See D.2.4.)
- 7) Chest Radiographs:
- a) Chest x-rays may be taken as medically indicated.
 - b) The fire department physician or other qualified medical evaluator shall compare any chest radiographs with prior radiographs.
- 8) Electrocardiograms (EKG):
- a) A resting EKG may be performed as part of the medical evaluation.
 - b) The fire department physician or other qualified medical evaluator shall compare EKGs obtained during evaluations with prior EKGs.
 - c) Stress EKG with or without echocardiography or radionuclide scanning shall be performed as clinically indicated by history or symptoms.
- 9) Mammography:
- a) Mammography may be performed annually on each female member over the age of 40.
 - b) A qualified radiologist shall compare mammograms to prior mammograms.
 - c) The fire department physician shall compare mammography reports to prior reports.
- 10) Immunizations and Infectious Disease Screening:
- i) Tuberculosis screen (PPD) — annually or more frequently according to CDC guidelines unless member has a history of positive PPD, in which case CDC guidelines for management and subsequent chest radiographic surveillance shall be followed
 - ii) Hepatitis C virus screen — baseline and following occupational exposure
 - iii) Hepatitis B virus vaccinations and titers — as specified in CDC guidelines
 - iv) Tetanus/diphtheria vaccine — booster every 10 years

- v) Measles, mumps, rubella vaccine (MMR) — one dose of MMR vaccine to members born after 1957 without prior immunization and/or evidence of immunity as outlined in Morbidity and Mortality Weekly Report 47(1998):1–57
 - vi) Polio vaccine — A single booster of IPV for members traveling to endemic areas in the line of duty, or as outlined in Morbidity and Mortality Weekly Report 49(2000):1–22
 - vii) Hepatitis A vaccine — offered to high-risk (HazMat, USAR, and SCUBA team members) and other personnel with frequent or expected exposures to contaminated water
 - viii) Varicella vaccine — offered to all non-immune personnel
 - ix) Influenza vaccine — offered to all personnel annually
 - x) HIV screening — available to all personnel
- b) Pre-screening and immunization against biological threat agents shall be made available to members following CDC guidelines or recommendations.
 - c) All members shall be immunized against infectious diseases as required by the AHJ and by 29 CFR 1910.1030.
 - d) The fire department physician shall ensure that all members are offered currently recommended immunizations.
- 11) Post-Exposure Bloodborne Pathogen Testing:
- a) Physicians who care for members shall follow current CDC recommendations for post-exposure prophylaxis (PEP) for bloodborne pathogen (BBP) exposures.
 - b) There shall be a written protocol for members who present with BBP exposures.
- 12) HIV Testing:
- a) HIV testing shall be offered on a confidential basis as part of post-exposure protocols and as requested by the fire department physician or member.
 - b) All results from HIV tests shall be provided directly to the member and shall be maintained by the physician as confidential documents.
 - c) Results from HIV tests shall not be forwarded to any local, state, provincial, national, or international authorities or databases unless mandated by public health statutes.
- 13) Heavy Metal Evaluation:
- a) Baseline testing for heavy metals shall be required when indicated by known exposure or substantial risk.
 - b) Evaluations shall be performed following known exposures, for recurrent exposures, or where required under federal, state, or provincial regulations.
- 14) Colon Cancer Screening:
- a) Fecal occult blood testing shall be provided to all members above the age of 40 or earlier if clinically indicated.
 - b) Screening colonoscopy services shall be recommended to all members above the age of 50 or earlier if clinically indicated.

SECTION 3: Attachments

Attachment 1: Explanation of Fit for Duty Testing

Attachment 2: Job Descriptions

Attachment 1
Fit for Duty Testing

Fit for duty testing can be viewed on the City of Grand Island web sight.
<http://www.grand-island.com/index.aspx?page=720>

Description:

