

AGREEMENT FOR MEDICAL SERVICES

This Agreement for Medical Services (the "**Agreement**") is made and entered into as of the ___ day of _____, 2025 (the "**Effective Date**"), by and between the City of Flagstaff, a political subdivision of the State of Arizona ("Client") and East Flagstaff Family Medicine, LLC, an Arizona limited liability company ("EFFM" or "Contractor").

RECITALS

WHEREAS, EFFM is in the business of providing certain healthcare services through its employees, and/or its designated affiliates and associations as more fully defined herein, including those services as described on Exhibit A attached hereto (the "**Services**") at a EFFM business location; and

WHEREAS, Client desires to engage EFFM, and EFFM desires to accept such engagement, to provide the Services, on the terms and conditions set forth in this Agreement;

NOW, THEREFORE, for and in consideration of the mutual covenants and agreements set forth herein and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

AGREEMENT

1. **Compensation.**

(a) Client shall pay EFFM in accordance with the fee schedule set forth in Exhibit B (herein, the "**Fees**"). At the beginning of each twelve (12) month period of this Agreement, following the Effective Date, the Fees for the prior twelve (12) month period shall be automatically increased by the same amount that the CPI: Medical Care has increased. If the CPI: Medical Care decreases, the Fees will remain the same as the prior twelve (12) month period. EFFM shall invoice Client monthly and Client shall remit payment to EFFM within thirty (30) days of receipt of invoice. Client agrees to pay any sales, use, excise or similar taxes applicable to the Services provided for hereunder.

(b) If Client and/or EFFM determine(s) that a change to this Agreement's Scope of Services is required, then such change to the Scope of Services must be provided by written amendment executed by both parties. The written amendment shall include any change in the Fees associated with any such change to the Scope of Services.

2. **Term and Termination.**

(a) The initial term of this Agreement (the "**Initial Term**") shall be for five (5) years, commencing on the Effective Date. This Agreement will renew for two (2) additional five (year) terms (each a "**Renewal Term**") (the Initial Term and Renewal Term collectively referred to as the "**Term**") unless terminated pursuant to Section(b) below.

(b) Either party may terminate this Agreement for convenience by providing the other party a thirty (30) day written notice of its intent to terminate.

3. **Compliance with Laws.** In the performance of its duties and obligations pursuant to this Agreement, EFFM shall comply with all laws, rules, and regulations applicable to EFFM in

connection therewith. EFFM further shall ensure that all personnel performing Services hereunder are appropriately licensed to perform the Services.

4. Nature of Relationship. EFFM shall perform this Agreement as an independent contractor to Client and, except as specifically provided in this Agreement, EFFM shall be solely responsible for the means and methods used to perform its obligations to Client. EFFM and Client specifically acknowledge and agree that all individuals who will be performing Services hereunder are agents or employees of EFFM and not of the Client. Nothing in this Agreement is intended or shall be construed to create a joint venture, agency, partnership, employer/employee relationship or any legal or equitable relationship other than that of client and independent contractor.

This Section 4 shall survive the termination of this Agreement.

5. Confidentiality.

(a) The parties recognize and acknowledge that in the course of performing its duties and obligations under this Agreement such parties may have access to the other party's trade secrets and confidential or proprietary information (the "Confidential Information"). Confidential Information shall include, but not be limited to, this Agreement and the terms contained herein. Each party hereby agrees that, except when required by law, it will not disclose, in whole or in part, such Confidential Information for its own purposes or for the benefit of any other person, firm, partnership, association, corporation or business organization, entity or enterprise. In connection therewith, each party and any employee or agent of a party that has access to the Confidential Information of the other party will adhere to and be subject to the terms of this Section 5(a). Both parties shall maintain the confidentiality of medical records generated hereunder in accordance with applicable law and shall protect from disclosure any protected health information, as defined in 45 CFR §160.103.

(b) The parties agree that, in the event of a disclosure or threatened disclosure of such Confidential Information in a manner inconsistent with the terms of this Agreement, through any means whatsoever, the injured party may terminate this Agreement and may, in addition to any other remedies to which it may be entitled:

(i) demand the return of any and all documents or other tangible items which reflect, reveal, disclose, constitute, compromise, or embody such Confidential Information and any or all copies thereof, whereupon the party disclosing, or threatening to disclose, such Confidential Information in a manner inconsistent with the terms of this Agreement shall promptly comply with such demand;

(ii) be entitled to institute and prosecute proceedings in a court of competent jurisdiction to obtain temporary and/or permanent injunctive relief to enforce any provision hereof, without the necessity of proof of actual injury, loss or damage; and (iii) recover damages, losses, and expenses of any nature, including without limitation attorneys' fees, arising out of, resulting from or otherwise relating to such disclosure or threatened disclosure. Anything contained in this Section 5(b) to the contrary notwithstanding, each of the parties to this Agreement shall not be required to return or deliver any documents or other tangible items relating to such Confidential Information, if such return or delivery would directly violate any express provisions of an applicable order of a court of competent jurisdiction. It is the intention of the parties hereto that, in enforcing the provisions of this Section 5(b), a court may take into consideration, among other factors, each of the parties' interest in maintaining the confidentiality of such Confidential Information. Anything contained in this Section 5(b) to the contrary notwithstanding,

the provisions of this Section 5(b) are not intended to cover information, which is in the public domain or becomes generally known.

This Section 5 shall survive the termination of this Agreement.

6. Indemnification.

(a) Each party shall indemnify, defend, and hold harmless the other party, and such other party's officers, directors, employees, and affiliates, from and against any and all liability, loss, cost, or expense (including, without limitation, reasonable attorney's fees), arising out of or in connection with the negligence or misconduct of the indemnifying party in the performance of its duties and obligations pursuant to this Agreement.

(b) The party seeking indemnification shall promptly notify in writing the party from whom indemnification is sought of any claim asserted against it for which such indemnification is sought, and shall promptly deliver to the party from whom indemnification is sought a true copy of any such claim including, but not limited to, a true copy of any summons or other process, pleading, or notice issued in any lawsuit or other proceeding to assert or enforce such claim. Where acceptance of its obligation to indemnify is deemed proper by the indemnifying party, said party reserves the right to control the investigation, trial, and defense of such lawsuit or action (including all negotiations to effect settlement) and any appeal arising therefrom and to employ or engage attorneys of its own choice.

