

CITY OF PEORIA C O N T R A C T

34-19

This agreement, made and entered into this 1st day of November, A.D., 2019 by and between the City of Peoria, a municipal corporation, party of the first part, and SiteMed North America LLC, 112 Donmoor Court, Garner, NC 27529, his/their executors, administrators, successors or assigns, party of the second part.

WITNESSETH: That for and in consideration of the payments and agreements mentioned in the proposal hereto attached, to be made and performed by the party of the first part, and according to the terms expressed in the bond referring to these presents, the party of the second part agrees with said party of the first part, at his/their own proper costs and expense to furnish and deliver all the work, materials and supplies in accordance with the specifications contained in said proposal, and in full compliance with all of the terms of this agreement.

IT IS UNDERSTOOD AND AGREED that the instructions to bidders, proposal, and bid and specifications are component parts of this contract and shall be deemed a part hereof. It is also understood and agreed that the contractor shall not assign, transfer, convey or otherwise dispose of this contract, or his right to execute it, or his right, title or interest in or to it or any part thereof, unless the previous written consent of the City Manager of the City of Peoria shall first be obtained thereto.

IN WITNESS WHEREOF, the said parties have executed these presents on the date above mentioned.

In accordance with the attached specifications, proposal, and pricing SiteMed North America will provide medical/fitness examinations, testing and evaluation services for the City of Peoria Fire Department.

The Rates and Specifications are figured in accordance with proposal #34-19, beginning November 1, 2019 and ending October 31, 2022.

THE CITY OF PEORIA

By 
City Manager

PARTY OF THE SECOND PART


SiteMed North America LLC

By 
(Member of firm or officer of corporation)

APPROVED FINANCE DEPARTMENT

By 
(James Scroggins)

APPROVED LEGAL DEPARTMENT

By 
(Don Leist)

APPROVED USING DEPARTMENT

By 
(Edward Olehy)



City of Peoria, Illinois
 Purchasing Manager
 419 Fulton Sreet, Room 108, City Hall
 Peoria, IL 61602-1276

Please find the attached proposal for your Firefighter Medical Clearance Program. We have listed several key factors that differentiate us from other companies.

Detailed Executive Summary

SiteMed is a physician-owned health care company specializing in on-site NFPA 1582 firefighter medical exams. Our comprehensive approach combines proven lifesaving screenings with one-on-one personalized medical counseling.

Our medical providers have performed over 50,000 NFPA 1582 firefighter, HAZMAT, Police, EMS and fire brigade exams, and have over 50 years combined experience with NFPA 1582 and OSHA standards. SiteMed is an Equal Opportunity Employer and an E-Verify participant employer.

SiteMed uses state of the art equipment and trained experienced staff. Testing is done under NFPA, OSHA, NIOSH and CAOHC procedures. We value your firefighter's privacy and maintain medical confidentiality throughout the entire testing process.

The SiteMed Difference

We are a physician owned company.

Our physicians specialize in NFPA 1582 medical exams. They lecture and write articles on firefighter health and wellness on the local, state and national level. They have performed over 50,000 NFPA 1582 Firefighter, Fire Brigade, EMS and HAZMAT exams. They understand the inherent medical risks firefighters face, and know that a comprehensive NFPA 1582 firefighter evaluation program is the key to keeping firefighters healthy and reducing your department's health care costs. What does this mean for you? Consistency, Reliability, & Dependability.

Other companies owned by non-physicians will often hire temporary outside doctors who may not have experience with firefighter physicals. We specialize in Occupational Medicine and firefighter exams; this is what we do all day every day. Let us put our experience to work for you.

Our examination meets and can exceed the NFPA 1582 standard.

Other companies and clinics usually only perform portions of an NFPA 1582 exam or perform just an OSHA 1910.156 exam that does not meet the requirements for NFPA 1582. OSHA 1910.156 is commonly referred to as the Fire Brigade Standard, and is meant for companies that have Fire Brigades manned by their employees, not for Fire Departments.

The SiteMed NFPA 1582 medical exam program meets and with optional specialized testing, can exceed all aspects of the NFPA 1582 standard. We work with hundreds of departments, and our program has been effective for large 1000+ member departments as well as small volunteer departments.

ON-SITE FIREFIGHTER PHYSICALS

1634 White Circle – Suite 101
 Marietta, GA 30066
 SiteMedFire.com

112 Donmoor Court
 Garner, NC 27529
 Phone/Fax 888-837-4819



We come on-site to you.

We realize yearly exams can be a daunting process. By coming on-site, we are able to perform up to 25-50 exams per day, and can usually perform all your physical exams in a short time period. We perform 4-8 exams per hour, which greatly helps minimize time away from work. Typically, all we need is a conference room and office to perform all of our testing. There is no need to sit and wait at an urgent care, local clinic or hospital, which puts firefighters and trucks out of service for hours at a time. This saves your department time, money and minimizes hassles related to annual physical exams.

We focus on prevention.

The purpose of a good wellness program is to enhance the health of your firefighters. It is not a punitive process. Anyone can issue a clearance letter, but our focus is on preventing disease and improving firefighter health and safety. This starts with a complete NFPA 1582 physical exam and our one-on-one counseling.

We manage medical problems.

If medical issues are discovered, we coordinate with the firefighter and their personal physician to make sure your employee is safe to perform The 13 Essential Job Tasks. We can usually keep your firefighters working during this process until the issue is resolved. We are available 365 days a year to help you manage and mitigate medical issues.

We care about your health.

As a physician owned company, we will customize your physical program to reflect your specific needs. This means that we can include extras not offered by other companies such as cardiac CT scanning, advanced genetic testing for heart disease and advanced cancer screenings.

We use a unique two-phase process.

We come on-site to collect labs several weeks prior to testing. That way when our providers meet with your firefighters they have all the information in front of them including labs and medical history, just like when they see their primary care physician. This means that during their individual one-on-one counseling session; we can make health recommendations individualized to each person at the time of the consultation.

Year round access.

What happens after the testing when you have a medical question? With SiteMed, you have year round access to our Fire Department Doctors for medical consultations. There is no extra charge for this service; it is part of our commitment to your department.