- Station 1: Ladder Carry and Extension:
Demonstrating balance while carrying an object and upper body strength and endurance.
- Station 2: Horizontal Force Machine:
Demonstrating forcible entry technique with muscular strength and endurance.
- Station 3: Step Testing:
Simulating carrying of equipment up 30 steps demonstrating balance, lower body strength and cardiovascular endurance.
- Station 4: Hose Drag and Return:
Simulating pulling a charged hose line for firefighting duties and crawling utilized during fire ground operations demonstrating balance and cardiovascular endurance.
- Station 5: Vertical Ventilation Simulator:
Demonstrating pushing and pulling muscular strength and endurance during fire ground ventilation and overhaul duties.
- Station 6: Equipment Carry:
Demonstrating cardiovascular and muscular endurance. Simulating the carrying of equipment on the fire ground.
- Station 7: Roof Simulator:
Simulating the use of an axe "chopping" during fire ground duties.
Demonstrating muscular strength and cardiovascular endurance.
- Station 8: Dummy Drag:
Simulating life safety rescue drag (160 pound dummy with full firefighter protective gear and Self Contained Breathing Apparatus)
Demonstrating total body strength and endurance
- Station 9 Ladder Climb:
75 foot ladder climb at a 75 degree angle demonstrating lower body strength, endurance, testing for vertigo and height anxiety.

Attachment 2

Fire Department Job Descriptions

FIREFIGHTER/PARAMEDIC

DEFINITION

Respond to medical emergencies, fire alarms and other emergency calls in order to provide advanced life support and emergency medical services; operate and maintain a variety of rescue and fire apparatus and firefighting equipment; and participate in firefighting activities, technical rescue, fire prevention and training activities.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from a Fire Captain.

Exercises functional and technical supervision over EMT's at medical emergencies.

EXAMPLES OF DUTIES - Duties may include, but are not limited to, the following:

Respond to medical emergencies, motor vehicle accidents, and other emergency situations involving threat to human life; provide emergency medical services as warranted by the circumstances.

Perform search and rescue for trapped or injured persons; provide necessary medical care including the use of defibrillators, breathing apparatus, endotracheal intubations, suction devices, intravenous/intraosseous infusion, administration of medications and intravenous solutions.

Operate numerous types of rescue, salvage and emergency medical equipment; operate and maintain ambulance rescue and all related equipment; operate fire suppression equipment as necessary.

Provide careful transportation of patients to medical care facilities; maintain contact with medical facility to prepare for patient arrival.

Maintain adequate inventory of supplies and equipment on ambulance; ensure that the vehicle and equipment are clean and properly cared for; conduct daily vehicle inspections; participate in routine maintenance and repair of emergency vehicles and equipment.

Oversee the work of Fire Department personnel as necessary during medical emergencies; oversee triage operations; act as Triage Officer on mass casualty emergency scenes.

Respond to fire alarms with assigned company; assist in firefighting operations including laying and connecting hoses, maintaining pumping apparatus, holding nozzles and directing water streams and raising and climbing ladders; assist with medical and rescue needs at fire scene.

Perform local and long-distance transfers of patients within Nebraska.

Evaluate the condition of patients; determine treatment in accordance with approved Fire Department patient treatment protocols and/or orders received from Medical Control.

May participate in responding to hazardous materials incidents.

Assist with classes and public education on emergency medical, fire safety and fire prevention methods; conduct fire prevention inspections, basic and advanced life support education for schools, churches, civic groups and the general public.

May assist in the investigation of fire scenes to determine cause; assist in the preparation of investigative reports.

Perform general maintenance and custodial duties as required.

Prepare various reports relating to emergency medical services and fire operations.

Perform related duties as assigned.

Ability to:

Be tobacco free upon hire and remain tobacco free as a condition of employment.

Pass a Self-Contained Breathing Apparatus fit test with Department SCBA as a condition of employment.

Use Self-Contained Breathing Apparatus and protective clothing to prevent exposure to hazardous materials and infectious diseases.

Act in accordance with departmental policies, rules, instructions and written material in the field of firefighting.

Apply basic firefighting techniques and procedures.

Operate and maintain firefighting and emergency equipment, vehicles and apparatus.

Deal with people in an effective manner under adverse conditions.

Think and act quickly and effectively in stressful situations.

Retain presence of mind in emergency situations.

Operate voice radio equipment.

Understand and follow oral and written directions promptly and accurately.

Analyze fire and emergency situations and adopt affective courses of actions.

Effectively and safely drive, operate and maintain the full range of emergency medical equipment and fire apparatus and equipment used by the Department.

Work at heights greater than ten feet.

Work on uneven surfaces using powered and hand tools.