(c) The party seeking indemnification may, at its own cost, participate in such investigation, trial, and defense of such lawsuit or action and any appeal arising therefrom. The party seeking indemnification and its employees, agents, servants, and representatives shall provide full cooperation to the indemnifying part at all times during the pendency of the claim or lawsuit, including without limitation, providing them with all available information with respect thereto.

This Section 6 shall survive the termination of this Agreement.

7. Medical Records.

(a) Custodian. EFFM shall serve as the custodian of medical records created at the clinic during the Term of this Agreement. EFFM, as custodian of records shall abide by all local, state, and federal requirements for such record retention during and after the Term of this Agreement. EFFM shall also abide by all applicable laws related to EFFM and the medical service record retention. Client acknowledges that EFFM will provide copies of medical records to any third-party requestor (with the appropriate executed release from the employee/patient, court order, or business affidavit, as applicable).

(b) Access. Client understands and acknowledges that the Client is not entitled to access any patient medical records except to the extent allowed by law. EFFM is a "covered entity" as enumerated in 45 CFR §160.103. As a covered entity, EFFM may only disclose protected health information as authorized by and to the extent allowed by law.

(c) Retention and Destruction. Upon the termination of this Agreement for any reason, EFFM shall maintain all records created against the statutory and regulatory requirements. Should Client request records be maintained by EFFM beyond any state, local or federal rule due to an ongoing audit or legal matter, then Client shall be invoiced for such

retention for as long as such records are retained until written notice from Client to destroy such retained records.

This Section 7 shall survive the termination of this Agreement.

8. Audit. Upon Client providing thirty (30) days advance written notice to EFFM, Client may inspect the books (excluding confidential proprietary data), procedures, and records of EFFM to monitor compliance with this Agreement. Upon such request, such audit is at Client's sole expense and is responsible for any reasonable fees incurred by EFFM to assist in providing such access (including, but not limited to, reasonable copy charges, hourly rates for personnel to provide requested materials for such audit, and supplies needed to provide such access). If an audit is requested and performed by Client, then Client will be invoiced as a separate line item on the next monthly billing statement as a standard Service provided under this Agreement.

9. Breach. If either party commits a material breach of its obligations under this Agreement, other than a breach of a payment obligation, the non-breaching party will provide thirty (30) days written notice describing the material breach to the breaching party. The breaching party will have thirty (30) days to cure such breach. If the breach is not cured within such period, then the party not in breach may terminate this Agreement upon thirty (30) days' prior, written notice to the other party.

10. Miscellaneous.

(a) Entire Agreement; Amendment. All exhibits referenced in this Agreement ("Exhibits") shall be attached and incorporated herein. This Agreement contains the entire agreement and understanding of the parties with respect to the subject matter hereof, and supersedes any and all prior agreements, understandings, and arrangements, written or oral, between the parties hereto regarding the subject matter hereof. Only a written instrument executed by both parties may amend this Agreement.

(b) Notices. All notices required or permitted under this Agreement shall be in writing and shall be deemed to have been properly given: (i) when personally delivered; (ii) if sent via overnight delivery by a nationally recognized overnight carrier, upon the delivery date; or (iii) if sent by United States mail, three (3) business days after deposit in postage prepaid, certified or registered mail, to the following respective addresses (or to such other address or addresses as either party may designate in writing):

If to Client:

Ryan Saxby, Human Resources & Risk
Management Director
City of Flagstaff
211 W. Aspen Ave.
Flagstaff, AZ 86001
Email: Ryan.Saxby@flagstaffaz.gov

If to EFFM:

Sara Reeves, Owner, Nurse Practitioner
East Flagstaff Family Medicine, LLC
1515 E. Ceder Ave., Suite A-3
Flagstaff, AZ 86004
Phone: (928) 774-2788
Fax: (833) 449-4227
Email: egill@eastflagfamilymed.com

Copy to:
Teddy Callan
City of Flagstaff
Sr. Procurement Specialist
211 W. Aspen Ave.
Flagstaff, AZ 86001
Email: teddy.callan@flagstaffaz.gov

(c) Adequate Assurances. If reasonable grounds for insecurity arise with respect to Client's ability to pay for the Services in a timely fashion, EFFM may demand in writing adequate assurances of Client's ability to meet its payment obligations under this Agreement. Unless Client provides such assurances in a reasonable time and manner acceptable to EFFM, then in addition to any other rights and remedies available, EFFM may in its sole discretion:

(i) partially or totally suspend its performance of Services while awaiting assurances from Client, without any liability; and/or

(ii) require payment from Client in advance for Services not yet provided, without any liability.

(d) Force Majeure. Neither party shall be liable for failure to perform any duty or obligation that either may have under this Agreement where such failure has been occasioned by any act of God, fire, inevitable accident, war, or any cause outside the reasonable control of the party who had the duty to perform.

(e) Waiver. The failure of either party to exercise or enforce any right conferred upon it hereunder shall not be deemed to be a waiver of any such right, nor operate to bar the exercise or performance thereof at any time or times thereafter, nor shall its waiver of any right hereunder at any given time, including rights to any payment, be deemed a waiver thereof for any other time.

(f) Assignment; Binding Effect. Neither party may assign this Agreement to any other person or entity without the prior written consent of the other party; provided however that Client acknowledges that certain professional services to be rendered by EFFM may be rendered by a professional association affiliated with EFFM. Notwithstanding anything contained herein to the contrary, either party may assign this Agreement, without consent, to the surviving entity in the event of a merger or sale of substantially all the assets. Subject to the foregoing, this Agreement inures to the benefit of, and is binding upon, the parties hereto and their respective successors and assigns.

(g) Severability. If any provision of this Agreement is held to be illegal, invalid, or unenforceable by a court of competent jurisdiction, the parties shall, if possible, agree on a legal, valid, and enforceable substitute provision that is as similar in effect to the deleted provision as possible. The remaining portion of the Agreement not declared illegal, invalid, or unenforceable shall, in any event, remain valid and effective for the term remaining unless the provision found illegal, invalid, or unenforceable goes to the essence of this Agreement.

(h) Governing Law. This Agreement shall be governed by, and construed and enforced in accordance with, the laws of the state in which the Services are performed, without regard to conflict/choice of law principles.