These are just a few of the benefits we can offer your department. Once you have had a chance to review our proposal, please feel free to contact me with any questions you may have. Thanks for giving us the opportunity to bid on this proposal. We look forward to working with you in the near future.

Vanessa Flores-Watson
COO

The information contained in this proposal is confidential information intended only for the use of the individual or entity named above. If the reader of this proposal is not the intended recipient, or the employee or agent responsible to deliver it to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this proposal in error, please immediately notify. Thank you.

ON-SITE FIREFIGHTER PHYSICALS

1634 White Circle - Suite 101
Marietta, GA 30066
SiteMedFire.com

112 Donmoor Court
Garner, NC 27529
Phone/Fax 888-837-4819



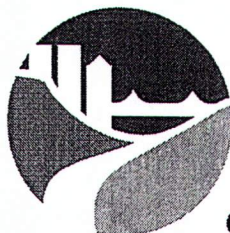
REFERENCES:

The following is a list of some of our most recent public safety jobs. I encourage you to contact our clients listed to discuss the key differences in our services vs. our competitors.

- **Atlanta Fire Rescue Department (GA)** – Chief Chad Jones – 404-546-2601
ccjones@atlantaga.gov
- **Marietta Fire Department (GA)** – Commander Bobby Moss – 770-794-5460
rmoss@mariettaqa.gov
- **City of Smyrna (GA)**– Chief Roy Acree - 770-434-6667
racree@ci.smyrna.ga.us
- **Cartersville Fire Department (GA)** – Chief Scott Carter - 770-387-5635
scarter@cityofcartersville.org
- **Cherokee Fire and Emergency Services (GA)** – Chief Eddie Robinson – 770-889-4451
erobinson@cherokeega.com
- **Paulding County Fire/Rescue (GA)** – Chief Joey Pelfrey – 404-867-2881
jpelfrey@paulding.gov
- **Mountain Brook Fire Department (AL)** – Chief David Kennedy – 205-802-3833
kennedyd@mtnbrook.org
- **Wake Forest Fire Department (NC)** – Chief Ron Early – 919-556-1966
rearly@wakeforestfire.com
- **Leland Fire/Rescue (NC)** – Assistant Chief Ronnie Hayes – 910-371-2727
ronnie.hayes@lelandfirerescue.com
- **Garner Fire Rescue (NC)** – Deputy Chief Tim Herman – 919-772-1550 Ext. 3
timherman@garnerfire.com
- **City of Fayetteville (NC)** – Safety Office Scott Bullard – 910-433-1789
sbullard@ci.fay.nc.us
- **Estero Fire Department (FL)** –Chief Todd Coulter – 239-390-8000
coulter@esterofire.org
- **Central Jackson Co. Fire Prot. District (MO)** –Chief Sam Persell – 816-797-9197
spersell@cjcfd.org
- **Bloomington Fire Department (IL)** – Chief Jeff Flairty – 309-434-2631
jflaity@cityblm.org

ON-SITE FIREFIGHTER PHYSICALS

INVITATION TO PROPOSE
Firefighter Physicals
RFP #34-19



CITY OF
PEORIA

ISSUED BY

CITY OF PEORIA, ILLINOIS
DIVISION OF PURCHASES

City of
PEORIA

**Sealed bids will be received at the office of the
Purchasing Manager, Room 108, City Hall,
419 Fulton Street, Peoria, Illinois until 2:00 P.M.**

THURSDAY, October 10, 2019
**for furnishing the materials, or services
described herein.**

PLEASE RETURN ENTIRE DOCUMENT AS YOUR BID.
SUBMITTED BY: Karen Strange, Business Development

See Instructions to Bidders

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INSTRUCTIONS TO PROPOSERS

Request for Proposal (RFP)(6/25/19)

ACCEPTANCE OF PROPOSALS - The right is reserved, as the interest of the City may require, to reject any or all proposals and to waive any nonmaterial informality or irregularity in the responses received. All such responses will be in English. The City will select a Proposer as described below or reject all Proposals within one hundred-twenty (120) calendar days from the date the responses are opened.

ADDITIONAL COPIES OF RFP - Proposers may secure additional copies of the RFP documents from the City of Peoria's Finance Department Purchasing Division.

RFP ENVELOPE IDENTIFICATION - Proposers shall submit their response in a sealed envelope which shall be clearly labeled with the organization/individual name and address. Proposers are requested to indicate in the LOWER LEFT HAND CORNER OF THEIR ENVELOPE THE ITEM BEING REQUESTED, REQUEST NUMBER, DATE AND TIME THE REQUEST IS DUE.

MAILING OF PROPOSALS— Two (2) originals and One (1) Copy of all responses are to be mailed or delivered to the City of Peoria Purchasing Department, Room 108, City Hall, 419 Fulton Street, Peoria, Illinois, 61602-1276. Proposals will not be accepted by FAX, e-mail, internet, telephone or telegraphic means. Information regarding the proposal can be obtained by calling the Purchasing Manager at (309) 494-8582.

CLOSING TIME - The Proposal closing time will be based upon Central Standard Time or Central Daylight Time, whichever is in effect on the date the proposal is due.

SELECTION – The proposal selected will be that which best meets the needs of the City of Peoria as expressed in the RFP. Said Selection will be made as per the guidelines created by the City of Peoria's Selection Committee. The content of the proposal, the experience of the firm/individuals and the result of any scheduled interview(s) may be considered in making the selection.

WITHDRAWAL OF PROPOSALS - Proposers may withdraw their proposals at any time prior to the RFP closing time by telephone, fax or written request. A telephone request must be confirmed in writing within 24 hours of the call and prior to closing time. No Proposers shall withdraw its response for a period of sixty (60) calendar days from the RFQ opening date. Negligence on the part of the Proposer in preparing a response confers no right of withdrawal or modification of a proposal after it has been opened. No response will be opened which has been received after the closing time specified in the RFP document and it will be returned unopened to the Proposer.