Properly wear all safety equipment.

See and read gauges, trouble lights and control panel screens. Perceive red, yellow, and blue colors to recognize hazards identified by fire diamonds. Visual acuity of not less than 20/40 in one eye, and 20/100 in the other eye, corrected to 20/20 in one eye, and 20/40 in the other eye display adequate color and peripheral vision in both eyes.

Hearing that will allow individual to safely perform all essential job tasks. Examples: voice commands, radio traffic, PASS devices, audible signal to withdraw.

Work for long periods of time, (24 hour periods or more) without sleep or rest due to ongoing emergencies, requiring sustained physical activity and intense concentration.

Work in heat/cold, fumes, dust, noise, water, oil and grease.

Work in both outdoor and indoor environmental conditions, confined spaces, and with moving mechanical parts.

Make fine, highly controlled muscular movements to adjust the position of control mechanisms such as operating levers, pedals, and valves. Perform heavy lifting and physical maneuvering.

Lift arms above shoulder level to cut vent holes with an axe or to force entry into automobiles using specialized tools.

Understand and follow oral and written instructions in the English language.

Comprehend and make inferences from written material in the English language.

Operate a computer terminal and applicable programs.

Remain in proper physical condition such that performance of duties and responsibilities are not impaired.

Demonstrate physical aptitude.

Communicate clearly and concisely, both orally and in writing. Work cooperatively with other City employees and the public.

PHYSICAL REQUIREMENTS

<u>Activities:</u>	
Sitting:	Occasional
Standing:	Frequent
Walking:	Occasional
Reaching:	Occasional
Climbing:	Occasional
Crawling	Occasional
Bending:	Occasional
Squatting:	Occasional
Kneeling:	Occasional
Twist/Turn:	Occasional
Simple Grasping:	Frequent
Fine Manipulation:	Frequent
Handling:	Frequent

Lifting:

Waist Level	125#	Occasional
Chair to Floor	125#	Occasional
Above Shoulder	75#	Occasional

Push/Pull: 125# Occasional

Carry:

Right	75#	Occasional
Left	75#	Occasional
Back Up	100#	Occasional
Move side to side	100#	Occasional
Move objects 20 ft or more	20 – 50#	Occasional

Use of Feet:

Foot Controls	
Right	Frequent
Left	Frequent

Fire Department Job Descriptions

FIRE CAPTAIN

DEFINITION

Supervise and oversee a fire company including activities involving fire suppression, emergency medical services, technical rescue, hazardous materials response, fire prevention and inspection. Provide assistance to the Chief Officers of the Fire Department.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the Chief Officers of the Fire Department.

Exercises direct supervision over department personnel assigned.

EXAMPLES OF DUTIES - Duties may include, but are not limited to, the following:

Recommend and assist in the establishment of goals and objectives; follows schedules and methods for the assigned company and station; enforce policies and procedures.

Plan, prioritize, assign, review and execute work assignments for fire personnel in an assigned company.

Direct until relieved by a superior officer; respond to fire alarms as an incident commander, assuming responsibility for the supervision, performance and safety of assigned personnel. Follow safety procedures including using personal protective equipment at all emergency scenes and training evolutions.

May supervise and assist in rendering of emergency medical care at accidents, fire and medical emergency scenes.

May participate in budget preparation and administration; prepare cost estimates for budget recommendations; submit justifications for needed equipment; monitor and control expenditures.

May participate in plan review and all fire prevention and inspection activities.

Oversee the cleaning of quarters, equipment and apparatus at a fire station.

Assist in coordinating the maintenance and repair of fire suppression equipment and facilities including fire stations, trucks, ambulances, and support equipment; maintain station supplies.

Assist in finding cause and origin of a fire; follow proper procedure for fire investigations.

Perform fire, life safety and hazardous materials inspections of buildings to ensure compliance with applicable laws, codes and regulations; respond to hazardous materials incidents as necessary.

Participate in monitoring employee performance objectives; prepare employee performance appraisals; provide or coordinate subordinate staff training; work with employees to correct deficiencies; discipline employees; recommend further disciplinary actions to be coordinated

with the Operations Chief; schedule and coordinate vacation time and other time off for employees.

