

**Missouri Valley Division Fire Chiefs Health and Wellness Survey  
April - May 2008**

**Q1. In what state is your Fire Department?**

Answer Options	Response Percent	Response Count
CO	27.3%	54
IA	15.7%	31
KS	11.6%	23
MO	21.2%	42
NE	15.2%	30
ND	2.0%	4
SD	3.5%	7
WY	3.5%	7
Other	0.0%	0
answered question		198
skipped question		0

**Q2. Are you a member of the International Association of Fire Chiefs (IAFC)?**

Answer Options	Response Percent	Response Count
Yes	92.8%	181
No	7.2%	14
answered question		195
skipped question		3

**Q3. Please check your type of department:**

Answer Options	Response Percent	Response Count
Volunteer (no pay involved)	8.6%	17
Paid-on-call	5.1%	10
Part-time employees only	0.5%	1
Combination (career and volunteer)	31.3%	62
Combination (career and paid-on-call, part-time, or reserve)	11.6%	23
Career	42.9%	85
answered question		198
skipped question		0

**Q4. In bringing candidates or new recruits on to your department (whether as volunteer, career, or part-time), does your department use:**

Answer Options	Response Percent	Response Count
CPAT	26.5%	52
IPAT	0.0%	0
A locally developed physical agility test	50.0%	98
No physical agility test	15.8%	31
Other (please specify)	7.7%	15
	answered question	196
	skipped question	2

Other responses:

Modified combat test  
 Local improvised equipment based on CPAT  
 Fitness Assessment performed by Peer Fitness Trainer  
 CPAT or agility by our health provider  
 Pack Test  
 Wildland Work Capacity and Modified Combat Challenge  
 State of Iowa Firefighters Agility Test  
 Modified Phoenix  
 Complete physical and separate back exam.  
 Dr. Physical  
 We only hire graduates of the local academy, which uses a version of CPAT  
 Local test that replicates CPAT or CPAT Required  
 We are a state agency. No firefighters but we have fire inspectors  
 Combat Task Test  
 We accept CPAT & have a locally developed test

**Q5. If a physical agility test is used, is it:**

Answer Options	Response Percent	Response Count
Pass/Fail with no time limit	14.5%	22
Pass/Fail with a time limit	80.9%	123
Score based on time (faster time = better score)	4.6%	7
	answered question	152
	skipped question	46

**Q6. Does your department MANDATE a physical fitness program?**

Answer Options	Response Percent	Response Count
Yes	43.3%	84
No	56.7%	110
	answered question	194
	skipped question	4

**Q7. In what ways does your department encourage Firefighters to stay fit? (Check all that apply)**

Answer Options	Response Percent	Response Count
Provide a health club membership	19.6%	38
Provide exercise equipment at the fire station	90.2%	175
Allow for exercise time during the day	76.8%	149
Provide an opportunity for Firefighters to use a gym or other facility	26.3%	51
Other (please specify)	22.7%	44
	answered question	194
	skipped question	4

Other responses:

Yearly physical examinations.

Provide annual physicals to all members

We participate in the Colorado State University annual wellness/fitness program. This is a comprehensive program that includes blood draws and evaluation, VO2 max testing, strength and flexibility, pulmonary function, body composition with underwater weighing and skin folds; hearing & vision; nutritional evaluation and individual counseling that follows the evaluation.

Department just purchased three piece of equipment but now have limited space to use it.

We perform annual fitness assessments for each firefighter and have 3 Peer Fitness Trainers to assist w/ fitness and wellness counseling.

We allow our fitness equipment to be used by FF's on their day off.

We have negotiated very reduced member and member family health club memberships with several local recreation centers.

We do have PEER Fitness Coordinators that coach fitness programs.

We will have a Gym when our new station is finished.

Physical provided

We have had a mandatory PT program for 20+ years. The fire fighters are given time every morning for exercise.

Reduced rate at Health Club and exercise program

Annual fitness assessments

None

Exercise time is after 5:00 P.M.

Yearly wellness physical exams with a stress test.

In the past we have not encouraged this. We are just now starting a fitness initiative. We have just this week made time available during the day to work out. It is being received very well.

Provide a PEER Fitness trainer for each shift

Incentive program for on and off duty participation with small awards.

Wellness program, weight management, dietary guidelines

We have professional trainers in quarters for each shift once a month. The trainers

Crews are required to perform 1.5 hrs per shift of physical conditioning at our local rec. center.

