PERFORMANCE WORK STATEMENT

FOR

Employment Physicals

FY 2026-2031

Grissom Air Reserve Base (GARB), Indiana

1.0 DESCRIPTION OF SERVICES

1.1 Scope. This Performance Work Statement (PWS) describes the required services for Grissom Air Reserve Base.

1.1.1 The Contractor shall provide physical examinations for new appointments, transfer eligibles, fitness for duty, overseas employment, and other miscellaneous physicals or testing for federally employed civilians.

1.1.2 A medical examination is appropriate only for a position which has specific medical standards, physical requirements or is covered by a medical evaluation program established by regulation. Requests for fitness-for-duty, occupational and occupational annual exams, post-exposure, and termination physicals may require more extensive testing as specified on the Standard Form 178 or other designated forms. This program shall provide physicals for specific categories of applicants/employees to include Firefighters and Police Officers. This program shall also provide pre-appointment, fitness-for-duty, occupational and occupational annual exams, post- exposure evaluations, termination, and overseas employment physicals. This is to determine if applicants/employees are medically qualified for, or continue to be medically qualified for, federal employment. Any questions concerning physical examination scope, including scheduling, for the life of this contract shall be addressed through the Designated Representative to the Contracting Officer.

1.2 Place of Performance. All work to be performed will take place at the Contract Physician's offices. The contract vendor's business location must be within the boundary area from Grissom ARB to South Bend, IN, Fort Wayne, IN, Lafayette, IN, and Indianapolis, IN.

1.3 Hours of Operation. All appointments shall be scheduled/performed during the predetermined hours of operation developed by GARB and the Contract Physician on

a recurring schedule. The schedule will be flexible to meet the needs of GARB. Business hours at GARB are Monday through Friday, 0730-1600 hours, except Federal Holidays. Requests for exceptions to this requirement will be coordinated by the Designated Representative.

1.4 Stakeholders/Points of Contact (POC)

1.4.1 Government

Jared Gentile, Contracting Officer
Phone: (765) 688-2807
Email: jarred.gentile@us.af.mil

Makinsey Fields, Contract Specialist
Phone: (765) 688-2345
Email: makinsey.fields@us.af.mil

1.4.2 Designated Representative(s)

TBD

1.4.3 Contractor

TBD

1.5 Billing. Contractor must be registered in SAM.gov and be able to accept payment by both invoicing in Wide Area Workflow AND Government Purchase Card.

1.5.1 Invoicing/Billing type is yet to be determined.

1.6 General Requirements. Contract Physician shall provide all labor, facilities, material, equipment, labs and necessary medical testing and supervision necessary to perform examinations for applicants/employees, to include but not limited to: pre-employment physicals, fitness-for-duty physicals, occupational and occupational annual exams, post-exposure evaluations, employment termination physicals, overseas employment physicals, and vision and hearing exams as specified on Standard Form 178, Certificate of Medical Examination, or other designated forms.

1.6.1 Contract Physician must be Board Certified in Occupational Health to provide physicals.

1.6.2 Audiograms must be performed by a technician certified by the Council for Accreditation and Occupational Hearing Conservation (CAOHC).

1.6.3 Testing for illegal drugs will not be done as part of annual medical evaluations.

1.6.4 Contract Physician is responsible for providing his/her own facility and all machines and equipment to conduct physical/medical exams and testing.

1.6.5 Contractor's facility must have the capability to perform examinations for Firefighters and Police Officers, to include but not limited to pre-employment, occupational health and fitness-for-duty examinations in accordance with prescribed regulations and certification requirements.

1.6.6 All procedures/tests will be performed during the initial visit with no return visits unless a designated representative from the Grissom Air Reserve Base Civilian Personnel Office (434 FSCE) requests further examination/testing. If the Contract Physician believes that follow-up medical exams and/or tests are required, the Contract Physician must provide a rationale before approval of any additional testing or follow-up visits will be granted. **The Contract Physician will mail, fax, or send via electronic means ALL medical exam results and documentation within 48 hours from completion of the examination in accordance with the Health Insurance Portability and Accountability Act (HIPAA) directly to TBD. In addition, the Contract Physician will mail, fax, or send via electronic means the Certificate of Medical Examination (OF178) directly to designated representatives TBD in accordance with HIPAA.**

1.6.7 Contract Physician will become the agent of GARB and sign off on all medical documentation as the Medical Provider and the Agency Medical Officer.