(i) Legislative Modification. Notwithstanding any other provision to the contrary: (a) in the event that any federal, state, or local law, rule, regulation, or interpretation thereof at any time during the term of this Agreement prohibit, restrict, or in any way materially change the method or amount of reimbursement or payment for services under this Agreement, then this Agreement shall, in good faith, be amended by the parties to provide for payment of compensation in a manner consistent with any such prohibition, restriction, or limitation; and (b) with respect to any law, rule, regulation, or interpretation thereof which results in a material increase in the cost of services provided by EFFM hereunder, EFFM shall have the right to increase its fees to reach that level of prices at which it is willing to provide services hereunder. With respect to any other prohibition, restriction, or change that causes this Agreement to be impermissible or materially different in its effect than contemplated herein, the parties hereto will, in good faith, negotiate and amend this Agreement to cause their relationship to be as consistent as possible with that which is created herein; if this Agreement is not so amended in writing prior to the effective date of said prohibition, restriction, or change, either party may terminate this Agreement upon written notice to the other party.

(j) Corporate Authority. Client represents and warrants that Client has the requisite corporate power and authority to enter into this Agreement, to engage EFFM to perform the Services set forth herein, and to perform its obligations hereunder. The execution, delivery and performance by Client of this Agreement and the engagement of EFFM to perform the Services set forth herein have been duly authorized by all requisite corporate action on the part of Client.

(k) Publicity. Each party shall submit to the other in advance any advertising, written sales promotions, press releases and other publicity matters relating to this Agreement or in which the other party's name is mentioned and shall not publish or use such advertising, sales promotion, press releases, or publicity matters without prior written approval of the other party. However, either party may, without prior written approval of the other party, include the other party's name and a factual description of the work performed under this Agreement in its lists of references and in the experience section of proposals to third parties, in internal business planning documents, in its annual report to shareholders, and whenever required for legal, accounting or regulatory purposes.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

City of Flagstaff

East Flagstaff Family Medicine, LLC

By: _____
City Manager

By: _____
Title: _____

Dated: _____

Dated: _____

Attest:

Approved as to form:

City Clerk

City Attorney

**EXHIBIT A
SCOPE OF WORK**

A. Scope Summary

1. The City has awarded contracts for portions of the scope of work to Contractors to provide Occupational Health Services and/or Occupational Medical Services according to the Scope of Work.
2. The services provided will be on an as needed, if needed basis. There is no guarantee to the amount of work that may be performed under the resulting Contract.
3. The contracted services shall be available within Arizona (first), then the United States through the coordination of partner/sister locations, with a full-service location in the city of Flagstaff, Arizona.

B. Scope of Services

1. Minimum Service Requirements

a. Health History

- i. The Health History is a collection of data provided by the individual for the examining professional to review and assess previous and existing health issues. The examiner shall discuss areas of concern with the individual and then proceed with the General Exam. Additional documents may be requested, if necessary, by the City addressing all concerns. The Health History section of the exam form begins on the first page of the form and concludes at the employee's agreement and signature.

b. General Exam

i. Contractor shall:

- (1) Perform a thorough examination and medical review of all requirements by initialing the items throughout the exam form. Each section of the form shall be completed with comments and initials as per the form instructions. The General Exam shall be performed by a State and/or Board-Certified examining professional and shall include, but is not limited to, the following requirements:
 - (a) Document height, weight, vital signs, and measure blood pressure. If the blood pressure reading is above 140/90 it shall be noted, retested, and recorded at least two more times before the individual leaves the clinic.
 - (b) Perform a Musculoskeletal portion of the exam. This is an inspection of the range of motion of joints, hands, knees, feet, and spine. The exam includes testing for strength, sensation, and reflexes. If Contractor prefers an on-site licensed physical therapist to do the musculoskeletal section of the evaluation, there shall be no extra charge to the City and the examining professional must review and sign off on the evaluation. The City will provide the examining professional a job description and authorization form to allow the examining professional to conduct a functional capacity exam to determine an individual's ability to lift, carry, push, and pull the weight required to perform essential job functions; this should be reported to the City.

- (c) Perform a vision test with corrective lenses, in accordance with the General Exam form. Unless otherwise scheduled, perform a short whisper hearing test, in accordance with the General Exam form.

2. Specialized Testing

a. Flagstaff Fire Department (FFD)

- i. Contractor must have specific experience working with fire agencies and knowledge of trending health issues that can direct the FFD wellness efforts based on the statistical findings of the fire service industry and the City.

ii. Firefighter Annual Exam

(1) Contractor shall:

- (a) Perform a thorough examination and medical review of all requirements per NFPA 1582 and the IAFF/IAFC Wellness Fitness Initiative. The exam shall be performed by a State Certified examining professional familiar with NFPA 1582 and shall include, but is not limited to, the following requirements:

- A review of all pertinent health information including full history and health examination documented on examination questionnaire form
- Audiogram
- Vision test: Acuity, Horizontal Field, and Color Perception
- Pulmonary Function Testing/Spirometry
- Complete Blood Count and Differential
- Lipid Panel (Total Cholesterol, HDL, LDL)
- Comprehensive Metabolic Panel
- Urinalysis (dip)
- Hemoglobin A1C lab test
- Tuberculosis Skin Test
- EKG: Resting 12 lead
- Flexibility, Fitness testing (Push-ups, plank), Body Fat Analysis
- Treadmill Submaximal/Step-mill
- Per NFPA 1582 Risk Stratification: If risk factors, conduct Maximal Stress Testing for over 40 years of age
- PA Chest X-ray (per NFPA as medically indicated)
- OSHA Respiratory Questionnaire review
- Hazmat Questionnaire (if applicable)
- Blood Lead Lab Testing (Hazmat personnel)
- HIV Testing (when requested)
- Early Detection Cancer Screening (Galleri or equivalent)
- Ultrasound screening
 - Carotid Artery (risk factor indicated)
 - Abdominal (40 years or older every five years)
 - Echocardiograms (40 years or older every five years)
 - Aortic Aneurysm (50 years and older one time)

iii. Firefighter Pre-employment or Baseline Exam

(1) Contractor shall:

- (a) Perform a thorough examination and medical review of all requirements per NFPA 1582 and the IAFF/IAFC Wellness Fitness Initiative. The exam shall be performed by a State Certified examining professional familiar with NFPA 1582 and shall include, but is not limited to, the following

requirements:

- A review of all pertinent health information including full history and health examination documented on examination questionnaire form.
- Audiogram
- Vision test: Acuity, Horizontal Field, and Color Perception
- Pulmonary Function Testing/Spirometry
- Complete Blood Count and Differential
- Lipid Panel (Total Cholesterol, HDL, LDL)
- Comprehensive Metabolic Panel
- Urinalysis (dip)
- Hemoglobin A1C lab test
- Hepatitis Profile lab test (Hep A ab, Hep B ab, ag & Hep C ab)
- Tuberculosis Skin Test
- EKG: Resting 12 lead
- Flexibility, Fitness testing (Push-ups, plank), Body Fat Analysis
- Maximal Treadmill Stress Test w/cardiologist interpretation
- PA/lateral Chest X-ray (2-views)
- OSHA Respiratory Questionnaire review
- 9-Panel Drug Screen
- Early Detection Cancer Screening (Galleri or equivalent)
- Echocardiogram

iv. Firefighter Return to Work

- (1) Contractor shall conduct a return-to-work evaluation in compliance with NFPA 1500.

b. U.S. Department of Transportation (USDOT) Commercial Driver License (CDL)

i. Contractor shall:

- (1) Ensure a USDOT Medical Examination Report form is properly completed and signed as required at the time the exam is completed;
- (2) Obtain and keep a sufficient supply of USDOT Commercial Driver's License forms from USDOT;
- (3) Provide the employee with DOT physical exam MEC card and ensure that the results are available in the Federal Motor Carrier Safety Administration portal. For candidates (vs. incumbent employees), Contractor shall NOT give the original or a copy of the exam or card to the candidate;
- (4) Perform CDL physical exams as required by USDOT. In accordance with the Federal Motor Carrier Safety Administration, certified physicians on staff conducting CDL physicals are required to be listed on the National Registry of Certified Medical Examiners. Certified Medical Examiners may be found at <https://nationalregistry.fmcsa.dot.gov/NRPublicUI/home.seam>;
- (5) Collect the National Institute on Drug Abuse (NIDA) regulated split sample urine drug screen using the authorization form provided by the City.

c. The City shall have the right to specify a State approved laboratory and a Medical Review Officer to receive urine drug screens. Arizona Peace Officer Standards Training (AZPOST)

i. Contractor shall:

- (1) Review with the candidate as part of the Health History review the AZPOST Medical History Questionnaire;
- (2) Ensure an AZPOST exam form is properly completed and signed as

- required at the time the exam is completed;
- (3) Provide and use the current version of the AZPOST exam form(s); and
- (4) The exam shall be performed only by a Medical Doctor or Doctor of Osteopathy who is certified by AZPOST.

- d. Drug and Alcohol Testing
 - i. Contractor shall collect the NIDA regulated split sample urine drug screen using the authorization forms provided by the City.
 - ii. The City shall have the right to specify a State approved laboratory and a Medical Review Officer to receive urine drug screens.
 - iii. Contractor shall have the ability to collect a non-regulated drug screen as defined by the City.
 - iv. Contractor shall have the ability to perform a breath alcohol test using scientifically calibrated equipment and that meets USDOT standards.
 - v. Potential types of Drug and/or Alcohol Testing shall include, but not be limited to:
 - (1) Random; regulated and non-regulated testing
 - (2) Reasonable suspicion
 - (3) Return to Duty
 - (4) Post accident
 - (5) Return to Pool
 - (6) Follow-up/Re-test
 - vi. Tested drug categories and initial and confirmatory levels are as follows:

**DRUG TEST LIST
FEDERALLY
REGULATED
INITIAL AND CONFIRMATION CUTOFF LEVELS**

Drug Category	Initial Test Cutoff Level (ng/ml)	Confirmatory Test Cutoff Level (ng/ml)	CDL/DOT (per FMCSA)	Police (per 13-04) and FF on SWAT	FF Recruit (per NFPA 1582 (2022))	FF off Probation (per NFPA 1582 (2022))	Other Safety Sensitive Positions	Post - Accident	Reasonable Suspicion
Amphetamines	500	250	Y	Y	Y	Y	Y	Y	Y
Barbiturates	300	200	Y	Y	Y	Y	Y	Y	Y
Benzodiazepine	300	100	Y	Y	Y	Y	Y	Y	Y
Cocaine	150	100	Y	Y	Y	Y	Y	Y	Y
THC/Marijuana	50	15	Y	Y	Y	N	N	Y	Y
Methadone	300	300	Y	Y	Y	Y	Y	Y	Y
Opiates	2000	2000	Y	Y	Y	Y	Y	Y	Y
Phencyclidine	25	25	Y	Y	Y	Y	Y	Y	Y
Propoxyphene	300	300	Y	Y	Y	Y	Y	Y	Y

e. OSHA Medical Surveillance

i. Physical Type: Respirator Physical and Fit-Testing

To be Completed by: PLHCP

OSHA Standard: 29 CFR 1910.134

Frequency: Initial, Medically Necessary, Annual

Protocol:

- (1) Review of job description
- (2) General/Basic Physical/Exam/Evaluation and Intake
- (3) Completion of OSHA Respirator Questionnaire by Employee/Candidate
- (4) Review of OSHA Respirator Questionnaire by PLHCP
- (5) If necessary, and per the OSHA standard, a follow-up medical examination shall be provided and include any additional medical tests (e.g., PFT, CXR, etc.), consultations, or diagnostic procedures that the PLHCP deems necessary to make a final determination
- (6) Written Medical Opinion for Respirator Use (including type) by PLHCP
- (7) QLFT or QNFT (Fit-Testing)

ii. Physical Type: Respirator Fit Test To

be Completed by: Qualified Staff

OSHA Standard: 29 CFR 1910.134

Protocol:

- (1) Fit test shall not be conducted if there is any hair growth between the skin and facepiece sealing the surface
- (2) If the individual exhibits difficulty in breathing during the tests, the test shall be abandoned, and the individual shall be referred to a physician
- (3) Test shall include (while in facepiece): normal breathing in a normal standing position, deep breathing in a normal standing position, turning head side to side, moving head up and down, talking slowly but loud enough to recite the Rainbow Passage and bending over at the waist. Each test shall be performed for one (1) minute
- (4) QLFT appropriate test solutions may include: Isoamyl Acetate, Saccharin, Bitrex, Irritant Smoke (Stannic Chloride)

iii. Physical Type: Asbestos

To be Completed by: Physician OSHA

Standard: 29 CFR 1910.1001

Frequency: Initial, Annual, Exit if less than 6 months from most recent physical

Protocol:

- (1) Review of job description
- (2) General/Basic Physical/Exam/Evaluation with emphasis on the respiratory system, the cardiovascular system, and digestive tract
- (3) Completion of OSHA Respirator Questionnaire
- (4) A 14" x 17" (or other reasonably-sized) standard film or digital posterior-anterior chest X-ray.*
- (5) PFT to include forced vital capacity (FVC) and forced expiratory volume at 1 second (FEV1)
- (6) Any additional tests deemed appropriate by the examining physician
- (7) Frequency of Chest X-ray

Years since first exposure	Age of employee		
	15 to 35	35+ to 45	45+
0 to 10	Every 5 years	Every 5 years	Every 5 years
10+	Every 5 years	Every 2 years	Every 1 year

- iv. Physical Type: Hazmat
 To be Completed by: Physician
 OSHA Standard: 29 CFR 1910.120
 Frequency: Initial, Medically Necessary, Annual, Exit if less than 6 months from most recent physical
 Protocol:
 (1) Review of job description
 (2) General/Basic Physical/Exam/Evaluation and Intake
 (3) Review of Work History with special emphasis on symptoms related to the handling of hazardous substances and health hazards
 (4) Heavy Metals Bloodwork
 (5) PFT
 (6) Completion of OSHA Respirator Questionnaire by Employee/Candidate
 (7) Review of OSHA Respirator Questionnaire by PLHCP
 (8) Written Medical Opinion for Respirator Use (including type) by PLHCP
 (9) Any other medically indicated component (e.g., EKG, CXR, bloodwork, urinalysis, long audio exam) as recommended by the physician
- v. Medical Surveillance Type: Hepatitis B
 To be Completed by: Appropriate Staff as Designated by Contractor OSHA Standard: 29 CFR 1910.1030
 Frequency: Depends on option selected and employee Options:
 (1) Provide a series of three (3) injections, clinic to provide written two (2) week reminder for injections 2 and 3; OR,
 (2) Accept proof of series completion from employee (copy kept in patient's file); OR,
 (3) Accept proof of immunity via titer* results provided by employee (copy kept in patient's file); OR,
 (4) Have employee sign a declination form (original kept in patient's file).
 *Contractor may not provide the option of a titer, nor may Contractor provide a titer in lieu of series.
- vi. Medical Surveillance Type: Lead Assessment
 To be Completed by: Phlebotomist
 OSHA Standard: 29 CFR 1910.1025 (j)
 Frequency: Initial, As Requested
 Protocol:
 (1) Blood lead level
 (2) Hbg and Hct determinations
 (3) Blood urea nitrogen
 (4) Serum creatinine
 (5) Routing UA with microscopic examination
 (6) ZPP level

- vii. Physical Type: Pulmonary Function Test (FVC, FEV1 and FVC/FEV1 ratio)
To be Completed by: Appropriate Staff as Designated by the Contractor
OSHA Standard: 29 CFR 1910.1051
Frequency: Depends on option selected and employee Protocol:
 - (1) Perform Chest X-rays for candidates being considered for jobs where asbestos exposure is likely, in accordance with OSHA.
 - (2) Provide a report within twenty-four (24) hours, followed by a radiologist report to be included with the original exam sent to the City within three (3) days of completion by the examining professional.
 - (3) Perform Pulmonary Function Testing in accordance with OSHA standards and record on appropriate forms provided by the examining professional. A reproducible measurable graph must be provided with PFT forms. Return to the City for their Respiratory Protection Program records.

3. Other Specialized Tests

- a. When specialized tests are required, the City will notify Contractor in writing of such tests to be performed at the time the exam appointment is made.
- b. Contractor shall be able to:
 - i. Perform an EKG, if ordered by the City.
 - ii. Perform Rabies Treatments where Contractor must ensure that results of rabies titer checks are provided to the City within fourteen (14) days.
 - iii. Perform Audiometric Evaluation. If equipment is inoperable, City MUST be notified immediately (within one (1) business day).
 - iv. Perform a short whisper hearing test.
 - v. Perform historical assessment of the results to determine if employees have experienced a standard threshold shift.
 - vi. Perform Lab Work, if ordered by the City, to include, but not be limited to: tests for liver enzymes shall include Glutamyl Transpeptidase (GGTP), alkaline phosphatase, Lactate Dehydrogenase (LDH), Aspartate Aminotransferase (AST), Alanine Aminotransferase (ALT), and total bilirubin.

4. Vaccinations/Immunizations

- a. General Protocol:
 - i. Vaccinations/immunizations ("treatment") shall be administered in accordance with CDC guidelines and/or OSHA regulations and safe medical and/or nursing practices, as well as performed by appropriately licensed professionals.
 - ii. Contractor shall limit pre-exposure treatments to those employees designated in writing by the City.
 - iii. Contractor shall formally document the treatments and provide such documentation to the City within three (3) business days of performing the service. Documentation shall include the following information:
 - (1) The name of the employee receiving the treatment.
 - (2) The date the initial treatment or test was given.
 - (3) Scheduled dates for subsequent treatments or tests, when applicable.
 - (4) Name of the person administering the treatment.
 - (5) Type of treatment (titer, vaccination, booster, post-exposure).
 - (6) Manufacturer and lot number of the vaccination/immunization used.
 - (7) Written notification when vaccination/immunization series is complete.

- b. Specific Vaccinations/Immunizations
 - i. Hepatitis B Immunization, proof of immunization completion, declination form or titer.
 - ii. Hepatitis A Immunization.
 - iii. Twinrix Immunization.
 - iv. Rabies Vaccination (to include pre-exposure vaccinations, titer checks, booster shots, and post-exposure treatments).
 - v. Tetanus.
 - vi. Tuberculosis (TST, read and documentation of any positive – 10mm or greater; and treatment if work-related exposure).
5. General Procedures
- a. Prompt Service
 - i. Barring walk-in emergencies, and provided the employee arrives on time, exams for employees who have an appointment shall begin within thirty (30) to sixty (60) minutes of the employee's scheduled appointment time.
 - ii. Appointment time shall be booked and held on time.
 - iii. If scheduled appointment time cannot be met, Contractor shall contact the City before sending an employee that cannot be seen home. If Contractor is overbooked during the week, Contractor shall immediately notify the City immediately before/prior to turning an employee away for service. Contractor must be able to accommodate appointments for employees within three (3) working days of the initial request for an appointment.
 - iv. If equipment that is necessary for performing the services becomes inoperable, the City MUST be notified within one (1) business day.
 - v. A report of all exam results to the City is required within three (3) business days following completion of exams. Blood work results shall be transmitted within three (3) working days either via encrypted email or a portal.
 - vi. All original exam forms shall be marked CONFIDENTIAL and mailed to the City within three (3) working days of completion of the exam. Contractor shall send the original test documents of the audiogram and pulmonary function test (PFT) if one was done.
 - b. Abnormal Findings
 - i. If the examining professional discovers any health problems or abnormal findings, they shall notify the City contact immediately or no later than one (1) business day. All findings are to be thoroughly documented on the exam forms provided by the City.
 - ii. Contractor shall not provide follow-up medical services for any City referral. Contractor may not hold an exam while waiting for the employee to provide medical information from the employee's personal physician but shall complete the exam and forward exam results to the City. The City will determine if further examinations will be required.
 - iii. Contractor shall provide a licensed Medical Case Manager/Consultant to evaluate the exam results and provide determination to the City on the potential or current employee's ability to perform the essential functions of the position.
 - c. Confidentiality of Records
 - i. Contractor shall be the custodian of all medical records and keep a copy of all forms for their records. All copies are confidential and the contents of such may not be released to anyone except upon written consent of the City. Should an employee request such information, Contractor shall refer them to the City.
 - ii. Contractor shall ensure that all forms are complete prior to transmitting to the City.