We participate in the IAFF-IAFC Wellness Fitness Initiative.

Walking program with prizes for the most distance.

Annual Cash Wellness Benefit -\$850.00 in 2008.

We also have six PFT's that are available at all times to assist our firefighters with what ever they need.

Encourage participation in physical activities such as training for the Combat Challenge, interdepartmental sporting events, etc.

Negotiated discount memberships to health club

No Sick Leave Usage Incentive Program up to \$250/year

Fitness Incentive program that averaged \$1200 per member last year

Incentive program

Free annual health screenings, including blood work, heart screenings, hearing tests, lung function tests and complete physicals

Provide sessions with a trainer from the local college.

Involvement in the City's health and wellness program will basically get them a free membership to the city's recreation center. a \$300 annual value. This is for both career and volunteer members.

Encourage staff to use their insurance to have a yearly physical, department will repay the co-pay amount.

Also a yearly pack test for red card requirements.

For those doing wildland fire, we require the annual work capacity test, aka "pack test", for arduous duty level, which encourages fitness. We also offer a very high quality gym, which is shared by local law enforcement officers and family members.

Volunteers participate in Team Leagues (Soccer) and also have a weekly "Intramural" Type game, basketball, Frisbee or touch football, kick ball, etc.

Yearly fully paid by the dept. complete physical medical exam, including guidance on health fitness

Wellness incentive: time off for taking fitness exam.

Incentive program for working out and staying physically fit.

Physicals, wellness

NONE

Annual medical Physicals as per OSHA & NFPA

Members of the department participate in the combat challenge and encourage their peers to stay fit.

**Q8. In what ways does your department encourage Firefighters to lead a healthy lifestyle?  
(Check all that apply)**

Answer Options	Response Percent	Response Count
Offer smoking/tobacco cessation classes	41.7%	63
Mandate no tobacco use while at work	35.8%	54
Mandate no tobacco use at any time	13.9%	21
Offer healthy cooking classes	17.9%	27
Provide healthy foods to Firefighters	6.6%	10
Pay or other incentives tied to healthy lifestyles	16.6%	25
Setting fitness standards that MUST be met as a condition of being on the department	29.8%	45
Bonus pay for meeting voluntary or mandatory fitness standards	7.3%	11
Other (please specify)	21.9%	33
	answered question	151
	skipped question	47

Other responses:

Lead by example. The annual physicals and annual heart scans, have opened many eyes. Our department is doing an excellent job with self-discipline in this area.

We participate in the Colorado State University annual wellness/fitness program. This is a comprehensive program that includes blood draws and evaluation, VO2 max testing, strength and flexibility, pulmonary function, body composition with underwater weighing and skin folds; hearing & vision; nutritional evaluation and individual counseling that follows the evaluation.

Smoke free work environment coming with mandatory physical fitness requirements

We don't have required fitness standards, but annual fitness assessment results are sent to FD Physician and may be grounds for loss of Fit-for-Duty status.

The City has a wellness plan that offers points per fitness activity. Once the minimum points are obtained, employees receive compensation that is applied towards their portion of the health insurance premium.

Provide access to nutritionist through our health and wellness program.

New hires can't smoke or chew on or off duty. Bi-annual fitness audits for all.

A "fitness incentive" ranging from \$25-\$100 is given to individuals based on their fitness evaluations for such items as shoes, clothing and exercise equipment.

New hires are not permitted to use any tobacco product at any time, on or off duty.

City has Wellness Committee that sponsors tobacco cessation classes, wellness initiatives such as walking programs, weight loss/maintain contests, healthy cooking and lifestyle information.

Our City has a Wellness program that provides many programs and benefits to the employees. We conduct quarterly fitness testing (passing is not a condition of employment). Passing of the same fitness tests is a required part of promotional testing, however.

No tobacco new employees

None, all new career ff's will be required to be tobacco free

General classes on good eating and physical fitness.

Nothing...

Fitness Coordinator organizes activities.

Lighten Up Iowa Program Climb Mt. Everest Challenges

The fitness initiative we are now working on will offer healthy lifestyles in many ways. Cooking information, workout guidance, tobacco and alcohol cessation info. EAP information. Incentives and competitions.

We do yearly medical physicals. We have professionals nutritionists come in-house and speak on healthy cooking and foods.

Firefighters can accumulate exercise points for up to a day off every six months.

We are in the process of implementing an all-hazards safety & wellness officer.

