City of Conroe
INVENTORY OF SERVICES

3-Year Plan Annexation Parcels 2020 Carriage Hills; 2020 Lakewood Estates; 2020 Riverbrook; 2020 Lake Conroe Village

Overview

Texas Local Government Code requires the City to compile an inventory of services and facilities provided by public and private entities, directly or by contract, in each area included in a Municipal Annexation Plan. The inventory must include all services and facilities the City is required to provide or maintain following the annexation.

These services and facilities include:

- Police Protection
- Fire Protection
- Solid Waste Collection
- Maintenance of public water and wastewater facilities
- Maintenance of public roads and streets, including street lighting
- Maintenance of public parks, playgrounds, and swimming pools; and
- Maintenance of any other publicly owned facility, building or service

Section 43.053 requires the City to notify public and private service providers of the proposed annexation and request these entities to provide information regarding the type and level of services that they provide within the area. The information received must be compiled into an inventory of services. The City is not obligated to include information in the inventory unless it is received within 90 days following the date the City requests the information. The City of Conroe’s written request was sent via certified mail dated February 19, 2018. The City did not receive adequate response to the request for inventory, but is attaching here the inventory that was received.

Attached is the Inventory of Services and Facilities provided by ESD #4 in response to the City’s request for Annexations placed in the 3-Year Plan Annexations for 2020, Carriage Hills, Riverbrook, and Lakewood Estates. Should the annexation move forward Municipal Annexation would be effective on or before December 31, 2020.
April 11, 2018

VIA CERTIFIED MAIL

City of Conroe
Community Development Department
Conroe Tower
300 West Davis, Suite 530
P. O. Box 3066
Conroe, Texas 77305

Attention: Ms. Nancy Mikeska
Director of Community Development

Dear Ms. Mikeska,

This letter serves as the response to your request for inventory of services and facilities dated February 19, 2018 to Montgomery County Emergency Services District No. 4 (the “District”). Specifically, this response relates the District’s Fire Station 64 and the inventory therein and the services provided thereby. The District operates an ISO 2 in rural water supply. The areas within the District that are part of the City of Conroe’s (the “City”) three (3) year annexation plan (the “Plan”) will require rural water supply through ISO.

Below, please find information responsive to your requests:

1) The average dispatch and delivery time:
   a. Station 64 responded to a total of 452 calls in 2017, with an average response time of 6:25 minutes. Also this station responds to an average of 20 to 30 mutual aid responses a month.

2) A schedule of equipment, including vehicles:
   a. 1- 2012 HME 1000 gallons water with a 1750 pump with 1500 ft. of 5” supply hose along with a turbo draft for drafting in this rural area where there is no water supply. Please see attachment for loose equipment.
b. 2005 Ferrara Tanker 2200 gallons water with a 750 pump. With 3000 gallon folding tank. Please see attachment for loose equipment.

c. 2010 F450 Booster with 350 gallons water with a 350 GPM pump with foam. Please see attachment for loose equipment.

d. The District will retain all listed equipment as well as Station 64 to cover the areas not contemplated in the City’s Plant that will remain within the boundaries of the western portion of the District if the City annexes the District’s property included in the Plan.

3) A staffing schedule that discloses the certifications and training levels of personnel:
   a. 4 - TCFP/ECA firefighters per day, 3 of which are full time employees. 1 – Battalion Chief on shift in the District 24/7. Station 64 is staffed with full time career firefighters 24/7, 365 days a year. Please see attached SOPs 111a and 312.

4) A summary of operating and capital expenditures (being provided for Station 64 only):
   a. Expenditures not including salaries, from January 1, 2017 through December 31, 2017: $45,282.95.
   b. Approximate Salaries and benefits from January 1, 2017 through December 31, 2017: $591,265.14. This covers three (3) full time employees, one (1) part-time employee, and ¾ of one (1) Battalion Chief’s salary and benefits.

If you have any questions regarding this information, please feel free to contact the District’s administrative staff.

Regards,

[Signature]

Brian Arceaux
President, Board of Commissioners
Montgomery County Emergency Services District No. 4

cc: Mayor and City Council, City of Conroe
    Regina D. Adams, Member, Radcliffe Bobbitt Adams Polley PLLC
3/21/2018

Tank
1/2 Tank
1/4 Tank

Tank Water Added
Yes
No

Daily Operational - Set an Alert?
Yes

Daily Operational Issues

HME (Engine) - Shop # 1125632 - Tour Inventory

Cab
Smoke Detectors
Insurance Card
Door Remote
Report Clipboard
NFR Map Pages
Montgomery County Key Map
Harris County Key Map
Blown up Key Maps
Emergency Guide Book
Fuel Man Card
Gas Meter: - Contact Chief Brooks for service issues
4 - Safety Traffic Vests
Elevator Keys
'Knox' keys
Turbo Flares
6 - Box Lights
Big EZ Lock Out Kit
E62-A Air Pack
Blue "Seek" TIC attached to 'A' pack
E62-B Air Pack
E62-C Air Pack
3 - Medium SCBA Masks
Small SCBA Mask
2 - Animal O2 Masks: 1 Small / 1 Large
EMS Gloves: S - M - L - XL
Medical Bag
O2 Bag: PSI
AED: Operational w/BVMs
C-Collar Bag
All EMS Equipment Tagged
Scene Tape
Manual Cab Lift Handle - Under Officer Seat
FLIR Thermal Camera
Binoculars
South County Map Pages
Conroe Map Pages
RIT Pack
EPI Bag

