NNSXXXXXXX

STENNIS SPACE CENTER PROTECTIVE SERVICES CONTRACT

SCREENING REQUIREMENTS

Attachment J-08

ATTACHMENT J-08 – SCREENING REQUIREMENTS

1.0 General

The medical examination(s), psychological evaluations and drug screens required herein will be furnished by the government and conducted at the SSC Medical Clinic.

2.0 Medical Examination Requirements for First Responders

2.1 Standardized NASA Medical/Fitness Examination

2.1.1 The implementation and application of a single NASA Medical/Fitness Examination standard for all First Responders shall be used to ensure that the health of the individual First Responders will be at a level that permits them to perform job-related assignments safely, effectively, and without hazard to themselves or others.

2.1.2 The following is a general description of the physical requirements of the First Responders positions affected by this Medical Examination and Fitness Guidance.

2.1.2.1 The duties of First Responders are performed under conditions that vary from sedentary to maximum exertion. Normal work conditions also require the First Responders to perform in a reliable manner under adverse weather or situational conditions.

2.1.2.2 First Responders must gather, respond to, and report facts under potentially hazardous worksite conditions. This may include physically confronting an adversary or disturbed person, working at heights, underground, in confined spaces, in poorly lighted facilities, in emergency situations, and working in environments with weather, chemical, physical, and biological hazards.

2.1.2.3 Some of the hazards First Responders face may require the use of personal protective equipment, such as over-clothing, protective vests, helmets, and protective masks. The proper use of personal protective equipment, body armor, uniform items, and clothing requires a moderate level of fitness and overall health.

2.1.2.4 Technical/protective support equipment requires an evaluation of the wearer's ability to utilize the equipment safely, without adverse effect to the First Responders health. Adverse conditions sometimes occur unexpectedly, while others are anticipated and appropriate steps can be taken in an orderly and controlled manner to safely leave the hazard area.

2.1.3 Before entrance on duty and every 3 years during employment, applicants and employees in First Responders positions must undergo a medical examination and be physically and medically capable of performing the essential duties of the position efficiently and without hazard to themselves or others. (Ref. 1600.1 Para 7.9.4.,

"Conditions Under Which Firearms May be Carried by Center Security Personnel Including Shoulder-Fired Weapons.")

2.1.4 Routine medical evaluations serve to monitor the First Responders health status to ensure that he or she maintains a condition which would meet the criteria of this standard. In addition, routine medical monitoring tracks conditions which may develop as a result of exposure to toxic materials, such as lead dust, which have latent periods for symptom development.

2.2 Medical Examination Parameters

2.2.1 Vision

2.2.1.1 Distant visual acuity must be at least 20/40 in each eye with corrective lenses; distant binocular acuity of at least 20/40 with corrective lenses.

2.2.1.2 Near visual acuity must be corrected to at least 20/40 in each eye; near binocular acuity of at least 20/40 with corrective lenses.

2.2.1.3 Field of vision must be at 90 degrees in the horizontal meridian in each eye.

2.2.1.4 Ability to distinguish the colors must be present for red, amber, and green.

2.2.2 Hearing

2.2.2.1 Average; First Responders hearing loss in the better ear cannot be greater than 40 decibels at 500 Hz, 1,000 Hz, and 2,000 Hz, with a hearing aid.

2.2.2.2 Work Activity: First Responders routinely work in areas where a broad spectrum of physical hazards exists, including environmental noise levels above 90 decibels.

2.2.3 Musculo-Skeletal

2.2.3.1 First Responders require hands, arms, legs, and feet. No impairment of the use of a leg, a foot, an arm, a hand, the fingers, back or neck which would most likely interfere with the functional requirements of the First Responders position.

2.2.3.2 There shall be no established medical history or clinical diagnosis of rheumatic, arthritic, orthopedic, muscular, neuromuscular, or vascular disease which would interfere with the ability to perform the functional requirements of a First Responders position.

