Wellness Fitness Initiative
Peer Fitness Program
PFT Program

• Background
• Purpose
• Overview
• Use of Peer Fitness Trainers
PFT Program

An extension of the Wellness-Fitness Initiative.
Partnership

IAFF
IAFC
American Council on Exercise (ACE)
Why Certified?

To enhance the success of a comprehensive Wellness program:

- Certification through a National accredited agency
- Standard competency
- Trained with a diverse knowledge of fitness
- Fulfills legal obligations
Purpose of Program

- Improve the quality of life through training and education
- Promote a positive working environment for maintaining healthy and physically fit personnel
- Designing programs that address the various fitness levels of all personnel
- Understanding of the culture and unique characteristics of fire fighting by incorporating certified peer trainers that can be available 24/7
PFT Program

PFT Certification Process

➢ 5-day PFT Workshop

➢ 115-question exam

➢ Approximately 4050 certified trainers
How are the PFT's used?

- Pre-employment
  - Recruitment and Mentoring e.g. CPAT

- Recruit training
  - Academy physical fitness program

- Incumbents
  - Fitness Assessments
  - Program design
  - Education

- Other
  - Community outreach (Fire-fit-kids, wellness fair, etc)
Pre-employment

• PFT’s used in recruiting and mentoring programs for the fire department

• Better prepare candidates for a career into the Fire Service

• Recognize candidates deficiencies that limit their ability to be successful
Pre-employment

• Recruiting and Mentoring

6. DB Row

Latisseus, Rhomboids, Posterior Delts, Trapezius, Biceps

CPAT Events: Hose Pull, Ladder Extension, Forcible Entry, Rescue, Ceiling Breach and Pull

• Pick appropriate weight to overload above muscles but not so heavy as to cause injury or failure.
• Standing to right of bench, place left knee on bench and support upper body with left (non-lifting) arm.
• Keep head in neutral position.
• Pull DB from ground into waist area with right arm.
• Lower DB back to starting position.
• Avoid twisting at waist.
• Inhale while lowering weight and exhale while lifting weight.
• Repeat sequence on opposite side.
Pre-employment

• CPAT Orientation
Recruit Training

- Baseline fitness levels
- Design and implement a safe and effective fitness program
- Identify signs and symptoms of overtraining
- Recognize common injuries
- Personalize a fitness program based on a recruits deficiencies
- Education – Nutrition, Supplements, Hydration, Recovery, Acclimatization etc.
Design and implement recruit physical fitness programs
Incumbents

- Ambassadors
  - “Finger on the pulse”
- Annual baseline fitness levels
- Education – Nutrition, Supplements, Hydration, Recovery, Acclimatization etc.
Incumbents

Developing group exercise programs

- Circuit training
- Current trends
  - Cross fit
  - Metabolic Training
Incumbents

Design and implement a safe and effective personalized fitness programs

• All fitness levels
• Motivation and mentoring
• 24/7 supervision
Incumbents

WFI Fitness Assessments

1. **Body Composition** – skin folds
2. **Aerobic capacity**
   - WFI Treadmill, Stair Mill
3. **Muscular Endurance**
   - Push-ups, Static Plank
4. **Muscular Strength**
   - Grip, Arm and Leg Power
Incumbents

• Provisions for On/Off site work-out locations

• Consultants on exercise equipment
  – Cardio, strength and functional

• Minor service repair
  – Replacement
  – Upgrades
Incumbents

- Educating company officers about the benefits of wellness and fitness for their crew members
- Workshops/training seminars
Community Outreach

Wellness Fair

Kids, firefighters a healthy mix

Firefighters help students at Vista Verde School stay active, in an effort to combat obesity and type 2 diabetes.

I think it's important to know that over the past 30 to 40 years, there has been a 10- to 30-fold increase in the number of children with type 1 diabetes in the United States, according to the Canadian Diabetes Association.

But, some parents are taking a little matter of the child's health. A group of firefighters at Vista Verde School are helping parents take the first steps in the right direction.

Kids were encouraged to participate in a fitness program at Vista Verde School designed to educate children about health issues and good nutrition.

A group of students were also invited to participate in the fitness program.

The idea for the program came from the children's health fair, which was attended by firefighters and parents. The firefighters decided to partner with the school to help educate children about the importance of a healthy lifestyle.

The firefighters led the children in a series of physical activities, including jumping rope, playing frisbee, and riding bikes.