Conduct fire prevention inspections and attempt to educate the general public in fire prevention methods; coordinate public relations activities with various news media; conduct station tours and fire safety demonstrations for school, church, and other community organizations.

Identify the fire training needs of fire suppression personnel including such areas as driving and operating equipment; ensure that necessary training is provided.

Supervise drills and classes relating to the use of tools and techniques of firefighting, first aid, rescue, street location and hydraulics.

Prepare reports, forms, recommendations and other required administrative procedures of the assigned company.

Assist other management staff in maintaining and improving upon the operation of the Department.

Perform related duties as assigned.

Ability to:

Be tobacco free upon hire and remain tobacco free as a condition of employment.

Pass a Self-Contained Breathing Apparatus fit test with Department SCBA as a condition of employment.

Use Self-Contained Breathing Apparatus and protective clothing to prevent exposure to hazardous materials and infectious diseases.

Make sound decisions and direct operations under adverse conditions.

Motivate employees to work efficiently and effectively.

Conduct preliminary fact-finding inspections and investigations, including evidence gathering.

Maintain good physical condition and professional composure at all times.

Operate apparatus and equipment used in modern firefighting activities.

Supervise, train and evaluate assigned personnel.

Research and submit budget requests.

React quickly and calmly in emergency situations.

Effectively deal with people in stressful situations.

Follow and transmit oral and written instructions.

Select and apply appropriate emergency treatment and use specialized equipment and apparatus.

Communicate clearly and concisely, both orally and in writing and have an excellent command of the English language. Work cooperatively with other City employees and the public.

Work at heights greater than ten feet.

Work on uneven surfaces using powered and hand tools.

Properly wear all safety equipment.

See and read gauges, trouble lights and control panel screens. Perceive red, yellow, and blue colors to recognize hazards identified by fire diamonds. Visual acuity of not less than 20/40 in one eye, and 20/100 in the other eye, corrected to 20/20 in one eye, and 20/40 in the other eye display adequate color and peripheral vision in both eyes.

Hearing that will allow individual to safely perform all essential job tasks. Examples: voice commands, radio traffic, PASS devices, audible signal to withdraw.

Work for long periods of time, (24 hour periods or more) without sleep or rest due to ongoing emergencies, requiring sustained physical activity and intense concentration.

Work in heat/cold, fumes, dust, noise, water, oil and grease.

Work in both outdoor and indoor environmental conditions, confined spaces, and with moving mechanical parts.

Make fine, highly controlled muscular movements to adjust the position of control mechanisms such as operating levers, pedals, and valves. Perform heavy lifting and physical maneuvering.

Lift arms above shoulder level to cut vent holes with an axe or to force entry into automobiles using specialized tools.

Understand and follow oral and written instructions in the English language.

Comprehend and make inferences from written material in the English language.

Operate a computer terminal and applicable programs.

Present a good public image.

PHYSICAL REQUIREMENTS

Activities:

Sitting:	Occasional
Standing:	Occasional
Walking:	Frequent
Reaching:	Occasional
Climbing:	Occasional

Crawling	Occasional
Bending:	Occasional
Squatting:	Occasional
Kneeling:	Occasional
Twist/Turn:	Occasional
Simple Grasping:	Frequent
Fine Manipulation:	Frequent
Handling:	Frequent

Lifting:

Waist Level	125#	Occasional
Chair to Floor	125#	Occasional
Above Shoulder	75#	Occasional

<u>Push/Pull:</u>	125#	Occasional
-------------------	------	------------

Carry:

Right	75#	Occasional
Left	75#	Occasional
Back Up	100#	Occasional
Move side to side	100#	Occasional
Move objects 20 ft or more	20 – 50#	Occasional

Use of Feet:

Foot Controls	
Right	Frequent
Left	Frequent

Fire Department Job Descriptions

CHIEF/ DIVISION CHIEF

DEFINITION

The Division Chief is an executive and administrative position managing all fire operation activities reporting directly to the Fire Chief. Perform a wide variety of administrative and managerial duties for the Fire Department; coordinate assigned activities with other City departments, divisions, and outside agencies; and provide highly responsible and complex administrative support to the Fire Chief.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the Fire Chief.

Exercises direct supervision over lower level staff.

