

## **MEMORANDUM**

**TO:** Claire Powell, City Manager

**FROM:** Mark McNeal, Fire Chief

**DATE:** August 18, 2025

**SUBJECT:** **Approval of a Professional Services Agreement in the Amount of \$102,680 for Fire Department Physical Fitness and Wellness Exams with Frontline Mobile Healthcare, LLC; and Authorization for the City Manager, or Her Designee, to Execute the Agreement.**

### **BACKGROUND**

In 2019, the Fire Department received funding to begin a program to provide a formal physical fitness and wellness exam to all its firefighters. The wellness exam received at a primary care physician or through Wellness Works is not inclusive enough to examine the physical requirements and mental health of the firefighters and does not meet the requirements of National Fire Protection Agency (NFPA) 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments. The typical day of a firefighter does not always lead to a healthy lifestyle due to the physical stress involved in their duties, the mental stress of the types of calls they respond to and the sleep deprivation that can occur because of their 24-hour shifts.

Frontline Mobile Health has developed a comprehensive program that exceeds the NFPA 1582 and 1583 standards. Frontline Mobile Health is a Texas based organization with their primary office in Fort Worth. They specialize in military and first responders as the needs of these groups differ from a typical career.

In 2022, the Fire Department contracted with Frontline Mobile Healthcare, LLC. The program has had a positive outcome each year in maintaining the health of the Fire Department with a voluntary participation rate of approximately 75% of the department. The physical exam includes vision, hearing, blood testing, body-mass index (BMI), and the Cardiopulmonary Exercise Test which is a measurement of fitness as well as lung capacity and health. In the shadow of the COVID 19 pandemic, long term effects on the cardiopulmonary are still unknown and consistent testing should be provided.

In the 89<sup>th</sup> Texas Legislative Session, the Wade Cannon Act was passed which will require the Texas Commission on Fire Protection (TCFP) to develop and implement a rule which will mandate comprehensive physicals each year with the ability to screen for multiple cancers. Frontline will amend their cancer screening tier once the rule is established by the TCFP in 2026 to meet all new

requirements. Frontline Mobile Healthcare's program currently meets and exceeds NFPA 1582 and 1583 standards for cancer screening including colon, prostate, lung, cervical testicular, bladder and thyroid cancer.

### **ANALYSIS**

The Fire Department has had success with the program provided by Frontline Mobile Healthcare and would like to continue with their services. Firefighters are generally satisfied with the results and referrals to specialists when an area of concern is discovered.

Each exam is based upon the age of the firefighter; older firefighters receive more testing and more frequent testing than does a younger firefighter. All members will receive a comprehensive blood test, vision and hearing screening, EKG, and full physical exam by a physician. Alternating each year every member will also receive a chest x-ray and complete the Cardiopulmonary Exercise Test, cancer ultrasounds and additional cancer blood panels. They will also receive a mental health evaluation and a personal appointment with the physician to discuss all the results of the exam. Data from the exam is available to the individual through an electronic portal and aggregated data from the exams is available to the department to measure the success of the program as well as determine deficiencies in firefighter health that can be improved through policy changes. Each exam can take up to 2 hours to complete with a separate 1-hour physician consultation.

Based on the positive results of the previous year's screenings, it is recommended that the city enter into the Professional Services Agreement with Frontline Mobile Health to provide annual wellness screenings to all sworn fire personnel. The amount requested is \$102,680 to cover the expense of screening all sworn fire department members. As a voluntary program, a 100% participation rate is not expected, so staff does not anticipate this service costing the full \$102,680.

The agreement is one (1) year, with the option to renew for three (3) additional one-year periods.

### **CITY STAFF'S RECOMMENDATION**

That the City Council approve the agreement and authorize the City Manager, or her designee, to execute the agreement as set forth in the caption above.