

Health, Wellness, & Fitness Initiative Summary

updated 8/24/07

Mission: To promote perpetual health and safety programs that enhance fire fighter performance, reduce line of duty injuries, prevent premature death and improve the quality of life among DeKalb County Fire Rescue employees.

Goals: The Health, Wellness & Fitness program will strive to increase the well being and productivity of all employees, through the enhancement of all aspects of Health & Wellness. The program seeks to increase awareness of and motivate employees to adopt healthier behaviors. The program will provide opportunities and a supportive environment to foster constructive lifestyle changes. The Health, Wellness & Fitness Program will strive to decrease on-the-job injuries and prevent chronic diseases/premature death among employees through offering a holistic and comprehensive program that is mandatory but not punitive.

Objectives:

1. Prevent cardiac related line of duty deaths
2. Decrease on the job injuries by 5% over 3 years
3. Increase employee wellness & fitness by as much as 10% over 3 years

Strategies: A Health, Wellness & Fitness Program dedicated to addressing the needs of employees is critical to improving productivity and decreasing health care costs. The Wellness Program will consist of activities which include awareness, lifestyle change and supportive environment. Depending on availability of resources, funds and personnel, the objectives will be met by:

Objective 1: Prevent cardiac related line of duty deaths

- ❖ Offer annual medical physicals per NFPA 1583
- ❖ Offer educational opportunities on cardiac prevention strategies

Measures: Collect, enter and review data from Risk Management & the Health Department

Objective 2: Decrease on the job injuries by 5% over 3 years

- ❖ Review policies and procedures and recommendations
- ❖ Provide safety and prevention classes on fitness and techniques

Measures: Create, enter and review data from Risk Management

Objective 3: Increase employee fitness by 10% over 3 years

- ❖ Develop written guidelines that encourage physical activity
- ❖ Provide annual fitness assessments with individual fitness prescriptions based on the results
- ❖ Continued encouragement for County vending machines to offer health food options
- ❖ Create and present On-Going health and wellness educational opportunities: classes such as smoking cessation, stress management, nutrition, fitness etc...
- ❖ Development of a fitness challenge and offer incentives for participation
- ❖ Create a peer trainer program
- ❖ Wellness classes: Nutrition, stress management, smoking cessation...
- ❖ Mandate an Annual Fitness assessments of all new hires
- ❖ Create a phase-in over two years for incumbents, then provide mandatory fitness assessments
- ❖ Create a Wellness/fitness incentive program: such as point system to encourage participation.

Measures: Perform fitness assessments and enter scores into database

Plan Overview: Write Standard Operating Guidelines for Wellness and Safety Policy that support departmental goals and objectives

Specific Wellness duties:

- Develop, prepare, conduct educational classes on topics such as stress management, nutrition, sleep deprivation, injury prevention, smoking cessation, fitness, to incumbents and recruits
- Create Wellness committee: which includes, but is not limited to determining the types of activities to be included in the wellness program; develop, promote and implement wellness activities, form appropriate sub councils to implement wellness activities etc...
- Coordinate events with health plans, advertise programs to employees

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- Create a calendar of wellness events for employees
- Conduct continuing research and studies on wellness and recommend course of action that meet departmental goals
- Attend seminars and training sessions to stay abreast of relevant issues
- Create a Wellness/fitness incentive program: such as point system to encourage participation.
- Coordinate events/activities for National Stand down day.

Specific Fitness duties:

- Fitness Coordinator. Responsibilities: (currently a function – for future growth this could be a separate job responsibility:
- Prepare and conduct Peer Trainer Certification Program (Master fitness Instructor): 40 hour certification class and on-going continuing education class for current trainers.
- Oversee peer trainers and coordinate with them to assist with fitness related functions.
- Prepares and conducts individual fitness assessments and training sessions with incumbents
- Coordinate with Operations to implement educational opportunities; such as classes/seminars fitness assessments and personal training
- Plans and organizes annual “Fitness Challenge” and other potential fitness related annual events
- Assist with planning and organizing physical agility testing for new hires
- Coordinate with Operations to use peer trainers for personal training and physical agility testing on-duty and the ability to use comp. time for those assisting off-duty
- Coordinate with Training Division to do fitness assessments, teach, and participate in physical training with recruits
- Record daily, weekly, monthly equipment checks and logs (PM). Arrange Quarterly equipment check with Fitness Equipment Sales, Inc.

Specific Health duties:

- Liaison between Health Department and Fire Rescue
- Supervise staff: responsibilities include, but are not limited to: Infection Control Coordinator and Medical Physical Scheduling, assist with data entry

Specific Administrative duties:

- Keep accurate records, reports, data collection, statistics on all class attendance, fitness assessment scores, medical physicals, infection control, on-the-job injuries, accidents
- Make handouts for classes, fitness assessments, and workout plans
- Manage department inventory of fitness equipment: review and recommend any changes
- Perform annual appraisals on staff
- Budget preparation and recommendations
- Keep Web site updated - write/collect relevant articles
- Write standard operating guidelines for Health, Wellness, Safety program