EXAMPLES OF DUTIES - Duties may include, but are not limited to, the following:

Primary duty is managing, coordinating and directing activities of the Fire Operations Division.

Customarily and regularly directs the work of Company Officers. Has authority to effectively recommend hiring, firing, advancement, promotion, or any other change of status of other employees.

Direct firefighting and rescue operations; respond to alarms as incident commander, until relieved by superior officer; assume responsibility for suppression, performance and safety of assigned personnel on the scene of an emergency incident.

Recommend departmental goals and objectives; assist in the development and implementation of policies and procedures; develop and maintain standard operating procedures, rules and regulations for the fire and ambulance service.

Supervise and evaluate staff; review employee evaluations as required; work with employees to correct deficiencies; implement discipline and termination procedures; assist in the long and short term planning for ambulance and fire; assist in the selection of fire and ambulance personnel.

Participate in the development and administration of the fire department budget; assist in directing the forecast of funds needed for staffing, equipment, materials and supplies; monitor and approve expenditures; implement mid-year adjustments.

Assist in preparing, updating and enforcing city fire codes, ordinances and standards; assist in the enforcement of hazardous material laws and regulations.

Investigate fire incidents to determine the origin, cause, and loss value of the incident; collect evidence and participate in the prosecution activities as required.

Participate in the development and implementation of large scale emergency plans.

Participate on a variety of boards and committees; attend and participate in professional group meetings; stay abreast of new trends and innovations in fire prevention and suppression.

Coordinate the maintenance and service of fire apparatus and equipment; ensure compliance with Federal, State and local safety standards in relation to fire service apparatus.

Oversee the operations and maintenance of station facilities; conduct periodic inspections to ensure code compliance.

Assume management responsibility for all services and activities of the Fire Suppression, Fire Prevention and Paramedic Divisions of the Fire Department.

Assist in planning, directing and review the work plan for the Fire Department; meet with staff to identify and resolve problems; assign work activities, projects and programs, monitor work flow; review and evaluate work products, methods and procedures.

Responsible for development of apparatus and equipment specifications; Will recommend equipment and apparatus purchases.

Continuously monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement and review with the Fire Chief; implement improvements.

Select, train, motivate and evaluate personnel; provide or coordinate staff training in fire suppression, fire prevention, emergency medical services, hazardous materials, code enforcement, employee safety, certification and other professional development programs.

Assist in labor relations activities as related to the Fire Department; provide advice and assistance to the management negotiating team.

Provide responsible staff assistance to the Fire Chief; prepare and present staff reports and other necessary correspondence, including monthly and annual reports to the Fire Chief, maintain department personnel records.

Respond to and resolve difficult and sensitive citizen inquiries and complaints.

Perform related duties as assigned.

Ability to:

Be tobacco free upon hire and remain tobacco free as a condition of employment.

Pass a Self-Contained Breathing Apparatus fit test with Department SCBA as a condition of employment.

Use Self-Contained Breathing Apparatus and protective clothing to prevent exposure to hazardous materials and infectious diseases.

Select, supervise, train and evaluate staff.

Plan, assign and supervise the work of Fire Department personnel.

Work under pressure and make reasonable and sound decisions in emergency situations.

Recommend and implement goals, objectives, and practices for providing effective and efficient fire services.

Prepare and administer large and complex budgets.

Deliver public presentations and speak before a variety of organizations and the general public.

Prepare clear and concise administrative and financial reports.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Direct and coordinate the work of subordinates in emergency situations.

Demonstrate effective use of equipment and apparatus.

Meet the physical requirements necessary to safely and effectively perform the assigned duties.

Make technical and emergency decisions quickly and calmly under emergency conditions.

Explain firefighting practices, procedures, programs and legal requirements to other firefighting staff and the general public.

Research, analyze, and evaluate new service delivery methods, procedures and techniques.

Interpret and apply Federal, State and local policies, procedures, laws and regulations and departmental and City programs, procedures and legal requirements.

Communicate clearly and concisely, both orally and in writing and have an excellent command of the English language.

Work at heights greater than ten feet.

Work on uneven surfaces using powered and hand tools.

Properly wear all safety equipment.

