

PURPOSE

District personnel are the most important component in the emergency response system. The District values its employees and volunteers and seeks to establish programs to ensure a long and healthy career serving the Sisters' community.

SCOPE

This policy applies to all District personnel.

RESPONSIBILITY

The Deputy Chief of Operations shall ensure employees are aware of the program and benefits and are provided the necessary training to safely participate.

POLICY

The District shall establish and fund a comprehensive health and wellness program that includes the following components.

- a. Medical Screening
- b. Fitness
- c. Rehabilitation
- d. Behavior Health

MEDICAL SCREENING

All personnel engaged in operations at emergency incidents (excluding support roles) shall receive a medical physical based on the following schedule. The District shall reimburse the employee or volunteer for out-of-pocket expenses for the initial physical. Follow up testing or treatment shall be the responsibility of the employee or volunteer.

- a. Career personnel: Receive annual medical physicals consistent with reimbursement levels provided by the health insurance carrier.
- b. Volunteers: Receive medical physicals based on the following schedule.
 - i. Age 50+ every 2 years
 - ii. Age 40-50 every 3 years
 - iii. Age 18-40 every 5 years

All career employees will also be required to complete a pre-employment physical.

Non suppression employees and volunteers are also encouraged to have an annual physical. The District does not reimburse out of pocket expenses for non-suppression volunteer physicals.

The results of the physical are confidential and are provided directly to the employee. The District will receive a notification from the doctor that the employee or volunteer is/is not capable of performing the essential functions of the position.

FITNESS COMPONENTS

The District will require medical fit-for-duty clearance for all operations employees consistent with District policy.

The District will provide access to exercise equipment for all employees. Employees shall receive training in the safe use of the equipment prior to using the facilities. Shift personnel are encouraged to exercise each shift.

The District will provide annual fitness evaluations for all employees and volunteers. The evaluations shall include: aerobic capacity, flexibility, muscle strength, muscle endurance.

REHABILITATION COMPONENTS

The District encourages injured workers to participate in rehabilitation programs, including physical therapy. The District will attempt to provide short-term modified duty assignments for injured workers, consistent with District policy, when possible.

The District Safety Committee shall aggressively seek to reduce work place injuries and shall establish an injury prevention program.

BEHAVIORAL HEALTH COMPONENTS

The District provides all employees and volunteers with a comprehensive employee assistance program. The District also provides critical incident stress management and chaplaincy services to all employees through the Central Oregon Police Chaplaincy program.