

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

| Fiscal Years | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|--------------------------|------------|------------|-------------------|-------|
| Capital Expenditures | _____ | _____ | _____ | _____ | _____ |
| Operating Costs | _____ | _____ | _____ | _____ | _____ |
| External Revenues | _____ | _____ | _____ | _____ | _____ |
| Program Income (County) | _____ | _____ | _____ | _____ | _____ |
| In-Kind Match (County) | _____ | _____ | _____ | _____ | _____ |
| NET FISCAL IMPACT | <u> *</u> | _____ | _____ | _____ | _____ |
| # ADDITIONAL FTE POSITIONS (Cumulative) | _____ | _____ | _____ | _____ | _____ |
| Is Item Included in Current Budget? | Yes ___ No ___ | | | | |
| Budget Account No.: | Fund _____ | Dept _____ | Unit _____ | Rev. Source _____ | |
| | Reporting Category _____ | | | | |

B. Recommended Sources of Funds/Summary of Fiscal Impact:

* Article 5 of the Professional Services Agreement with Palm Beach County Firefighters Employee Benefits Fund (Fund) requires the Fund to use the funding provided to it from the County under Article 33, Section 4, of the Collective Bargaining Agreement between the County and Local 2928 to fully fund all of the Provider services and obligations under the professional services agreement. Therefore, the approval of this item has no fiscal impact to the County.

C. Departmental Fiscal Review: in-kind match

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

[Signature] 1/13/2014
OFMB 510 of
1/9 1/10

[Signature] 1/23/14
Contract Dev. and Control

B. Legal Sufficiency:

[Signature] 1/24/14
Assistant County Attorney

C. Other Department Review:

Department Director

THIS SUMMARY IS NOT TO BE USED AS A BASIS FOR PAYMENT.



Palm Beach County Fire Rescue Wellness Steering Committee Meeting Minutes



Meeting
November 4, 2013

Minutes

Opening:

The regular meeting of the Wellness Steering Committee (Committee) was called to order at 12:30pm on November 4, 2013 at Palm Beach County Fire Rescue Headquarters by the Deputy Chief, Thomas Tolbert.

Committee Members Present:

- Michael Mackey, Division Chief, Operations*
- Thomas Tolbert, Deputy Chief, Logistics*
- Paul Blockson, Division Chief, Logistics*
- Ricky Grau, President, Professional Firefighters/Paramedics of Palm Beach County, Inc., Local 2928*
- Jason White, Secretary/Treasurer, Professional Firefighters/Paramedics of Palm Beach County, Inc., Local 2928*
- Mike Sedgwick, Benefits Administrator, Professional Firefighters/Paramedics of Palm Beach County, Inc., Local 2928*

Also Present:

- Lauren Kurth, Wellness Coordinator*
- Dr. John Villa, Fire Department Physician*

Approval of Agenda

The agenda was unanimously approved by the Committee members.

Action Item Outcome

- The Committee unanimously approved the addition of a stress exercise test to Exhibit B, "Components of Medial Physical".
- The Committee reviewed/approved the revised Exhibit B to be later presented to the BCC for approval as the "First Amendment to Professional Services Agreement for Fire Department Physician and related services with the Palm Beach County Firefighters Employee Benefits Fund.

Agenda for Next Meeting

TBD

Adjournment:

Meeting was adjourned at 1:05pm by Chief Tolbert. The time and location of the next general meeting will be scheduled at a later date.

Minutes prepared by:

Lauren Kurth

Lauren Kurth, Wellness Coordinator

Thomas Tolbert

Thomas Tolbert, Deputy Chief

Approved by:

FIRST AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT BETWEEN PALM BEACH COUNTY AND PALM BEACH COUNTY FIREFIGHTERS EMPLOYEE BENEFITS FUND (R2013-1048)

THIS FIRST AMENDMENT, dated _____, 2014, to Professional Services Agreement between Palm Beach County and Palm Beach County Firefighters Employee Benefits Fund, dated August 13, 2013, by and between Palm Beach County, a political subdivision of the State of Florida, by and through its Board of County Commissioners (hereinafter referred to as the "COUNTY"), and Palm Beach County Firefighters Employee Benefits Fund, a trust first effective on October 10, 1984 and lastly restated by agreement and declaration of trust effective March 1, 2012 (hereinafter referred to as "PROVIDER"), whose federal I.D. is 59-2477751.

