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| **POLICY AND PROCEDURE** | EFFECTIVE DATE: |
| CHAPTER:SECTION: | SUBJECT: Physical Fitness Program | ISSUED BY: |

**Purpose**

The organization is committed to the physical fitness of all members. Better fitness will lead to greater performance, fewer accidents, and less time loss due to personal injury or illness.

All uniformed members and volunteer members will participate in physical exercise, and organizational designated fitness activities, intended to improve levels of fitness. General guidelines of the program are as follows:

**General Exercise Guidelines**

1. Participation in the Physical Fitness Program shall be mandatory for uniformed members assigned to Operations. This includes career and volunteer members.
2. Physical fitness activities will be focused on improving strength, flexibility, and endurance, which will improve member performance on emergency incidents and reduce the chance of injury.
3. The organization will provide time for all members to participate in fitness activities while on shift. Physical fitness activities may take place as a group or individually during the shift. Members should work with their Company Officer or supervisor to set appropriate and regular times during the workday to engage in exercise activities.
4. A fitness period will be set aside on shift as approved by the company officer or supervisor for purposes of exercise. This time should be a high priority in terms of daily scheduling and task accomplishment. The Company Officer or supervisor, at their discretion, may allow individuals to work out at different times of the day to facilitate equipment usage, scheduling conflicts, etc., but must still provide the opportunity to engage in exercise activities.
5. At the Company Officer’s or supervisor’s discretion, crews may skip participation in fitness activities during a given shift during which alarm responses or training activities generated sufficient physical exertion to make further exercise counterproductive (e.g., working structure fires, large grass fires, high rise drills).
6. The Company Officer or supervisor must make every effort to ensure that the workout is a positive experience for the participants. It is also the Company Officer’s or supervisor’s responsibility to see that the workout activity engaged in by their crew does not pose an unnecessary risk of injury or possible disability.
7. No travel outside of a company's first response area is allowed unless specifically authorized by the Company Officer or supervisor. When jogging or running, all members must be within 90 seconds of response time to their assigned station or apparatus.
8. Non-operation personnel uniformed members will have up to 2 hours of work time per week to participate in physical fitness activity. Scheduling of this time should be arranged with the member’s supervisor and should start and end on the organization’s premises. Such time will be made available only if there is no interference with work scheduled to be performed.

**Equipment and Facilities**

The organization will provide basic exercise apparatus such as: treadmills, steppers, mats, weightlifting systems, and other agreed upon equipment. Individuals may bring in personal workout equipment if approved by the Company Officer or supervisor. No sports or activities judged “contact” sports or competitive will be allowed. (See Attachment A)

**Exercise Specialists and Peer Trainers**

The organization will provide an exercise specialist to work with individuals in designing and implementing effective physical fitness programs designed to meet the personal needs of each employee. Peer trainers (operation and non-operation personnel) will also be trained and be readily available to members to help support them in their personal fitness program.

ATTACHMENT A (to Policy and Procedure - Titled Physical Fitness Program)

The following activities are approved for on-duty physical fitness training. Personnel, Company Officers, and supervisors will ensure appropriate safety measures for the type of physical fitness activity performed.

1. Running/Jogging
2. Walking
3. Cycling
4. Swimming
5. Rowing
6. Weightlifting
7. Flexibility exercises
8. Resistance training
9. Functional training
10. Circuit training
11. Cardio machines
12. Aerobics
13. Yoga
14. Pilates
15. Core strength exercises