ALTERNATE RESPONSES - The RFP describes the service and level of experience/expertise, which the City feels are necessary to meet the performance requirements of the City. Proposers desiring to submit a response on items which deviate from these specifications, but which they believe to be equivalent, are requested to submit alternate responses. However, ALTERNATE TENDERS MUST BE CLEARLY INDICATED AS SUCH AND DEVIATIONS FROM THE APPLICABLE SPECIFICATIONS PLAINLY NOTED. The response must be accompanied by complete specifications of the items offered.

AWARD - An award will be made to the lowest qualified (responsive and responsible) proposal that complies with the terms and conditions of the specifications provided that it is in the best interest of the City to accept the proposal. Awards will be made on per item basis unless otherwise stated. The quality of the articles to be supplied, their conformity with specifications, their suitability to the requirements of the City and the delivery terms will be taken into consideration in making the award. By signing this document Vendor/Contractor/Consultant is **certifying they have not been barred from bidding by Federal, State or Local governments and has not been suspended or debarred from receiving federal funding.**

COSTS - Unit costs must be clearly identified for each component requested by the RFP document or otherwise submitted by the Proposer. All costs shall be stated in U.S. dollars. In case of mistake in extension of cost, unit cost shall govern. All costing must be typewritten or written in ink. No erasures are permitted. Mistakes must be crossed out and corrections typewritten or written in ink adjacent thereto and initialed in ink by the party signing the proposal or his authorized representative.

SIGNATURES - Each proposal must be signed by the Proposer with its usual signature. Proposals by partnerships must be signed with the partnership name by one of the members of the partnership, or by an authorized representative, followed by the signature and title of the person signing. Proposals by corporations must be signed with the name of the corporation, followed by the signature and title of person authorized to bind it on the matter. All signatures must be in ink.

INVESTIGATION - Proposer shall make all investigations necessary to thoroughly inform itself regarding the supplies and/or service to be furnished in accordance with the RFP. No plea of ignorance by the Proposer, of conditions that exist or that may hereafter exist as a result of failure or omission on the part of the Proposer to make the necessary examinations and investigations, will be accepted as a basis for varying the requirements of the City or the compensation to the Proposer.

EQUAL EMPLOYMENT OPPORTUNITY – To be awarded a contract all Suppliers, Vendors, Contractors to the City of Peoria, County of Peoria and/or the Peoria Park District **must** be registered in the City of Peoria's Contract Compliance Program and have a current EEO Certification number. This program is unrelated to any State and Federal program. The number is secured by completing and submitting an Employer Report Form CC-1 (with required sexual harassment policy attached) to the City's Equal Opportunity Manager. Please note that the Certificate of Compliance is valid for one year and must be annually renewed. The form may be requested on-line from the City's website (<http://www.peoriagov.org/equalopportunity/forms>). Click on Government > Other Departments > Equal Opportunity > then select "Employer Report Form CC-1". The forms can also be obtained by writing or calling:

**City of Peoria
Equal Opportunity Manager
419 Fulton St.
Peoria, IL 61602
(309) 494-8530 Voice**

In accordance with Chapter 17 of the Peoria Municipal Code, a fifty-dollar (\$50.00) processing fee will be charged with each original submission of the Employer Report Form Cc-1 that results in an approved certificate as well as the Annual Renewal Application. The only exception to payment of the processing fee is neighborhood associations.

Although all vendors are encouraged to obtain Equal Employment Opportunity Certification, vendors do not need an Equal Opportunity Certification to respond to a proposal. The EEO Certification Number is only required prior to the award of the contract.

SAMPLES - Samples of items, when required, must be submitted within the time specified and at no expense to the City; and if not destroyed in testing, they will be returned at the Respondent's request and expense. Samples, which are not requested for return within thirty (30) days, will become the property of the City.

RESPONSES – A response is requested of all Proposers even if it is a "no response".

CONTRACT TERMS

TAXES - The City is exempt, by law, from paying State and City Retailers Occupation Tax, State Service Occupation Tax, State Use Tax and Federal Excise Tax. The City will execute tax exemption certificates whenever required. The unit prices should be exclusive of all taxes. In the event the unit price includes taxes, the Proposer must show the amount of tax included in the unit price.

CITY'S AGENT - The City of Peoria's Purchasing Manager shall represent and act for the City in all matters pertaining to the RFP and contract in conjunction thereto.

PATENTS - The successful Proposer agrees to protect, defend and save the City harmless against any demand for payment for the use of any patented material process, article or device that may enter into the manufacture, construction or form a part of the work covered by the contract.

HUMAN RIGHTS ACT - The contract will be subject to and governed by the rules and regulations of the Illinois Human Rights Act 775ILCS5/1-101 et seq. and as amended. And the provision of Chapter 775 of the Illinois Compiled Statutes 5/2-105 on Sexual Harassment policies.

NON-COLLUSION - With the executing of this RFP, the Proposer is certifying to non-collusion in the preparation and submittal. The response must be properly executed by the Proposer or the response will not be considered for selection.

DEFAULT - In case of default by the contractor, the City will procure the articles or services from other sources and hold the contractor responsible for any excess cost incurred.

CANCELLATION - The City reserves the right to cancel the whole or any part of the contract, if the contractor fails to perform any of the provisions in the contract or fails to make delivery within the time stated. The cancellation notice will be written and delivered by certified mail to contractors address on record. In the event the contract is canceled, the vendor may be declared an irresponsible vendor by the City manager...and as a result may be disqualified from doing business with the City for the period of one year in accordance with City Ordinance Section 10-102. The contractor will not be liable to perform if situations arise by reason of strikes, acts of God or the public enemy, acts of the City, fires or floods.

PRICES SPECIFIED - The successful vendor agrees to furnish the material or services according to the City's plans, specifications and conditions and at prices specified herein.

DELINQUENT PAYMENT - By the signing of this RFP, the Proposer is certifying that the company is not delinquent in the payment of any indebtedness, tax, fee, liens, and fines owed or accruing to the City of Peoria or in the payment of any tax administered by the Illinois Department of Revenue and is in compliance with the terms and conditions of Section 10-109 of the Peoria City Code; and Chapter 65 of the Illinois Compiled Statutes, Section 5/11-42.1-1.

PERMITS AND LICENSES - The successful Proposer shall obtain, at its own expense, all permits and licenses which may be required to complete the contract.

