

Proposed CBA Language

ARTICLE 28. EMPLOYEE FITNESS

Section 1. [Same as 2020-2024 CBA]

Section 2. [Same as 2020-2024 CBA]

Section 3. **Fitness Program for Existing Employees.**

Physical Fitness. The City and the Association are committed to a healthy, physically fit and well-trained fire department. In demonstrating this commitment, employees who participate and meet standards as set out in this section shall be awarded the fitness incentives outlined herein.

During October of each year, the Chief and the President of the Association shall appoint three members each (six total) to a physical fitness panel. It will be the sole responsibility of this panel to set point values, time limits, and the necessary requirements for the fitness program and for achieving incentives. The Chief and Association shall provide written notice of their appointees to the physical fitness panel at least thirty (30) calendar days before the panel is scheduled to meet. The panel shall reach an agreement on all items relating to point values, time limits, or necessary requirements, and all recommendations shall be forwarded to the Chief. The Chief can veto any recommendation and return the recommendation to the panel for re-examination. The Training Academy Chief shall act as the non-voting moderator and will be responsible to ensure the panel meets at the required stated time.

The fitness program for existing employees is aimed at promoting physical fitness among all employees of the Department. The fitness program shall be based on the International Association of Fire Fighters/International Association of Fire Chiefs' "The Fire Service Joint Labor Management Wellness-Fitness Initiative" 4th Edition or most currently available edition. The five (5) areas to be tested per the Wellness-Fitness Initiative will be: Body Composition, Aerobic Capacity and Recovery, Mobility and Flexibility, Speed and Power, and Strength and Endurance. Any discipline which may be issued for non-compliance with the physical fitness program or plan must be corrective in nature and must take into account the individual characteristics of the employee involved.

The City agrees to promote compliance with the plan through education, incentives, interdepartmental counseling and other positive approaches. The program will include annual physical fitness assessments with incentives ranging from ~~\$125 to \$500~~ \$250 to \$1,000 in contributions by the City to the employee's Flexible Savings Account (FSA) or Health Savings Account (HSA) for meeting certain levels of physical fitness.

Section 4. [Same as 2020-2024 CBA]

Section 5. [Same as 2020-2024 CBA]