

Wellness & Fitness Program

CHAPTER 5.1A

Issued: November 1, 2003 Revised: Jan 2006, Oct 2015, September 2021

Submitted by: SOG Team Approved by: Chief of Fire Rescue

Purpose:

This policy establishes guidelines and programs to assist in the improvement of the overall health and wellness of all special risk retirement staff at Alachua County Fire Rescue. The resulting programs will address improving cardiovascular fitness, endurance, strength and flexibility to current FPAT and WFI standards at minimum (Joint Commission Wellness Fitness Initiative). Improved fitness levels reduce the risk of workplace injuries and improve overall quality of life for the employees. This is an opportunity to empower employees to learn more about their current health, how they can improve their health, and ways they can improve or maintain their fitness levels.

Responsibility

The Department's Deputy Chief or designee will oversee a (7) member Wellness and Fitness Committee made up of 3 operations representatives, 3 union representatives and 1 independent member (County's Wellness Coordinator or designee). This voting committee will make recommendations to the Chief on issues related to program and policy decisions regarding wellness, health and fitness programs. A representative from the FACE (Firefighters Attacking the Cancer Epidemic) and Peer Support Teams are non-voting members on the committee and are there to provide recommendations on policy and programs. They will also oversee the designated functions of the Department's Peer Fitness Counselors (PFC). The committee is responsible for providing continuing education to the PFC's.

General Guidelines

The Wellness and Fitness program is a comprehensive strategy to increase physical health and well-being of the participants. The program will cover topics like fitness, health, nutrition, and overall wellbeing. The following objectives will be addressed through the programs.

- **Annual Fitness Assessments**- Each employee will be assessed per the requirements of the FPAT (Fireground Physical Ability Test) program and/or the WFI guidelines. Each assessment includes but is not limited to: blood pressure, heart rate, body composition, cardiovascular fitness, muscular strength and endurance, and flexibility. The tests and minimum standards will be compliant with current NFPA 1582 and the WFI guidelines. All fitness tests results remain confidential and will be maintained by the Health and Safety officer. All employees will have access to their fitness test results. The assessments will provide baseline data that will be tracked over time in order to monitor and address areas of need.
- Incumbents who do not meet the minimum time of 8:18 minutes will be considered non-passing. They will be assigned a PFC to determine an appropriate plan to work toward meeting the minimum standard. The employee will be responsible for reporting their progress to their assigned PFC and Company Officer on a weekly basis. The Incumbent will be re-assessed after 6 months.
- Effective October 1, 2015 all employees hired on or after that date will be required to meet all minimum fitness standards. Minimums are defined as an FPAT time of 8:18 or less and/or scoring in no less than 50th percentile (average) for age and gender as listed in the appendix of this policy. Those who do not meet the minimums will move into the following corrective action.
- **Corrective Action Phase 1**

- a. The employee will be required to meet with an assigned PFC and determine an appropriate plan to work toward meeting the minimum fitness standards within 6 months. The employee will be responsible for reporting their progress to their assigned PFC and Company Officer on a weekly basis.
 - i. The employee will be re-assessed 6 months from the date of the initial fitness standard test.
- b. If the employee does not meet the minimum standards at the first re-assessment he/she will be required to meet with the PFC at least once a week via telephone or email or face-to-face. These meetings will take place until the annual assessment date and must be documented and show consistent effort by the employee to improve his/her fitness levels. The next assessment will be the annual assessment date.
- c. If the employee meets minimum standards at the re-assessment, he/she will not require any further follow up and will be re-assessed at the next annual fitness evaluations.

• **Corrective Action Phase 2**

Any employee who fails to meet the minimum standards at the annual assessment for the second time in consecutive years will be given 180 days to meet the standard. The employee will be re-assessed at the end of that period: If the employee meets minimum standards at the re-assessment, he/she will not require any further follow up and will be re-assessed at the next annual fitness evaluations.

- a. If the employee cannot meet the standard after the 180-day period, he/she can elect to use personal leave time to train to meet minimum standards. If the employee does utilize personal leave to train to meet minimum standards, the member will be paid for hours training.
 - If the employee elects to utilize personal leave, a PFC will be available to the employee at least once a week during this time. The employee should check in with his/her company officer, or designee, once a week.
 - A 180-day re-assessment will be performed.