This includes picture I.D. verification and individual's signature on necessary documentation.

- iii. Data obtained by Contractor through the course of these examinations may be used only in aggregate form and may not identify employees by name, age, gender, race, color, or national origin, or groups of persons as employees for employment or employed by the City.
 - iv. Health Insurance Portability and Accountability Act of 1996 (HIPAA): Contractor warrants that it is familiar with the requirements of HIPAA and HIPAA's accompanying regulations and shall comply with all applicable HIPAA requirements in the course of this contract. Contractor shall cooperate with the City in the course of performance of the contract so that both the City and Contractor are compliant with HIPAA and other compliance officials required by HIPAA and its regulations. Contractor shall sign any documents that are reasonably necessary to keep the City and Contractor compliant with HIPAA, including, but not limited to, business associate agreements. Contractor shall have the opportunity to review any documents proposed by the City prior to approval by Contractor. Contractor shall not unreasonably withhold the approval of such documents.
 - v. The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are advising Contractors not to provide any genetic information when responding to the request for medical information. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.
4. Testing Services and Requirements
- a. Collection: The City requires laboratory collection services that ensure the integrity of the specimen from the time of collection to receipt at the laboratory. The protocols, standards, and procedures utilized for specimen collection service components shall be performed in accordance with applicable federal requirements that include, but are not limited to, 49 CFR Parts 40 and 384. The following tasks are included, but not limited to, testing requirements:
 - i. Custody and Control of collected specimen;
 - ii. Specimen processing;
 - iii. Transportation;
 - iv. Storage and retrieval;
 - v. Reporting; and
 - vi. Contract Administration.
5. Facilities, Equipment, and Contractor Personnel
- a. Contractor shall:
 - i. Provide adequate number of personnel trained for the service provided;
 - ii. Provide suitable equipped facilities for service provided (including mobile units);
 - iii. Provide sufficient quantity of specified supplies, materials, and forms;
 - iv. Provide technical information and assistance as required for testing;
 - v. Contract administration reports and other service information if requested;
 - vi. Provide on-going training of staff in accordance with accepted industry standards;

- vii. Notify City within one (1) business day of any inoperable equipment that has the potential to impact services (e.g., breathalyzer, audio booth, PFT machine, etc.).
6. Specific Requirements for Services
- a. Urine specimen collection service;
 - b. Blood testing collection service;
 - c. Commercial Driver's License SAMHSA and DHHS requirements;
 - d. Donor identification process with acceptable methods;
 - e. Photo identification (license or badge);
 - f. Any identification allowed under the City's medical testing program;
 - g. Collection professionals are required to secure the specimen from the identified donor;
 - h. Citywide collection including:
 - i. Contractor's site
 - ii. On-site services (with or without a mobile unit).
7. Laboratory Services
- a. Whether a Substance Abuse and Mental Health Service Administration (SAMHSA) certified laboratory or accredited by the Commission on Laboratory Accreditation of the College of American Pathologists (CAP), Contractor shall have the ability, with or without the use of Subcontractor(s), to successfully perform laboratory testing as required by the services rendered.
8. Laboratory Tasks and Requirements
- a. Security/verification of specimens and documents;
 - b. Equipment maintenance and calibration;
 - c. Collection supplies and inventory control;
 - d. Custody and control form completion necessary to verify and maintain chain of custody;
 - e. Testing and analysis with data interpretation;
 - f. Documentation and reporting of test results;
 - g. Expert witness testimony, if required;
 - h. Quality assurance program and policy;
 - i. Storage, retrieval, and transportation of specimens, as required;
 - j. Monitoring and oversight of Subcontractors (if utilized);
 - k. On-going training of staff on current technologies;
 - l. Provision of general and technical/scientific assistance;
 - m. Establishment of key contacts for the City;
 - n. Statistical data and other reports required by the City.
9. Medical
- a. Due to the timely nature of medical examinations, screens, and testing, expedient reporting is necessary for the City to make employment and placement decisions for the safety of employees and others. Contractor shall provide any, or all, of the three types of reports identified below:
 - i. Written Reports:
 - (1) Written medical reports shall be provided within three (3) business days of the service. Reports for any of the examinations or evaluations will include the following:
 - (a) Complete identification of employee, with date of birth, employee number, and home address;

- (b) The examining professional(s) and their specialties;
 - (c) Complaints and present illnesses;
 - (d) Medical, social, and family history as required;
 - (e) Physical examination and findings using established criteria;
 - (f) Laboratory tests, EKG and X-ray readings and results;
 - (g) Diagnoses, if any;
 - (h) Recommendations and discussion, if applicable; and
 - (i) Disqualifying conditions based on established criteria.
- (2) Medical Case Manager/Consultant must provide a completed signed report for all exam results, before emailing or uploading into portal. If the City determines that a report is incomplete, Contractor must send complete correct copies to the City within 24 hours.
- ii. Verbal Reports
- a. Due to the urgency of the findings for employment decisions, verbal reports may be required. Verbal reports shall be provided to a specific authorized representative(s) with the City within 24 hours of the services. Contractors may be called upon occasion to provide a verbal evaluation of the findings within 24 hours.
- iii. Static Reports
- a. Annually, Contractor shall submit written progress reports to the City. These reports shall include, at a minimum, the following:
- (1) Management report of current and completed projects;
 - (2) Provide monthly expenditure and activity reports, if requested;
 - (3) Total expenses accrued as of the report date; and
 - (4) Overall assessment of contract status to include a description of any outstanding problems, together with Contractor's recommendation(s) for alternative options or corrective action.
- b. Specifically related to FFD, annually, Contractor shall provide a report summarizing the health and fitness of FFD sworn employees and give recommendations for potential collective improvements of mental and physical health of these employees.