See and read gauges, trouble lights and control panel screens. Perceive red, yellow, and blue colors to recognize hazards identified by fire diamonds. Visual acuity of not less than 20/40 in one eye, and 20/100 in the other eye, corrected to 20/20 in one eye, and 20/40 in the other eye display adequate color and peripheral vision in both eyes.

Hearing that will allow individual to safely perform all essential job tasks. Examples: voice commands, radio traffic, PASS devices, audible signal to withdraw.

Work for long periods of time, (24 hour periods or more) without sleep or rest due to ongoing emergencies, requiring sustained physical activity and intense concentration.

Work in heat/cold, fumes, dust, noise, water, oil and grease.

Work in both outdoor and indoor environmental conditions, confined spaces, and with moving mechanical parts.

Make fine, highly controlled muscular movements to adjust the position of control mechanisms such as operating levers, pedals, and valves. Perform heavy lifting and physical maneuvering.

Lift arms above shoulder level to cut vent holes with an axe or to force entry into automobiles using specialized tools.

Understand and follow oral and written instructions in the English language.

Comprehend and make inferences from written material in the English language.

Operate a computer terminal and applicable programs.

Implement and evaluate a variety of projects in the area of fire protection and public services.

Maintain pleasant disposition, appearance and attitude.

Establish and maintain effective working relationships with those contacted in the course of work including City and other government officials, community groups, and the general public.

Identify and respond to public and City Council issues and concerns.

PHYSICAL REQUIREMENTS

Activities:

Sitting:	Occasional
Standing:	Frequent
Walking:	Occasional
Reaching:	Occasional
Climbing:	Occasional
Crawling:	Occasional
Bending:	Occasional
Squatting:	Occasional
Kneeling:	Occasional
Twist/Turn:	Occasional
Simple Grasping:	Frequent
Fine Manipulation:	Frequent
Handling:	Frequent

Lifting:

Waist Level	125#	Occasional
Chair to Floor	125#	Occasional
Above Shoulder	75#	Occasional

<u>Push/Pull:</u>	125#	Occasional
-------------------	------	------------

Carry:

Right	75#	Occasional
Left	75#	Occasional
Back Up	100#	Occasional
Move side to side	100#	Occasional
Move objects 20 ft or more	20 – 50#	Occasional

Use of Feet:

Foot Controls

Right	Frequent
-------	----------

Left	Frequent
------	----------

Fire Department Job Descriptions

FIRE CHIEF

DEFINITION

Plan, direct, manage and oversee the activities and operations of the Fire Department including fire suppression, emergency medical services (EMS), fire prevention and education, fire inspection and code enforcement, and hazardous material response; coordinate assigned activities with other City departments and outside agencies; and provide policy, technical and administrative support to the Mayor, City Council and City Administrator.

Grand Island Fire Department is founded on the principles of providing the highest quality of professional emergency medical service, fire prevention, and life safety to the community.

Because the greater part of requests for aid is for emergency medical services, EMS has a significant role in the operation of the department.

SUPERVISION RECEIVED AND EXERCISED

Receive general administrative direction from the City Administrator.

Exercise direct supervision over professional, supervisory, technical and clerical staff.

EXAMPLES OF DUTIES - Duties may include, but are not limited to, the following:

Assume full management responsibility for all Fire Department services and activities including fire suppression, fire prevention and education, fire inspection and code enforcement, emergency medical services, and hazardous materials management; recommend and administer policies and procedures.

Manage the development and implementation of Fire Department goals, objectives, policies, and priorities for each assigned service area; establish, within City policy, appropriate service and staffing levels; allocate resources accordingly.

Coordinate Department activities with those of other departments and outside agencies and organizations; provide staff assistance to the City Administrator and City Council; prepare and present staff reports and other necessary correspondence.

Continuously monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct the implementation of changes.

Select, train, motivate and evaluate personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.

Plan, direct and coordinate, through subordinate level managers, the Fire Department's work plan; meet with management staff to identify and resolve problems; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures.

Manage and participate in the development and administration of the Fire Department budget; direct the forecast of additional funds needed for staffing, equipment, materials, and supplies;

direct the monitoring of and approve expenditures; direct the preparation of and implement budgetary adjustments as necessary.

Prepare a variety of technical and departmental activities, reports and records.

Coordinate and establish functional requirements for fire department facilities; monitor facilities construction.

