



Rogers Fire Department Standard Operating Procedures

Policy Title:	Medical Evaluation and Fitness Program		
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PURPOSE

The purpose of this policy is to establish a firefighter health and wellness program, incorporating all aspects of health and fitness. This program shall provide for the safety, health, fitness, and general welfare of all employees through the implementation of programs and activities designed to reduce occupational exposures. In the end, the frequency and severity of injuries, accidents, and illnesses should be reduced. In addition, this program will exist to ensure all members meet the medical requirements of 29 CFR 1910.134 (Respiratory Protection Act) and 29 CFR 1910.120 (HAZWOPER).

POLICY

This policy is developed to ensure firefighters have an opportunity to be productive and safe while employed with the Rogers Fire Department and then retire in a healthy state. The health and wellness program is designed to identify and improve the health-related fitness components of an individual's lifestyle. Studies have shown physical inactivity to be one of the primary risk factors in the development of cardiovascular disease, diabetes, and certain forms of cancer.

Participation in this program is mandatory, but all aspects of participation are non-punitive. The following are a few aspects of this health and wellness program:

- A quality wellness/ fitness program ensures that all uniformed personnel perform their duties efficiently and enjoy healthy lifestyles once in retirement.
- The health and wellness program shall be divided into four (4) major components: medical, physical fitness, rehabilitation, and behavioral health.

1. Medical Component - This is the foundation of the program. It is the beginning of data collection, developing standards, and setting goals for the individual. This component of the program also exists to gather the information necessary for the department's physician to certify a member for use of respiratory protection and to be part of our hazardous materials response.

The "Firefighter" wellness physical consist of:

- Comprehensive health background questionnaire
- Metabolic profile analysis (blood panel)
- Lipid Panel (cholesterol, triglycerides, HDL, LDL, etc)
- Biometric measurement (body fat percentage, BMI, etc)
- Framingham Heart Risk Score
- PSA Blood Test (if over 40 years of age)
- Cardiovascular stress test (exercise EKG) with Physician interpretation or Cardiac CT Scan for Calcium Ossification
 - One every two years if age 40 or above

All firefighters are required to have a complete baseline medical physical and fitness assessment. Fire Department staff will schedule exams in coordination with the contract vendor on the employee's shift if desired.

It will be the responsibility of the Fire Chief or his designee to monitor, document and schedule physicals and associated components for each member of the RFD.

The results of the medical component will be reviewed by a physician to determine any action or intervention necessary. The department will offer weight management and cardiac follow-up to those applicable members.

2. Fitness Component - Fitness is related to performance. When fitness tests are used to evaluate the components of fitness and develop exercise recommendations, they are very effective. Because this program is non-punitive, it is mandatory for all members of the fire department to participate in physical fitness activities. All members of the fire department are required to maintain or strive for a healthy and fit body composition that will allow for the accurate and safe performance of their job duties.

The RFD will be proactive and supportive in assisting employees in meeting the goals of their personalized exercise goals. However, each individual retains most of the responsibility for success in this mandatory, non-punitive program. In support of the program, the following considerations are made:

- Members will be permitted to exercise on-duty for up to ninety (90) minutes. It is required for all members to exercise at least thirty (30) minutes each shift. All attempts will be made to allow fire companies to

have free time to conduct physical fitness and other daily station activities from 07:00 to 09:00 each day. Other scheduled meetings, work, and training activities may interfere with this and then company officers may direct physical fitness activities to begin at any other time suitable.

- Companies will retain integrity and response readiness during their scheduled workout time.
- A positive and supportive environment is encouraged for employees to work on physical fitness goals. Fitness is an integral part of firefighter preparedness.
- Off-duty personnel will be allowed to use the exercise facility at the Training Center or other fire stations during reasonable hours at their own risk. A workout partner is encouraged both for safety and support. Reasonable routines should be established when alone to minimize the chances of injury while alone.

3. Rehabilitation Component – The City of Rogers and the RFD shall work together to provide a progressive individualized injury, fitness, and medical rehabilitation program that can assist in full rehabilitation of any affected uniformed personnel to a safe return to duty status. The rehabilitation of our uniformed personnel must be a priority. Rehabilitation programs must include:

- A physical therapy organization familiar with job requirements and fit for duty expectations
- An alternate duty program as available
- A personalized exercise prescription that considers job requirements and the individual's past medical history
- A comprehensive injury prevention program
- The fire department's rehab program is not punitive and is comprehensive in scope. It includes medical treatment, fitness training, and physical/occupational therapy.

4. Behavioral Health Component - The behavioral health of members is considered to be as important as physical health. Services available to each sworn employee of the fire department include:

- C.I.S.D. (Critical Incident Stress Debriefing)
- E.A.P. (Employee Assistance Program)
- Nutritional Counseling- optional but a important key to health and safety
- Physical Fitness Counseling – optional but involves using peer firefighter counselors to develop a proper and prudent exercise routine