

	<b>FITNESS AND WELLNESS PROGRAM</b> <b>AUTHORED BY:</b> Lt. Greg Van Heel  <b>APPROVED BY:</b> Fire Chief Mark Miller 	<b>2015 RevA</b> <b>FESSAM #:</b> 7G.5  <b>EFFECTIVE DATE:</b> 3/1/2015  <b>REVISION DATE:</b> 3/1/2018
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### Procedure:

LFRA values fitness and wellness for the individuals of our organization and recognizes the importance of these qualities for performing safely and proficiently on incident operations. Fitness and wellness are integral to achieving skill mastery and it has been shown to help reduce injuries, fatigue, and cardiac-related incidents. However, at the same time these activities have also caused injury to firefighters during physical workout sessions.

#### On-Duty Fitness Maintenance Workouts

LFRA Operations personnel should be allowed approximately 60 minutes to work-out while on-duty. The type of workout is generally left to the discretion of the employee, but should incorporate differing aspects of flexibility, strength training, cardio training, and endurance. Live fire evolutions, multi-company drills, two-box drills, or other physically strenuous training activity may be used in lieu of strength and cardiovascular training.

LFRA personnel will not physically work out to the point where they are unable to perform their necessary duties at emergencies or during drill/training sessions. Additionally, the company officer will take the necessary steps and have responsibility to prevent injuries to personnel during workout sessions. The following shall be adhered to:

- Warm up for a minimum of ten minutes to prepare the body for more strenuous activities. This should include stretching to reduce the chance of strains and sprains.
- Only perform approved activities.
- Incorporate both cardiovascular and muscle conditioning activities.
- Follow all recommended safety precautions when using physical fitness equipment and weights.
- Excessive weights will not be used during workout sessions. This is any weight greater than the body weight of the individual performing the exercise.
- Progressively increase weights when performing lifts.
- Collars and a spotter will be used when lifting weights.
- After completing the exercise period, a ten-minute cool down period will be used to prevent cramps and soreness.
- Any injuries that occur during physical fitness training will be reported to the shift battalion chief and the necessary Workman's Compensation/Risk Management forms

shall be completed. It will be the responsibility of the individual that is injured, the company officer and/or shift battalion chief to determine if medical treatment is required. If the company officer and/or shift battalion chief determine that medical treatment is necessary, the individual concerned shall not have the opportunity to refuse treatment.

The following activities are not approved during on-duty workout sessions:

- Maximum weight lifting or skill attempts.
- Performing any exercises that cause undue strains or pain that would cause injury to previous injuries or medical conditions.
- Horseplay or contact sports.
- Performing any team sports in lieu of, or in addition to department approved stretching, strength, and/or cardiovascular exercises. Team sports include, but are not limited to football, baseball, basketball, volleyball, softball, racquetball, tennis, ultimate Frisbee, and any other sport that could possibly cause an injury to occur.
- Any activities that require an individual to work until exhaustion and/or inhibit the individual's ability to perform necessary tasks at the scene of an emergency.
- Any use of equipment for purposes other than what it is intended for.

## **Fitness Evaluations**

### **New Hire Fitness – CPAT**

New members to LFRA shall complete the Candidate Physical Ability Test (CPAT) prior to being offered employment. The CPAT testing is intended to measure the capabilities of firefighting recruits along eight job-specific areas: stair climb, hose drag, equipment carry, ladder raise, forcible entry, search, rescue drag, and ceiling breach.

The CPAT is not directly administered by LFRA. New members must have the testing completed by an independent third-party agency and provide documentation for satisfactory completion of the test.

### **Annual Fitness Evaluation**

Each employee will be given a fitness evaluation annually. We have two types of evaluations: Basic Fitness Evaluations and Extensive Fitness Evaluations. The evaluation type will alternate every other year for the employee.

The **Basic Fitness Evaluation** shall consist of:

1. Employee vital signs determined by resting heart rate and blood pressure.
2. Aerobic capacity determined by a sub-maximal treadmill test.
3. Body composition determined by skin calipers and circumference measurement.
4. Muscular Strength determined by handgrip test, static bicep curl, static leg press.

5. Muscular Endurance determined by push-ups and planks.
6. Flexibility determined by sit-and-reach station.

The **Extensive Fitness Evaluation** shall consist of:

1. Employee vital signs determined by resting heart rate and blood pressure.
2. Aerobic capacity determined by a maximal treadmill test while monitored on an electrocardiogram which is evaluated by a cardiologist.
3. Body composition determined by skin calipers, circumference measurement, and hydrostatic weighing.
4. Muscular Strength determined by handgrip test, static bicep curl, static leg press.
5. Muscular Endurance determined by push-ups and planks.
6. Flexibility determined by sit-and-reach station.
7. Lung capacity determined by a pulmonary function test.
8. Nutritional analysis determined by recording three days of food and drink consumption.
9. Stress evaluation determined by a multi-parameter questionnaire.
10. Multi-parameter blood screening analyzed by an independent laboratory.

Each Extensive Fitness Evaluation is followed up with a personalized discussion of results with a university professional that thoroughly explains the evaluation.

If results from either type of evaluation show an unsafe condition as determined by both LFRA and medical personnel, the person will be notified and taken off line until the situation can be mitigated.

Additional evaluations may be required for personnel which belong to certain specialty teams.

## **Mental Health**

LFRA utilizes two programs to assist with mental health issues:

1. Employee Assistance Program (EAP)

This program is provided through the City of Loveland, and is a confidential telephone assistance and referral service provided by a third-party agency. Through this plan, employees have access to a number of health, wellness, legal resources and discounts. The program can direct employees to appropriate external professional help or coordinate treatment through their medical plan. Employees typically have up to six visits with a mental health professional for any particular issue free of charge.

2. Peer Support Team

This program was established to meet the emotional health needs specific to LFRA. A team comprised of active members of LFRA have been trained to have the skills and knowledge to

confidentially assist LFRA personnel with their emotional needs. A clinical psychologist leads the team and is responsible for the continuing education of the Peer Support Team as well as providing counseling and emotional needs to LFRA personnel and their immediate family members.

### **Medical Testing and Exams**

LFRA provides annual tuberculosis (TB) testing, also known as purified protein derivative (PPD) skin testing. The PPD test is used to determine if someone has developed an immune response to the bacterium that causes tuberculosis. A positive response to this test indicates that the employee will need further evaluation from appropriate medical personnel.

LFRA encourages, but does not require, employees to have an annual physical exam with their primary care doctor. This exam is typically offered at no cost to the employee through the City of Loveland's health care plan.

## Revision History

- 7/7/2016 – Bulleted items on pages 1 and 2 have been added from the Windsor-Severance Fire Rescue physical fitness policy.

## References:

- Loveland Fire Rescue Authority (2015). *Health, Safety, Fitness and Wellness Program*. (Loveland Fire Rescue Authority). Loveland, CO
- National Fire Protection Association (2013). *NFPA 1582, Standard for comprehensive occupational medical programs for fire departments* (National Fire Protection Association). Quincy, MA: National Fire Protection Association.
- Vyas, Jatin M, PhD. (2013). *PPD Skin Test*. National Institute of Health. Retrieved March 30, 2015. URL: <http://www.nlm.nih.gov/medlineplus/ency/article/003839.htm>
- Windsor Severance Fire Rescue (2016). *Windsor Severance Fire Rescue standard operating procedures, wellness/fitness program* (Windsor-Severance Fire Rescue). Windsor, CO