

EXHIBIT C RPP Group Definitions

- Group 0 – OSHPros Health and Fitness Unit Staff Review of Initially Received Information: Comprised of any candidate or employee who upon initial receipt of information by the OSHPros Health and Fitness Unit RPP staff is missing part of the required initial information, e.g. missing a form or signatures, missing new hire exams, etc...
- Group I – Comprised of current permanent employees, returning seasonals, or new hires who have been medically cleared for fit testing based on the CDF Medical Consultant's evaluation of completed and signed EMQs/STD 610s, and medical examination results on file. Applicants or employees in Group I are authorized to wear departmental respiratory protection equipment, including self-contained breathing apparatus. OSHPros will send a letter to each individual specifying medical clearance status.
- Group II – Comprised of current permanent employees or returning seasonals who have been provisionally medically cleared for fit testing based on the CDF Medical Consultant's evaluation of completed and signed EMQs/STD 610s, and/or medical examination results on file. Employees or returning seasonals in Group II are authorized to wear departmental respiratory protection equipment, including self-contained breathing apparatus on a provisional basis. Employees or returning seasonals in this group have 10 working days in which to contact the appropriate Region/Headquarters RPP staff to be scheduled a medical appointment. Medical examination results must be cleared by the CDF Medical Consultant or an employee's authorization to wear departmental respiratory protection equipment may be revoked. OSHPros will send a letter to each individual specifying medical clearance status.
- Group III – Comprised of current permanent, returning seasonal, or prospective employees (new hires/seasonals) who have not been medically cleared for fit testing based on the CDF physician's evaluation of completed and signed EMQs/STD 610s, and/or medical examination results on file. For each employee in this group, the CDF Medical Consultant's evaluation has identified that additional examination(s) or information from a treating medical provider is necessary prior to the employee being authorized to wear departmental respiratory protection equipment, including self-contained breathing apparatus. The CDF Medical Consultant will contact the individual by phone to discuss the medical condition(s) and/or limitations and what additional examination(s)/information are necessary. The CDF Medical Consultant will also send a certified letter to the individual specifying the medical condition(s) and limitations and what additional examinations/information is necessary. OSHPros will notify the Region/Headquarters by email with memorandum attachment (hardcopy of memorandum will be mailed) that the individual is not medically cleared and specify any restrictions and/or limitations. Upon review of additional examination results and/or requested information, CDF's Medical Consultant may authorize an individual in Group III to wear departmental respiratory protection equipment, at which time that individual will be placed in Group I.

- Group IV – Comprised of current permanent employees, returning seasonals, or new hires who are not medically cleared for fit testing based on a medical condition identified by the CDF Medical Consultant during his evaluation of completed and signed EMQs/STD 610s and/or medical examination results on file. The CDF Medical Consultant will contact each individual by phone to discuss medical condition(s) and will follow-up with send a certified letter to the individual specifying medical condition(s). For a permanent employee, OSHPros will notify the Region or Headquarters RPP Coordinator and the Region or Headquarters Return to Work Coordinator (RTWC) by email with a memorandum attachment (hardcopy of the memorandum will be mailed) that the individual is not medically cleared and specify any restrictions and/or limitations. Returning seasonals and new hires are not cleared, and the offer for employment must be withdrawn.
- Group V – Comprised of current permanent employees who are not medically cleared for fit testing because they did not complete the RPP process in the prior year. Employees in this group either have not submitted a completed and signed EMQ or have not attended scheduled appointments. Until each employee completes the process in the current RPP cycle, he or she will not be medically cleared to wear departmental respiratory protection equipment, including self-contained breathing apparatus and should not be on an engine, as this would compromise the Department's ability to comply with Cal-OSHA Respiratory Protection requirements. OSHPros will send a certified letter; return receipt requested, to each individual specifying medical clearance status. OSHPros will also notify the Region or Headquarters Chief by email that the individual is not medically cleared. The employee has five working days from the date of this letter to contact the appropriate Region/Headquarters RPP staff to arrange for the medical appointment and/or any additional tests ordered.
- Group VI - Comprised of returning FF I, LT FAE, and LT FF II employees who are not medically cleared for fit testing. This may be due to noncompliance, in which case the employee did not complete the RPP process in the prior year (has not submitted a completed and signed EMQ, STD 610 or has not attended a scheduled appointment). It may also be because the CDF Medical Consultant has requested additional testing based on his evaluation of the employee's current EMQ/STD 610. Employees in this group are not provisionally cleared and may **NOT** be hired in the current year until they complete the process in the current RPP cycle. OSHPros will send a letter to each individual specifying medical clearance status. Units and/or Regions will use the RPP database to check the status.

- Group VII – Comprised of new hires in the fire fighter classifications generally due to an immediate hire and/or augmentation or no approved state budget. The new hires have been provisionally cleared (for 60 days) for fit testing based on the CDF Medical Consultant's evaluation of completed and signed EMQs/STD 610s. Employees are authorized to wear departmental respiratory protection equipment, including self-contained breathing apparatus. Each Region will be responsible for coordinating the scheduling of the medical appointment with OSHPros within 10 working days of the State budget being approved. The medical examination results must be cleared by the CDF Medical Consultant or the employee's authorization to wear departmental respiratory protection equipment may be revoked. Within 45 calendar days, the Region must provide OSHPros the names of the individuals who have not been medically cleared. A provisional letter will NOT be generated by OSHPros.

- Group VIII – Analyst Review
Comprised of all candidates who have submitted their 600a/610 forms to OSHPros but require exam and testing appointments to be scheduled and tracked.