Handheld Radio A (Serial #)

Handheld Radio B (Serial #)

Handheld Radio C (Serial #)

Handheld Radio D (Serial #)

CAB DOGHOUSE COMPARTMENT
Pack of Absorbant Pads
Absorbant Boom

RIT - PSI
DO FRONT COMPARTMENT

2 1/2" playpipe w/ triple-stacked tips
2.5" Play Pipe with Fog Nozzle
1.5" female x 1" male adapter
roll of fire line tape
Foam Cap Wrench
Rubber Mallet
1" Fog Nozzle
1" Red Forestry Nozzle
1.5" Fog Nozzle
2.5" Female x 1.5" Male gated wye
4" Double Female
4" Double Male
4" Male to 5" Storz
4" Female to 5" Storz
2 - 2.5" Double Female
2-2.5" Double Male
Stacked Tips: 1/2" and 15/16" 1 1/2" base
2 - Small Diameter Spanners
Hydrant Wrench
4 - LDH Spanners
6" Basket Strainer
6" Low-Profile Strainer
2 - 200' Sections of Forestry Hose
2 - 50' Sections of 1.75"
25' Section of 3"
25' Section of 5"
50' Section of 2.5"

DO MIDDLE COMPARTMENT

Window Saw
3' D-Handle Sheet Rock Tool
Pick Head Axe
Irons: Halligan Bar and Flat Head Axe
Small Bolt Cutters
Piercing Nozzle
Sledge Hammer
Water Shut Off Tool
Small Halligan Bar
Pry Bar

DO WHEEL WELL

45 Minute Bottle 1: IL #

45 Minute Bottle 1: PSI

45 Minute Bottle 2: IL #

45 Minute Bottle 2: PSI

DO REAR COMPARTMENT
6 - blue salvage covers
5-collapsible cones
2 - Absorbent Jugs
2 - Absorbent Brooms
Saws All Kit
PPV: Operational
Ram Plate
Star Step Cribbing (set)
Small Diameter Hose Clamp
LDH Hose Clamp

UPPER REAR COMPARTMENT
14' Roof Ladder
24' Extension Ladder
10' Attic Ladder
10' Pike Pole
12' Pike Pole

LOWER REAR COMPARTMENT
Holmatro Power Unit: Operational
Holmatro double hose reel
Combi-Tool
Large Ram
Medium Ram
3-Ram Extensions
Secure Net
4-Way Hydrant Valve
Vent Saw
5" Storz x 2- 2 1/2"
2 - small spanners
Can of Regular Gas
Can of Mixed Gas - Truefuel
Bottle of Bar Oil

TAILBOARD
Trash Hook
6' Pike Pole

Hose Bed: HIGH RISE PACK
2 - Sections of 1.75” (Total 100 ft)
1.75” Fog Nozzle

OF REAR COMPARTMENT
2 - Red Tarps
LED scene light
2- Circle D scene lights
2-small cord reels
6500 WATT Generator
150' Big Cord Reel
bag of elec. pig tails

OF WHEEL WELL

45 Minute Bottle 1: IL #

45 Minute Bottle 1: PSI
45 Minute Bottle 2: IL 

45 Minute Bottle 2: PSI

OF MIDDLE COMPARTMENT
  - flat head axe
  - pick head axe
  - tool box
  - plug kit
  - Dragon Slayer
  - New York / Boston Hook

OF PUMP PANEL
  - Hydrant wrench
  - 2 - small spanners
  - 4 - LDH spanners

OF FRONT COMPARTMENT
  - Water cooler
  - E62-E Air Pack
  - E62-F Air Pack
  - 2 - Scott Mask - Medium
  - 2 - Scene Tape
  - Water Extinguisher
  - 2-Dry Chem. Extinguisher

45 Minute Bottle 1: IL 

45 Minute Bottle 1: PSI
FRONT BUMPER
  100' of 1.75" Trash Line
  1.5" BubbleCup Nozzle
  1.5" to 1.5" Gated Wye
  1.5" Female to 1" Male Adapter

DUNNAGE
  Sharp Shooter Shovel
  Spade Shovel
  Scoop Shovel
  Flat Shovel
  Forestry Rake
  Heavy Duty Broom
  Little Giant Ladder
  Monitor Base
  Master Stream Fog Nozzle - for Monitor
  Foam Eductor
  1.75" Hose Pigtail - for eductor
  4-5 Gallon Foam Pails
  Turbo Draft

HME (Engine) - Shop # 1125632 - Tour Inventory Set An Alert
  Yes

HME (Engine) - Shop # 1125632 - Tour Inventory Issues

Phone: 936-321-0999 Email: info@needhamfirerescue.com
Ferrara (Sterling-Acterra)(Tanker) Shop #1245826 - Tour Inventory