Assigned Training

A variety of health education and fitness trainings will be developed by the PFC's and/or designated staff to be made available. The intent of this training is to educate staff on a variety of topics including; nutrition, exercise, health, and wellbeing.

Equipment

The equipment shall be kept at the assigned station and any defects or damage shall be reported to the District Chief over fitness. All equipment shall be kept neat, clean, and orderly. All weights shall be put away after each use.

Responsibility

All employees shall commit to working towards improving their fitness levels. At least one hour of mandatory time will be devoted to fitness training each shift. This time shall not interfere with other assignments or response to calls. Each supervisor shall ensure that all efforts are made to allow for fitness training in daily routines. Employees will make every effort to engage in fitness training outside of their assigned shifts in order to maintain overall health and wellness.

FPAT Description

The FPAT is divided into two primary sections, which are separated by a rehab walk. The "Ladder Operations" section consist of the equipment carry, forcible entry simulation, walk, ladder carry and ladder climb. The "Engine Operations" section consists of the charged line advance, equipment carry, crawl, hose line feed, walk, ceiling breach and pull, and victim rescue.

Chapter 5.1B- Annual Health Physicals

All operational employees over the age of thirty-five (35) will be offered a biennial physical exam and prostate screening, the results of which will be made available to the employee and the County.

Appendices

Section 1- FPAT

FPAT Description

The FPAT is divided into two primary sections, which are separated by a rehab walk. The "Ladder Operations" section consist of the equipment carry, forcible entry simulation, walk, ladder carry and ladder climb. The "Engine Operations" section consists of the charged line advance, equipment carry, crawl, hose line feed, walk, ceiling breach and pull, and victim rescue.

FPAT Rules

The incumbent will be outfitted with a 50-pound weighted vest, gloves and a safety helmet prior to the FPAT. The incumbent will be guided through the course by a proctor. The proctor will provide proactive instruction and, when necessary, correct unwanted behavior. The proctor will provide an initial warning should the incumbent engage in unwanted behavior. A second warning regarding the same unwanted behavior will result in disqualification. Incumbents will not be allowed to run at any point on the course.

Evolution Specifications and Rules

1. Equipment Carry: **White Start Cone**
 - a. Specifications: 3-foot tall platform with "lipped edge." Two kettle bells **weighing** 20 lbs. and 25 lbs. The distance of travel is 115 feet.
 - b. Instructions: Incumbent will start the FPAT with hands on each of the kettle bells. After lifting both kettle bells from the platform, he/she will walk down to the far **Blue Delineator Tube**, make a right hand turn around the tube, walk to the near blue tube, make a right hand turn around the tube, and then return both kettle bells to the platform.
2. Forcible Entry: **Lime Green Cone**
 - a. Specifications: Punisher with dead blow sledge.
 - b. Instructions: Incumbent will walk to right-hand side of Punisher and remove the sledge. He/she will start with a right-handed grip and strike the target area of the "box" until the box reaches the end of the track. Incumbent will reverse grip and move the "box" back to its original position. The incumbent may not "push" the box- it must be advanced using strikes. The incumbent will replace the sledge in the holder.
3. Walk: **Blue Delineator Tubes**
 - a. Specifications: The distance of travel is 100 feet.
 - b. Instructions: Incumbent will walk down to the far **Blue Delineator Tube**, make a right hand turn around the blue tube walk to the near blue tube, and then approach the ladder simulator to his/her left.
4. Ladder Carry: 6-inch Red Cone

