


<b>Northwest Fire/Rescue District Standard Operating Procedures</b>	Procedure	3102 Annual Fitness Evaluation		
	Section	3100 Medical Screening and Health Assessment		
	General Section	3000 Occupational Health and Safety		
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**Purpose:** The purpose of the Annual Health Fitness Evaluations is to assist District employees in attaining the physical and mental fitness to be healthy, reduce injuries and optimize their job performance throughout their career. An additional purpose is to enable the employees to live a healthy and productive life after their career with the Northwest Fire/Rescue District.

**Scope:** This policy shall follow the most current standard and guidelines set forth in:

- NFPA 1500 *Standard on Fire Department Occupational Safety and Health Program*
- NFPA 1582 *Standard on Comprehensive Occupational Medical Program for Fire Departments*
- NFPA 1583 *Standard on Health-Related Fitness Programs for Fire Fighters*

This policy shall apply to all District employees currently enrolled in the Public Safety Personnel Retirement System

**Procedure:**

**Frequency**

The Health Fitness Evaluations will be conducted annually during the third quarter of each calendar year prior to the employee Medical Examinations.


**Responsibilities**

The District's Health Fitness Coordinator, (HFC) working under the direction of the District's Physician, will oversee all components of the fitness evaluation. The HFC will also calculate all of the results of the *Fitness Evaluations* and give the report to the District's Physician. The District's Peer Fitness Trainers (PFT) will assist the HFC with conducting the Fitness Evaluations and Functional Movement Screen.

**Components of the Fitness Evaluation**

The components of the Fitness Evaluations consist of:

- The Five Components of Fitness
  - Aerobic Capacity / VO2 max
  - Flexibility
  - Muscular Strength
  - Muscular Endurance
  - Body Composition / Percent Body Fat
- Functional Movement Screen
- Vitals-blood pressure and pulse
- Height and Weight

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- Exercise Program Design
- Nutrition Counseling

The Health Fitness Evaluations are based on the components of physical fitness:

- Aerobic Capacity / VO2 max
- Flexibility
- Muscular Strength
- Muscular Endurance
- Body Composition / Percent Body Fat
- Functional Movement Screen

The evaluations will be conducted using the protocols contained in the:

- *Health Metrics Fitness Coordinators Manual*
- *NFPA 1583*
- *ACE Peer Fitness Trainer Manual*
- *Wellness Fitness Initiative*

The components of physical fitness will be followed using the following methods:


- Aerobic Capacity / VO2 max will be measured using the *Sub-Max Treadmill Test using the Gerkin Protocol*.
- Flexibility will be measured using the *Modified Sit and Reach Test*.
- Muscular Strength will be measured using a *Hand Dynamometer* and/or a *Leg/Arm Dynamometer*. Muscular Endurance will be measured by performing *Push-Ups* and a modified *Crunch*. A metronome will be used for push-ups, set at a speed of 80; and for the modified crunch, set at a speed of 60.
- Body Composition / Percent Body Fat will be measured by two methods:
  - *Skin Fold Measurement*
  - *Circumference Measurement*

### Confidentiality

It shall be the responsibility of the District's *Health Fitness Coordinator* and the *Peer Fitness Trainers* to maintain the highest level of confidentiality regarding the information gathered during these evaluations. They will sign a *Confidentiality Agreement* annually prior to administration of the Fitness Evaluations

### Health Fitness Parameters

Northwest Fire/Rescue District suppression employees shall maintain and improve their health and physical fitness while employed by the District. The parameters have been divided into 3 tiers. Each tier defines a level of health and physical fitness. Each tier defines the actions that will be taken by the District Physician. The goal of the District is to have every suppression employee meet tier 1 parameters.

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## Health Fit Score

In conjunction with the Health Fitness Parameters, the goal of the District is to have every suppression employee obtain a Health Fit Score of 85>

### Health Fitness Parameters for Firefighters

<b>Health / Fitness Goals</b>	<b>Tier 1</b>		<b>Tier 2</b>		<b>Tier 3</b>	
<b>Blood Pressure</b> 3 readings	<b>Systolic</b> 120-139	<b>Diastolic</b> 80-90	<b>Systolic</b> 140-159	<b>Diastolic</b> 91-99	<b>Systolic</b> ≥ 160	<b>Diastolic</b> ≥ 100
<b>FEV1 / FVC</b> Ratio	≥ 75%		60-75%		<b>&lt; 60%</b>	
<b>METS or</b> <b>VO2 max</b>	> 12 > 42		8.6-11.9 30-41.9		<b>&lt; 8.6</b> <b>&lt; 30</b>	
<b>Fasting glucose</b>	65 – 109		110 - 249		<b>≥ 250</b>	
					<b>59 or less</b>	
<b>Body Fat%</b>	Male 6-16%	Female 14-20%	Male 17-24%	Female 21-31%	Male ≥ 25%	Female ≥ 32%

**Tier 1** – Minimal health/fitness issues. Employee is encouraged to maintain/improve health/fitness.

**Tier 2** – Employee does not meet **two or more** of the health/fitness values indicated in Tier 2, but does not meet a level that necessitates removal from assignment. Employee will be:


- Placed on a health/fitness program by the District Physician and/or referral to a District Peer Fitness Trainer
- Retested on the parameters that were not met as directed by the District's Physician
- Retested periodically at the District Physician's discretion thereafter until the Parameter is met

The following medical conditions require referral to personal physician:

- VO2 Max = 30 or less
- Systolic BP = 140-159 w/ Diastolic BP of 91-99
- Fasting blood sugar = 150-249

**Tier 3** – At the discretion of the District's Physician, any shaded health/fitness parameter not met may be sufficient for removal from field operations and may result in any or all of the following actions:

- Referral to personal physician
- Placed on a health/fitness program by the District Physician and/or referral to a District Peer Fitness Trainer
- Retested on the parameters not met as directed by the District Physician

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- Retested periodically at the District Physician's discretion thereafter until the Parameter is met

**Health Fitness Coordinator Responsibility:** The HFC will be responsible for contacting employee's supervisor to ensure they are aware of their crew members Health/Fitness level; for example what Tier they are in. This will be done to assist building the support system for success of each employee.

**Employee Responsibility:** Each employee is responsible for advising their immediate supervisor of their Health/Fitness level; for example Tier 1, Tier 2 or Tier 3. The purpose is to ensure that each employee has a support system in place for success. Each employee is also responsible for participating in **1 hour of PT** each shift.

**Supervisor Responsibility:** Each supervisor is responsible for the safety and well-being of their crews. Supervisors are also responsible for ensuring each of their crew members go home at the end of each shift healthy and without injuries. This is accomplished by making sure every crew member participates in **1 hour of PT** each shift, they support and help each crew member improve their Health / Fitness and the supervisor leads by example.

**It is the responsibility of every suppression member of the NWFD to report for duty in the best possible health, fitness and mental condition to perform the difficult tasks associated with the position of a firefighter.**

**Incentives:** Employees who have a Health Fit score of "85 or better" will receive special recognition as indicated:

- Fitness T-shirt (*Health Fit score 85 or better*)
- Commendation from the Fire Chief (*Health Fit score 85 or better*)
- Fitness Excellent Pin (**Health Fit score of 100**)
- 12 Hours of PTO to be used during the year (**Health Fit score of 100**)

**Safety:**

- A transport capable rescue or ambulance shall be available at the testing site prior to initiation of any fitness evaluation.