CAB
- Insurance Card
- Fuelman Card - In Door
- NFR Map Pages
- Blown Up Key Maps
- Montgomery County Key Map
- Harris County Key Map
- Emergency Response Guide
- Door remote
- Knox Box Keys
- 2 - Traffic Vests
- 2 - Boxes of Medical Gloves
- Box Light
- Beach Ball - In Door

Handheld Radio Serial #

DO FRONT COMPARTMENT
- 25' Section of 5"
- 25' Section of 2.5"
- 25' Section of 4" with 2.5" Couplings
- 2 - 50' Sections of 1.75"
- 2.5" Ball Gate Valve
- 2.5" Double Male
- 2.5" Double Female
- 2 - Small Diameter Spanners and Hydrant Wrench
- Rubber Mallet
- 4 - LDH Spanners
- 1.5" Fog Nozzle
- 2.5" Female to 4" Male

DO MIDDLE COMPARTMENT
- 2 - Wheel Chocks
- 4 - 5 Gallon Jugs of Class A Foam
- LDH Hydrant Gate Valve
- 4.5" Female to 4" Male

http://www.mcesd4.com/needham-truck-checks/
2 1/2" x 1 1/2" gated Y
4" Houston x 2 1/2" NH reducer
4" NH x 2 1/2" NH reducer (black)
2 1/2" NH female x 2 1/2" Pittsburg Male (chrome)

DO REAR COMPARTMENT
- LDH Hose Clamp
- 2 - 18" traffic cones

OF REAR COMPARTMENT
- Pick Head Axe
- Water Cooler
- 50' Section of 3"

OF MIDDLE COMPARTMENT
- Empty

OF FRONT COMPARTMENT
- Empty

DO TOP OF TRUCK
- 3000 Gallon Dump Tank

OF TOP OF TRUCK
- 2 - 10' sections of 2 1/2" hard suction w/strainer

Ferrara (Sterling-Acterra)(Tanker) Shop #1245826 - Tour Inventory - Set An Alert
- Yes

Ferrara (Sterling-Acterra)(Tanker) Shop #1245826 - Tour Inventory Issues
LOGIN

Site Admin (http://www.mcesd4.com/wp-admin/)
Entries RSS (Really Simple Syndication) (http://www.mcesd4.com/feed/)
Comments RSS (Really Simple Syndication) (http://www.mcesd4.com/comments/feed/)
WordPress.org (https://wordpress.org/)

OUR PAGES

Default template
Full-width template
Home template

Search here

QUICK LINKS

Needham Email (http://mail.needhamfirerescue.com:83/webmail/login/)
TimeTrex (http://timetrex.needhamfirerescue.com:8085)
SopSog (http://sopsog.mcesd4.com:85/docportal)
When2Work (https://whentowork.com/logins.htm)
TriTech (http://tritechcad.mchd-tx.org/VisiNetBrowser/Login.aspx?referer=~/Queues/ActiveQueue.aspx)
Helpdesk (http://spiceworks.needhamfirerescue.com:84/portal)
IT Request Form (http://temp)

Copyright Needham Fire & Rescue
Ford F450 (Booster) Shop # 1107664 - Tour Inventory

CAB
- Insurance Card
- Garage Door Opener
- Knox Box Keys
- NFR Map Pages
- Montgomery County Key Map
- Report Clipboard
- Emergency Guide Book
- Binoculars
- ICS 214 Binder
- 2 - Traffic Safety Vests
- EMS Gloves: S - M - L - XL
- Box Light
- Winch Control

"D" Handheld Radio: Serial #

TRANSVERSE COMPARTMENT
- Backboard
- Large Bolt Cutters
- Small Bolt Cutters
- Pry Bar
- 2 - Closet Hooks
- 2 - Forestry Rakes
- Spade Shovel
- McLeod
DO COMPARTMENT 1

Tow Strap
3 - 100' of 1" Forestry Hose
50' Section of 2 1/2" Hose
1.5" Fog Nozzle
Foam Cap Wrench
Hose Reel Handle
18" Garden Hose / Foam Flush-Out Hose
1.5" Double Male
1.5" Double Female
2.5" double male
2.5" double female
2.5" Female to 1.5" Male
1.5" Female to 1" Male
1" Forestry Nozzle
2 - 1" Red Line Spanners
J-Hook with Chain
Funnel
25' Section of 3" Hose
Snatch Block

DO COMPARTMENT 2

C-Collar Bag
AED: Operational
Medical Jump Bag
O2 Bag: Note PSI
All EMS Equipment Tagged
Scene Tape
EPI Bag
N95 Masks
Disinfectant Wipes
O2 Bottle PSI

REAR DECK

Drip Torch
100' Dead Load of 1.75" Hose
Hydrant Wrench
2 - Small Diameter Spanners
150' of 1" Redline

Pump Fuel Level: Note Full or Added
TOP
Stihl Chainsaw
2 - 5 Gallon Pails of Class A Foam
1.5 Gallon Regular Fuel Can
Spare Tire

OF COMPARTMENT 2
Cooler

OF COMPARTMENT 1
Pail of Absorbent
2 - Wild Land Suits
2 - Utility Belts w/ Fire Shelters
Saw Kit