WITNESSETH:

WHEREAS, the parties have entered into that certain Professional Services Agreement (R2013-1048) dated August 13, 2013, hereinafter referred to as the "AGREEMENT", whereby the PROVIDER has agreed to provide professional services in the area of occupational health and safety, as more specifically set forth in the Scope of Work detailed in Article 3 of the AGREEMENT, including but not limited to providing the delivery of medical physicals to Palm Beach County Fire-Rescue employees, providing for a "Fire Department Physician", providing for a Medical Review Officer (MRO), providing for professional medical staff, and providing for direction for the medical component of Palm Beach County Fire-Rescue's Wellness program; and

WHEREAS, pursuant to the request of the PROVIDER, the parties mutually desire to, and the Wellness Steering Committee has approved, modifying the minimum standards set forth in **Exhibit B** of the Agreement("Components of Medical Physical") to require a physical stress test at least every three (3) years, or sooner if clinically indicated by the Fire Department Physician; and

WHEREAS, the PROVIDER hereby advises and confirms that the contemplated modifications shall not affect its ability to meet the terms and conditions of the AGREEMENT, and that there is no cost associated with this modification.

NOW THEREFORE, in consideration of the mutual covenants and agreements expressed herein, the COUNTY and the PROVIDER agree as follows:

1. The AGREEMENT is hereby amended to revise **Exhibit B**, as attached hereto and incorporated herein, to add the physical stress test to the annual medical physical exam minimum requirements.
2. The PROVIDER agrees that there is no cost associated with this modification and that the stress tests shall be provided within the funding contemplated by Article 5 of the Agreement. Furthermore, the PROVIDER hereby acknowledges receipt of the sum of One Dollar and other good and valuable consideration for the services rendered by the PROVIDER pursuant to this First Amendment.
3. All other provisions of the AGREEMENT are hereby confirmed and, except as specifically provided for herein, are not otherwise altered or amended and shall remain in full force and effect.
4. This First Amendment to the AGREEMENT shall take effect retroactively to December 1, 2013.

[The remainder of this page left blank intentionally]

IN WITNESS WHEREOF, PROVIDER and the COUNTY have made and executed this First Amendment on the date first above written.

ATTEST:
SHARON R. BOCK
CLERK & COMPTROLLER

PALM BEACH COUNTY, FLORIDA
BY ITS BOARD OF COUNTY
COMMISSIONERS

By: _____
Deputy Clerk

By: _____
Priscilla A. Taylor, Mayor

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY

APPROVED AS TO TERMS AND
CONDITIONS

By: _____
County Attorney

By: _____
Fire-Rescue

WITNESS:

PALM BEACH COUNTY FIREFIGHTERS
EMPLOYEE BENEFITS FUND, BY ITS
BOARD OF TRUSTEES

By: _____

By: _____
Armand Nault, Trustee

WITNESS:

By: _____

By: _____
John Flaherty, Trustee

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY

By: _____
Legal Counsel

EXHIBIT B

COMPONENTS OF MEDICAL PHYSICAL

Medical examinations shall comply with the Collective Bargaining Agreement and this Agreement, including the minimum standards set out in this **Exhibit B** to the Agreement. In addition, the medical examination standards set out in NFPA 1582, as it may be amended from time to time, shall be used as a guideline in administering the medical examinations. Any inconsistency between the provisions of NFPA 1582, this Agreement, and/or the Collective Bargaining Agreement, shall be resolved in accordance with the following priority: (1) the Collective Bargaining Agreement; (2) this Agreement (including Exhibit B); and (3) NFPA1582.

For Special Operations personnel, the medical examination shall also comply with OSHA regulation 29 CFR §1910.120, including the requirements regarding the physician's written opinion and record-keeping. The NFPA 1582 guidelines and OSHA regulations are incorporated herein by reference. Drug testing shall be conducted as part of the medical evaluation in accordance with Article 45 and Attachment I (Drug Testing Article) of the Collective Bargaining Agreement.