10. Personnel and Contract Administration

- a. Contractor shall:
- i. Assign a dedicated employee to serve as a primary point of contact and liaison to the City;
 - ii. Perform basic quality assurance to ensure:
 - (1) All required reports and forms are present and complete;
 - (2) All required Medical Professional signatures are present on reports and/or forms prior to submitting to the City; and
 - (3) Accuracy of invoices submitted to the City;
 - iii. Permit the City access to Contractor's key personnel to perform a review prior to the commencement of any services. This review may be accomplished at a site where services are rendered or in an interview-type setting;
 - iv. Certify that all materials necessary for the successful provision of services under this contract shall be available for review and pre-approval by the City prior to implementation, if requested. Contractor shall then submit the above-referenced materials in a timely manner, on the date established and agreed upon by both parties. The City may review, comment, and give approval of content prior to the specific implementation of services;

- v. Allow, at no charge to the City, a meeting between the City and Contractor to discuss examination requirements to ensure that Contractor can provide the Scope of Services required for their organization.
- vi. Have the hardware and software required to satisfy requirements stated under this Scope of Work. Contractor agrees to properly secure and maintain any computer systems (hardware and software applications) used in the performance of this contract. This includes ensuring all security patches, upgrades, and anti-virus updates are applied as appropriate to secure data that may be used, transmitted, or stored on such systems in the performance of this contract.
- vi. On January 1 of each contract year, Contractor shall submit an annual report with statistics documenting services provided to the City. Further, identify by name and title, the key personnel who will be providing the contracted services for the upcoming calendar year.
- vii. Provide consolidated billing for all services performed, including subcontractor work.
- viii. Provide written notification to the City in the event of service delays or refusals within 24 hours of the delay or refusal.

D. Changes to the Scope of Work

During the Term of this Contract, additional medical examinations and testing requirements may be added to the Scope of Work as determined by the City. Any additions to services shall be performed by a formal written Contract Amendment.

EXHIBIT B - FEE SCHEDULE

Description	Pricing	Comments
Medical Service – Annual Bomb Squad Physical Exam with respirator clearance	215.00	
Medical Service – Annual Hazmat Physical Exam (29 CFR 1910.120)	215.00	
Medical Service – Audiometric Evaluation Service for existing employees	50.00	
Medical Service – AZPOST* Exam History and Physical	150.00	
Medical Service – Chest X-ray B-Read/Interpretation	120.00	
Medical Service – Chest X-ray PA and Lateral Phys Component Two (2) Views	120.00	
Medical Service – Chest X-ray PA and Lateral with radiologist component	120.00	
Medical Service – Chest X-ray, one (1) view, with radiologist component	100.00	
Medical Service – Completed Medical Clearance Form	0.00	included in all physicals
Medical Service – Comprehensive Metabolic Panel (CMP)	35.00	
Medical Service – EKG	100.00	
Medical Service – FAA EKG	n/a	
Medical Service – Fitness for Duty Evaluation/Exam	150.00	
Medical Service – General Exam, all components	150.00	
Medical Service – Long Audio	n/a	
Medical Service – Heavy Metal Blood: arsenic, lead, zinc protoporphyrin, mercury, and cadmium (As/Cd/Hg/Pb/ZPP)	230.00	
Medical Services – Hepatitis A Vaccine, series of 2 injection	n/a	
Medical Service – Twinrix Vaccine	n/a	
Medical Service – Hepatitis B Antigen	115.00	
Medical Service – Hepatitis B Immune Globulin Injection	n/a	
Medical Service – Hepatitis B immunization, per injection	100.00	
Medical Service – Hepatitis B immunization, series of 3 injection	300.00	
Medical Service – Hepatitis B Titer	115.00	
Medical Service – Hepatitis C Antibody	120.00	
Medical Service – Influenza Vaccine	56.00	high dose \$85.00
Medical Service – Initial Asbestos Evaluation, includes any required lab work	425.00	
Medical Service – Initial Asbestos Evaluation, includes any required lab work, Vision, Hearing, PFT	560.00	
Medical Service – L Hep B Surface AB Titer	115.00	
Medical Service – L-Anti-HAV (IGG/IGM)	130.00	
Medical Service – L-Anti-HCV (Hepatitis C)	130.00	

Description	Pricing	Comments
Medical Service – L-Anti-HCV (Hepatitis C) - no Hep C Vaccine available – this is for Hep C Antibody	35.00	
Medical Service – L-CHEM 20	40.00	
Medical Service – L-CHEM 20/CHD/CBD	68.00	
Medical Service – L-CHEM 20/CHD/CBD/UA P845	75.00	
Medical Service – L-Chem 22/CHD	40.00	
Medical Service – L-CHEM 22/CHD/T4/CBD/RUA	111.00	
Medical Service – L-CHEM 23 Panel (replacement for CHEM 20 Exam)	45.00	
Medical Service – L-Chem 23 Panel (replacement for Chem 22/CHD)	45.00	
Medical Service – L-CHEM 23/CHD/CBD (replacement for CHEM 20/CHD/CBD exam)	68.00	
Medical Service – L-CHEM 23/CHD/CBD/UA P845 (Replacement for CHEM 20/CHD/CBD/UA P845 exam)	75.00	
Medical Service – L-CHEM 23/CHD/T4/CBD/RUA (replacement for CHEM 22/CHD/T4/CBD/RUA exam)	110.00	
Medical Service – L-HIV Screen	125.00	
Medical Service – L-HIV-EIA	125.00	
Medical Service – LIFT test for 50 lbs.	65.00	
Medical Service – LIFT test for 60 lbs.	65.00	
Medical Service – LIFT test for 75 lbs.	65.00	
Medical Service – LIFT test for 100 lbs.	65.00	
Medical Service – LIFT test for 150 lbs.	65.00	
Medical Service – LIFT test for 200 lbs.	65.00	
Medical Service – Liver enzymes; GGTP, alkaline phosphatase, LDH, AST, ALT, total bilirubin	321.00	
Medical Service – L-Lead/ZPP Blood	130.00	
Medical Service – L-MMR Titer	250.00	
Medical Service – L-Syphilis (RPR)	80.00	
Medical Service – L-Varicella Zoster, per dose	n/a	
Medical Service – MMR Vaccine	n/a	
Medical Service – NIDA Regulated urine drug screen collection (split sample) in conjunction with USDOT exam, includes complete test with collection, lab testing, and results (including MRO services if necessary)	50.00	
Medical Service – NIDA Regulated urine drug screen collection (split sample) in conjunction with USDOT exam, Collection Only price	50.00	
Medical Service – Non-Regulated (Non-NIDA) “10-panel” Drug Screen Collection Only	n/a	
Medical Service – Non-Regulated (Non-NIDA) “10-panel” Drug Screen Split Specimen Collection Only	n/a	