OF COMPARTMENT 1: SAW KIT
3 - Cans of TruFuel
2 - Safety Glasses
Spare Chain
Ear Plugs
Wrench

Ford F450 (Booster) Shop # 1107664 - Tour Inventory - Set An Alert
Yes

Ford F450 (Booster) Shop # 1107664 - Tour Inventory Issues
**Qualifications:**
Montgomery County Emergency Services District No. 4 ("MCESD4") requires the rank of Full/Part-Time Firefighter shall maintain the following minimum qualifications:

- TCFP Certification of FF1 or higher
- TDH Certification of ECA or higher
- NIMS 100, 200, 700 and 800
- TCFP Hazmat OPS certification or higher
- Texas Forest Service Fire in the Field certification or TCFP Wildland certification
- Must have a current CPR card
- Must pass a criminal background check
- Must pass the department Physical Agility Test
- Must pass an employment background check along with all listed references
- Must pass a Fire Chief’s interview

**Authority and Responsibility:**
All firefighters shall strictly abide by the Chain of Command.

Any firefighter who seeks medical attention for any injury or illness, whether on duty or off duty, shall bring a doctor’s note indicating the firefighter can return to full duty without restriction.

Any injury occurring while on duty must be immediately reported to the supervisor in-charge. Any injury occurring while off duty, which will affect the firefighter’s duty or schedule, will be immediately reported to the supervisor in-charge.

**Employment Disclaimer:**
MCESD4 does not discriminate in hiring of terms or conditions of employment on the basis of race color, creed, religion, sex, national origin, age, or any other basis upon which discrimination is prohibited by the municipal, state, or federal law. As part of the employment process, a background (DL and criminal) check will be completed. It is understood and agreed to that an employee will be subject to immediate dismissal if it is subsequently discovered, at any time during employment, that the information contained herein is untrue or that any information has failed to have been disclosed. It is understood that if employed by MCESD4, such employment will occur at will and no contract of employment-
express or implied, is created and that no representative of MCESD4 has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the foregoing.
Standard Operating Procedure

Montgomery County Emergency Services District No. 4

SUBJECT: Fit for Duty

Purpose:
To establish procedures for assessing Fitness for Duty of Montgomery County Emergency Services District No. 4 ("MCESD4") personnel (Volunteer and Paid) under certain specified circumstances or upon release to work following a serious injury or illness, or to assess new employee's as per hire determinate.

Policy:
If an individual is perceived to be mentally or physically unfit to perform one or more of the essential function(s) of their job, each person, their supervisor(s), and the Fire Chiefs must follow all appropriate sections of this policy. Additionally, all personnel must follow the guidelines set forth in this policy in order to return to work from personal injury or a serious health condition, whether work-related or not.

Authority and Responsibility:
It is the responsibility of each individual, their supervisor, and the Fire Chiefs to follow all applicable procedures set forth in this policy. Each individual is ultimately responsible to be “Fit for Duty”. Any supervisor who becomes aware that an individual may be unfit for duty may rely on this policy to ensure that the person in question is removed from their work assignment or prevented from returning to their work assignment until such time that the individual’s “Fit for Duty” status can be verified under the terms of this policy. The Fire Chiefs will be responsible for managing the compliance of MCESD4 personnel with all the terms of this policy.

Procedure
I. “Fit for Duty”
   A. Self-Report: For the safety and well-being of personnel and their co-workers, an individual is not to report to work if they are seriously ill or impaired, including cases of communicable disease as recommended by the CDC (see Attachment 1 Communicable Disease Work Restrictions). An individual with a mental or physical condition that may prevent them from performing any of the essential job tasks outlined in NFPA 1582 in an effective and/or safe manner, should not report for work until such time as they are cleared by
the Fire Chief or the physician.
B. Medications: Personnel must report the use of any prescribed or over-the-counter medication that may potentially impair their mental or physical abilities to perform the functions of their job safely and effectively. Such notice must be provided to the Physician who will evaluate whether the medication affects the individual's ability to safely perform any essential job task. See Attachment 2 Medication Disclosure.
C. Personnel who report for duty or are on duty while knowingly impaired may face disciplinary actions.

II. On-the job and Off-the-job Illness and Injury
A. All standards and definitions for "Fit for Duty" evaluations and assessments are the same regardless of whether the injury or illness is incurred on or off the job.
B. For all on-the-job injuries or illness, personnel will follow department guidelines, filling out all appropriate forms and making all appropriate notifications.
C. Personnel with an on/off-the-job illness or injury may be subject to a "Fit for Duty" evaluation at the discretion of the Fire Chief or his/her designee.
D. Off the job illness or injury are not available for light duty.

III. Observation and Reporting
A. Any individual observed to be mentally or physically impaired and/or who may be unable to effectively and safely perform one or more essential task as listed in NFPA 1582, may be subject to a "Fit for Duty" evaluation by a physician. Signs of inability to perform may include apparent weakness, illness, disorientation, memory loss, erratic behavior or inability to complete any essential job task associated with their position.

