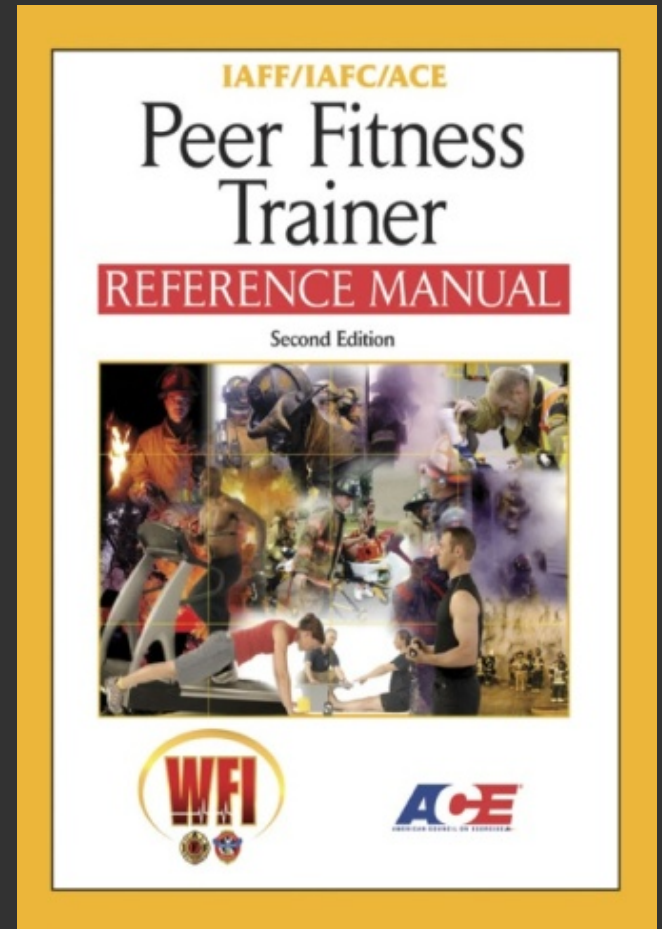


Wellness Fitness Initiative Peer Fitness Program



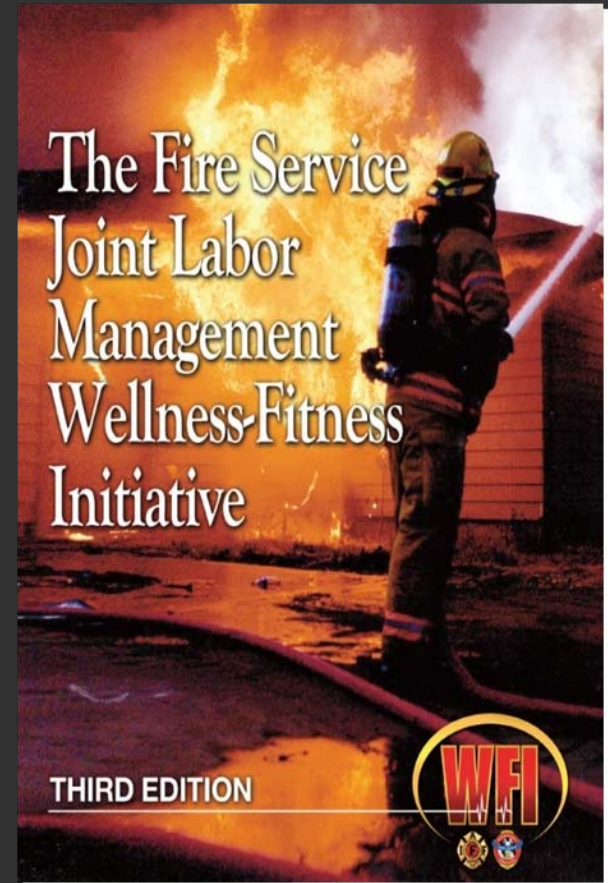
PFT Program

- **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

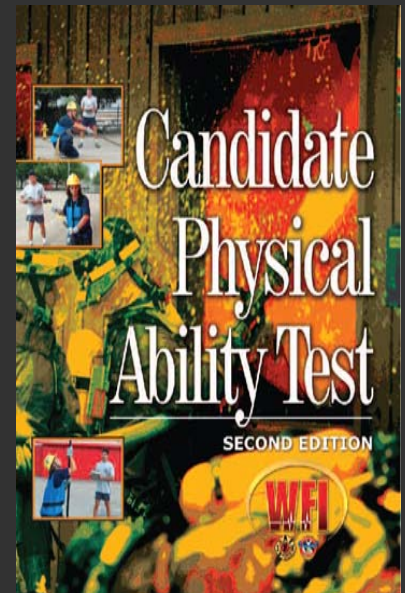


How are the PFT's used?