- a. Specifications: 65 lbs. ladder simulator mounted on Firesled. Distance of travel is 115 feet.
 - b. Instructions: Incumbent will lift the yellow ladder simulator, either by positioning it on his/her shoulder or holding it with one hand like an extended arm carry, and will carry it to the near **Blue Delineator Tube**, make a right hand turn around the tube, walk down to the far blue tube, right hand turn around the far tube, back to the near blue tube and then replace the ladder in its mounts on the Firesled.
5. Ladder Climb: **Orange Cone**
 - a. Specifications: Laddermill apparatus
 - b. Instructions: Incumbent will walk toward the near Blue Delineator Tube, make a right hand turn around the blue tube and walk to the Laddermill. The proctor stationed here will start at a resistance level of "0" and adjust up to a resistance level of "4" as the incumbent mounts the Laddermill and begins to climb. The will be set proctor will instruct the incumbent to ask for more or less resistance. If the incumbent bottoms out, the Laddermill will be set at the lowest setting the incumbent requested or level 4. Once the electronic meter indicates that the incumbent has climbed a total distance of 50 feet, the proctor will instruct the incumbent to dismount the Laddermill.
6. Rehab Walk: **Green Delineator Tube**
 - a. Specifications: The total distance of travel is 140 feet.
 - b. Instructions: Incumbent will turn to the right and walk to the near **Green Delineator Tube**, make a right hand turn around the green tube and walk to the opposite green tube, make a right hand turn and walk to the far green tube, make a right hand turn around the tube and walk directly to the Firesled simulator.
7. Charged Line Advance: 6-inch Red Cone
 - a. Specifications: Firesled will be positioned on the perimeter line and outfitted with a simulated charged 1-3/4-inch hoseline for dragging. No additional weight will be added. A target area that matches the area of the Firesled will be outlined 50 feet away. A finish line will also be indicated that is located 50 feet from where the incumbent will start the component when holding the hoseline in the advised manner.
 - b. Instructions: The incumbent will pick up the hoseline, drape it over his/her shoulder, and pull the simulator forward. The incumbent will be instructed to stop when the Firesled has reached the target area. The incumbent may stop and rest during this component.
8. Equipment Carry: **Sky Blue Cone**
 - a. Specifications: 2-foot tall platform with "lipped edge." One kettle bell weighing 45 lbs. The distance of travel is 100 feet.
 - b. Instructions: Lift one kettle bell (45 lbs.) from 2-foot platform, walk to the far **Yellow Delineator Tube** make a right hand turn around the tube, return to the platform and then return the kettle bell to the platform.

9. Crawl: **Pink Cone**
 - a. Specifications: Crawl will be performed on a mat measuring 31 feet long by 2 feet wide. The mat will be marked with a starting line that is located 6 feet from the near end of the mat. The far end of the mat will directly about the target box for the Hose Reel.
 - b. Instructions: The incumbent will assume a crawling position behind the start line (hands and knees or hands and feet) and will crawl 25 feet to the end of the mat.
10. Hose Feed: **Kelly Green Cone**
 - a. Specifications: The Firesled Jr. will be loaded with two 45-pound plates and outfitted with a simulated charged 1-3/4 inch hoseline. This hoseline will measure approx. 25 feet long. The hoseline will have two marking on it: one denoting the starting point and one denoting the 20-foot mark. The starting point will rest on the front edge of a 3-foot by 3-foot target box that is marked on the floor. Approximately 1 to 2 feet of hoseline will be stretched across the target box.
 - b. Instructions: The incumbent will enter the target box and will position himself/herself in a kneeling position (two knees or knee and foot) or a seated position. Incumbent will reel in the hoseline until the 20-foot marker passes the front edge of the target box. The incumbent will be instructed to keep his/her body inside the target box at all times.
11. Walk: **Yellow Delineator Tube**
 - a. Specifications: The distance of travel is 70 feet.
 - b. Instructions: Incumbent will walk from the target box to the cone, make a right hand tum around the **Yellow Delineator Tube** and walk to the Firesled.
12. Ceiling Breach and Pull: 6-inch **Purple Cone**
 - a. Specifications: Breach/pull simulator on Firesled.
 - b. Instructions: Incumbent will mount the Firesled and take hold of the pike pole. Incumbent will perform 20 breach/pull repetitions. A single repetition consists of pulling downward with the pike pole until downward motion is blocked and then pushing upward with the pike pole until the upward motion is blocked. The proctor will count repetitions aloud for the incumbent and instruct him/her when to stop. Should a incumbent perform an incomplete repetition, the proctor will not count the repetition.
13. Victim Rescue: 6-inch **Purple Cone**
 - a. Specifications: Use rescue drag simulator on Firesled. No additional weight will be added to Firesled. The drag distance for this exercise is 50 feet.
 - b. Instructions: Incumbent will grab the hand straps and will drag the sled backwards across a finish located 3 feet beyond the initial target area for the Firesled.