Description	Pricing	Comments
Medical Service – Non-Regulated (Non-NIDA) “10-panel” urine drug screen collection (split sample) in conjunction with General Exam, Collection Only Price		
Medical Service – Non-Regulated (Non-NIDA) “10-panel” urine drug screen collection (split sample) in conjunction with General Exam, includes collection, testing, and results combined pricing		
Medical Service – Other charges, fees, and miscellaneous; Agency to specify	n/a	
Medical Service – On-site “clinic” Hourly Fee; Agency to specify	100.00 flat fee	
Medical Service – Periodic Asbestos Evaluation (does not include asbestos lab work)	215.00	
Medical Service – Phlebotomy Class Physical Exam any required lab work	unknown	
Medical Service – Physical Exam FAA	not offered	
Medical Service – DOT (CDL) Recertification	150.00	
Medical Service – Physical Exam, Respirator, UA, Vision	200.00	
Medical Service – Pulmonary Function Test	65.00	
Medical Service – Rabies Blood Work (Titer check)	n/a	send out to CCCHD
Medical Service – Rabies Booster Shot	n/a	send out to CCCHD
Medical Service – Rabies Post-Exposure vaccinations, 2-Shot series with previous pre-exposure treatment	n/a	send out to CCCHD
Medical Service – Rabies Post-Exposure vaccinations, 5-Shot series with HRIG for non-pre-exposure treatment	n/a	send out to CCCHD
Medical Service – Rabies Pre-Exposure vaccinations; 3-Shot Series	n/a	send out to CCCHD
Medical Service – Rapid Plasma Reagin, Qualitative	80.00	
Medical Service – Respiratory Questionnaire	20.00	
Medical Service – TB Test	30.00	includes read
Medical Service – Tdap Vaccine	120.00	includes administration
Medical Service – Tetanus Vaccine	n/a	
Medical Service – Treadmill Stress Test EKG	185.00	
Medical Service – Varicella booster	n/a	
Medical Service – Varicella virus injection	n/a	
Medical Service – Vision only	30.00	
Medical Service – Vision only, Titmus type (Snellen Wall vision)	30.00	
Medical Service – Zinc Protoporphyrin Test	130.00	
Medical Service – Lab Work; Agency to Specify (*No price quote required. Line item included on pricing table for additional agency needs)		

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Description	Pricing	Comments
Medical Service – Specialized Testing; Agency to Specify (No price quote required. Line item included on pricing table for additional agency needs)		
*AZPOST Board-Trained Physician per Title 13/13-04	225.00	
NFPA 1582 Medical History Physical (Pre-Employment or Baseline)		
A. Medical History and Physical (includes vital signs and HEENT physical exam)	150.00	
B. Audiogram (compared with baseline testing for STS)	50.00	
C. Vision Test: Acuity, Horizontal Field, and Color Perception	30.00	
D. Pulmonary Function Testing/Spirometry	65.00	
E. Complete Blood Count and Differential	35.00	E (Complete Blood Count), F (Lipid Panel), and G (Comprehensive Metabolic Panel) can be bundled together with HIV 4th Generation and Hepatitis B Immunity Labs for a cost of \$155.00
F. Lipid Panel (total cholesterol, HDL, LDL)	80.00	
G. Comprehensive Metabolic Panel	35.00	
H. Urinalysis (dip)	15.00	
I. Hemoglobin A1C lab test	35.00	
J. Hepatitis Profile lab test (Hep A ab, Hep B ab, ag, and Hep C ab)	371.00	
K. Tuberculosis Skin Test	30.00	
L. EKG - resting 12-lead	100.00	
M. Flexibility, Fitness testing (push-ups, plank), Body Fat Analysis	included in exam	
N. Maximal treadmill Stress Test w/cardiologist interpretation	185.00	
O. PA/lateral Chest X-ray (2-views)	120.00	
P. OSHA Respirator Questionnaire review	20.00	
Q. 9-Panel Drug Screen	50.00	
NFPA 1582 Medical History Physical (Annual)		
A. Medical History and Physical (includes vital signs and HEENT physical exam)	150.00	
B. Audiogram (compared with baseline testing for STS)	50.00	
C. Vision Test: Acuity, Horizontal Field, and Color Perception	30.00	
D. Pulmonary Function Testing/Spirometry	65.00	
E. Complete Blood Count and Differential	35.00	

Description	Pricing	Comments
F. Lipid Panel (total cholesterol, HDL, LDL)	80.00	
G. Comprehensive Metabolic Panel	35.00	
H. Urinalysis (dip)	15.00	
I. Hemoglobin A1C lab test	35.00	
J. PSA lab test (males over 40 years of age)	100.00	
K. Tuberculosis Skin Test	30.00	
L. EKG - resting 12-lead	100.00	
M. Flexibility, Fitness testing (push-ups, plank), Body Fat Analysis	included in exam	
N. Treadmill Submaximal/Stepmill	120.00	
O.* Maximal Treadmill Stress Test w/cardiologist interpretation	185.00	
P. PA Chest X-ray (Per NFPA as medically indicated)	120.00	
Q. OSHA Respirator Questionnaire review	20.00	
R. Hazmat Questionnaire (if applicable)	20.00	
S. Blood Lead Lab Testing (hazmat personnel)	130.00	
T. HIV Testing (when requested)	125.00	
* If risk factors recommend maximal testing		
Ultrasound Carotid Artery	230.00	
Ultrasound Abdominal	340.00	
Ultrasound Aortic Aneurysm	320.00	
Echocardiogram	375.00	
FIT testing	130.00	
Early Detection Cancer Screen (Galleri or equivalent)	1200.00	
Firefighter Return To Work Physical	150.00	