1.7 Non-personal Services. Services performed under this contract shall be non-personal and are not inherently governmental. Contractor retains responsibility for any teaming partner or subcontractor and shall be accountable for their performance.

2.0 REQUIRED SERVICES

2.1 The Contract Physician shall perform the following services. All services to be performed in accordance with all applicable standards and requirements, as provided to the Contract Physician by the Designated Representative. The Designated Representative will call the Contract Physician and schedule appointments in accordance with the statement of work and occupational medical requirements for each applicant/employee. Instructions will be provided to the Contract Physician by the Designated Representative for individuals to receive the specified medical examination or required testing. Any services above and beyond the basic requirements must be requested by the Contract Physician for prior authorization and approval from the Designated Representative before continuing additional medical assessment, testing, examination or referrals.

2.1.1 **Pre-employment examination.** Contract Physician will be provided the Standard Form 178 (SF 178) and position description (PD) either by the individual to be examined or by facsimile or electronic transmission. The Contract Physician will review the checked items listed under "A – Functional Requirements" and "B – Environmental Factors" of the SF 178 and the physical requirements contained in the PD to ascertain if the individual is medically qualified for the position. The Contract Physician will complete Part C "To Be Completed by Examining Physician," sections 1-4, "Part D – to be Completed by Agency Medical Officer" (Contract Physician), sections 104, and "Part F – Handicap Code" of the SF 178. The completed form must be signed by the Contract Physician with appropriate recommendation(s) and returned to the Designated Representative within 48 hours from completion of the physical.

2.1.2 **Periodic Examination.** Tests and/or physical examination accomplished at intervals to evaluate return to duty after injury.

2.1.3 **Fitness-for-Duty Examination.** A fitness for duty examination may be required whenever there is a question about an employee's continued capacity to meet the physical, mental or medical requirements of the position. A medical examination may be requested in any situation where additional medical documentation is needed to make an informed management decision. The examination will be based on the SF 178 and PD, and any existing medical documentation from the employee's personal civilian physician. The completed SF 178 must be signed by the Contract Physician with appropriate recommendation(s) and returned to the Designated Representative within 48 hours from completion of the physical examination.

2.1.4 **Physical Requirements for Annual Occupational Exam.** The Designated Representative will provide the medical requirements needed for each occupational medical exam via information provided on the AF Form 2755, Master Workplace Exposure Data Summary and the required tests as identified on the AF Form 2766, Clinical Occupational Health Examination Requirements. One of each of these forms will be provided to the contractor for each Industrial Work Center whose personnel require occupational physical examinations. These reports are to be provided within 48 hours from completion of the medical post exposure exam. Results of the annual exam are to be filed in the employee's civilian medical records file. In addition to the SF 178, the Contract Physician must provide a previous workplace exposure history, SF 600.

2.1.5 **Post-Exposure Exam.** The Designated Representative will provide the medical requirements needed for each medical exam. If the Contract

Physician deems further evaluation/medical testing necessary, they must contact the Designated Representative for approval prior to proceeding with further testing. Medical evaluation documentation is to include the Contract Physician's written medical opinion of exposure, written physical exam, all radiological, laboratory testing and any other medical testing completed to make a determination of the exposure. These reports are to be provided within 48 hours from completion of the medical post exposure exam. In addition to the SF 178, the Contract Physician must provide a previous workplace exposure history, SF 600.

2.1.6 **Overseas Employment Physical:** An overseas employment physical will be required whenever an applicant or employee has been selected for overseas employment. The Contract Physician will be provided the SF 178 and PD either by the individual to be examined or by facsimile or electronic transmission. These documents will be used to conduct an examination to determine the individual's fitness for employment in the oversea area. The Contract Physician will review the job description and checked items listed under "A– Functional Requirements" and "B – Environmental Factors" of the Standard Form 178 to ascertain if the individual is medically qualified. The Contract Physician will complete "Part C – to be completed by Examining Physician," sections 1-4 and "Part – D to be completed by Agency Medical Officer (Contractor)," sections 1-4 and "Part F – Handicap Code" of the Standard Form 178. The completed Standard Form 178 and supporting documentation must be signed by the Contract Physician with appropriate recommendations and returned within 48 hours from completion of the examination. In addition to the Standard Form 178, the Contract Physician must provide a previous workplace exposure history, SF 600.