- 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

Latissimusdorsi, Rhomboids, Posterior Deltoids, 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.

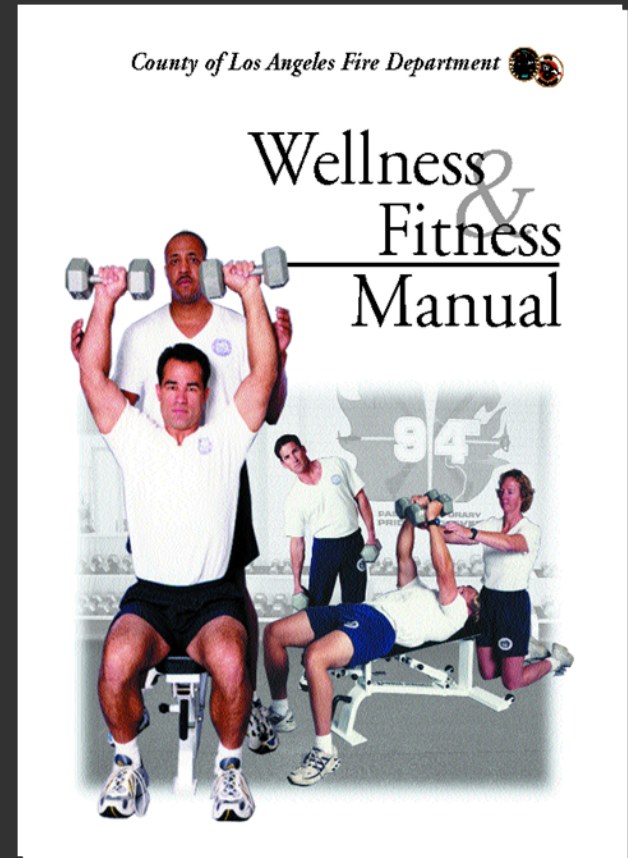
Recruits

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

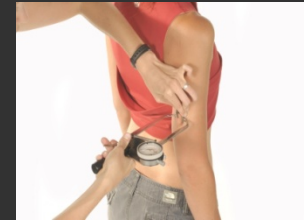
- All fitness levels
- Motivation and mentoring
- 24/7 supervision



Incumbents

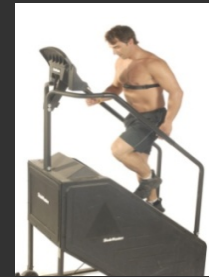
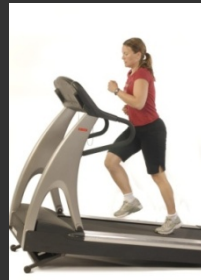
WFI Fitness Assessments

1. Body Composition – skin folds



2. Aerobic capacity

WFI Treadmill, Stair Mill



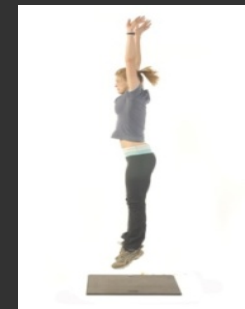
3. Muscular Endurance

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.

By KONYA SMITH
Irvine World News

It may frighten parents to learn that over the past 30 to 45 years, there has been a 10- to 20-fold increase in the number of children with type 2 diabetes in the United States, according to the Canadian Diabetes Association.

But, some parents are breaking a little easier thanks to a pilot program at Vista Verde School designed to educate children about health issues and good exercise.

Julie Hadash, of a participating organization, Kids Helping Kids, disclosed the secret to the program's success. "They're just having fun."

The complex problems of rising childhood obesity and type 2 diabetes may find the start of a solution in the Vista Verde program's fun culture. Firefighters came to the school and exercised alongside the children while also teaching them about good nutrition and health.

Division 2 Fire Chief Matt Vidala said Fire Capt. Mike Contreras had approached him concerned about the dire childhood obesity rates were leading the next generation. They observed a Fitness, Art, program that targeted young students and decided to replicate part of it here in Irvine.