INSURANCE - The successful Proposer shall obtain, at its own expense, all necessary insurance with regard to its fiduciary responsibility to the City of Peoria. Said Proposer shall indemnify and hold harmless the City of Peoria, its officials, officers, directors, employees, heirs and assigns from any and all actions, claims, demands or suits at law or equity for damages, costs, loss or other injury as a result of the contract.

The City does not assume any liability for acts or omissions of contractor and such liability rests solely with contractor.

Contractor's Insurance – The contractor and all subcontractors shall secure and maintain such insurance policies as will protect the contractor or subcontractors from claims for bodily injuries, death or property damage which may arise from operations under this Contract whether such operations be by contractor or anyone employed by contractor directly or indirectly. The following insurance policies are **required**:

- Statutory Worker's Compensation
- Comprehensive General Liability

Combined Single Limit	\$1,000,000.00
Property Damage	\$1,000,000.00
- Automobile Public Liability and Property Damage

Combined Single Limit	\$1,000,000.00
Property Damage	\$1,000,000.00

Insurance Inclusions – The comprehensive general liability insurance shall include independent contractors' protective liability, products and completed operations broad form property damage coverage. The completed operations and products liability shall be maintained for two years after final payment.

Contractual Liability – The insurance required above shall include contractual liability insurance coverage.

Certificates of Insurance – Certificates of insurance acceptable to the City indicating insurance required by the Contract is in force shall be filed with the City prior to contract approval by the City. These certificates shall contain a provision that coverage afforded under the policies will not be canceled until at least thirty (30) days prior written notice has been given to the City.

PRECEDENCE - Where special conditions are written in the specifications, these conditions shall take precedence over any conditions listed under the "Instructions to Proposers".

GOVERNING – This contract will be governed by the laws of the State of Illinois. The contractor/vendor agrees that Chapter 10 of the Code of the City of Peoria is hereby incorporated by reference, as if set out verbatim."

AFFIRMATIVE ACTION REQUIREMENTS - "The contractor/vendor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual harassment, ancestry, national origin, place of birth, age or a physical or mental handicap which would not interfere with the efficient performance of the job in question. The contractor/vendor will take affirmative action to comply with the provision of this division and will require any subcontractor to submit to the City written commitment to comply with this division. The contractor/vendor will distribute copies of this commitment to all persons who participate in recruitment, screening, referral and selection of job applicants, prospective job applicants, member or prospective subcontractors."

"The contractor/vendor agrees that the provision of Division 4 of Article III of Chapter 17 of the Code of the City of Peoria is hereby incorporated by reference, as if set out verbatim."

EMPLOYEE EMPLOYMENT RESTRICTIONS – THE CONTRACTOR

THE CONTRACTOR (hereinafter referred to as "SERVICE PROVIDER") agrees, as a condition of accepting this contract with the City of Peoria, that, for a period of one (1) year following completion of this contract, it shall be prohibited from hiring, directly or indirectly, any City employee or official who was involved, directly or indirectly in: (1) the selection and/or recommendation to select the SERVICE PROVIDER for performance of this contract; (2) coordinating the efforts of the SERVICE PROVIDER in the consummation or completion of this contract; or (3) monitoring or determining the performance of the SERVICE PROVIDER. The SERVICE PROVIDER further acknowledges and agrees that, upon the City's determination that a violation of this provision has occurred, the penalty imposed, at the sole discretion of the City, may include one or more of the following: (1) cancellation of any other contract(s) between the City of Peoria and the SERVICE PROVIDER; (2) disqualification of the SERVICE PROVIDER from bidding or being awarded future contracts with the City of Peoria for a period of two [2] years; and/or (3) payment of liquidated damages to the City of Peoria in the amount of TWENTY FIVE THOUSAND DOLLARS (\$25,000.00).

REFERENCE - All of the contract terms shall be incorporated by reference into any written contract.

Contact Information for Proposal: Chris Switzer, City of Peoria, Purchasing Manager
419 Fulton Street, Room 108, Peoria, IL 61602
(309) 494-8507 cswitzer@peoriagov.org

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City of Peoria Request for Proposal for Medical/ Fitness Examination, Testing and Evaluation Services for Peoria Fire Department Commissioned Personnel

The following is a request for proposal for medical/fitness evaluation services for Peoria fire department commissioned personnel. The evaluation procedures are part of the Wellness-Fitness Initiative established by the International Association of Fire Fighters and the International Association of Fire Chiefs, and as agreed upon between the City of Peoria and IAFF Local 50.

Unless specifically stated otherwise, any organization/individual responding to this RFP shall use the protocols and procedures as defined in the **IAFF/IAFC Fire Service Joint Labor Management Wellness-Fitness Initiative, 4th Edition, 1999 (see website below) and must be 2018 NFPA 1582 compliant**. Price quotations shall be provided in each of the provided spaces:

Year One - (\$79,380) Year Two - (\$79,380), Year Three - (\$79,380)

Any packaged price proposal for initial and/or annual evaluation shall include, without exception, each of the items outlined below. Price quotations must be provided for those items that are optional. The decision to implement these optional items rests with the fire department, not the organization/individual providing these services.

The IAFF/IAFC Fire Service Joint Labor Management Wellness-Fitness Initiative is a total program. All components, including the medical and fitness evaluation procedures, must be implemented. It is anticipated that the Initiative will provide the designated services to approximately 188 – 200 incumbent commissioned personnel. The implementation date for the continuation of this initiative is January 1, 2020 and will be effective until December 31, 2023 with an optional two year contract extension ending December 31, 2025.

The main services to be provided in this Wellness-Fitness Initiative are:

- **Annual medical and fitness evaluation and tracking**
- **Individual Physical fitness Program**
- **Diet and weight management**
- **Health education**

Determination of the successful vendor will be based on the following factors: Pricing, Understanding of Department's needs, Organization and Staffing, Previous Relevant Experience, Overall Quality of Proposal, and Interview. It is the City's intent to select the response that best meets the needs of the City of Peoria Fire Department as expressed in this RFP. It is important for vendors to fully and accurately respond to any questions and pricing requests listed in the Request for Proposal. The City reserves the right to disqualify any candidate for the proposal process for incomplete responses or omission of requested information.

