

**PROFESSIONAL SERVICES AGREEMENT  
BETWEEN SANTA FE COUNTY AND  
PROFESSIONAL HEALTH SERVICES, INC.**

**THIS AGREEMENT** is made and entered into on this 11<sup>th</sup> day of May, 2019, by and between **SANTA FE COUNTY**, (hereinafter the "County") and **PROFESSIONAL HEALTH SERVICES, INC.**, 83 South Eagle Road, Havertown, PA 19083 (hereinafter the "Contractor").

**WHEREAS**, Santa Fe County Fire Department requires physicals and medical examinations for Santa Fe County volunteer fire fighters; and

**WHEREAS**, Santa Fe County recognizes the need to provide firefighter specific physical examinations for the safety and well-being of its volunteers who provide essential service to the citizens of Santa Fe County; and

**WHEREAS**, pursuant to NMSA 1978, Section 13-1-112 and 13-1-117, competitive sealed proposals were solicited via a formal request for proposals, RFP No.2019-0174-FD/MAM, for the provision of these services; and

**WHEREAS**, based upon the evaluation criteria established in the RFP for the purposes of selecting the most qualified Offeror, the County has determined the Contractor as the most responsive and highly rated Offeror; and

**WHEREAS**, the County requires the services of the Contractor, and the Contractor is willing to provide these services and both parties wish to enter into this Agreement.

**NOW THEREFORE**, the parties agree as follows:

**1. SCOPE OF WORK**

**A. The Contractor shall:**

1. Provide a centralized local Santa Fe office for the performance of Contractor's services.
2. Provide physical examinations for new and current volunteer firefighters. The physicals will meet National Fire Protection Association (NFPA) and Occupational Safety and Health Administration (OSHA) standards for firefighters.
3. Contractor's examinations will include the following:
  - a) Brief medical history
  - b) General appearance
  - c) Height, weight, build (slender, medium, heavy or obese)
  - d) Blood pressure
  - e) Pulse
  - f) Superficial lymph nodes

- g) Reflexes
  - h) Eyes, pupils, ocular motility
  - i) Ears, nose, throat
  - j) Neck
  - k) Fundi
  - l) Vision, uncorrected- fair, near, left and right corrected - fair, near, left and right
  - m) Color vision
  - n) Skin
  - o) Thorax
  - p) Spine
  - q) Heart
  - r) Lungs
  - s) Abdomen
  - t) Hernia
  - u) Muscle, skeletal system, strength of movement
  - v) Coordination, tremor
  - w) Urine dip stick
  - x) Tuberculosis vaccinations
  - y) Lab Urinalysis - sugar, albin. microscopic
  - z) Extremities
  - aa) Neurological
  - bb) Respiratory/pulmonary function test
  - cc) EKG, 12-lead
  - dd) SMAC
  - ee) Blood CBC
  - ff) TB skin test
  - gg) Scolology (RPR or equivalent)
  - hh) Blood pressure at rest – left right
  - ii) Audiogram
  - jj) Diphtheria/Tetanus
  - kk) Hepatitis B vaccine 1<sup>st</sup> injection
  - ll) General health panel (Chem 23, CBC, UA), and OSHA respirator questionnaire
4. Be available to provide physicals on an as needed basis.
5. Provide "Fit for Duty" determination as requested by the County.
6. Provide, as requested by the County, the following:
- (a) OSHA requirements and any other state or federal requirements.
7. The Contractor shall also provide, within seven business days of conducting a physical, written documentation of the physical or test and written documentation of the physical results. The written documentation shall include specific results on each of the tested items, and recommendation on Fitness for Duty based on job duties.

8. Provide hepatitis series vaccinations as needed.
9. Provide tetanus vaccines as needed.
10. Meet the following medical requirements:
  - a) Provide general medical support and direction and make recommendations to the County as appropriate.
  - b) Provide licensed, qualified medical health care providers and other medically qualified professional staff, through education, certification, and experience.
  - c) Possess adequate knowledge of medical screening restrictions and requirements which are applicable to the County, (i.e., the Americans with Disabilities Act (ADA), the U.S. Department of Health and Human Services, Occupational Safety and Health Administration (OSHA), National Fire Protection association (NFPA).
  - d) Provide adequate professional staff to ensure continuous operations and the delivery of medical care during working hours.
  - e) Schedule appointments so that the waiting time does not exceed thirty (30) minutes.
  - f) The results of the physicals shall be transmitted by the Contractor to the Fire Department electronically via fax within seven working days of appointment date.
  - g) Provide primary a secondary Administrators who will be responsible for the County's accounts and services and function as liaison with the County's accounts and services and function as liaison with the County.
  - h) Establish an intake process which identifies all applicants prior to providing medical care; ensure employees have a County authorization form, appropriate identification. Include as part of the intake information and documentations:
    - i. Name of patient;
    - ii. Social security number;
    - iii. Fire Department District;
    - iv. Supervisor name;
    - v. Date of visit; and
    - vi. County authorization form.

