

**PENSION BOARD POLICIES  
FIREFIGHTERS & POLICE OFFICERS  
PENSION FUND OF THE CITY OF TAMPA**

Policy Number: 201
Policy: Medical Examination of New Pension Fund Applicants
Eff. Date: 02/09/88 04/13/93 05/10/94 11/18/04 07/28/11 02/22/17 02/22/23 02/26/25 06/27/25
Ref: Board Minutes Pension Contract (Sections 4, 5h, and 13)

**POLICY:**

- 1) **PURPOSE:** To define the medical elements required prior to acceptance as a member into the Firefighters and Police Officers Pension Fund of the City of Tampa (the Fund). No applicant shall be accepted as a member of the Fund until all medical examination requirements have been successfully completed and accepted by the Medical Board and the Board of Trustees.
- 2) **PROCEDURES:**
  - a) An applicant into the Fund must submit to a complete medical examination by the Admission/Review Medical Board within twelve (12) months before being employed as a firefighter or police officer by the City of Tampa, and
  - b) A “complete medical examination” shall include:
    1. A complete list of all medical providers, insurance companies, and authorizations to obtain such medical records; and
    2. A review by the director of the Medical Board of all available past medical records; and
    3. An appropriate medical history screening and physical examination by the Medical Board incorporating medical standards and guidelines recommended by the Florida Department of Law Enforcement, the American College of Occupational and Environmental Medicine, the National Fire Protection Association, and the California Peace Officer Standards and Training. Additional evaluation may be requested by the Medical Director with a specialist at the expense of the applicant; and
    4. At a minimum, the medical examination will include review of medical history, physical examination, functional examination of the back and neck, and echocardiogram. Testing will include tuberculosis exposure and immune status for Hepatitis A, B and C. Laboratory testing will include urine drug testing, routine urinalysis, hemogram, comprehensive metabolic panel, and lipid panel. Further testing based upon the individual’s risk factors, as determined by the Medical Board, may be conducted if presented to and approved by the plan administrator or chairman; and

5. A review by the director of the Medical Board of all medical information forms, including a medical information update form completed no more than thirty (30) days prior to admission; and
  6. Completion of a psychological evaluation by a psychologist contracted by the City of Tampa and with results satisfactory to the City of Tampa.
- 3) If the member is not continued in employment as a result of the medical examination, excluding the Medical Director's review of past medical records, the City shall reimburse the Fund for the cost of the examination. If the individual is not admitted into the Fund within one year of passing the medical examination, excluding the Medical Director's review of past medical records, for any reason, the City shall reimburse the Fund for the cost of examination. For example, the individual does not accept the offer of employment or the City rescinds the offer of employment.
  - 4) Admission into the Fund after a complete medical examination but prior to review of all available medical records, and additional medical testing and medical examination deemed necessary, shall be conditional and subject to revocation.
  - 5) A medical examination shall not be determined to be complete until all available past medical records are received and reviewed and any additional medical testing or examinations have been completed. If the medical examiner is later provided with previously undisclosed psychological information, the medical director shall refer this information back to the City psychologist.
  - 6) Any person applying for membership into the Fund shall sign an acknowledgement that admission into the Fund is conditional, subject to review by the Medical Board of all medical records and the results of any additional required medical testing or examinations when deemed necessary.
  - 7) Any person who is conditionally admitted into the Fund and later deemed ineligible for employment as a firefighter or police officer as a result of the receipt and evaluation of any medical information shall be excluded from the Fund and refunded all employee contributions without interest.
  - 8) Falsification or withholding of any information may result in loss of eligibility for employment and/or loss of eligibility to join the Fund or expulsion from the Fund, if admitted; or may result in disqualification for disability benefits.