# White Mountain Apache



**Fire & Rescue Department**

**Re-Draft 5/21/2013**

**Occupational Safety and Health**

**SOP 405.01a Physical Fitness – Chief Officers**

1. **Purpose**
   1. The purpose of this policy is to ensure that chief officers are capable to perform their job duties as command officers and to provide a means so that chief officers remain physically active in some degree.
2. **Scope**
   1. **This policy applies to all chief officers.**
3. **Definitions**
   1. Functional Chief Officer - are those chief officers who can still function operational on the fire or rescue ground. These individuals may be temporarily engaged in direct firefighting and/or rescue activity by utilizing self-contained breathing apparatus, pulling hose and performing other “hands-on” related activities, to include managing the single resource (i.e. engine company) or groups/divisions on the fire ground.
   2. Limited-Functional Chief Officers – are those chief officers who don’t participate in the “hands on” activities of the fire ground, but may be in command of branches or higher within the IC system.
   3. Modified Physical Ability Test (MPAT) – this is the IPAT with a reduced time elements for women and men.
   4. Moderate Duty “Pack Test” – The NWCG field test designed for those with moderately strenuous duties. It consists of a 2-mile hike with a 25-pound pack in 30 minutes (Note: test has altitude correction time requirements).
4. **Reference**
   1. NWCG PMS304-2/NFES1596 *Fitness and Work Capacity, 2009 Edition.*
5. **Policy**
   1. Chief Officers are in a unique position in that much of their time is spent in the office and not regularly engaged in direct service delivery like the line staff. The atrophy associated with the position is a concern for the organization in that chief officers, depending on their level within the organization, may at times be required to assume a stationary command position or wear a breathing apparatus or hike to command a division on a wildland assignment. The need to maintain some level of physical fitness must be warranted.
   2. Chief Officers are encouraged to participate in the department's mandatory physical training sessions whenever possible and/or to work out on their own in order to remain physically fit.
   3. All chief officers must be cleared for participation in the fitness assessment through yearly physicals, post-injury/illness physician clearance (i.e. Return to Work clearance), as well as following the guidelines established in this policy.
   4. Any chief officer observed to be physically impaired and/or who may be unable to effectively and safely perform one or more essential function(s) of their job may be subject to a physical examination.
   5. Functional Chief Officers (FCO)
      1. Chief Officer’s requesting to be or remain a FCO shall meet the annual requirements as listed below.
         1. Receive a minimum of a Tier 2 in the Thorough Physical Examination (TPE) and/or receive a “Cleared” determination in the Department of the Interior’s Medical Standards Program (DOI MSP) exam packet.
         2. Pass the annual Arduous Duty “Pack Test” and MPAT fitness assessment with calisthenics.
         3. Receive annual SCBA fit testing.
         4. Attend course work associated with company level training, in addition to command and staff level training.
         5. Work as a company officer at least one 24 hour shift a month.
   6. Limited-Functional Chief Officers (LFCO)
      1. Chief Officer’s requesting to remain as a LFCO shall meet the annual requirements as listed below.
         1. Receive a minimum of a Tier 3 in the Thorough Physical Examination (TPE) and/or receive a “Cleared” determination in the Department of the Interior’s Medical Standards Program (DOI MSP) exam packet.
         2. Pass the annual Moderate Duty “Pack Test”.
         3. Attend course work associated with command and staff level training.
   7. Any medical condition or disease process that can limit a chief officer’s ability to safely participate in a fitness assessment should be addressed to the member’s treating physician before participating in the assessments. Refer to SOP 405.00 *Medical Clearance*.
   8. Chief officers who are not medically cleared Fit for Duty by a physician by receiving a Tier 4 (or Tier 3 for a FCO) in the Thorough Physical Examination or “Not Cleared” in the DOI MSP exam packet will:
      1. be demoted to LFCO if a FCO,
      2. have six (6) months to become cleared for duty. If not cleared with those six (6) months, the chief officer will need to consider the need to medically retire.
   9. Functional Chief Officer cleared to Return to Work by the physician for full duty **without restrictions** following a pregnancy, an extended personal illness/condition, significant surgery and/or debilitating injury shall be subject to the IPAT once they have been medically cleared to return to full duty, but prior to assignment back to a FCO.
      1. In the event the FCO fails the IPAT it will be determined that the individual does not have the ability to perform each of the essential functions of their job, or they pose a risk of harm to self or others in the performance of such functions and will be placed on LFCO status, until such a time the IPAT and other requirements as listed in this policy can be passed.
      2. The WMAFR will determine whether or not a reasonable accommodation exists that will remove the barrier to continued employment, and eliminate or minimize the potential risk of harm to the individual or others.
   10. Other illnesses, conditions or injuries will be handled on a case by case basis or as directed by the fire chief or chief officer committee.
   11. The WMAFR will continually review this policy with recommendations, comments and suggestion from its chief officers.
6. **Historical Note**
   1. Final