- j) Maintain strict confidentiality of all medical records and reports and adherence to the Health Insurance and Accountability Act of 1996 (HIPPA). The HIPPA Privacy Rule established national standards for the protection of certain health information and HIPPA Security Rule established a national set of security standards for protecting certain health information that is held or transferred in electronic form.
- k) Obtain approval from the Fire Department prior to releasing medical information or records.
- l) Meet all applicable medical requirements of Occupational Safety and Health Administration (OSHA).
- m) Obtain prior authorization from the Fire Department staff before incurring additional expenses or obligations on behalf of the County, including referrals to outside specialists.
- n) Send to the Fire Department, in a timely manner (not to exceed 30 days), the invoices and supporting documentation for:
  - i. Wellness physical;
  - ii. Fitness for Duty;
  - iii. Return to work; and
  - iv. Other requested procedures, including test results.
- o) Establish a complete and accurate system to maintain medical records. Include as part of the record the following:
  - i. All pertinent intake information;
  - ii. Supporting documentation identifying all completed procedures;
  - iii. Identify attending physicians; and
  - iv. Other pertinent information.
- p) The original medical records shall be the property of the County.
- q) Provide completed copies of all documentation and records to the County.
- r) Allow designated staff from the Fire Department reasonable access to review and copy records as required.
- s) Recommend cost saving proposals to assist the County in cost containment.
- t) Develop, implement and enforce medical protocols and administrative procedures that meet the needs of the County.
- u) Provide a quality assurance program which includes, but is not limited, to the following:

- i. Review of all charts by the physicians for completeness and accuracy of medical information;
- ii. Establish good rapport with patients.

## **2. COMPENSATION, INVOICING, AND SET-OFF**

A. In consideration of its obligations under this Agreement the Contractor shall be compensated as follows:

1. County shall pay to the Contractor in full payment for services satisfactorily performed. All costs and expenses shall be in accordance with Exhibit A.
2. The total amount payable to the Contractor under this Agreement, exclusive of gross receipts tax, shall not exceed shall not exceed \$50,000.00 per year. Any New Mexico gross receipts tax levied on the amounts payable under this Agreement shall be paid by the County to the Contractor.
3. This amount is a maximum and not a guarantee that the work assigned to be performed by Contractor under this Agreement shall equal the amount stated herein. The parties do not intend for the Contractor to continue to provide services without compensation when the total compensation amount is reached. The contractor will notify the County when the services provided under this Agreement reach the total compensation amount. In no event will the Contractor be paid for services provided in excess of the total compensation amount without this Agreement being amended.
4. The Contractor shall submit a written request for payment to the County when payment is due under this Agreement. Upon the County's receipt of the written request, the County shall issue a written certification of complete or partial acceptance or rejection of the contractual items or services for which payment is sought. The Contractor acknowledges and agrees that the County may not make any payment hereunder unless and until it has issued a written certification accepting the contractual items or services. Within 30 days of the issuance of a written certification accepting the contractual items or services, the County shall tender payment for the accepted items or services. In the event the County fails to tender payment within 30 days of the written certification accepting the items or services, the County shall pay late payment charges of 1.5% per month, until the amount due is paid in full.
5. In the event the Contractor breaches this Agreement, the County may, without penalty, withhold any payments due the Contractor for the purpose of set-off until such time as the County determines the exact amount of damages it suffered as a result of the breach.
6. Payment under this Agreement shall not foreclose the right of the County to recover excessive or illegal payment.

**3. EFFECTIVE DATE AND TERM**

This Agreement shall, upon due execution by all parties, become effective as of the date of last signature by the parties hereto and shall terminate one year later, unless earlier terminated pursuant to Section 5 (Termination) or Section 6 (Appropriations and Authorizations). The County may extend the term of this Agreement on the same price, terms and conditions for three one year terms. The County may exercise this option by submitting a written notice to Contractor that the Agreement will be extended. The notice must be submitted to Contractor at least 60 days prior to expiration of the term.

