

POLICY: PHYSICAL FITNESS ASSESSMENT

1. **The Fire Department will Provide Semi-Annual Physical Fitness Assessment**
 - Physical fitness assessment will take place every 6 months
 - Employees missing the fitness assessment must retest within 45 days to qualify for fitness incentive pay.
2. **Physical Fitness Assessment Shall be Conducted by Certified Fitness Specialists**
 - Fitness specialists may be certified through the IAFF/IAFC Wellness/Fitness Initiative Peer Fitness Certification Program
 - Fitness specialists may also be qualified based on a college degree in exercise science/kinesiology, or an independent certification with ACSM, ACE, NSCA, or a similar reputable governing body in the fitness industry
3. **Evaluators May Exercise Judgement in Determining Fitness to Participate**
 - If the employee is ill, or if they have vital signs that are abnormal, they may be asked not to participate.
4. **Employees Are Not Required to Reveal Personal Health Information**
 - The Department physician evaluates personal medical issues.
5. **The Fitness Assessment will Measure the Following:**
 - Pre-test vital signs and body weight
 - Blood pressure
 - Heart rate
 - Body Composition
 - Skin fold calipers
 - Aerobic Capacity (select one)
 - Gerkin Treadmill Protocol
 - FDNY Step Test
 - Cooper Test 12-minute run
 - Muscular Strength and Endurance
 - Push-ups
 - Pull-ups

- Crunches or Planks
- Grip Dynamometer
- Flexibility/Mobility
 - Modified Sit and Reach
 - Functional Movement Screen

6. The Fitness Specialist will Provide Exercise and Nutrition Consultation

- Exercise prescription will be based on baseline fitness levels and firefighter fitness goals.
- Nutrition consultation will be based on current eating habits and firefighter fitness goals

7. Fitness Incentive Pay is Based on Aerobic Capacity Score

- The Fall score determines Fitness Incentive pay:
 - \$200 - Superior
 - \$195 - Excellent
 - \$175 - Very good
 - \$100 – Good
- Employees must complete the fitness assessment in Fall and Spring to qualify for fitness incentive pay.
- Fitness Incentive pay is not available for employees who smoke.

8. The Chief may Grant Accommodations or Waivers

- Employees not qualifying for fitness incentive pay may request approval by documenting participation in a Department-approved fitness program.
- Employees unable to participate in physical fitness assessment due to injury or illness extending beyond the 45 days make-up period may receive fitness incentive pay by providing a physician statement identifying the nature of the injury/illness. The Department respects the confidentiality of this document.

9. Forward Fitness Evaluations to the Administrative Secretary

- For inclusion in the personnel file.