In addition to the item pricing sheets, please attach a narrative explaining your qualifications and experience relative to the factors of Understanding the Fire Department's Needs, your Organization and Staffing (and qualifications and

certifications of same) to implement and administer this proposal, Previous Relevant Experience, and any references to validate same.

Confidentiality

Confidentiality of medical information is a critical aspect of medical and fitness evaluations. The unauthorized release of personal details that may be recorded as part of a medical evaluation can and does cause legal, ethical, and personal problems either for the employee, the employer or the examining physician. All information obtained from medical and fitness evaluations is confidential, and the employer shall only be provided a statement regarding fitness for duty, necessary work restrictions, and appropriate accommodations. **Specific information concerning medical diagnosis shall be released only with written permission from the employee.** Additionally, all medical and fitness information, data and test results must be maintained in separate files from all other personnel information.

The Fire Department Physician

The fire department physician is involved with the health, wellness, fitness and safety of uniformed personnel from the beginning of their career (candidate evaluations), throughout their career (annual health/fitness evaluations), during non-duty injury/illness (referrals, rehabilitation, counseling and reevaluations), and at retirement from active duty (retirement evaluations). This professional should be **licensed doctor of medicine, and ideally** board certified in occupational medicine, internal medicine or family medicine. The fire department would also benefit from physicians specializing in fields relevant to the fire service such as occupational toxicology, industrial hygiene, epidemiology, infectious disease, pulmonary, cardiology, critical care, orthopedics, psychiatry, burn care, and/or emergency medicine. The ability to interact successfully with other professionals is essential since no single person can be a specialist in all fields. The fire department physician must have a thorough knowledge of job-related activities, physical demands of the occupation and stresses associated with firefighting. The individual must be able to conduct job analyses, remain current on medical literature pertaining to fire service related issues, and conduct ongoing research related to fire fighter's health, safety and fitness. Additionally, the fire department physician must have knowledge of local, state, provincial, and federal laws as well as the roles of labor and management relating to occupational medicine, health and safety.

The Fire Department Physician shall provide medical supervision for the fire department fitness, return-to-duty rehabilitation and physical conditioning programs. However, the provision of services by the Fire Department Physician shall not include evaluation and treatment of duty injury/illness, duty leave management, and light duty management or modify any employee/employer rights and obligations provided in the collective bargaining agreement between the City of Peoria and IAFF Local 50.

The health care provider (organization or individual) shall provide credentials of professional personnel. If the individual or organization responding to this RFP is not designated as the fire department physician, the provider shall provide a written plan detailing how it will coordinate its evaluation activities, including confidentiality of records, with the fire department designated physician. In addition, the health care

provider (organization or individual) selected for Fire Department Physician may not currently be a contractor with the City of Peoria for the treatment of occupational illness and injury, and shall be prohibited from such contract while serving in the capacity of Fire Department Physician.

The Fire Department Physician shall have reasonably available hours and treatment location proximity to the population that would be served.

The Fire Department Physician will inform the Fire Chief whether or not the current member is medically certified to safely perform the essential job tasks. If an illness, injury, or other debilitating condition has altered an employee's ability to safely perform an essential job task, the Fire Department Physician shall recommend restricting the employee from performing only those specific essential job tasks that cannot be safely performed by the employee given his/her medical condition.

The employee will be provided the results of the medical evaluation, including any medical conditions identified during the medical evaluation, and the recommendation as to whether the employee is medically certified to safely perform the essential job tasks. The employee will receive copies of any abnormal results along with patient instructions regarding primary care follow-up to address any medical conditions or lab abnormalities identified during the medical evaluation.

Follow-Up or Referral to Health Care Practitioner

The Wellness-Fitness Initiative recognizes the importance of consultation and/or referral to outside health care providers and/or specialists. Aspects of the follow-up and referral program include:

- Abnormal findings on the annual physical must be addressed by follow-up or referral.
- Revaccination or intervention following exposures must be managed by follow-up or referral.
- Managed care or other provider referrals are appropriate for non-service connected problems.
- Return to work determinations require clearance by the fire department physician or other provider following a consult with an outside physician or after extended leave.
- Follow-up on findings from annual examinations must be reviewed by the fire department physician.

The health care provider (organization or individual) shall provide written documentation regarding their follow-up/referral program or procedures.

Contract Requirements

You must have the ability to conduct all tests on site at Peoria Fire Central. Including but not limited to blood draws, physicals, and physical testing.

You must have Ultrasound capabilities and the ability to perform coronary calcium scoring.

Musculoskeletal

Includes an overall assessment of range of motion (ROM) of all joints. Additionally, observation of the personnel performing certain standard office exercises or functions is helpful in assessing joint mobility and function.

*Body Composition ----->	Year One	\$Inc_____
	Year Two	\$Inc_____
	Year Three	\$Inc_____

By Bioimpedance (BIA) and/or Skinfold/Circumference Procedures

This evaluation is optional since the accuracy, reliability and practicality of evaluation methods vary. Technical research and data review is continuing which will allow a future determination to be made regarding the most accurate and consistent method for evaluating body composition of uniformed personnel. For the purposes of this Initiative, the International Database will not record body composition until such efforts are complete. Fire departments within the Initiative will continue to assess body composition using different methods to assist in the research.

*Blood Analysis ----->	Year One	\$Inc_____
	Year Two	\$Inc_____
	Year Three	\$Inc_____

The following are components of the blood analysis. At a minimum, laboratory services must provide these components in their automated chemistry panel (aka SMAC 20) and complete blood count (CBC) protocols:

White Blood Cell Count

Differential

Red Blood Cell Count (Hematocrit)

Platelet Count

Liver Function Tests

Includes SGOT/AST, SGPT/ALT, LDH, Alkaline Phosphatase, and Bilirubin

Triglycerides

Glucose

Blood Urea Nitrogen

Creatinine

Sodium

Potassium

Carbon Dioxide

Total Protein

Albumin

Calcium

Cholesterol

Includes Total Cholesterol. Low Density Lipoprotein (LDL-C) level, High Density Lipoprotein (HDL-C) level, and Total Cholesterol/HDL Ratio

***Urinalysis**

Dip Stick ----(Lab Analysis)----->
 Includes pH, Glucose, Ketones, Protein, Blood, and Bilirubin

Year One \$Inc_____
Year Two \$Inc_____
Year Three \$Inc_____

Microscopic ----(Lab Analysis)----->
 Includes WBC, RBC, WBC Casts, RBC Casts, and Crystals

Year One \$Inc_____
Year Two \$Inc_____
Year Three \$Inc_____

Heavy Metal and Special Exposure Screening (None included in per person pricing.)