**4. ADDITIONAL SERVICES**

- A. The parties agree that all tasks set forth in Paragraph 1, (Scope of Work) of this Agreement, shall be completed in full, to the satisfaction of the County, for the amount set forth in Section 2 (Compensation, Invoicing, and Set-Off), of this Agreement, and for no other cost, amount, fee, or expense.
- B. The County may from time-to-time request changes in the Scope of Work to be performed hereunder. Such changes, including any increase or decrease in the amount of the Contractor's compensation, which are mutually agreed upon by and between the County and the Contractor, shall be incorporated in written amendments to this Agreement.

**5. TERMINATION**

- A. Termination of Agreement for Cause. Either party may terminate the Agreement based upon any material breach of this Agreement by the other party. The non-breaching party shall give the breaching party written notice of termination specifying the grounds for the termination. The termination shall be effective 30 days from the breaching party's receipt of the notice of termination, during which time the breaching party shall have the right to cure the breach. If, however, the breach cannot with due diligence be cured within 30 days, the breaching party shall have a reasonable time to cure the breach, provided that, within 30 days of its receipt of the written notice of termination, the breaching party began to cure the breach and advised the non-breaching party in writing that it intended to cure.
- B. Termination for Convenience of the County. The County may, in its discretion, terminate this Agreement at any time for any reason by giving the Contractor written notice of termination. The notice shall specify the effective date of termination, which shall not be less than 15 days from the Contractor's receipt of the notice. The County shall pay the Contractor for work performed before the effective date of termination but shall not be liable for any work performed after the effective date of termination.

**6. APPROPRIATIONS AND AUTHORIZATIONS**

This Agreement is contingent upon sufficient appropriations and authorizations being made for performance of this Agreement by the Board of County Commissioners of the

County and/or, if state funds are involved, the Legislature of the State of New Mexico. If sufficient appropriations and authorizations are not made in this or future fiscal years, this Agreement shall terminate upon written notice by the County to the Contractor. Such termination shall be without penalty to the County, and the County shall have no duty to reimburse the Contractor for expenditures made in the performance of this Agreement. The County is expressly not committed to expenditure of any funds until such time as they are programmed, budgeted, encumbered and approved for expenditure by the County. The County's decision as to whether sufficient appropriations and authorizations have been made for the fulfillment of this Agreement shall be final and not subject to challenge by the Contractor in any way or forum, including a lawsuit.

**7. INDEPENDENT CONTRACTOR**

The Contractor and its agents and employees are independent contractors and are not employees or agents of the County. Accordingly, the Contractor and its agents and employees shall not accrue leave, participate in retirement plans, insurance plans, or liability bonding, use County vehicles, or participate in any other benefits afforded to employees of the County. Except as may be expressly authorized elsewhere in this Agreement, the Contractor has no authority to bind, represent, or otherwise act on behalf of the County and agrees not to purport to do so.

**8. ASSIGNMENT**

The Contractor shall not assign or transfer any interest in this Agreement or assign any claims for money due or to become due under this Agreement without the advance written approval of the County. Any attempted assignment or transfer without the County's advance written approval shall be null and void and without any legal effect.

**9. SUBCONTRACTING**

The Contractor shall not subcontract or delegate any portion of the services to be performed under this Agreement without the advance written approval of the County. Any attempted subcontracting or delegating without the County's advance written approval shall be null and void and without any legal effect. Upon execution of this Agreement, the County agrees that Contractor will identify a designee or substitute contractor to provide bank custodial services in Contractor's absence.

**10. PERSONNEL**

- A. All work performed under this Agreement shall be performed by the Contractor or under its supervision.
- B. The Contractor represents that it has, or will secure at its own expense, all personnel required to discharge its obligations under this Agreement. Such personnel (i) shall not be employees of or have any contractual relationships with the County and (ii) shall be fully qualified and licensed or otherwise authorized or permitted under federal, state, and local law to perform such work.

**11. RELEASE**

Upon its receipt of all payments due under this Agreement, the Contractor releases the County, its elected officials, officers, agents and employees from all liabilities, claims, and obligations whatsoever arising from or under or relating to this Agreement.

**12. CONFIDENTIALITY**

Any confidential information provided to by the Contractor in the performance of this Agreement shall be kept confidential and shall not be made available to any individual or organization by the Contractor without the prior written approval of the County.

