

Date: July 1, 2024

Re: Medical Protocols Information for Employers

The Iowa Code provides for the creation and administration of a pre-employment disability program for firefighters and police officers covered by Iowa Code Chapter 411. The statute authorizes MFPRSI's board of trustees to select a medical board (Iowa Code Chapter 411.5(8)) and to implement various program requirements, as follows:

1. Creation of a statewide network for conduct of the entrance medical examinations for firefighters and police officers, in consultation with the Medical Board (Iowa Code Chapter 411.5(8)). The statewide network was established to ensure uniform medical entrance protocol examinations were performed for each new employee and to facilitate the delivery of consistent and uniform information to both the cities and MFPRSI concerning individuals who are entering employment with the individual departments. [Effective January 1, 2005]
2. Establishment of a wellness guideline for dissemination to the employing cities, for consideration as a voluntary program, which is subject to collective bargaining (Iowa Code Chapter 400.8A).
3. Formulation of revised protocols for pre-employment medical examinations for firefighters and police officers (Iowa Code Chapter 400.8). NFPA 1582 Chapter 6 and ACOEM Guidance for Medical Evaluation of Law Enforcement Officers for firefighters and police officers, respectively. [Effective March 1, 2016]
4. Formulation of revised protocols for pre-employment mental health evaluations for firefighters and police officers (Iowa Code Chapter 400.8). Minnesota Multiphasic Personality Inventory-3 (MMPI-3) Firefighter Candidate Interpretive Report and Minnesota Multiphasic Personality Inventory-2 (MMPI-2) for firefighters and police officers, respectively. [Effective July 1, 2024]

Notes:

- The protocol documents may be printed from MFPRSI's web site at www.mfprsi.org.
- For physical pre-employment entrance medical protocol examinations, a participating city may use any clinic on the "List of Network Clinics" document.
 - A fee schedule is provided for each clinic on the "Fee Schedule" document.
- For mental pre-employment entrance medical protocol examinations, a participating city may use the same medical physician currently used to administer, score, and interpret the MMPI-2.
 - If a city needs assistance with coordinating an MMPI-2 or MMPI-3, please contact MFPRSI.
- A copy of the completed protocol packet shall be provided by the clinic to the participating city, and the city shall provide a copy to MFPRSI within 5 days of completion.
- Each physical protocol examination must be signed by an M.D., and not a physician assistant.
 - Protocols signed by a physician assistant will be rejected by MFPRSI.
- Invoices for all protocol examination services shall be forwarded to the participating city.