2.1.7 **Firefighters.** All examinations must be conducted in accordance with National Fire Protection Association Codes (NFPA), Technical Implementation Guide (TIG) 1582 , Occupational Safety and Health Administration (OSHA) 29 CFR § 1910, DoD 6055.05-M, and Air Force Standards.

2.1.7.1 The Contract Physician will perform examinations as part of the National Fire Protection Association (NFPA) 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments.

2.1.8 **Police Officers.** All examinations and testing will be conducted in accordance with the requirements of Air Force Instruction 31-122, Department of the Air Force Civilian Police/Security Guard (DAF CP/SG) Program, and with all applicable regulations, laws and standards set forth

therein. These examinations will include, but not be limited to, pre-employment exams, fitness-for-duty exams, periodic occupational health and injury compensation examinations, and medical clearance for the Physical Agility Testing (PAT).

2.1.9 **Personnel Requiring the Use of Tight-Fitting Respirators.** Contractor shall review both Initial and Annual Respirator Medical Evaluation Questionnaires, as well as the AF Form 2755 associated with the employee's Industrial Work Center to evaluate, make appropriate recommendations based on findings, and indicate whether an employee is physically able to perform their work while wearing the prescribed respiratory protection. If additional testing is required, notify the Designated Representative.

2.2 **Quality Assurance Evaluation (QAE).** 434 SG will perform QAE surveillance over the work being provided by the Contract Physician within 30 days of the contract being executed and on an ongoing basis during the duration of the contract. All applicable regulations and guidance shall be provided to the Contract Physician by the QAE so that the Contract Physician may comply with the requirements thereof.

3.0 ESTIMATED USAGE

3.1 Projected number of exams per year:

Pre-Employment	20
Periodic	25
Fitness for Duty	6
Annual Firefighter (see attached AF-2766)	60
Annual Police Officer (see attached AF-2766)	20
Annual PAT	20
Post-Exposure	1
Overseas Deployment	1
Termination	2
Courtesy	3
Color Vision Plate Test	5

3.2 Individual Testing:

Examination	**Unit of Measure**	**Unit Price**
Audio History	Each	$
Audiogram	Each	$
CBC With DIFF 40-100	Each	$
CBC With DIFF under 40	Each	$

Chest Radiograph	Each	$
Color Vision Exam	Each	$
Complete Metabolic Panel 40-100	Each	$
Complete Metabolic Panel under 40	Each	$
Confrontational Fields	Each	$
ECG	Each	$
ECG 40-100	Each	$
Fasting Blood Sugar	Each	$
Health Risk Appraisal	Each	$
HIV	Each	$
Interval History	Each	$
Lipid Panel 40-100	Each	$
Lipid Panel under 40	Each	$
Medical History	Each	$
Noise Hazard Questionnaire	Each	$
Offer PFAS Testing	Each	$
Ophthalmoscopic Exam	Each	$
Physical Examination	Each	$
Respirator Fit Test	Each	$
Respirator Questionnaire	Each	$
Spirometry	Each	$
Urinalysis	Each	$
Visual Acuity	Each	$
Vital Signs	Each	$
Workplace Exposure Summary	Each	$
Hep A Immunization	Each	$
Hep B Immunization	Each	$
PPD Immunization	Each	$
Td Immunization	Each	$
Tdap Immunization	Each	$

4.0 ATTACHMENTS

4.1 Certificate of Medical Examination – Standard Form 178
4.2 Master Workplace Exposure Data Summary – AF-2755
4.3 Clinical Occupational Health Examination Requirements – AF-2766
4.4 Chronological Record of Medical Care – Standard Form 600
4.5 Technical Implementation Guide (TIG)
4.6 AFI 31-118 Security Forces Standards and Procedures
4.7 DAFMAN 48-146 Occupational Health Program Management
4.8 Initial Respirator Medical Evaluation Questionnaire
4.9 Annual Respirator Medical Evaluation Questionnaire

4.10 Occupational Medical Surveillance and Medical Qualification – DoDM 6055.05