**13. PUBLICATION, REPRODUCTION, AND USE OF MATERIAL**

The County has the unrestricted right to publish, disclose, distribute and otherwise use, in whole or in part, any reports, data, or other material prepared under or pursuant to this Agreement.

**14. CONFLICT OF INTEREST**

The Contractor represents that it has no and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of its obligations under this Agreement.

**15. NO ORAL MODIFICATIONS; WRITTEN AMENDMENTS REQUIRED**

This Agreement may not be modified, altered, changed, or amended orally but, rather, only by an instrument in writing executed by the parties hereto. The Contractor specifically acknowledges and agrees that the County shall not be responsible for any changes to Section 1, "Scope of Work", of this Agreement unless such changes are set forth in a duly executed written amendment to this Agreement.

**16. ENTIRE AGREEMENT; INTEGRATION**

This Agreement incorporates all the agreements, covenants, and understandings between the parties hereto concerning the subject matter hereof, and all such agreements, covenants and understandings have been merged into this written Agreement. No prior or contemporaneous agreement, covenant or understandings, verbal or otherwise, of the parties or their agents shall be valid or enforceable unless embodied in this Agreement.

**17. NOTICE OF PENALTIES**

The Procurement Code, NMSA 1978, Sections 13-1-28 through 13-1-199, imposes civil and criminal penalties for its violation. In addition, New Mexico criminal statutes impose felony penalties for bribes, gratuities, and kickbacks.

**18. EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE**



- A. The Contractor agrees to abide by all federal, state, and local laws, ordinances, and rules and regulations pertaining to equal employment opportunity and unlawful discrimination. Without in any way limiting the foregoing general obligation, the Contractor specifically agrees not to discriminate against any person with regard to employment with the Contractor or participation in any program or activity offered pursuant to this Agreement on the grounds of race, age, religion, color, national origin, ancestry, sex, physical or mental handicap, serious medical condition, spousal affiliation, sexual orientation, or gender identity.
- B. Contractor agrees to abide by Santa Fe County Ordinance 2014-1 (Establishing a Living Wage) within Santa Fe County. Contractor acknowledges and agrees that failure to comply with this Section shall constitute a material breach of this Agreement.
- C. The Contractor acknowledges and agrees that failure to comply with this Section shall constitute a material breach of this Agreement.

**19. COMPLIANCE WITH APPLICABLE LAW; CHOICE OF LAW**

- A. In performing its obligations hereunder, the Contractor shall comply with all applicable laws, ordinances, and regulations.
- B. This Agreement shall be construed in accordance with the substantive laws of the State of New Mexico, without regard to its choice of law rules. Contractor and the County agree that the exclusive forum for any litigation between them arising out of or related to this Agreement shall be the state district court of New Mexico, located in Santa Fe County.

**20. RECORDS AND INSPECTIONS**

- A. To the extent its books and records relate to (i) its performance of this Agreement or any subcontract entered into pursuant to it or (ii) cost or pricing data (if any) set forth in this Agreement or that was required to be submitted to the County as part of the procurement process, the Contractor agrees to (i) maintain such books and records during the term of this Agreement and for a period of 6 years from the date of final payment under this Agreement; (ii) allow the County or its designee to audit such books and records at reasonable times and upon reasonable notice; and (iii) to keep such books and records in accordance with generally accepted accounting principles (GAAP).
- B. To the extent its books and records relate to (i) its performance of this Agreement or any subcontract entered into pursuant to it or (ii) cost or pricing data (if any) set forth in this Agreement or that was required to be submitted to County as part of the procurement process, the Contractor also agrees to require any subcontractor it may hire to perform its obligations under this Agreement to (i) maintain such books

and records during the term of this Agreement and for a period of 6 years from the date of final payment under the subcontract; (ii) to allow the County or its designee to audit such books and records at reasonable times and upon reasonable notice; and (iii) to keep such books and records in accordance with GAAP.

## 21. INDEMNIFICATION

A. The Contractor shall defend, indemnify, and hold harmless the County and its elected officials, agents, and employees from any losses, liabilities, damages, demands, suits, causes of action, judgments, costs or expenses (including but not limited to court costs and attorneys' fees) resulting from or directly or indirectly arising out of the Contractor's performance or non-performance of its obligations under this Agreement, including but not limited to the Contractor's breach of any representation or warranty made herein.

B. The Contractor agrees that the County shall have the right to control and participate in the defense of any such demand, suit, or cause of action concerning matters that relate to the County and that such suit will not be settled without the County's consent, such consent not to be unreasonably withheld. If a conflict exists between the interests of the County and the Contractor in such demand, suit, or cause of action, the County may retain its own counsel to represent the County's interest.