THE ANNUAL MEDICAL PHYSICAL EXAM MINIMUM REQUIREMENTS

Complete Medical History

- Medical and surgical history
- Family history
- Allergy history
- Review of body systems
- Prior work/exposure history
- Prior history of toxic involvement

Audiometry-

- Performed in a sound proof booth
- hearing thresholds for 500 to 8.000 hertz

Urinalysis

- UA Culture- if indicated
- Specific gravity
- Glucose
- PH
- Blood
- Nitrites
- Leucocytes
- Protein
- Ketones
- Bilirubin
- Urobilinogen

Vital Signs

- Temperature
- Height and weight
- Blood pressure
- Pulse rate
- Respiratory rate

Electrocardiogram

Twelve-lead resting tracing

Stress Testing

Stress Test shall include an initial exercise stress test (beginning with annual physicals on or after 12-1-2013) and be repeated every three (3) years, or sooner if clinically indicated by the Fire Department Physician.

Radiology

Chest x-ray, PA. 14 X 17

Chest x-rays shall include an initial baseline, and shall be repeated every five (5) years, or as medically indicated.

Pulmonary Function Screening Test

Vital capacity

One second expiratory volume

Blood Chemistry Profile**Lipid Panel**

Triglycerides

Cholesterol, Total

HDL Cholesterol

LDL Cholesterol

Cholesterol/HDLC Ratio

Comprehensive Metabolic Panel

Glucose

Urea Nitrogen (BUN)

Creatinine

BUN/Creatinine Ratio

Sodium

Potassium

Chloride

Carbon Dioxide

Calcium

Protein, Total

Albumin

Globulin

Albumin/globulin ratio

Bilirubin, Total

Alkaline Phosphatase

AST

ALT

CBC

WBC

RBC

Hemoglobin

Hematocrit
MCV
MCH
MCHC
RDW
PLATELET Count
Absolute Neutrophils
Absolute Lymphocytes
Absolute Monocytes
Absolute Eosinophils
Absolute Basophils
Neutrophils
Lymphocytes
Monocytes
Eosinophils
Basophils

PSA

Varicella IGG

Hepatitis C
HCV Riba 2 Hepatitis C Antibody

CRP- C Reactive Protein (cardiac profile)

Hepatitis B
Core Antibody total
Hepatitis B titer

HIV- 1 AB Screen with Reflex
MMR screening and vaccination

5 Panel Drug Test (Substance Abuse Panel) – shall be included only until such time Random Drug Testing is implemented in accordance with the Collective Bargaining Agreement.

Amphetamines
Cocaine Metabolites
Opiates
Phencyclidine
Marijuana Metabolites

Integrity Checks
Creatinine
Nitrates
pH

Stool Occult Blood Test (3) for stomach and intestinal tract bleeding

Ophthalmologic Screening
Visual Acuity- Near and Far point
Color vision

Vertical phoria
Lateral phoria
Stereopsis- depth perception
Light and Accommodation reflex
Extra ocular eye movements (CN III, IV, VI)
Assess visual fields (CN, II)
Corneal Reflex (CN V)
Fundoscopic Examination

Complete Physical Examination

Rectal examination for men > age 40 or with history of bleeding
Breast examination in women (pelvic exam)
Pap smear (optional)
Extensive skin and musculoskeletal examination
Otosopic Examination of the ears
Auscultate Heart and Lungs
HEENT
Peripheral Vascular
Respiratory
Abdomen
Lymphatic
Neurological

-TB Screening

COMMUNITY ASSISTANCE TEAM (CAT) PHYSICAL

Basic Physical Evaluation (Height, Weight, Blood Pressure, Eye Exam)

SPECIAL OPERATIONS UPGRADE (SPLOPS)

24 hour Urine Specimen- Heavy Metals Panel
Pseudocholinesterase
Stress Testing-
Treadmill exercise cardiac stress test for SPLOPS

Review of exam and lab results with examinee

Written documentation of examination results to be given to examinee

When indicated or requested, a copy of the exam results can be forwarded to the examinee's personal physician.

Complete the Medical Exam Duty Recommendation form

Place written documentation of examination results and duty recommendation in patient's file.

Certified radiologist reads questionable x-rays.

Computerized data base program to determine health trends.