

ARTICLE 19
PHYSICAL FITNESS

- 19.1 Labor and Management agree to continue to provide the most positive environment possible for obtaining and maintaining physical fitness by uniformed members of the Department. There shall be a Department Physical Fitness Committee consisting of two members appointed by the Fire Chief and two members appointed by the Union President. A member appointed by Risk Management shall Chair the Committee, but shall serve as a non-voting member.
- 19.2 It is agreed to adopt as its physical fitness program the IAFF/IAFC Fire Service Joint Labor-Management Wellness-Fitness Initiative (WFI) third edition copyright © 1997, 1999, 2008 except for reference to the annual physician physical examination which will be replaced by the current City practice as listed in Attachment II. City agrees to purchase necessary equipment to implement the program.
- 19.3 The programs implemented as a part of this Agreement shall become part of the departmental standard operating guidelines (SOG). Modifications thereafter shall be by the same procedures adopted for SOG modification. In addition, based upon data gathered throughout the program, there shall be an annual review of the program by the Department's Physical Fitness Committee. This review committee need not consist of the same members. The time frames and procedures for committee action shall be the same.
- 19.4 Allotted time for physical fitness will be between 08:00 and 17:00 hours during the normal workday, except in the following cases:
- 1) Training which requires out of department instructors.
 - 2) Certification or re-certification training.
- 19.5 Employees are eligible for an annual physical fitness incentive award subject to successful completion of the annual physical fitness test as determined by the Department's Physical Fitness Committee.

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Successful completion will be determined by the standard set by the Department's Physical Fitness Committee. The incentive shall be paid within 30 days of test completion. The total amount of awards money budgeted by the department annually, but not less than \$10,875.00, shall be distributed as determined by the Department's Physical Fitness Committee.

19.6 Both parties recognize the need to establish a mechanism to meet the requirements of the IAFF/IAFC Fire Service Joint Labor-Management Wellness-Fitness Initiative. ~~The Department will be allocated \$5,000 for each year of the Agreement in order to meet the objectives of the Wellness-Fitness Initiative in addition to money budgeted in Article 19.5 above.~~

Deleted: Either party may reopen this paragraph (19.6) for negotiations prior to April 1, 2011 to determine funding.