

Minimum Essential Job Abilities Evaluation



Attention Physician:

The Unified Fire Authority requires all firefighter employees to be capable of performing basic combat firefighting duties throughout the entire course of their career. The following tasks adequately demonstrate the “Minimum Essential Job Abilities” (MEJA) that all employees in a civil service classification must be able to perform in order to be declared “Fit for Duty”. In order for an employee in a civil service classification of any rank or specialty level to “Return To Duty” after certain instances of lengthy illness, injury, significant medical event, or department referral, they must be capable of completing the following “Minimum Essential Job Abilities” evaluation.

Physicians should carefully evaluate all employees in a civil service classification attempting to “Return to Duty” according to the individual’s job description and the evaluation criteria described below:

The “Minimum Essential Job Abilities” evaluation must be performed by the individual in full turnout gear (including helmet but excluding SCBA) without stopping or pausing during each task. The individual may take brief rest or hydration breaks (not to exceed 1 minute each) between tasks. Total cumulative break time may not exceed 5 minutes. Only one attempt at each task will be allowed. There is no minimum performance time for completion of this evaluation process. Each Individual should pace themselves and maintain safe practices at all times. They will be proctored by an evaluation team on a pass or fail basis. This evaluation will include proctor notes, recommendations, and/or concerns which may result in requiring that the individual meet additional evaluation criteria as per established fitness for duty/return to duty policy.

1. Pull a 1 3/4" hose line attached to a hydrant bag, weighing approximately 135 pounds, a distance of 50 feet in a hand over hand manner.
2. Drag a rescue dummy, weighing approximately 150 pounds, a distance of 50 feet.
3. On a set ladder, perform a stepping ladder climb of 5 rungs, 8 times.
4. Lift a chain saw, weighing approximately 20 pounds, from the floor to a shelf 60 inches high 6 times.
5. Lift a box weighing approximately 50 pounds from the floor and carry the box a distance of 100 feet.
6. Lift a box weighing approximately 40 pounds from the floor to your waist 6 times with each arm.
7. Crawl approximately 60 ft. with both hands and both knees on the floor, in a four point stance.
8. Raise retracted 24 foot aluminum, two section extension ladder from the ground up against the side of a wall and lower it in a hand-over-hand manner.
9. Carry a hotel pack (100 feet of 1 3/4" hose, nozzle, connectors, etc.) weighing approximately 60 pounds, on your shoulder(s), and climb up approximately 100 stairs and back down.

Your signature below certifies that it is your professional opinion that _____ is currently capable of performing the above evaluation criteria and the _____ (Individual’s Name) tasks described in the Individual’s job description.

Physician’s Printed Name: _____ Phone #: _____

Signed: _____ Date: _____