B. Reporting Process:
1. Personnel who observe or who have reason to believe that another individual may be unfit to perform the functions of their job effectively and/or safely, will report such observations to their immediate supervisor. In cases where the individual in question is the immediate supervisor, a Chief Officer should be notified.
2. The immediate supervisor of the individual in question should contact a Chief Officer, who will make the necessary arrangements to assess the individual's condition. If the supervisor believes that the condition could affect the safety of the individual or others, the supervisor will immediately take the individual off duty and, if necessary, take the apparatus out of service.
3. The Chief Officer is given the discretion to assess appropriate action to be taken with regard to the individual, which may result in removal of the individual
from duty until such time that a "Fit for Duty" medical evaluation by the physician is conducted. A Chief Officer may deem it appropriate to place the individual on administrative leave.

C. Referral for Medical Evaluation

1. The Fire Chief may determine the need for an individual's "Fit for Duty" medical evaluation to be required under the following circumstances:
   a. When actual problems exist or are reported with the individual's performance of any essential function of their job.
   b. Following an injury or illness that results in prolonged time off work.
   c. When there exists legitimate concerns about whether the individual or their performance poses a direct threat to the safety and health of themselves or others.
   d. To determine the necessity for, or existence of a reasonable accommodation.
   e. When medical evaluation, screening, and monitoring is required by federal, state, or local law.
   f. A serious health condition exists and/or took place as outlined in NFPA 1582, 2013 Version.

2. In the circumstance an individual is relieved from duty they will be placed on paid administrative leave (if applicable) until such time as an evaluation is performed. If the evaluation indicates that the individual is not "Fit for Duty" but may continue on light duty, the Department shall provide such opportunity. If the employee chooses to not accept the light duty opportunity they shall be allowed to use any accrued leave they have available. Employees who must take time off work as a result of a Worker's Compensation or disability injury or illness shall receive compensation as scheduled by law.

3. Should the individual require additional treatment or continuing care, the Fire Chief will release the individual into the care of their own healthcare provider. The Fire Department will not be financially responsible for illness or injury discovered or identified by a representative of the Fire Department, unless the illness or injury has arisen as a direct result of employment with the Fire Department. If the individual remains under the care of the physician, they will be responsible to fulfill the regimen prescribed.

4. Minor Injury:
   In case of minor injury, the Fire Department may require a physician's note in the event the employee needs to
take more than one shift off to recover.

IV. Return to Work
1. Medical Evaluation to Return to Work
   a. Any individual returning to work from a serious injury or illness, extended absence, or from any other health-related circumstances that may call to question their ability to perform their duties in a safe and effective manner, must contact the Fire Chiefs office. The Fire Department will require a post injury/illness “Fit for Duty” medical exam and medical release to return to work from the physician.
   b. In the event the Fire Department determines that a “Fit for Duty” medical exam is required of any individual, they will be given written notice of that requirement. The individual has the duty to cooperate in such evaluation, including, but not limited to, signing all necessary medical information release forms, allowing their relevant medical records to be transferred and reviewed by the evaluating physician, and allowing the evaluating physician to report findings and opinions regarding the individual’s “Fit for Duty” status. The individual must respond to the Fire Chief’s reasonable inquiries in that regard. Failure to cooperate in the “Fit for Duty” exam may result in an inability to return to work.
   c. Upon receipt of the completed “Fit for Duty” medical exam, the Fire Department will review, compare and evaluate the individual’s abilities to safely perform the essential functions of their job. In the event it is determined that the individual does not have the ability to perform each of the essential functions of their job or they pose a risk of harm to self or others in the performance of such functions, the Fire Chief will determine whether or not a reasonable accommodation exists that will remove the barrier to continued employment, and eliminate or minimize the potential risk of harm to the individual or others.
   d. In the event the Physician determines the member is not able to safely perform the essential functions of their job the member has the right to receive a second evaluation from an approved physician. This will be provided at no cost to the Department.
   e. Current Fire Department guidelines will be followed in cases where the individual is released to light or modified duty.

Definitions

Physical or mental impairment: Any physiological disorder or condition, cosmetic disfigurement, or anatomical
loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin and endocrine; or any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities.

**Impaired:** Having been diagnosed by a medical provider with a physical or mental impairment.

**Direct threat or direct threat of harm:** A significant current risk of substantial specific harm (not a speculative or remote risk), the risk of which harm is supported by facts, including objective current medical evidence and knowledge. The determination of direct threat must take into consideration the following four criteria:

- The probability of the harm occurring;
- The severity of the potential harm;
- The imminence of the potential harm;
- The duration – how long the risk is likely to be present

**Essential function(s)/task(s):** the fundamental duties of a volunteer/career firefighter as identified by NFPA 1582, 2013 Edition.