Contreras had warned Vidala that the idea was a

"little outside of the box." But, Vidala said, "How could we not do this or dismiss it without even trying?"

The idea then catapulted into a collaborative effort with the fire department, all of the students at Vista Verde School and Kids Helping Kids. On Wednesdays, the firefighters would come to teach the children about health in assemblies and on Fridays the firefighters returned to exercise with the children.

Contreras says he loves the program because it involves running around on the grass outside with children, rather than carrying them on stretchers years from now. He says the program has become more than he imagined, and now he dreams big of the program going nationwide.

Part of the success of the program, those involved say, is because firefighters are the ones advising the children and exercising with them. Hadash says the image of a firefighter is that of a hero that is physically fit, which can be inspiring to the children. Contreras and other firefighters show through their job the need to stay physically fit.

"I couldn't live with myself if I got called to help somebody and I couldn't do it," Contreras said.

Natalie Hall is one of the students who is appreciative of the time the fire-



VISTA VERDE SCHOOL student Nick Adria (left) participates in the fire drill as part of the Fire Fit Kids program last Friday.



A GROUP OF STUDENTS (below) get hosed down by firefighters during the Fire Fit Kids relay.

SEE FIT • PAGE 9

PHOTOS BY MICHEL VASCONCELLOS / IRVINE WORLD NEWS

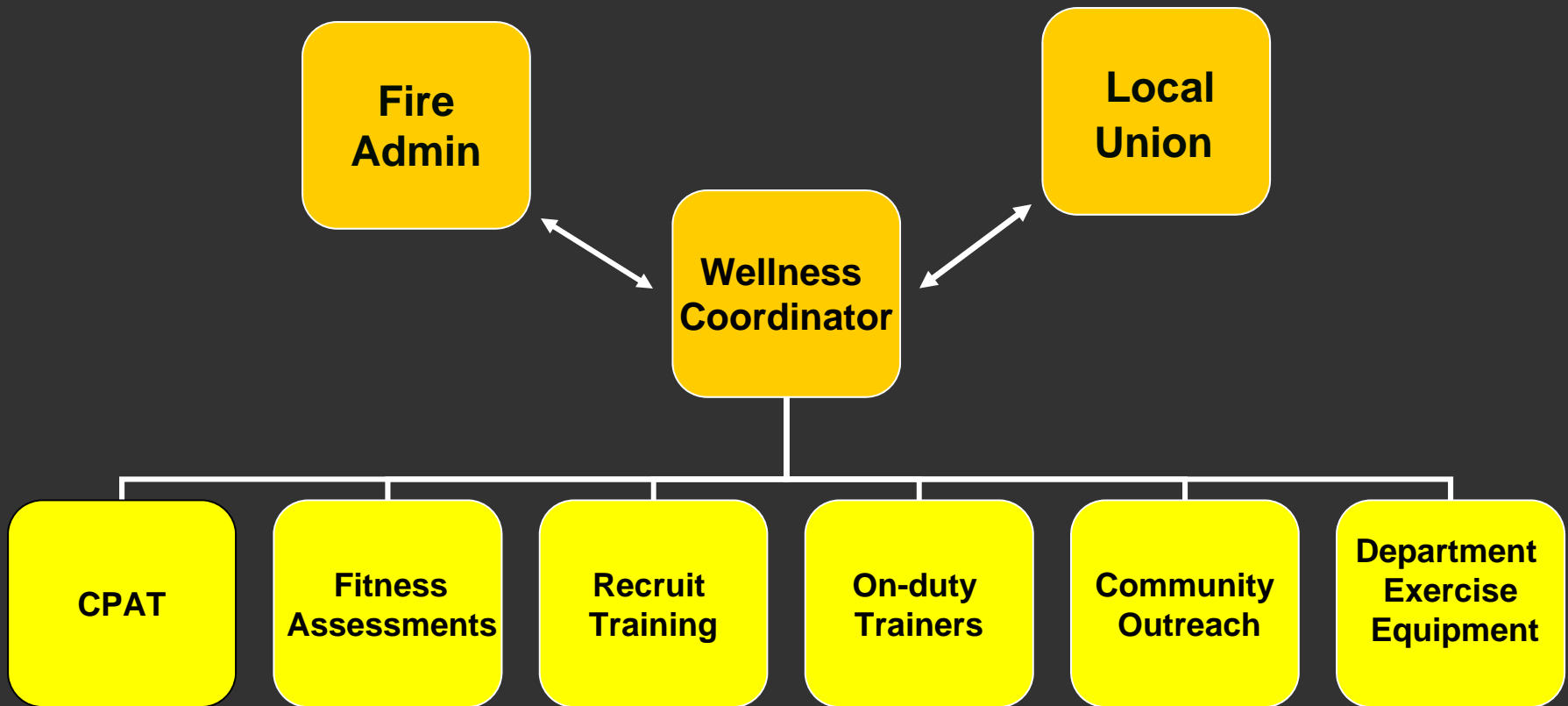
Community Outreach

Fire Fit Kids
Program

Explorer's, cadets



How to manage your PFT's



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



CPAT

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.

WFI
Fitness
Assessments

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

**Community
Outreach**

Administrative Responsibilities

Selecting exercise equipment

- Cardiovascular equipment
- Strength equipment
- Functional equipment
- Equipment maintenance & repair
- Equipment replacement program
- Data collection & records

**Exercise
Equipment**

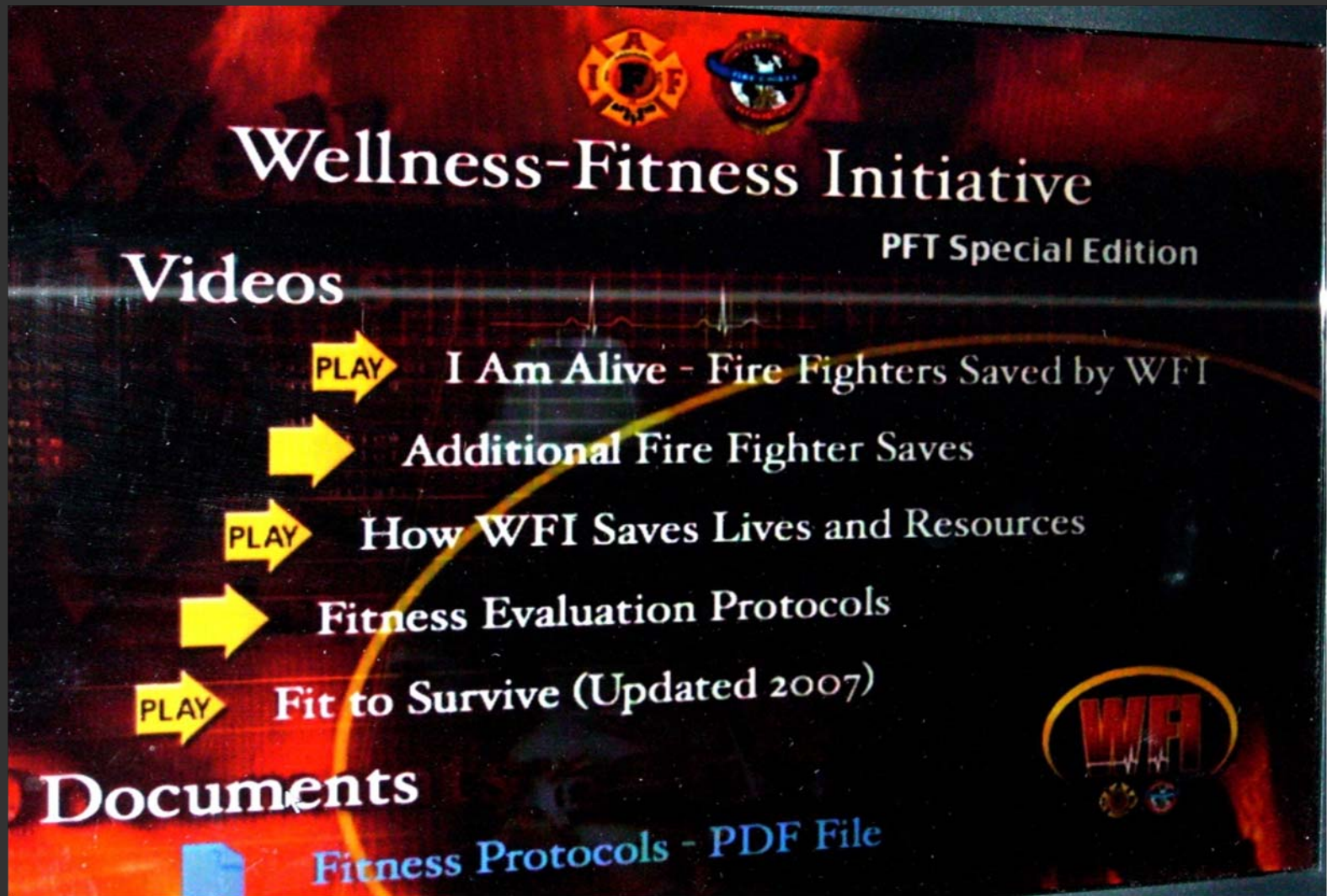
Wellness Coordinator Characteristics/Traits