Participate in labor relations activities as related to the Fire Department. Provide advice and assistance to the management negotiating team as requested by the City Administrator.

Respond to major fire alarms and personally direct fire suppression activities as necessary.

Direct and participate in the research of alternative approaches to fire suppression, hazardous material handling, and emergency medical programs.

Respond to and resolve difficult and sensitive citizen inquiries and complaints.

Represent the Fire Department to other City departments, elected officials and outside agencies; explain, justify and defend Department programs, policies and activities; negotiate and resolve sensitive, significant and controversial issues.

Participate on a variety of boards and committees; attend and participate in professional group meetings; stay abreast of new trends and innovations in the fields of fire services, code enforcement, hazardous material management and emergency medical services.

Perform related duties as assigned.

Ability to:

Be tobacco free upon hire and remain tobacco free as a condition of employment.

Pass a Self-Contained Breathing Apparatus fit test with Department SCBA as a condition of employment.

Use Self-Contained Breathing Apparatus and protective clothing to prevent exposure to hazardous materials and infectious diseases.

Plan, direct and review fire suppression, fire prevention and education, and emergency medical service activities and hazardous materials emergencies.

Plan, prioritize, assign and direct the work of fire department personnel.

Select, supervise, train and evaluate assigned staff.

Provide administrative and professional leadership and direction for the Fire Department.

Develop, implement and administer goals, objectives, and procedures for providing effective and efficient fire suppression services.

Identify and respond to community and City Council issues, concerns and needs.

Prepare and administer large and complex budgets.

Allocate limited resources in a cost effective manner.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Prepare clear and concise reports.

Research, analyze, and evaluate new service delivery methods, procedures, and techniques.

Interpret and apply Federal, State and local policies, procedures, laws and regulations.

Meet the physical requirements necessary to safely and effectively perform the assigned duties.

Communicate clearly and concisely, both orally and in writing.

Work at heights greater than ten feet.

Work on uneven surfaces using powered and hand tools.

Properly wear all safety equipment.

See and read gauges, trouble lights and control panel screens. Perceive red, yellow, and blue colors to recognize hazards identified by fire diamonds. Visual acuity of not less than 20/40 in one eye, and 20/100 in the other eye, corrected to 20/20 in one eye, and 20/40 in the other eye display adequate color and peripheral vision in both eyes.

Hearing that will allow individual to safely perform all essential job tasks. Examples: voice commands, radio traffic, PASS devices, audible signal to withdraw.

Work for long periods of time, (24 hour periods or more) without sleep or rest due to ongoing emergencies, requiring sustained physical activity and intense concentration.

Work in heat/cold, fumes, dust, noise, water, oil and grease.

Work in both outdoor and indoor environmental conditions, confined spaces, and with moving mechanical parts.

Make fine, highly controlled muscular movements to adjust the position of control mechanisms such as operating levers, pedals, and valves. Perform heavy lifting and physical maneuvering.

Lift arms above shoulder level to cut vent holes with an axe or to force entry into automobiles using specialized tools.

Understand and follow oral and written instructions in the English language.

Comprehend and make inferences from written material in the English language.

Operate a computer terminal and applicable programs.

Establish and maintain effective working relationships with those contacted in the course of work including City and other government officials, community groups, the general public, and media representatives.

Establish residency within a 10 mile radius of Grand Island city limits within 6 months of employment.

PHYSICAL REQUIREMENTS

Activities:

Sitting:	Occasional
Standing:	Frequent
Walking:	Occasional
Reaching:	Occasional
Climbing:	Occasional
Crawling:	Occasional
Bending:	Occasional
Squatting:	Occasional
Kneeling:	Occasional
Twist/Turn:	Occasional
Simple Grasping:	Frequent
Fine Manipulation:	Frequent
Handling:	Frequent

Lifting:

Waist Level	125#	Occasional
Chair to Floor	125#	Occasional
Above Shoulder	75#	Occasional

Push/Pull: 125# Occasional

Carry:

Right	75#	Occasional
Left	75#	Occasional
Back Up	100#	Occasional
Move side to side	100#	Occasional
Move objects 20 ft or more	20 – 50#	Occasional

Use of Feet:

Foot Controls	
Right	Frequent
Left	Frequent