Baseline testing for heavy metals following a known exposure, for recurrent exposures, or where required under federal, state or provincial regulations (e.g., OSHA standards)

Arsenic (urine) ----*Heavy Metal Profile, blood-----> Year One \$150.00_____

Year Two \$150.00_____

Year Three \$150.00_____

Mercury (urine) ----*Heavy Metal Profile, blood----->Year One \$Inc_____

Year Two \$Inc_____

Year Three \$Inc_____

Lead (urine) ----->Year One \$TBD_____

Year Two \$TBD_____

Year Three \$TBD_____

Lead (blood) -*Heavy Metal Profile-----> Year One \$Inc_____

Year Two \$Inc_____

Year Three \$Inc_____

Aluminum ----->	Year One \$TBD_____
	Year Two \$TBD_____
	Year Three \$TBD_____
Antimony----->	Year One \$35.00_____
	Year Two \$35.00_____
	Year Three \$35.00_____
Bismuth----->	Year One \$TBD_____
	Year Two \$TBD_____
	Year Three \$TBD_____
*Cadmium) ----Heavy Metal Profile, blood ----->	Year One \$Inc_____
	Year Two \$Inc_____
	Year Three \$Inc_____
Chromium----->	Year One \$48.00_____
	Year Two \$48.00_____
	Year Three \$48.00_____
Copper----->	Year One \$TBD_____
	Year Two \$TBD_____
	Year Three \$TBD_____
Nickel----->	Year One \$28.00_____
	Year Two \$28.00_____
	Year Three \$28.00_____

Zinc----(ZPP)-----> Year One \$28.00_____
 Year Two \$28.00_____
 Year Three \$28.00_____

Organophosphates (RBC cholinesterase) -----> Year One \$42.00_____
 Year Two \$42.00_____
 Year Three \$42.00_____

Polychlorinated Biphenyls (blood) -----> Year One \$TBD_____
 Year Two \$TBD_____
 Year Three \$TBD_____

***Vision Tests** -----> Year One \$ Inc._____
 Year Two \$ Inc._____
 Year Three \$ Inc._____

Assessment of vision must include evaluation of distance, near, peripheral, and color vision. Evaluate for common visual disorders including cataracts, macular degeneration, glaucoma, and diabetic retinopathy.

***Hearing (Audiogram)** -----> Year One \$ Inc._____
 Year Two \$ Inc._____
 Year Three \$ Inc._____

***Pulmonary (Spirogram)** -----> Year One \$ Inc._____
 Year Two \$ Inc._____
 Year Three \$ Inc._____

Chest X-Ray (not included in per person pricing)

Initial Baseline (For New Employees) -----> Year One \$110.00____
 Year Two \$110.00____
 Year Three \$110.00__

Repeat Chest X-Ray (Every five years – mandatory; -----> Year One \$110.00____
 (not included in per person pricing)
 Year Two \$110.00____
 Year Three \$110.00__

***EKG(Resting)** -----> Year One \$ Inc.____
 Year Two \$ Inc.____
 Year Three \$ Inc.____

Cancer Screening Elements

Clinical Breast Examination-----> Year One \$PCP Referral____
 Year Two \$PCP Referral____
 Year Three \$PCP Referral__

Mammogram (Annual beginning at age 40) -----> Year One \$PCP Referral____
 Year Two \$PCP Referral____
 Year Three \$PCP Referral__

Pap Smear-----> Year One \$PCP Referral____
 Year Two \$PCP Referral____
 Year Three \$PCP Referral__

***Prostate Specific Antigen**-----> Year One \$25.00____
 (not included in per person pricing)
 Year Two \$25.00____
 Year Three \$25.00____

Annual on all male uniformed personnel who have a positive family history of prostate cancer or are African-Americans beginning at age 40. All male uniformed personnel beginning at age 50.

Digital Rectal Exam-----> Year One \$PCP Referral__
 Year Two \$ PCP Referral__
 Year Three \$ PCP Referral_

Fecal Occult Blood Testing----(annual)-----> Year One \$18.00_____
 (not included in per person pricing)
 Year Two \$18.00_____
 Year Three \$18.00_____

Skin Exam-----> Year One \$Inc_____
 Year Two \$Inc_____
 Year Three \$Inc_____

Testicular Exam-----> Year One \$Inc_____
 Year Two \$Inc_____
 Year Three \$Inc_____

Immunizations and Infectious Disease Screening

***Tuberculosis Screen (Mandatory annual PPD)** -----> Year One \$25.00_____
 *see attached SiteMed TB Policy.
 Year Two \$25.00_____
 Year Three \$25.00_____

Hepatitis C Virus Screen (Baseline) -----> Year One \$27.00_____
 (not included in per person pricing)
 Year Two \$27.00_____
 Year Three \$27.00_____

Hepatitis B Virus Vaccine (Mandatory) – (3 shot series) -----→ Year One \$255.00_____
 (not included in per person pricing)
 Year Two \$255.00_____
 Year Three \$255.00_____

Tetanus/Diphtheria Vaccine (Booster every 10 years) -----→ Year One \$65.00_____
 (not included in per person pricing)
 Year Two \$65.00_____
 Year Three \$65.00_____

Measles, Mumps, Rubella Vaccine (MMR) (as needed)-----→Year One \$85.00_____
 (not included in per person pricing)
 Year Two \$85.00_____
 Year Three \$85.00_____

Measles Vaccine-----→ Year One \$NA_____
 Vaccine is required for all uniformed personnel born in or after 1957 if there
 is no medical contraindication and no evidence of at least one dose of live
vaccine on or after one's first birthday.
 Year Two \$NA_____
 Year Three \$NA_____