C. The Contractor's obligations under this section shall not be limited by the provisions of any insurance policy the Contractor is required to maintain under this Agreement.

## 22. SEVERABILITY

If any term or condition of this Agreement shall be held invalid or non-enforceable by any court of competent jurisdiction, the remainder of this Agreement shall not be affected and shall be valid and enforceable to the fullest extent of the law.

## 23. NOTICES

Any notice required to be given to either party by this Agreement shall be in writing and shall be delivered in person, by courier service or by U.S. mail, either first class or certified, return receipt requested, postage prepaid, as follows:

To the County: Santa Fe County  
Attn: Captain Michael Jaffa  
35 Camino Justicia  
Santa Fe, New Mexico 87507

To the Contractor: Professional Health Services, Inc.  
Attn: Karen A. Kleinman, Vice President  
83 S. Eagle Road  
Haverton, PA 19083

**24. CONTRACTOR'S REPRESENTATIONS AND WARRANTIES**

The Contractor hereby represents and warrants that:

- A. This Agreement has been duly authorized by the Contractor, the person executing this Agreement has authority to do so, and, once executed by the Contractor, this Agreement shall constitute a binding obligation of the Contractor.
- B. This Agreement and Contractor's obligations hereunder do not conflict with Contractor's corporate agreement or any statement filed with the New Mexico Secretary of State on Contractor's behalf.
- C. Contractor is legally registered and licensed to operate as a business in New Mexico to do the work anticipated by this Agreement and shall maintain such registration and any applicable licensure in good standing throughout the duration of the Agreement.

**25. FACSIMILE SIGNATURES**

The parties hereto agree that a facsimile signature has the same force and effect as an original for all purposes.

**26. LIMITATION OF LIABILITY**

The County's liability to the Contractor for any breach of this Agreement by the County shall be limited to direct damages and shall not exceed the maximum amount of potential compensation specified in Section 2, (Compensation and Invoicing), of this Agreement. In no event shall the County be liable to the Contractor for special or consequential damages, even if the County was advised of the possibility of such damages prior to entering into this Agreement.

**27. NO THIRD-PARTY BENEFICIARIES**

This Agreement was not intended to and does not create any rights in any persons not a party hereto.

**28. INSURANCE**

- A. Professional Liability (Malpractice/Errors and Omissions Insurance). The Contractor shall procure and maintain during the life of this agreement professional liability (errors and omissions) insurance, with policy limits of not less than \$1,500,000.00 per occurrence, \$2,500,000.00 per aggregate.
- B. General Liability Insurance, Including Automobile. The Contractor shall procure and maintain during the life of this Agreement a comprehensive general liability and automobile insurance policy with liability limits in amounts not less than \$1,050,000.00 combined single limits of liability for bodily injury, including death, and property damage for any one occurrence. Said policies of insurance shall include coverage for

all operations performed for the County by the Contractor; coverage for the use of all owned, non-owned, hired automobiles, vehicles and other equipment, both on and off work; and contractual liability coverage under which this Agreement is an insured contract. The County of Santa Fe shall be a named additional insured on the policy.

C. Workers' Compensation. The Contractor shall comply with the provisions of the Workers' Compensation Act.

D. Increased Limits. If, during the life of this Agreement, the Legislature of the State of New Mexico increases the maximum limits of liability under the Tort Claims Act (NMSA 1978, Sections 41-4-1 through 41-4-29, the Contractor shall increase the maximum limits of any insurance required herein.

**29. PERMITS, FEES, AND LICENSES**

Contractor shall procure all applicable permits and licenses, pay all charges, fees, and royalties, and give all notices necessary and incidental to the due and lawful of its obligations hereunder.

**30. NEW MEXICO TORT CLAIMS ACT**

No provision of this Agreement modifies or waives any sovereign immunity or limitation of liability enjoyed by County or its "public employees" at common law or under the New Mexico Tort Claims Act, NMSA 1978, Section 41-4-1, et seq.

**31. CAMPAIGN CONTRIBUTION DISCLOSURE FORM**

The Contractor agrees to compute and submit simultaneous with execution of this Agreement a Campaign Contribution Disclosure Form approved by the County.