Firefighters are tested annually and earn up to 36 hours of vacation time based on level of fitness

Yearly fully paid complete physical medical screening

None

None

Send out a wellness newsletter, department written, every month to every shift and station

City is developing a wellness program for City employees

We do not have live in quarters

Certified Shift Fitness Coordinators

No smoking in station or vehicles

City wellness program with gift & time off incentives.

Physical standards for "packing up"

Members of the department have started a "Biggest Loser" competition and use a cash prize based on the entry money.

**Q9. This question deals with medical exams. Does your department offer medical exams for your Firefighters? (Check all that apply)**

Answer Options	Response Percent	Response Count
Done prior to the candidate joining the department	76.8%	152
Free to the Firefighter	62.6%	124
Offered at discount rates	2.0%	4
Performed annually to all members	38.9%	77
Performed at intervals of greater than one year	25.3%	50
No medical exams are offered or performed	9.6%	19
Only provided to new candidates	8.6%	17
Other (please specify)	17.7%	35
	answered question	198
	skipped question	0

Other responses:

The CSU program provides most of what NFPA 1582 requires in a fitness/medical program. Our members are fully tested once every three years and sub-maximal testing done every year. We do not have a Department Physician Frequency of 1-2-or 3 years, depending on age.

Every year after 40 years old, every other for younger

Physical for pack test

All hazmat members get a free physical

Annually we provide hearing, spirometry, wellness screen, vaccinations, IMT screen for FF's over 40 y/o

Exams for haz-mat personal

Annually for 50+

Annually for HazMat and over 40 years

Sliding scale-every year for over 40, 2-years 30 to 40, 3 years 18 to 30

Annual physicals are offered as part of our health insurance plan. Haz mat physicals are provided at least biannually.

Done to NFPA standards depending on age

We have \$500 in wellness money for each firefighter per year.

We have \$500 in wellness money for each firefighter.

Heart & body Imaging

Our current physicals meet the Haz Mat requirements but I am unsure about 1582

Dept. pays co-pay to have a physical

Just starting a program to provide an exam to every firefighter at no cost.

Follow the NFPA age based med. physicals

Insurance is provided and has an annual exam for "free".

Required every 1, 2, or 3 yrs based on age

Offered free every 3 years

Heart scan every 5 years

IAFC/IAFF Program

Medical Exam is by age group as to intervals - No one goes less than every third year

We are going to annual physicals exams this year for all firefighters

Through insurance

Respiratory Physical only annually

Performed at intervals defined in 1582

Recommended on a yearly basis through our medical plan

Annual lab screening paid by City

We have peer fitness councilors available and conduct annual fitness reviews.

Medical Insurance

Annual medical Physicals as per OSHA & NFPA

Yearly fully paid by the dept. complete physical medical exam, including guidance on health fitness

**Q10. If medical exams are offered, do they meet NFPA 1582 standards?**

Answer Options	Response Percent	Response Count
Yes	77.6%	132
No	22.4%	38
	answered question	170
	skipped question	28

**Q11. In regards to Firefighter safety while in or operating Fire Department apparatus, please check all that are addressed in SOP/SOG policy:**

Answer Options	Response Percent	Response Count
Mandatory use of seat belts	97.5%	193
Apparatus WILL stop at red lights/stop signs when responding to calls	52.0%	103
Formal driver training (state or national certification)	51.5%	102
Local non-certificate driver training	60.1%	119
CDL training	8.6%	17
CDL certification	12.1%	24
Spotter WILL be used when backing apparatus	90.4%	179
Other (please specify)	7.6%	15
	answered question	198
	skipped question	0

Other responses:

The crew is held responsible for safety infractions and disciplined for the errors of their crew members.

Camera on rear of apparatus with audible alarm

Local training is to certification standards, we just don't require certification

Side and back up cameras

FAE Training Program

Maximum 10 mph over speed limit with emergency lights and siren

We are currently implementing a new POV policy with cooperation from our police department.

Will stop at all rail road crossings

NAPD, used to be CDL.

This fall 08 we will have two personnel trained through the National Association of Professional Drivers program

Reduced speeds and ability to stop at all intersections will responding

Require State of Iowa D2 (Chauffeur's) License

Local With Certificate through Insurance Company

We follow state statute on emergency response as recommended by our State Highway Patrol.

All fire fighters sign the National Seat Belt Pledge and receive the Courage to Be Safe Program.