Mumps Vaccine-----→ Year One \$NA_____
 Vaccine is required for all uniformed personnel born in or after 1957 if there
 is no documentation of physician-diagnosed mumps, no adequate
 immunization with live mumps after their first birthday and no evidence of
 laboratory immunity.
 Year Two \$NA_____
 Year Three \$NA_____

Rubella Vaccine-----→ Year One \$NA_____
 Vaccine is required unless proof of immunity is available.
 Year Two \$NA_____
 Year Three \$NA_____

Polio Vaccine-----→ Year One \$30_____
 (not included in per person pricing)
 Vaccine shall be given to uniformed personnel if vaccination or disease is not
 Documented.
 Year Two \$30_____
 Year Three \$30_____

Hepatitis A Vaccine---(2 vaccination total----->
 (not included in per person pricing)

Vaccine shall be offered to high risk (HazMat, USAR, and SCUBA) and other uniformed personnel with frequent or expected frequent contaminated water exposures.

Year One \$190.00_____

Year Two \$190.00_____

Year Three \$190.00_____

Varicella Vaccine (Offered but not mandatory) ----->
 (not included in per person pricing)

Year One \$150.00_____

Year Two \$150.00_____

Year Three \$150.00_____

Influenza Vaccine (Offered but not mandatory) ----->
 (not included in per person pricing)

Year One \$35.00_____

Year Two \$35.00_____

Year Three \$35.00_____

HIV Screening (Offered but not mandatory) ----->
 (not included in per person pricing)

HIV testing should be offered on a confidential basis as part of post-exposure protocols and as requested by the physician and patient.

Year One \$25.00_____

Year Two \$25.00_____

Year Three \$25.00_____

Annual Fitness Evaluation ----->

Year One \$Inc_____

Year Two \$Inc._____

Year Three \$Inc_____

Without exception, any organization/individual responding to this RFP shall provide or have access to the following evaluation equipment:

Aerobic Capacity ----->
 Gerkin Protocol (Treadmill)

Year One \$Inc_____

Year Two \$Inc_____

Year Three \$Inc_____

Push-up Evaluation ----->	Year One \$Inc_____
	Year Two \$Inc_____
	Year Three \$Inc_____
Leg Strength Evaluation ----->	Year One \$Inc_____
	Year Two \$Inc_____
	Year Three \$Inc_____
Arm Strength Evaluation ----->	Year One \$Inc_____
	Year Two \$Inc_____
	Year Three \$Inc_____
Grip Strength Evaluation ----->	Year One \$Inc_____
	Year Two \$Inc_____
	Year Three \$Inc_____
Curl-up Evaluation ----->	Year One \$Inc_____
	Year Two \$Inc_____
	Year Three \$Inc_____
Flexibility Evaluation ----->	Year One \$Inc_____
	Year Two \$Inc_____
	Year Three \$Inc_____

The fitness protocols shall be used to determine the member's baseline level of fitness and to evaluate progress from year to year. All data collected by the evaluator is to be held confidential and maintained in the employee's confidential medical file. The evaluator can provide personalized exercise prescriptions to encourage the employee to maintain or improve his/her level of fitness.

Packaged Proposal for Medical and Fitness Examination, Testing and Evaluation Services**Cost Per Employee**

Year One \$420.00_____

Year Two \$420.00_____

Year Three \$420.00_____

Annual Total Cost (Figure on 189 Employees)

Year One \$79,380_____

Year Two \$79,380_____

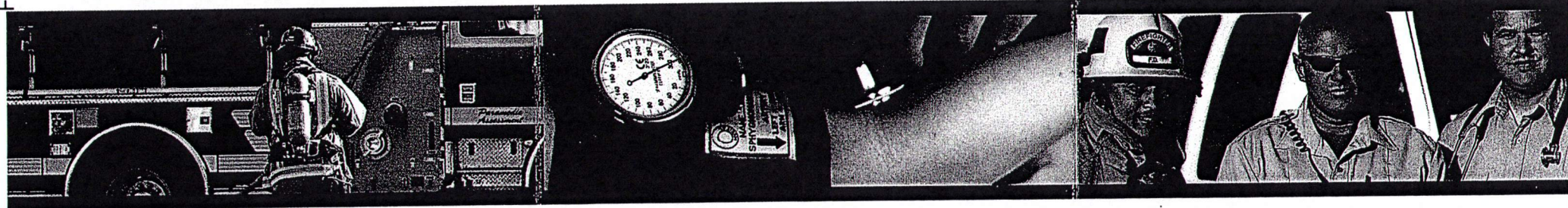
Year Three \$79,380_____

IAFF/IAFC Fire Service Joint Labor Management Wellness-Fitness Initiative, 4th Edition, 1999

https://www.iafc.org/docs/default-source/1safehealths/wfi-manual.pdf?sfvrsn=7931df0d_5



On-Site NFPA 1582 Firefighter Medical Exams



DEDICATED TO PROTECTING THE LIVES OF YOUR FIREFIGHTERS

SiteMed is a physician-owned health care company specializing in on-site NFPA 1582 firefighter medical exams. Our comprehensive approach combines proven lifesaving screenings with one on one personalized medical counseling. The SiteMed NFPA program meets and can exceed all aspects of the NFPA 1582 Standard. We work with hundreds of departments, and our program has been effective for large 1000+ member departments as well as small volunteer departments.

Our medical providers have performed over 25,000 NFPA 1582 firefighter, HAZMAT, Police, EMS and fire brigade exams, and have over 50 years combined experience with NFPA 1582 and OSHA standards.

SiteMed uses state of the art equipment and trained experienced staff. Testing is done under NFPA, OSHA, NIOSH and CAOHC procedures. We value your firefighters privacy and maintain medical confidentiality throughout the entire testing process.

Let us put our experience to work for you. We can design a comprehensive program to fit your budget and needs. Call us at 1-888-837-4819 today for a free no obligation consultation with one of our doctors.