**Serious health condition:** An illness, injury, impairment, or physical or mental condition as outlined in NFPA 1582, 2013 Edition.
### ATTACHMENT 1

#### COMMUNICABLE DISEASE WORK RESTRICTIONS

<table>
<thead>
<tr>
<th>Disease/Problem</th>
<th>Work Restriction</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conjunctivitis (Pink Eye)</td>
<td>Restrict from patient contact. May exclude from duty.</td>
<td>Until discharge ceases.</td>
</tr>
<tr>
<td>Diarrheal Diseases</td>
<td>Restrict from patient contact, contact with the patient’s environment, or food handling. May exclude from duty.</td>
<td>Until symptoms resolve.</td>
</tr>
<tr>
<td>Diphtheria</td>
<td>Exclude from duty.</td>
<td>Until released by OHS or MD.</td>
</tr>
<tr>
<td>Enteroviral Infections (Coxsacci, Polio)</td>
<td>Restrict from care of infants and immuno-compromised patients and their environments. May exclude from duty.</td>
<td>Until symptoms resolve and released by MD or OHS.</td>
</tr>
<tr>
<td>Hepatitis A</td>
<td>Restrict from patient contact, contact with patient’s environment, and food handling. May exclude from duty.</td>
<td>Until released by OHS or MD.</td>
</tr>
<tr>
<td>Hepatitis C</td>
<td>No recommendation. Standard precautions should always be observed.</td>
<td></td>
</tr>
<tr>
<td>Herpes Simplex:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.) Genital</td>
<td>No restriction.</td>
<td></td>
</tr>
<tr>
<td>2.) Hands (Herpetic Whittow)</td>
<td>Restrict from patient contact and contact with the patient’s environment. May exclude from duty.</td>
<td>Until lesions heal. May need release from MD or OHS.</td>
</tr>
<tr>
<td>3.) Orofacial</td>
<td>Evaluate need to restrict from care of patients. May exclude from duty.</td>
<td>Until lesions heal. May need release from MD or OHS.</td>
</tr>
<tr>
<td>Human Immunodeficiency Virus (HIV)</td>
<td>Do not perform exposure-prone invasive procedures until counsel from an expert review panel. Standard precautions should always be observed; refer to state regulations.</td>
<td></td>
</tr>
<tr>
<td>Influenza</td>
<td>Exclude from duty.</td>
<td>Until symptoms resolve.</td>
</tr>
<tr>
<td>Measles</td>
<td>Exclude from duty.</td>
<td>Until released by OHS or MD.</td>
</tr>
<tr>
<td>Meningococcal Infections</td>
<td>Exclude from duty.</td>
<td>Until 24 hours after start of effective therapy.</td>
</tr>
<tr>
<td>MRSA/VRE</td>
<td>Exclude from duty.</td>
<td>Until released by MD.</td>
</tr>
<tr>
<td>Mumps</td>
<td>Exclude from duty.</td>
<td>Until released by OHS or MD.</td>
</tr>
<tr>
<td>Norovirus (Norwalk-like)</td>
<td>Exclude from duty while symptomatic.</td>
<td>Until symptoms resolve.</td>
</tr>
<tr>
<td>Pediculosis</td>
<td>Restrict from patient contact. May exclude from duty.</td>
<td>Until treated and observed to be free of adult and immature lice.</td>
</tr>
<tr>
<td>Pertussis</td>
<td>Exclude from duty.</td>
<td>Until released by OHS or MD.</td>
</tr>
<tr>
<td>Rubella</td>
<td>Exclude from duty.</td>
<td>Until released by OHS or MD.</td>
</tr>
<tr>
<td>SARS</td>
<td>Exclude from duty.</td>
<td>Until released by OHS or MD.</td>
</tr>
<tr>
<td>Scabies</td>
<td>Restrict from patient contact. May exclude from duty.</td>
<td>Until one day after effective treatment. May need release from MD or OHS.</td>
</tr>
<tr>
<td>Staphylococcus Aureus Infection</td>
<td>Exclude from duty.</td>
<td>Until cleared by medical evaluation.</td>
</tr>
<tr>
<td>Condition</td>
<td>Instructions</td>
<td>Duration</td>
</tr>
<tr>
<td>-----------------------------------------------------</td>
<td>---------------------------------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>Streptococcal Infection, Group A</td>
<td>Restrict from patient care, contact with patient's environment, or food handling. May exclude from duty.</td>
<td>Until 24 hours after adequate treatment started.</td>
</tr>
<tr>
<td>Tuberculosis:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.) Active disease</td>
<td>Exclude from duty.</td>
<td>Until proved non-infectious. Until released by OHS or MD.</td>
</tr>
<tr>
<td>2.) PPD Converter</td>
<td>No restriction.</td>
<td></td>
</tr>
<tr>
<td>Varicella (Chicken Pox)</td>
<td>Exclude from duty.</td>
<td>Until lesions heal. May need release from MD or OHS.</td>
</tr>
<tr>
<td>Zoster (Shingles) Localized, in healthy person</td>
<td>Cover lesions and restrict from care of patients. May exclude from duty.</td>
<td>Until all lesions dry and crust. May need release from MD or OHS.</td>
</tr>
<tr>
<td>Vaccina (Smallpox Vaccinations)</td>
<td>Cover vaccination site. May exclude from duty.</td>
<td>Until lesions heal. May need release from MD or OHS.</td>
</tr>
<tr>
<td>Viral Respiratory Infections Acute Febrile</td>
<td>Exclude from duty while symptomatic.</td>
<td>Until acute symptoms resolve.</td>
</tr>
<tr>
<td>Vomiting (Norwalk, Foodborne)</td>
<td>Exclude from duty.</td>
<td>Until symptoms resolve.</td>
</tr>
</tbody>
</table>
**Attachment 2 – Medication Disclosure Form**