**32. SURVIVAL**

The provisions of following paragraphs shall survive termination of this Agreement; INDEMNIFICATION; RECORDS AND INSPECTION; RELEASE, CONFIDENTIALITY, PUBLICATION, REPRODUCTION, AND USE OF MATERIAL; COPYRIGHT; COMPLIANCE WITH APPLICABLE LAW; CHOICE OF LAW; NO THIRD-PARTY BENEFICIARIES; and SURVIVAL.

**33. APPOINTMENT OF AGENT FOR SERVICE OF PROCESS**

The Contractor hereby irrevocably appoints, CT Corporation System, a New Mexico resident company located at, 123 East Marcy, Santa Fe, NM 87501, as its agent upon whom process and writs in any action or proceeding arising out of or related to this Agreement may be served. The Contractor acknowledges and agrees that service upon its designated agent shall have the same effect as though the Contractor were actually and personally served within the state of New Mexico.

IN WITNESS WHEREOF, the parties have duly executed this Agreement as of the last signature by the parties.

**SANTA FE COUNTY:**

Katherine Miller  
Katherine Miller,  
Santa Fe County Manager

5-17-19  
Date

Approved as to form:

R. Bruce Frederick  
R. Bruce Frederick  
Santa Fe County Attorney

5/14/19  
Date

Finance Department:

Gary L. J. Giron  
Gary L. J. Giron  
Finance Director

5-13-19  
Date

**CONTRACTOR:**

Karen A Kleinman

5/14/19  
Date

By: Karen A Kleinman  
(Print name and title) Vice President





# ATTACHMENT A



## Professional Health Services, Inc.

83 S. Eagle Road • Havertown, PA 19083 • (610) 853-1330 • Fax: (610) 446-4195

### Cost Proposal for Firefighter Physicals - Mobile Unit Program 145 Firefighters with DS & DOT; 30 Firefighters with DOT only

#### Prepared for:

Michelle A. Marmion  
Santa Fe County Volunteer Fire Department  
Santa Fe, NM  
March 20, 2019

#### Prepared By:

Karen A Kleinman  
Phone: (800) 833-3005 Ext. 121  
E-mail: kakleinman@phsmobile.com

<u>Program Specifications</u>			
Number of Test Locations	4	Days Required on Site	7.00
Approximate Number of Employees	175	Exams Scheduled/Day	24
Number of Technicians Required	4	Flow Rate	1/20 minutes
Number of Physicians Required	1		

#### Daily Equipment, Labor, & Administration Charges

	<u>Unit Cost</u>	<u>Setup/Days</u>	<u>Total Cost</u>
Daily Equipment Usage Charge	\$2,800.00	7.00	\$19,600.00
Daily Labor Charge (3 Technicians)	\$1,200.00	7.00	\$8,400.00
Daily Labor Charge (Drug Screening Technician)	\$800.00	7.00	\$5,600.00
Daily Labor Charge (Physician)	\$1,800.00	7.00	\$12,600.00
Daily Equipment Usage - Generator	\$100.00	7.00	\$700.00
Hourly Technician Overtime, beyond 8 hours of testing	\$400.00		
Hourly Physician Overtime, beyond 8 hours of testing	\$220.00		

#### Exam Element Charges

	<u>Quantity</u>	<u>Unit Cost</u>	<u>Total Cost</u>
Work & Medical History (Comprehensive)	145	\$0.00	\$0.00
PA Chest X-Ray	1	\$21.00	\$21.00
Pulmonary Function Profile	145	\$0.00	\$0.00
Audiometric Examination	175	\$0.00	\$0.00
Visual Acuity with Peripheral	175	\$0.00	\$0.00
Cardiogram, resting	145	\$8.00	\$1,160.00
Blood Pressure/Height/Weight/BMI	175	\$0.00	\$0.00
Lab Analysis			
LabCorp Profile #240927 Chem 23/CO2/CBC/UA	145	\$18.00	\$2,610.00
Urine Dipstick	175	\$4.00	\$700.00
LabCorp Profile #012005 - RPR	145	\$10.50	\$1,522.50
Tuberculosis Skin Test, Mantoux PPD	145	\$16.00	\$2,320.00
Medtox Profile #14223-DOT Drug Screen Panel, Urine	175	\$22.00	\$3,850.00
Physician Examination	175	\$5.00	\$875.00
Fire Fighter Clearance - Respirator/PPE	145	\$0.00	\$0.00
Fire Fighter Clearance - Fitness For Duty	145	\$0.00	\$0.00
Completion of DOT Forms and Cards	175	\$0.00	\$0.00

*Reports to Employees and Fire Chief included at no additional charge.*