THE SITEMED PHYSICAL

Our NFPA 1582 Comprehensive Program Includes:

- Complete Medical History
- Comprehensive Head to Toe Medical Exam
- Vitals & Vision Screening
- 52 point NFPA 1582 blood profile
- Audiogram or Whisper hearing test
- EKG - 12-lead resting electrocardiogram
- Pulmonary Function Test (PFT)
- 10 step NFPA 1583 Fitness Evaluation includes:
 - Body Composition
 - WFI Protocol treadmill exercise test
 - Strength Testing - NFPA recommended Jackson System & JumpMat equipment
 - Muscular Endurance Testing
 - Flexibility
- One on one personalized consultation with each firefighter includes:
 - Lab and testing review
 - Exercise recommendations
 - Nutritional analysis
 - Health and wellness recommendations
 - Copy of test results
- Clearance letters provided to your department
- Department Summary Report with relevant averages, ranges and annual comparison statistics

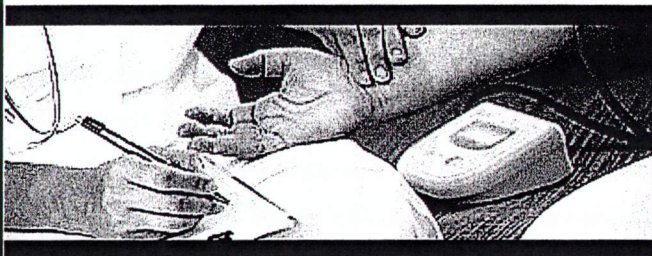
THE SITEMED DIFFERENCE

We specialize in NFPA 1582 medical exams. Our physicians lecture and write articles on firefighter health and wellness on the local, state and national level. They understand the inherent medical risks firefighters face, and know that a comprehensive NFPA 1582 firefighter evaluation program is the key to keeping firefighters healthy and reducing your department's health care costs.

We come on-site to you. We realize yearly exams can be a daunting process. By coming on-site, we are able to perform up to 50 exams per day. Each exam takes approximately 1 hour, which greatly helps minimize time away from work. There is no need to sit and wait at an urgent care or hospital, which puts firefighters and trucks out of service for hours at a time. This saves your department time, money and minimizes hassles related to annual physical exams.

We focus on prevention. The purpose of a good wellness program is to enhance the health of your firefighters. It is not a punitive process. Anyone can issue a clearance letter, but our focus is on preventing disease and improving firefighter health and safety. This starts with a complete NFPA 1582 physical exam and our one on one counseling.

On-Site NFPA 1582 Firefighter Medical Exams



We manage medical problems. If medical issues are discovered we coordinate with the firefighter and their personal physician until the issue is resolved. We can usually keep your firefighters working during this process.

We care about your health. As a physician owned company we will customize your program to reflect your specific needs. This means that we can include extras not offered by other companies such as cardiac CT scanning, advanced genetic testing for heart disease and advanced cancer screenings.

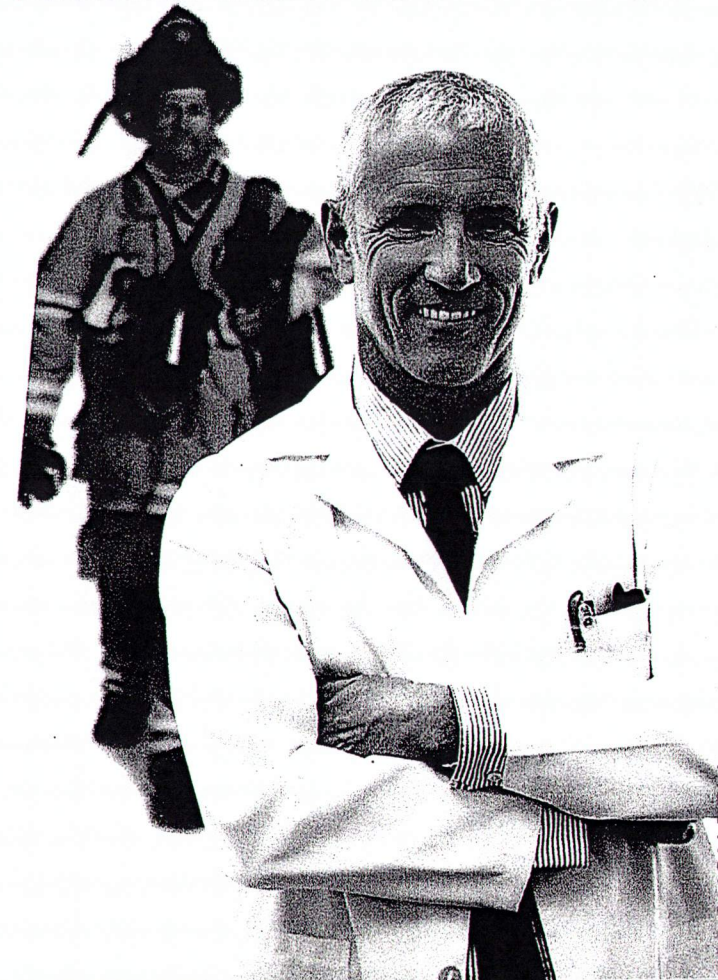
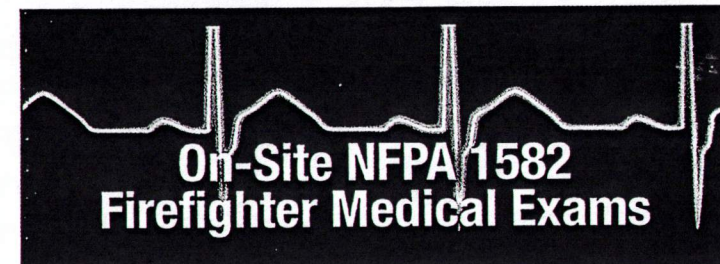
We use a unique two phase process. This means that when our providers meet with your firefighters they have all the information in front of them including labs and medical history - just like when you see your primary care physician. This means we can make health recommendations individualized to each person at the time of the consultation.

Year-round access. What happens after the testing when you have a medical question? With SiteMed you have year-round access to our physicians for medical consultations. This is with the same doctor who initially issued your firefighter clearance letter.

1-888-837-4819

www.SiteMedFire.com

112 Donmoor Ct.
Garner, NC 27529



FILE NO. 19-332