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**

RESOURCE


[Home](#)
[Departments](#)
[Medical](#)
[Fitness](#)
[Injury-Rehab](#)
[Behavioral
Health](#)
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FIRE SERVICE JOINT LABOR MANAGEMENT WELLNESS-FITNESS INITIATIVE RESOURCE



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.



**WELLNESS
FITNESS
INITIATIVE**

RESOURCE


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FIRE SERVICE JOINT LABOR MANAGEMENT WELLNESS-FITNESS TASK FORCE

The IAFF, IAFC and 10 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 rehabilitating 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](#)



**WELLNESS
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AUSTIN, TX

IAFF Local	Austin Fire Fighters Association, IAFF Local 975
District	11
Department	Austin Fire Department
Members	1,150 All Career
Contact Information	Jill Craig Jill.Craig@ci.austin.tx.us

The Austin Firefighters 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.

Medical

Facility	In-house
----------	----------





**WELLNESS
FITNESS
INITIATIVE**

RESOURCE


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**WFI SAVES
LIVES AND
RESOURCES
VIDEO**



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.

DEPARTMENT	METHOD/DATA COLLECTED
Austin	Tracks cost savings through Worker's Comp and safety office
Calgary	Track worker's comp claims cost/savings and lost time of work hours
Fairfax Co.	<p>Uses MedGate for medical database system to collect and analyze clinical and health outcome data</p> <p>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</p>
Indianapolis	<p>Uses OHM for medical database system to collect medical/fitness collection</p> <p>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</p>



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INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO, CLC

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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.

Fit to SURVIVE
The fire fighter's guide to health and nutrition



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 menus](#)



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.

[Find out more](#)



STOP, DROP, AND CONTROL

High blood pressure is one of the contributing factors in line of duty cardiovascular deaths among fire fighters. This 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.

[Find out more](#)



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.

[Learn How](#)

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.

[Read more](#)

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



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 staying

Fit to SURVIVE

James M. Hall
OH:5/30/2009Stephen M. Gosselink
Mem: 5/20/2009

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IAFF FireFighters



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

JUNE 2009

[Previous](#)

