


1.8 Health and Fitness	
 OAK POINT	City of Oak Point Department of Public Safety Fire Department
TITLE: Health and Fitness	SECTION/TOPIC: General Administration
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Purpose

To encourage OPDPS members to maintain health and fitness.

Scope

This guideline applies to all OPDPS members.

Policy

It is the policy of the Oak Point Department of Public Safety to continually provide reasonable measures and support of a Wellness Program within the organization. It is recognized and proven that numerous injuries and even deaths have occurred on the fire ground due to the lack of a comprehensive Wellness Program within an organization. We believe preventable injuries can be minimized by allowing and encouraging employees to have a wellness program at their disposal, thus reducing the amount of employee loss injury cases and time absent from work.

A. General Administration of the Program

The Department's Wellness Program shall be governed by and administered through this SOG. All members who are subject to the use of self-contained breathing apparatus (SCBA), and who participate in Fire Suppression Operations shall receive an annual medical examination, and shall participate in the annual random drug testing program. This applies to all personnel who's duties include structural and brush fire suppression.

B. Confidentiality

It shall be the responsibility of the Department, the health care provider agency, and each individual member to maintain the highest level of confidentiality. Personal medical exam results will not be shared with any member of the Department with the exception of Administrative staff as required by law.

C. Daily Physical Fitness

It is the Fire Fighter's responsibility to provide a minimum of 30 minutes of quality physical fitness activity each on-duty shift. Supervisors may mandate fitness activities should he observe the fire fighter unable to do so. When choosing fitness activities, supervisors should select activities that:

1. Improve muscular strength, muscular endurance, flexibility, anaerobic and aerobic capacity.
2. Exclude team sports or fitness activities that permit regular or routine direct physical contact.

During fitness activities, firefighters must:

1. Preserve crew integrity to assure immediate availability to respond to emergency calls
2. Remain in first due response area, or coordinate alternative coverage
3. Project a professional image
4. Permit only Department personnel to participate in crew physical fitness activities, unless pre-approved by Department administration.

Firefighters are responsible for ensuring that all fitness activities are conducted safely. The following safety issues should be considered:

Standard operating Guidelines:

1. Ensure each firefighter is familiar with fitness equipment and training principles.
2. Ensure appropriate clothing, including shoes, and any other needed personal protective equipment is worn and in good repair.
3. Maintain hydration before, during and after activity.

Annual Medical Examination

Department members, through a contract health care provider, may be required to receive an annual medical examination. The medical examination shall consist of any testing which the doctor believes the subject to have need of so that proper evaluation can be made of the members fitness for duty. All members shall have a "Medical Condition Declaration" signed by the Physician administering the examination. This

Declaration must be mailed to the Director of Public Safety and shall under no circumstances be returned to the employee. If the employee fails to pass the exam he shall be placed on “Physical Probationary Status” for 3 months and at the firefighters request given 2 additional opportunities to pass the examination again. Under no circumstances may a member be allowed to perform firefighting duties while on “Physical Probationary Status”. The full-time member shall be permitted to use sick or vacation time if owed to allow for the time to obtain a level of fitness so as to pass the examination. If none is owed the member may remain on the department in a non-paid capacity until such time as the member passes the examination or time for re-test has run out. If scheduling and personnel exists and permitted by the Director the member may be given 3 months to retest. If after 3 months the member cannot pass the physical examination he will be terminated and any vacation time and or other benefits owed paid.

New Employees

Employees hired on or after March 1, 2005, shall be required to meet or exceed a fitness ranking of “acceptable” on any required Department physical fitness examination. This requirement shall remain in effect for the duration of employment with the Department.