2.2.3.3 First Responders are required to perform moderate to strenuous lifting, carrying, walking and standing for prolonged periods exceeding 60 minutes.

2.2.3.4 First Responders will routinely be required to ascend or descend heights in order to safely egress from a potentially hazardous area.

2.2.3.5 During routine activities, First Responders must wear or carry portable protective equipment and a firearm with ammunition, located at the waist.

2.3 History

2.3.1 Review of the applicant/employee's history must be conducted in regard to personal and family medical history and a work history including occupational exposures to chemical, biological, and physical hazards.

2.3.2 Appropriate medical forms must be completed by the applicant and provided to the medical professional prior to the examination.

2.3.3 There shall be an examining room discussion between the applicant/employee and the medical professional regarding medical history, with special attention given to the questionnaire on occupational exposures to chemical, biological, and physical hazards.

2.3.4 The development of the medical history is to be inclusive of what is commonly termed multi-phasic screening.

2.4 Specific Examination Tests and Requirements

2.4.1 The physical examination should include, but not be limited to a review of the following: head and neck, including visual tests, an examination of the ears, nose and throat, an examination of the respiratory, cardiovascular and central and peripheral nervous systems, an examination of the abdomen, rectum, and genitourinary system, an examination of the spine and other musculoskeletal systems, and an examination of the skin.

2.4.2 Specific tests/measurements to be obtained include:

- Height and weight
- Temperature, pulse, respiration rate, blood pressure
- Eye examination, including:
- Visual acuity, near and far
- Depth perception
- Accommodation
- Field of vision
- Fundiscopic

2.4.3 Cardiopulmonary evaluation, which shall include the following requirements:

- Resting twelve-lead electrocardiogram with interpretation

- A sub-maximal exercise test with a twelve-lead EKG will be required of those applicants found to be in a category of risk greater than 18 per 100, according to the Coronary Risk Handbook published by the American Heart Association.

2.4.4 Pulmonary Function Evaluation

- FVC, FEV1, FEV1/FVC ratio
- Permanent record of flow curves must be included in the patient's report
- Chest X-ray (PA) 14 x 17 inches as a baseline

2.4.5 Comprehensive laboratory profile

- Urinalysis (including microscopic).
- Hemocul
- CBC

2.4.6 Test chemical groups (done after 12-hour fast)

- Chloride, bicarbonate
- Glucose
- Blood urea nitrogen
- Creatinine
- Uric acid
- LDH, SGOT, SGPT, GGTP
- Alkaline phosphatase
- Bilirubin
- Total protein
- Albumin and globulin
- Cholesterol
- Triglycerides
- HDL Cholesterol
- Potassium
- Calcium
- Blood lead, if indicated. A blood lead and zinc protoporphyrin should be done when there is a history of lead exposure or when the test is indicated in the physician's judgment.

2.4.7 Audiometric Testing

2.4.7.1 An otoscopic examination, otological history, and audiometric test shall be administered by an otolaryngologist, audiologist, or certified audiometric technician.

2.4.7.2 Audiometric facilities, equipment, calibration procedures, and technician certification shall meet the requirements outlined in 29 CFR 1910.95.

2.5 Evaluation of Test Results

2.5.1 The results of the otoscopic examination, otological history and audiometric tests shall be reviewed by an otolaryngologist, audiologist, or other qualified medical professional.

2.5.2 The examining physician will evaluate the results of the medical examination to determine the applicant's ability to utilize personal protective equipment including a protective mask and protective clothing.

2.5.3 Disqualifying positions

2.5.3.1 Failure to meet the required-physical and medical qualifications shall be considered disqualifying for continued employment as a First Responder.

2.5.3.2 Conditions such as myocardial infarction, angina, severe emphysema, or any significant cardiac or pulmonary condition should be disqualifying.