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	2 Cheese and Berry Filled Crepes 2 Reduced Fat Turkey Sausages 8oz Orange Juice 665	2pk Maple Brown Sugar Oatmeal 2T Raisins 8oz Skim Milk 471 Au Bon Pain 1 Arizona Chicken Sandwich 1 Apple 12oz Unsweetened Tea 810 1 Grilled Salmon Steak 1 Summer Stuffed Zucchini 760 1 c Fresh Fruit Salad 105 1 Frozen Fruit Bar 60 TOTAL: 2078	1 c Egg Beaters® 1 English Muffin 1 c Grapefruit & Orange Sections 12oz Chai Tea Latte 507 1 Turkey & Swiss Sandwich with 2T Mustard 1 c Green Grapes 2 Fig Newtons 8oz Apple Juice 733 3sl Spicy Rubbed Pork Tenderloin 2 c Watermelon 1 c Mashed Potatoes (no gravy) 1 c Steamed Green Beans 529 1 c Fresh Pineapple 1 c Low Fat Vanilla Yogurt 224 TOTAL: 1993	2sl Wheat Toast 2T Peanut Butter & 1T Jelly 1 Apple (quartered) 8oz Skim Milk 551 1 Roast Beef Philly Wrap 2oz Baked Chips 1 Pear 8oz Grape Juice 707 2 Crab and Corn Cakes 2 c Salad Greens with 2T Lite French Dressing 1 c Cantaloupe (cubed) 447 1 Strawberry Smoothie 310 TOTAL: 2015	1 Apple Bran Breakfast Shake 1 Blueberry Bagel w/2T (lite) Cream Cheese 596 1/3 Amy's Cheese Pizza 2 c Mixed Greens & Tomatoes with 2T Lite Dressing 12oz Apple Juice 1 c Low Fat Lemon Yogurt 658 1 Cherry Burger 1T Cherry Ketchup 1 Grilled Sweet Potato 1 c Cucumber Slices with Vinegar & Oil 713 1sv Poppers* Breaded Mushrooms 8oz Diet Soda 140 TOTAL: 2107	Chick Fil A 1 Chicken, Egg, and Cheese Bagel 20oz Café Blend Coffee 505 1 Tuna Salad Sandwich (use 2T lite mayo) 2oz Pretzels 1 Apple 690 1/2 Mini Cheddar Meat Loaf 1 c Steamed Peas & Carrots 1 c Steamed Asparagus 1 c Fresh Berries 8oz Grape Juice 640 1 Banana Snack Cake 8oz Skim Milk 219 TOTAL: 2054
7 2 Scrambled Eggs 2sl Rye Toast 2tsp Margarine 1 c Fresh Fruit Salad 512 1.5c Pasta and Chicken Salad 2sl Rustic Bread 1 Orange 8oz Cranberry Juice 551 1sv Spicy Poached Cod 9-10 Grilled Shrimp	8 1.5c Trader Joe's Raisin Bran Clusters 12oz Skim Milk 587 16 * Turkey Sub with Lettuce, Tomatoes 2oz Baked Chips 1 c Peaches (canned in lite syrup) 12oz Diet Soda 606 1.5c Grilled Salmon Steak	9 1sl Blueberry Orange Breakfast Bread 1 c Vanilla Yogurt 8oz Cranberry Juice 504 2 Quesadillas 8 Carrots 1 c Fresh Pineapple 8 Vanilla Wafers 529 1sv Grilled Pork Loin	10 1 Cinnamon Raisin Bagel 2T Lite Cream Cheese 12oz French Vanilla Cappuccino 1 c Strawberries (sliced) 531 1 Sloppy Joe Pizza 2 c Mixed Greens 2T Lite Italian Dressing 12oz Lemonade 547 1 Grilled Fish in Foil	11 1 Citrus Sunrise Smoothie 1 Whole Grain English Muffin w/2T Margarine 1T Strawberry Jam 477 1 c Tomato Soup 1 Grilled Cheese Sandwich (use reduced fat cheese) 1/2c Sliced Cucumbers 8oz Apple Juice 670	12 2 Smart Start 1/2c Cereal 1 Banana 12oz Skim Milk 702 1 Peanut Butter & Jelly Sandwich 8 Celery Sticks 1 Apple 8oz Skim Milk 561 1sv Jerk Chicken Kebobs 1 c Cool Cucumber Dill Salad	13 1 Healthy Breakfast Sandwich 1 c Fresh Fruit Salad 8oz Arizona Green Tea 485 3/4c Chicken Salad 1 c Cool Melon Soup 1 Whole Wheat Pita (quartered) 8oz Orange Juice 601 6oz Grilled Sirloin



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[Read more](#)

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What is your favorite snack food?

[Chips and Salsa \(46%\)](#)

[Cheese and Crackers \(15%\)](#)

[Trail Mix \(30%\)](#)

[Candy Bar \(8%\)](#)

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

[Take Another Poll](#)

VIDEO

Click [here](#) for a message on the importance of staying

Fit to SURVIVE

James M. Hall
OH:5/30/2009

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MENU PLANNER

[Printable View](#)

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

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
- ⅛ 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

Calories	250
Total Fat	9 g
Sodium	100 mg
Total Carbohydrates	0 g
Fiber	3 g
Protein	38 g

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.



IAFF FireFighters



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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**



GRAB THIS

**McDonald's Egg McMuffin
(Canadian Bacon, Egg and Cheese)**



GRAB THIS

Question 1 of 3



IAFF FireFighters



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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



Calories: 480	Fat: 25g
Saturated Fat: 16g	Trans Fat: 1g
Sodium: 1360mg	Cholesterol: 165mg
Protein: 16g	Fiber: 0g
Carbohydrates: 34g	Sugars: 5g



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



Calories: 300	Fat: 12g
Saturated Fat: 5g	Trans Fat: 0g
Sodium: 620mg	Cholesterol: 260mg
Protein: 16g	Fiber: 2g
Carbohydrates: 30g	Sugars: 3g

Choose the McDonalds Egg McMuffin because it has less than half the fat and 1/3 less calories and sodium!

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Question 1 of 3

Thank you!

