

POLICIES AND PROCEDURES

STANDARD OPERATING PROCEDURES

Physical Fitness Policy

SECTION II 5.0 – 5.2

January 19, 2011

Approved by R. Dale Horne – Fire Chief

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5.0 PURPOSE

- a. The purpose of this policy is to provide the minimum physical requirements for all Anderson Fire Department personnel to enable them to develop and maintain an appropriate level of fitness to safely perform their assigned duties.

5.1 SCOPE AND APPLICATION

- a. The job of a firefighter is physically demanding. Above average aerobic capacity, flexibility, strength, and muscular endurance are all necessary attributes to perform the job of firefighter in a safe and efficient manner.
- b. It is the responsibility of each employee to maintain physical and mental fitness equivalent with the demands of their respective positions.
- c. A committee shall be established to develop the fitness program (in conjunction with a healthcare or fitness professional), proctor quarterly and annual fitness testing and monitor individual fitness.

5.2 PHYSICAL FITNESS COMMITTEE

- a. A committee will be formed consisting of three members per shift.
 1. New committee members will be appointed by shift Battalion Chief.
- b. The Chief will appoint a Chairperson and three Co-Chairpersons (each shift will be represented and Officers will be used).
 1. Chairperson will be the spokesperson for the committee.
 2. Co-Chairpersons serves as Chairperson in their absence.
 3. Chairperson (Co-chairpersons in their absence) reports directly to the Chief.
- c. Committees duties will be:
 1. Develop the physical fitness program (in conjunction with a healthcare or fitness professional).
 2. Proctor physical fitness test.
 3. Report inconsistencies and improvements needed to physical fitness program.
 4. Any other relevant assignments given by Chief, Asst. Chief or Bat. Chief.
 5. Battalion Chiefs and Station Officer are to enforce PT is being done.

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5.3 NEW-HIRE TESTING

- a. During our new-hire practical examination, push-ups and sit-ups are the first skill station.
- b. Individuals not meeting the minimum push-ups and sit-ups (by our testing standards) will be disqualified.
- c. Once push ups and set-ups are passed, we will bring them back in to complete the 1.5 walk/run.
- d. Individuals not meeting the minimum time (by our testing standards) will be disqualified.
- e. This process should assist with a pool of motivated and physically fit candidates.
- f. These candidates will be held to these standards when and if they are hired.

5.4 QUARTERLY TESTING

- a. All fire department personnel will be tested quarterly.
 1. Any exceptions will have to be approved by the Chief or Asst. Chief.
 2. Individuals on days-off will be made up as soon as possible.
- b. Off-duty proctor will be required during walk/run.
- c. All personnel will do walk/run together.
 1. Battalion Chief will pick a quick response team.
 2. Responding engine will be placed as close to track as possible.
- d. Walk/run will always be done at McCants track (bottom track).
 1. If weather is unfavorable, test will be completed as soon as possible
- e. Everyone will do warm up and cool down lap.
- f. Push-ups and sit-ups will be completed at the stations before the walk/run.
- g. All quarterly tests will count equally.
 1. They will be added together and divided by four to get an average.
 2. The average score will determine the pass/fail grade for the year.
- h. Results will be reviewed by committee, Chief and Asst. Chief.
- i. Effective July 1, 2011:
 1. Personnel that meet standard in all three categories will receive "Fit to serve ribbon" (ribbon must be remove if annual score is failed). These individuals will be allowed daily time to do their own unsupervised PT.

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- i) Personnel employed before July 1, 2008 that are within 2 mins. of run/walk, 4 setups or 2 pushups, will be recommended to participate in daily PT.
- ii) Below this, supervised, daily PT shall be *mandatory* until standard is met.
- iii) Personnel employed after July 1, 2008 were hired under these standards and will not receive option of the 2 mins. of run/walk, 4 setups or 2 pushups.
- 2. Firefighters can be disciplined, up to and including termination for continued/repeated poor performance on the quarterly assessments; for example:
 - i) failure to pass a particular component of the test for 3 consecutive quarters
 - ii) when the average of any 4 consecutive quarters’ scores result in a failing overall grade
 - iii) intentionally failing PT
 - iv) making no effort
 - v) refusing Mandatory PT
- 3. Health issues and doctors statements will be handled on an individual basis.
- 4. This program is developed to help our firefighters perform their job in as safe a manner as possible and reduce the risk of cardiac arrest (which continues to account for over 50% of firefighters deaths). It is not intended to punish or harm anyone. We will however, do what is necessary to avoid preventable firefighter fatalities.

5.5 MODIFIED COMBAT CHALLENGE

- a The AFD will conduct our “*Modified Combat Challenge*” twice a year.
 - 1. Dates will be decided on by PT Committee and approved by Executive Staff.
- b This activity is for *training only*. There is no pass/fail grade.
- c. *See PT Form 1*

5.6 PHYSICAL FITNESS TEST STANDARDS

- a. *See PT Form 2*

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| <i>Implemented</i> | <i>April 1, 2009</i> | <i>R. Dale Horne</i> |
| <i>Reviewed</i> | <i>July 1, 2010</i> | <i>R. Dale Horne</i> |
| <i>Revised</i> | <i>January 19, 2011</i> | <i>R. Dale Horne</i> |