One firefighter, who is also a coach, said, "It's important to teach kids about the importance of being active and eating healthy. By doing so, we hope to help prevent obesity and other health problems that are associated with inactivity."
Community Outreach

Fire Fit Kids Program

Explorer’s, cadets
How to manage your PFT’s

- Fire Admin
- Wellness Coordinator
- Local Union
- CPAT
- Fitness Assessments
- Recruit Training
- On-duty Trainers
- Community Outreach
- Department Exercise Equipment
Administrative Responsibilities

Scheduling CPAT event
  • Orientation and Mentoring
  • Candidate scheduling & notification
  • Organizing equipment
  • Course set-up
  • Scheduling proctors
  • Proctor training
  • Supervising Testing
  • Data collection & records
  • Coordinate with HR
  • Equipment maintenance and repair
Administrative Responsibilities

Scheduling Fitness Assessments
  • Orientation PFT’s
  • Incumbents scheduling & notification
  • Organizing equipment
  • Marketing
  • Assessment set-up
  • Scheduling PFT’s
  • Supervising Testing
  • Data collection & records
  • Coordinate with training, Battalion etc.
Administrative Responsibilities

Develop Physical Fitness program
• Orientation and Mentoring recruits
• Supervise baseline testing
• Scheduling PFT’s
• Data collection & records
• Coordinate with training division
• Develop a periodized training model

Recruit Training
Administrative Responsibilities

Coordinate Trainers
• Schedule Continuing Education CEC’s
• Schedule training w/ battalion chief
• Supervising Trainers
• Data collection & records

On-duty Trainers
Administrative Responsibilities

Scheduling Community events
- Fire Fit kids
- Explorer program, cadets
- Heart Runs/Walk’s
- Cancer support
- Health fairs
Administrative Responsibilities

Selecting exercise equipment
  • Cardiovascular equipment
  • Strength equipment
  • Functional equipment
  • Equipment maintenance & repair
  • Equipment replacement program
  • Data collection & records
Wellness Coordinator
Characteristics/Traits

Job Description defined by labor and management
• Versed in all facets of WFI i.e. CPAT, PFT etc
• Liaison with appropriate department sections i.e. RM, Health programs, medical provider,
• Rapport with all stakeholders
• Program Integrity e.g. adhere to confidentiality
• Background in H&F
• Develop and maintain data
• Budgeting
• Coordinate department education programs

Discussion: Civilian vs Fire service
PFT Resources

Wellness-Fitness Initiative

Videos
- I Am Alive - Fire Fighters Saved by WFI
- Additional Fire Fighter Saves
- How WFI Saves Lives and Resources
- Fitness Evaluation Protocols
- Fit to Survive (Updated 2007)

Documents
- Fitness Protocols - PDF File
There are a number of fire departments throughout the US and Canada that have developed model wellness fitness programs based upon the IAFF/IAFC Joint Labor Management Wellness Fitness Initiative (WFI). This Wellness Fitness Resource is an opportunity for your department to benefit from the trials and tribulations of these successful departments to develop or enhance your wellness fitness program.

This centralized resource has been developed to allow for the exchange of information about successful programs – allowing new program managers to benefit from the experience of others in a highly efficient manner. This on-line resource guide is a living resource and will be updated and expanded to include additional on-line resources where fire fighters can gather information on successful programs, contact those that are managing these programs, and capitalize on the experiences of others.

This website can be navigated by viewing each department’s wellness program or by individual WFI components. The cities are broken down between the Task Force and non-Task Force departments. Click on the department tab up top to find a list of participating cities. To view the WFI components click on the tab you wish to view.
FIRE SERVICE JOINT LABOR MANAGEMENT
WELLNESS-FITNESS TASK FORCE

The IAFF, IAFC and 16 pairs of local union and their municipalities joined together to form the Fire Service Joint Labor Management Wellness-Fitness Task Force. The Task Force has dedicated itself to developing a holistic, positive rehabilitative and education approach to wellness and fitness programs in the fire service.

You can view more details on the WFI program here including The Candidate Physical Ability Test (CPAT), the PFT Trainer Certification and several WFI videos.

Please click on the individual city links for an overview of their wellness program.

