



MEMORANDUM

TO: Paul Grimes, City Manager

FROM: Paul Dow, Fire Chief

DATE: 04/17/2026

SUBJECT: Competitive Exemption Request (NFPA 1582/83 Assessments)

Purpose

Request approval for an exception to the competitive procurement process to enter into a service agreement with On Duty Health, PLLC for firefighter medical and fitness assessments aligned with NFPA 1582 and NFPA 1583.

Justification

These services qualify as professional services under Texas Local Government Code §252.022. On Duty Health offers a comprehensive, firefighter-specific model that integrates physician-led medical evaluations, advanced cardiopulmonary testing, and performance-based fitness assessments into a single delivery system.

The proposed agreement establishes a **five (5) year contract term (2026–2030)**, providing cost certainty, program continuity, and the ability to track firefighter health trends over time.

Scope of Services

Under the agreement, On Duty Health will provide annual “Silver Package” assessments for MFD personnel, including:

- Comprehensive physical examinations and medical history review
- Advanced laboratory testing and urinalysis
- Cardiopulmonary exercise testing (CPET) with VO₂ max and 12-lead EKG
- Pulmonary function testing (spirometry)
- Cancer screening protocols, including ultrasound imaging and targeted lab testing
- Behavioral health and sleep assessments
- Individualized health plans and follow-up care recommendations

This integrated approach ensures compliance with NFPA standards while delivering enhanced cancer screening and early detection capabilities.

Wade Cannon Act Alignment

The On Duty Health program directly supports the intent of the **Wade Cannon Act** by incorporating comprehensive cancer screening, early detection protocols, and occupational health monitoring specific to firefighter exposures. This proactive approach reduces long-term risk and potential liability to the City.

Cost

The 2026 program cost is approximately **\$734 per firefighter**, totaling **\$184,968** based on current staffing levels. The agreement includes structured pricing through 2030, allowing for predictable budgeting and long-term planning.

Operational Benefit

- Ensures compliance with NFPA 1582 and 1583
 - Enhances firefighter readiness and early detection of health risks
 - Supports long-term health tracking and data-driven decision-making
 - Provides a consistent, multi-year program with defined service delivery and pricing
 - Minimizes operational disruption through coordinated, on-site scheduling
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Request

Approval to proceed with an exception to the RFP process and authorize execution of the attached service agreement with On Duty Health.

Approved:



Paul Grimes, City Manager



Date