**Prescription Medication Disclosure Statement**

<table>
<thead>
<tr>
<th>Name of Patient:</th>
<th>Date:</th>
</tr>
</thead>
</table>

The National Fire Protection Association guidelines list medications for which fire-service employees shall be evaluated for potential interference with essential job tasks. The medications include:

- ✓ Anticoagulation
- ✓ Narcotics
- ✓ Muscle Relaxants
- ✓ Sedatives and hypnotics
- ✓ Psychiatric Medications
- ✓ Anti-Hypertensive agents
- ✓ High-Dose Corticosteroids
- ✓ Anabolic Steroids
- ✓ Others such as MAOIs, phenothiazines, anti-cholinergics, tricyclic antidepressants

Your patient is an employee with MCESD4. He/she is taking the following medications:

<table>
<thead>
<tr>
<th>Medication</th>
<th>Dosage</th>
<th>Medication</th>
<th>Dosage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

See supplemental form for additional medications if needed

An inherent element of a fire service job includes functioning as an integral component of a team, where sudden or subtle incapacitation of a member can result in mission failure or increased risk of injury or death to civilians or other team members. In order for us to evaluate the employee’s ability to perform the essential job tasks, given then prescription or usage of the above medications, I ask you, as the evaluating and/or prescribing physician to review Table 1 on the backside of this form and respond to the following:

“As the evaluating and/or prescribing physician, I am familiar with the above employee’s essential job functions of his/her assigned duties as a firefighter. In my opinion, the prescribed medication:

- [ ] WILL
- [ ] WILL NOT

...adversely affect the employee’s ability to perform the essential functions of his/her employment”.

- [ ] I am requesting employee receive clearance from their Primary Care Physician

<table>
<thead>
<tr>
<th>Signature:</th>
<th>Date:</th>
</tr>
</thead>
</table>

Please keep form in patient’s medical record and use to aid in determining “Fit for Duty” status.

*Please review Table 1 on backside of this page for Essential Job Functions of a Volunteer/Career Firefighter*
<table>
<thead>
<tr>
<th></th>
<th><strong>STEP 1: Essential job tasks of all Volunteer and Career Firefighters</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><em>Wear a fire protective ensemble, including Self Contained Breathing Apparatus (SCBA) that is encapsulating and insulated, which can result in significant fluid loss and can elevate core temperature to levels exceeding 102.2F (39C).</em>*</td>
</tr>
<tr>
<td>2</td>
<td>Wear a SCBA, which includes a demand valve-type positive-pressure face piece or HEPA filter mask, which requires the ability to tolerate increased respiratory workloads.</td>
</tr>
<tr>
<td>3</td>
<td>Perform firefighting tasks (hose line operations, extensive crawling, lifting/carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry) as well as rescue operations in full firefighter gear &amp; SCBA under stressful conditions including working in extremely hot or cold environments for prolonged time periods.</td>
</tr>
<tr>
<td>4</td>
<td>Exposure to toxic fumes, irritants, particulates, biological (infectious) and nonbiological hazards, and/or heated gases despite the use of personal protective ensembles and SCBA.</td>
</tr>
<tr>
<td>5</td>
<td>Operate at unpredictable emergency scenes for prolonged periods of extreme physical exertion with no benefit of warm up, scheduled rest periods, meals, access to medication(s), or hydration.</td>
</tr>
<tr>
<td>6</td>
<td>While wearing personal protective ensembles and SCBA: search, find, and rescue victims ranging from newborns to adults weighing over 200lbs (90kg) by carrying or dragging to safety despite hazardous conditions and low visibility.</td>
</tr>
<tr>
<td>7</td>
<td>While wearing personal protective ensembles and SCBA, advance water-filled hose lines up to 2 1/2in in diameter 150 feet while negotiating multiple flights of stairs, ladders, and other obstacles.</td>
</tr>
<tr>
<td>8</td>
<td>While wearing personal protective ensembles and SCBA, climb ladders, operate from heights, walk or crawl in the dark along narrow and uneven surfaces that could be wet or icy, and operate in proximity to electrical power lines or other hazards.</td>
</tr>
<tr>
<td>9</td>
<td>Ability to climb 3 flights of stairs while wearing fire protective ensemble, including SCBA, weighing at least 50lbs (22.6kg) or more and carrying equipment/tools weighing an additional 20-40lbs (9-18kg).</td>
</tr>
<tr>
<td>10</td>
<td>Ability to operate near fire apparatus or other vehicles in emergency mode using lights and sirens.</td>
</tr>
<tr>
<td>11</td>
<td>Ability to perform critical, time sensitive, complex problem solving during physical exertion in stressful, hazardous environments including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions.</td>
</tr>
<tr>
<td>12</td>
<td>Ability to communicate (give and comprehend verbal orders) while wearing personal protective ensembles and SCBA under conditions of high background noise, poor visibility, and drenching from hose lines and/or fixed protection systems (sprinklers).</td>
</tr>
<tr>
<td>13</td>
<td>Ability to function as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members.</td>
</tr>
</tbody>
</table>