TASK FORCE CITIES

Austin, TX
Calgary, AB
Charlotte, NC
Fairfax CO., VA
Indianapolis, IN
Los Angeles Co., CA
Metropolitan Dade County, FL
New York City, NY
Phoenix, AZ
Seattle, WA

NON-TASK FORCE CITIES

Beckley, WV
Carrollton, TX
Council Bluffs, IA
Everett, WA (Snohomish County Fire District 1)
Lewiston, ME
Orange County Fire Authority, CA
Portland Fire & Rescue, OR
Prince George's Co., MD
San Diego, CA
Tualatin Valley Fire & Rescue, OR
The Austin Fire Fighters Association, IAFF Local 975, and the Austin Fire Department (AFD) are located in the IAFF’s 11th District. The AFD is an all career department with approximately 1,150 members.

**Approach**

In 1995, AFD began giving full medical exams to all new hires, all members promoted to a higher rank and all special operation team members. Once in the rotation they continued to receive annual medical exams, building each year on the number of exams given. These initial exams were outsourced to an occupational medical group.

In 1996 the AFD began by developing and administering their first department-wide fitness assessments utilizing a contracted Wellness-Fitness Coordinator. The position was approved as a full-time employee of AFD in 1997. By a provision introduced into the labor contract by the union, the Wellness and Fitness program would be directed by a civilian subject matter expert. The Wellness-Fitness Coordinator performed fitness assessments, exercise programming and nutritional counseling. During the first year, assessments were delivered in the station while members were on duty, by the second year AFD began placing the units out of service as members were brought to a central site for the annual assessment.

In 2004, the AFD received an AFG grant which lead to the opening of the AFD medical clinic in 2005. The AFD now operates a full-time clinic with a staff of seven including a physician, an RN/administrator, two exercise physiologists, one exercise physiologist/sports medicine specialist, a records clerk and an administrative assistant.

| Facility | In-house |
COST JUSTIFICATION

The WFI is designed to improve the quality of life for all fire fighters while simultaneously seeking to prove the value of investing wellness resources over time. A number of studies have shown that a well designed and implemented health and wellness program provides a favorable Return on Investment (ROI). One of the major roadblocks in preventing fire departments from implementing the WFI is cost and concerns about the economic benefit of such a program.

The Cost Justification chapter in the 3rd Edition of the Fire Service Joint Labor Management Wellness-Fitness Initiative determines the economic impact by calculating occupational claims and costs among the charter fire departments that have adopted and implemented the WFI.

This section below contains an overview of the various tools and ideas that have been used by some of the departments to show cost justification.

<table>
<thead>
<tr>
<th>DEPARTMENT</th>
<th>METHOD/DATA COLLECTED</th>
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</thead>
<tbody>
<tr>
<td>Austin</td>
<td>Tracks cost savings through Worker's Comp and safety office</td>
</tr>
<tr>
<td>Calgary</td>
<td>Track worker's comp claims cost/savings and lost time of work hours</td>
</tr>
<tr>
<td>Fairfax Co.</td>
<td>Uses MedGate for medical database system to collect and analyze clinical and health outcome data</td>
</tr>
<tr>
<td></td>
<td>Once the WFI/Cancer and Occupational Disease Database (funded by the University of Maryland, Baltimore School of Maryland) is completed, FCFRD will transfer data from their Medical Information Systems to the IAFF central database</td>
</tr>
<tr>
<td>Indianapolis</td>
<td>Uses OHM for medical database system to collect medical/fitness collection</td>
</tr>
<tr>
<td></td>
<td>Once the WFI/Cancer and Occupational Disease Database (funded by the University of Maryland, Baltimore School of Maryland) is completed, IFD will transfer data from their Medical Information Systems to the IAFF central database</td>
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Welcome to Fit to Survive, your source for a healthier life, brought to you by the IAFF Fire Service Joint Labor Management Wellness-Fitness Initiative (WFI). You'll find expert advice and practical information on staying fit and healthy, as well as recipes and nutrition tips to make your next meal wholesome and delicious.

**MENU PLANNER**

Plan ahead for each day, week, and month! Each day's meals add up to 2,200 calories, and include recipes with complete nutrition information.

**This month's menu**

**FTS ON THE RUN**

Fast food meals can include many high carb, high calorie foods with dangerous levels of sodium and fat. It is important to make the best possible choices when eating on the run.

**Drive Thru**

**STOP, DROP, AND CONTROL**

High blood pressure is one of the contributing factors in line of duty cardiovascular deaths among fire fighters. The site is a resource for fire fighters and their families to better understand the risks associated with high blood pressure and to help them manage their condition.

