

## PHYSICAL FITNESS PROGRAM

### **Purpose:**

To establish guidelines for a physical fitness program.

### **Scope:**

The unique environment and high demands of firefighting require above average levels of physical fitness. Emergency Services differ from traditional industries where the job is often designed to the physical performance capabilities of the worker.

### **Description:**

The demands imposed upon the emergency service personnel by various emergency situations must be met. Emergency personnel have the responsibility of serving the public with a level of physical fitness that will enable them to respond to a number of unforeseen emergencies and situations.

### **Priority:**

The number one priority in emergency services is the protection of life including our own. As physically fit personnel, we are helping to protect ourselves against hazards and trauma in addition to being better able to perform at a greater level of activity.

### **Guidelines:**

- A. At the direction of the Chief, a certified specialist will direct a coordinated systematic process used to facilitate fitness in physical fitness. This systematic process will be an 8-step process. The 8-step process will include:
  1. Medical Screening/Bi-annual Physical: History, risks, health, and lifestyle.
  2. Fitness Assessment: Focusing on the health related components of physical fitness; strength, dynamic strength (endurance), body composition, cardiovascular, and flexibility.
  3. Goal Setting: Fitness and lifestyle.
  4. Exercise and Nutrition: Aerobics, strength flexibility, weight control, and nutrition.
  5. Starter Program: Supervision and group exercises.
  6. Education: Wellness facts, concepts, principals.
  7. Motivation: Reinforcement, behavior, management.

8. Feed Back: Re-Evaluation, communication.
- B. Upon completion of the fitness assessment, the employee will meet with their fitness coordinator to formulate a variety of exercise programs designed to meet the individual's goals and needs in relation to the health components of physical fitness and their physical fitness level.
  - C. All employees will be evaluated/assessed twice a year to set their specific goals.
  - D. The fitness coordinator will meet with each shift monthly to review new employees for up to six months.
  - E. The review will determine the progress made in achieving their goals and mainstreaming them into the program with the other employees.
  - F. The Shift Supervisor will be responsible for their employee's adhering to the fitness program on a daily basis. Whenever possible, (at the Officer's discretion), shift members will be given the opportunity to complete their fitness programs as time allows.
  - G. Each shift physical fitness specialist shall review and assist in the assessment process for his/her shift.
  - H. To ensure a safe and effective program, all employees will complete their prescribed programs before engaging in any recreational activity while on shift.
  - I. Flexibility exercises and a gradual warm up will precede all activities and will be part of every fitness program.
  - J. All physical activity should be followed by a gradual cool down period.
  - K. In the event that a member is injured during physical fitness, and believes that medical attention is necessary, the member will be required to contact the Shift Supervisor to determine if medical attention is required.
  - L. In the case that medical attention is needed you must have a full release from a physician to continue to participate in physical fitness activities.
  - M. This policy pertains to any injury or long term illness that may affect your ability to perform essential job functions.
  - N. During all physical fitness activities (while on duty), all employees are required to wear sweat pants or shorts.
  - O. Daily uniform apparel will not be worn for physical fitness activities.
  - P. Blue work tee shirts may be worn with the sweats or shorts if desired.
  - Q. In the event you leave your workout clothing at home when reporting to work, the Shift Supervisor must be notified and give approval for that employee to utilize the weight room for that shift.

**Weight Room Equipment:**

- A. Each individual is responsible for wiping down any equipment utilized after every workout session. Towels are provided for this and should be placed in the dirty linen basket after use.
- B. All weights will be placed back where they belong and not left on the equipment. Every person utilizing the weight equipment uses a different

amount of weight and should not be responsible to move weights that they are not using.

- C. Be responsible and leave the weight room in an organized fashion after each use.
- D. All volunteer and part-time members must sign a waiver and become oriented with the equipment prior to first usage.
- E. Hours the room can be used are: 24 hours/day for members and 0730 to 2300 for non-members.
- F. Gym shoes only may be used on the treadmills and recumbent bike; no boots allowed. Shoes should be clean prior to entering the room.
- G. No belts or buckles allowed as they may damage the equipment.
- H. Always use a spotter when using free weights. Exercise with a partner. If no one is available, use equipment that only requires one person.
- I. Clean the equipment after each use with a damp cloth only. If something is dirty, please clean it.
- J. In the case of damage, notify the Shift Supervisor immediately.
- K. Do not do more than you are capable of doing. Do not hurt yourself.
- L. Turn off all lights, stereos and the TV when you are finished. The volume on the stereo and TV should be only what is needed to hear. Use consideration with volume, especially during business hours.
- M. Use the equipment as it is designed to be used. Information will be provided on proper usage and the limits of the equipment.
- N. No one under the age of 16 is allowed in the room without a member or adult present.
- O. Sports drinks and water are allowed in the exercise room. No other food or drink is allowed, especially soft drinks.