

SPOKANE COUNTY FIRE DISTRICT 8

Standard Operating Procedures

20.02.03 WELLNESS-FITNESS PROGRAM



Adopted: 12/20/16
Reviewed: 11/01/18
Revised: 00/00/00

Approved:

A handwritten signature in black ink, appearing to read 'Tony Fisher', is written over a horizontal line.

Purpose: The Wellness-Fitness Program is designed to encourage and facilitate optimal physical fitness and overall wellness for all Fire District personnel and is established as an Employee Wellness Program under RCW 41.04.362.

References: Fire Service Joint Labor Management Wellness-Fitness Initiative

Procedure:

The Wellness-Fitness Program is a non-mandatory, non-punitive program based on the current recommendations of the IAFF/IAFC Joint Labor Management Wellness-Fitness Initiative (WFI). The program is primarily geared toward firefighters, but all Fire District members are encouraged to participate. The Wellness-Fitness Program is divided into four areas: medical, physical, rehabilitation, and behavioral health.

1. Medical: All members are encouraged to have an annual physical conducted by their personal physician.
 - a) It is recommended that the physical be inclusive of the components outlined by the WFI.

2. Fitness: The Fire District recognizes that physical fitness is crucial for its members to safely and efficiently perform their duties. As such, the Fire District provides the following in their commitment to the health and wellness of members.
 - a) Exercise Facilities.
 - i. District Facilities:
 1. The District provides exercise facilities in all of its fire stations that are available to employees while on or off duty.
 - ii. Spokane Regional Training Center Gym (The Attic):
 1. IAFF Local 3711 members have access to the gym facility on the fifth floor of the Spokane Regional Training Center.
 - a. As a prerequisite, all Local 3711 members participating in group exercise, or making use of the facility, must sign a hold-harmless agreement with the City of Spokane, complete a Physical Activity Readiness Questionnaire, and complete a basic 4 step fundamental orientation program if they have not already completed a similar fundamentals program conducted by a Certified Crossfit Instructor.
 - iii. Outdoor Locations:
 1. Crews may choose to exercise at an outdoor location (ex. park or school) within their first due area while adhering to the following.

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- a. Consideration of public perception will be given the highest priority.
 - b. Fitness activities must never compromise or delay response.
 - c. Members will be in compliance with SOP 10.11.01 Uniforms, at all times.
 - d. Permit only District members to participate in crew fitness activities.
- b) Time for Exercise: District members are encouraged to prioritize setting aside time during the day for physical fitness.
- i. Shift employees are allowed 90 minutes (including recovery time) per shift.
 - ii. Day staff, including non-uniformed members, are allowed three hours per week of time for exercise during working hours coordinated through their immediate supervisor.
- c) Peer Fitness Trainer (PFT): Peer fitness trainers are available for assistance in exercise program and development.
- i. PFT's must maintain IAFF/IAFC/ACE Peer Fitness Trainer certification.
 - ii. Members who wish to consult with a PFT will follow SOP 20.02.04 Peer Fitness Training.
- d) Annual Fitness Assessment: All members are encouraged to participate in annual, non-punitive, and confidential fitness assessment.
- i. The fitness assessment tests body composition, aerobic capacity, muscular strength, muscular endurance, and flexibility.
 - ii. Is solely for personal fitness improvement.
 - iii. Is conducted by a Peer Fitness Trainer, following SOP 20.02.05 Annual Fitness Assessment.
3. Rehabilitation: Injury prevention and rehabilitation is paramount to reducing injuries in the fire service and improving resistance to injuries. The District provides multiple resources to support successful prevention and rehabilitation of injuries.
- a) Accident Prevention: The District has developed an Accident Prevention Program, as outlined in SOP 40.01.03
 - b) Light Duty Program: IAFF Local 3711 members who cannot perform their regular duties due to an injury or illness may request light duty in accordance with CBA Local 3711.

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4. Behavioral Health: The District is committed to promoting the mental and emotional health and well-being of all its employees. It will provide personnel with education and resources that help promote their personal well-being.
 - a) Employee Assistance Program (EAP): Access is provided to an EAP through APS Healthcare.
 - i. The EAP is a confidential resource that can help personnel with marital and family conflicts, parenting concerns, financial issues, legal problems, grief, career changes, life crises, alcohol or drug concerns, child and elder care considerations, and legal questions.
 - ii. The EAP is accessed through www.apshelplink.com, company code: EAPNOW.
 - b) Chaplaincy Program: A Chaplain is available to tend to the spiritual and emotional needs of members and for the citizens served.
 - i. See SOP 10.05.04 District Chaplain, for full details.