**Note:** Full Firefighting ensemble includes turnout coat, pants with internal harness and suspenders, boots, gloves, nomex head protection and helmet. SCBA is self-contained breathing apparatus, which includes backpack, tank of compressed air, and positive-pressure mask over the entire face. Full gear weighs in excess of 50lbs (22kg).
**ATTACHMENT 3 – FIT FOR DUTY/MODIFIED DUTY**
**MEDICAL RELEASE FORM POST INJURY/ILLNESS**

Please check one:
- Volunteer/Career Firefighter: Proceed to STEP 1
- Administrative Staff: Proceed to STEP 2

Employee: ___________________________
Date of Injury: ____________________
Description of Injury/Illness: ____________________

**STEP 1: Essential job tasks of all Volunteer and Career Firefighters**

1. *Wear a fire protective ensemble, including Self Contained Breathing Apparatus (SCBA) that is encapsulating and insulated, which can result in significant fluid loss and can elevate core temperature to levels exceeding 102.2°F (39°C).*

2. Wear a SCBA, which includes a demand valve-type positive-pressure face piece or HEPA filter mask, which requires the ability to tolerate increased respiratory workloads.

3. Perform firefighting tasks (hose line operations, extensive crawling, lifting/carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry) as well as rescue operations in full firefighter gear & SCBA under stressful conditions including working in extremely hot or cold environments for prolonged time periods.

4. Exposure to toxic fumes, irritants, particulates, biological (infectious) and nonbiological hazards, and/or heated gases despite the use of personal protective ensembles and SCBA.

5. Operate at unpredictable emergency scenes for prolonged periods of extreme physical exertion with no benefit of warm up, scheduled rest periods, meals, access to medication(s), or hydration.

6. While wearing personal protective ensembles and SCBA: search, find, and rescue victims ranging from newborns to adults weighing over 200 lbs (90kg) by carrying or dragging to safety despite hazardous conditions and low visibility.

7. While wearing personal protective ensembles and SCBA, advance water-filled hose lines up to 2 1/2 in diameter 150 feet while negotiating multiple flights of stairs, ladders, and other obstacles.

8. While wearing personal protective ensembles and SCBA, climb ladders, operate from heights, walk or crawl in the dark along narrow and uneven surfaces that could be wet or icy, and operate in proximity to electrical power lines or other hazards.

9. Ability to climb 3 flights of stairs while wearing fire protective ensemble, including SCBA, weighing at least 50 lbs (22.6kg) or more and carrying equipment/tools weighing an additional 20-40 lbs (9-18kg).

10. Ability to operate near fire apparatus or other vehicles in emergency mode using lights and sirens.

11. Ability to perform critical, time sensitive, complex problem solving during physical exertion in stressful, hazardous environments including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions.

12. Ability to communicate (give and comprehend verbal orders) while wearing personal protective ensembles and SCBA under conditions of high background noise, poor visibility, and drenching from hose lines and/or fixed protection systems (sprinklers).

13. Ability to function as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members.

*Note: Full Firefighting ensemble includes turnout coat, paints with internal harness and suspenders, boots, gloves, nomex head protection and helmet. SCBA is self-contained breathing apparatus, which includes backpack, tank of compressed air, and positive-pressure mask over the entire face. Full gear weights in excess of 50 lbs (22kg).*

In addition to performing a medical evaluation and reviewing current prescriptions, I have read the above essential duties for Volunteer/Career Firefighter. Based on my findings the employee is released to:
- Full Duty without restrictions (Stop here, sign below and fax to MCESD #4 936-273-9414 Attn: Fire Chief)
- Modified Duty with restrictions (Do not sign here and proceed to STEP 2 on back side of page)

Physician’s Name: ___________________________

Physician’s Signature: ___________________________ Date: __________
**STEP 2: Physical Capabilities**

Circle the number of hours the employee can perform the particular task:

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>Not Restricted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sit</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stand</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Walk</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Employee needs to alternate between sit/stand every ______ minutes/hours (circle one)

Check the amount of time the injured worker is able to perform the particular task:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Never</th>
<th>Occasionally (&lt;33%)</th>
<th>Frequently (33-66%)</th>
<th>Continuously (67-100%)</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hand/wrist work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grasping</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pushing/pulling</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fine manipulation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reach above shoulders</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bend/twist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kneel/squat</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Climb stairs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lifting 1-10lbs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lifting 11-20lbs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lifting 21-51lbs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lifting 50-100lbs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Other restrictions based on any physiological disorder or condition or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin and endocrine; or any mental or psychological disorder:

Total number of hours the employee may work while under modified duty: ______

Projected date employee can return to unrestricted duties: ____/____/____

Does the employee need to be re-evaluated prior to returning to work? YES _____ NO _____

The employee may work Modified Duty within the parameters listed above until released to Full Duty pending future medical evaluation if indicated.

Physician's Name: ________________________________

Physician's Signature: ___________________________ Date: ________

*Please fax results to MCESD #4: 936-273-9414 Attn: Fire Chief*