**SMOKING CESSATION**

Smoking is the number one cause of premature death and the leading cause of fires. Some health benefits of quitting are immediate. The IAFF and Pfizer are working together to help the IAFF become the first smoke-free union in North America.

**SUCCESS STORIES**

It's that time again for New Year's Resolutions. Read this article for some tips on how to make realistic, long term fitness and nutrition goals.

Fire Fighters in Waterloo, IA get fit with a wellness challenge program. Click here to read the article.

**FTS FIRE DRILL**

What fast food chain do you think is the healthiest?

- McDonald's
- Wendy's
- Burger King
- Chick-Fil-A

**VIDEO**

Click here for a message on the importance of aging.

Fit to Survive
MENU PLANNER

Plan ahead for each day, week and month! Each day's meals add up to approximately 2,200 calories, and include recipes with complete nutrition information.

Select the date to review the day's menu or the recipe for detailed information.

JUNE 2009

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

5. Chicken & Vegetable Soup 5. Grilled Chicken with BBQ Sauce 5. Grilled Pork Chops 5. Grilled Pork Chops 5. Grilled Pork Chops 5. Grilled Pork Chops 5. Grilled Pork Chops

TOTAL: 2076 TOTAL: 2146 TOTAL: 1993 TOTAL: 2165 TOTAL: 2107 TOTAL: 2054
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**FIT'S FIRE DRILL**

What is your favorite snack food?

- Chips and Salsa (46%)
- Cheese and Crackers (15%)
- Fruit (30%)
- Candy Bar (8%)

Try walnuts/almonds with berries for a healthy snack to boost energy.

**VIDEO**

Click [here](#) for a message on the importance of quitting.
**Grilled Salmon Steak**

**Ingredients**
- 4 (6 oz.) wild Coho salmon steaks, about 1½-inch thick
- 1 onion, grated
tbsp.
- 2 lemon juice
tbsp.
- 1 tsp. salt
- ½ tsp. pepper
- ¼ tsp. thyme
- paprika
- parsley
- 1 lemon, cut in wedges
- nonfat cooking spray

**Recipe**
- Spray grill with cooking spray.
- Combine onion, lemon juice, salt, pepper, and thyme.
- Spray salmon with cooking spray and rub in onion mixture.
- Grill for 6–8 minutes per side or until fish flakes easily with a fork.
- Garnish with paprika, parsley and lemon wedges, if desired.

**Nutrition Facts**

<table>
<thead>
<tr>
<th></th>
<th>Calories</th>
<th>Total Fat</th>
<th>Sodium</th>
<th>Total Carbohydrates</th>
<th>Fiber</th>
<th>Protein</th>
</tr>
</thead>
<tbody>
<tr>
<td>Serving Size</td>
<td>250</td>
<td>9 g</td>
<td>100 mg</td>
<td>0 g</td>
<td>3 g</td>
<td>38 g</td>
</tr>
</tbody>
</table>

**Serving Suggestion**

**Serving Size:**
1 salmon steak

**Number of Servings:**
4

This information is for educational purposes only. It does not replace the advice of your physician. If you have any medical concerns or issues, contact your physician.
FTS ON THE RUN

Fast food menus include many high carb, high calorie foods with dangerous levels of sodium and fat. It is important to make the best possible choices when eating on the run. Select the menu item from the question below that you feel is the best possible choice.

Which Breakfast sandwich is the best choice?

- Burger King
  Bacon Egg and Cheese Biscuit
  
- McDonald’s Egg McMuffin
  (Canadian Bacon, Egg and Cheese)

**Question 1 of 3**
Which Breakfast sandwich is the best choice?

Burger King
Bacon Egg and Cheese Biscuit

Calories: 480
Saturated Fat: 16g
Sodium: 1360mg
Protein: 18g
Carbohydrates: 34g

Fat: 25g
Trans Fat: 1g
Cholesterol: 183mg
Fiber: 0g
Sugar: 5g

McDonald’s Egg McMuffin
(Canadian Bacon, Egg and Cheese)

Calories: 300
Saturated Fat: 5g
Sodium: 820mg
Protein: 18g
Carbohydrates: 20g

Fat: 18g
Trans Fat: 0g
Cholesterol: 260mg
Fiber: 8g
Sugar: 5g

Choose the McDonald’s Egg McMuffin because it has less than half the fat and 1/3 less calories and sodium!
Thank you!