2.5.3.3 Findings such as a beard, and obvious cardiac or pulmonary pathology should also be disqualifying.

2.5.3.4 Evidence of moderate to severe restrictive or obstructive airway pattern should be disqualifying.

2.5.3.5 Obvious cardiac disease should be disqualifying.

2.6 Reporting Requirements

2.6.1 The examining medical professional will generate personal medical reports for all applicant/employees examined and mail them to their private residence within 15 working days of the date that the applicant/employee is examined. The results will list each test, individually indicating whether a result is normal or abnormal and, if appropriate, a recommendation for referral to the applicant's private physician will be made. In addition, the personal medical report will contain:

2.6.1.1 The medical professional’s opinion as to whether the applicant/employee has any detected medical condition(s) which would place the applicant/employee at increased risk of material health impairment from work exposures and practices.

2.6.1.2 Determination of the applicant/employee's ability to wear any personal protective equipment.

2.6.2 The examining medical professional shall utilize the appropriate medical forms and will forward the following to the (SPSC) Contract Management:

2.6.2.1 A written opinion as to whether the applicant/employee's health would be at increased risk of material impairment from the First Responders work environment.

2.6.2.2 A written statement regarding the applicant/employee's ability to wear protective equipment.

2.6.2.3 A written statement that the applicant/employee has been informed in writing by the medical professional of the results of the medical examination.

2.7 Medical Records

2.7.1 Upon completion of the medical examination, the medical professional shall forward to the employees managers office, each applicant/employee's complete medical record. The envelope shall be marked PERSONAL Sensitive But Unclassified (SBU) and the package shall include:

2.7.1.1 Completed medical/occupational history forms.

2.7.1.2 Completed physical examination forms.

2.7.1.3 All laboratory test results.

2.7.1.4 Chest X-ray (radiograph and interpretation).

2.7.1.5 Pulmonary function test.

2.7.1.6 Audiometric test results.

2.7.1.7 These documents shall be maintained in the applicant/employee’s "Employee Medical File" They shall be made available for examination by NASA Security as evidence of contract compliance for as long as the employee is employed as a First Responder. If the applicant is not hired into the position, or if an employee is removed from a First Responders position on the basis of medical disqualification, his or her records will be retained until no longer needed. If no legal or administrative challenges are made regarding the handling of the disqualification, the file will be retained in a secured central location and will be destroyed after a one-year retention period.

3.0 Psychological Screening

3.1 A battery of psychological examinations, including the Minnesota Multiphasic Personality Inventory-2 (MMPI-2) and the Shipley Institute of Living Scale will be administered to all applicants.

3.2 The purpose of these examinations is to screen applicants who possess significant employment risk factors and to identify applicants who exhibit behavioral characteristics associated with employment success.

3.3 In addition, these tools are used to ensure all armed security officers are free of problems that may adversely affect job performance. The evaluation must focus on the applicant's suitability for high-risk and high-stress work.

3.4 Each examination will be furnished by the government and administered/evaluated by the on-site Employee Assistance Program (EAP) Manager. Upon completion of this evaluation, the Contractor shall use these findings to determine the applicant's suitability for employment.

4.0 Drug Testing and Drug & Alcohol – Free Workforce Requirements

4.1 The Contractor shall comply with federal policies on drug and alcohol-free work places as well as NASA FAR Supplement Subpart 1823.5, *Drug-Free Workplace*.

4.2 The Contractor shall institute and maintain a program for achieving a drug and alcohol-free workforce.

4.3 The Contractor shall provide, as a minimum, for pre-employment, reasonable suspicion, random, post –accident and periodic recurring (follow-up) testing of contractor employees in sensitive positions for use, in violation of applicable law or Federal regulation, of alcohol or a controlled substance.

4.4 The Contractor shall conform to the "Mandatory Guidelines for Federal Workplace Drug Testing Programs" published by the Department of Health and Human Services (59 FR 29908, June 9, 1994) and the procedures in 49 CFR part 40, *Procedures for Transportation Workplace Drug Testing Programs*, in which references to "DOT" shall be read as "NASA", and the split sample method of collection shall be used.