Increasing the Participation of Physical Fitness Training
And Analysis of Injuries in the Oakland Park Rescue Department

Leading Community Risk Reduction

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Oakland Park Fire-Rescue Department

An applied research project submitted to the National Fire Academy
as part of the Executive Fire Officer Program

July 2007
CERTIFICATION STATEMENT

I hereby certify that this paper constitutes my own product, that where the language of others is set forth, quotation marks so indicate, and that appropriate credit is given where I have used the language, ideas, expressions, or writings of another.

_________________________________
Steven C. Hudson, Sr.
ABSTRACT

Physical fitness of fire service personnel has a direct impact on their ability to handle the physical and mental capabilities of their job.

The problem the Oakland Park Fire Department (OPFD) faced was the current wellness/fitness program was voluntary and did not attract unfit firefighters to participate. The purpose of this applied research paper (ARP) was to identify unfit firefighters and improve the health and safety of all firefighters by increasing participation in a wellness/fitness program. Evaluative research methodology was used to answer the three research questions:

1. How have other fire departments identified unfit firefighters to increase the participation level of physical training?
2. What is the current level of participation that performs physical fitness training in the OPFD?
3. What are the important components in developing a successful wellness/fitness program?

The survey instrument developed and results from the survey were provided to the fire chief’s office for review. The results from personal interviews with the Human Resource Director and Risk Manager revealed a significant amount of firefighter injuries and worker’s compensation cost's. These discussions could lead one to believe that some of these injuries could be avoided with an increased level of wellness/fitness training. The results from the survey instrument revealed a current level of 50% voluntary participation level of the members. In addition, the results also revealed that 83% of the members surveyed would prefer a full participation wellness/fitness program.
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INTRODUCTION

The Oakland Park Fire-Rescue Department (OPFD) currently employs 80 sworn personnel in an all career department. OPFD provides fire suppression, advanced life support emergency medical services, fire prevention, public education, training and safety, hazardous materials first responder and an array of community outreach programs to the residents of the city. The department operates on a budget of $9.4 million dollars and responded to approximately 10,000 emergency calls in 2006, with 85% of these calls being medically related.

One of the OPFD administrative responsibilities is to make sure everybody goes home safe and healthy after a tour of duty. OPFD has experienced a significant amount of injuries sustained on and off the job, excessive health care cost’s, which results in loss time on the job. (Personal interview with the City of Oakland Park Human Resource Director, April 4, 2007) The department has physical fitness equipment at each fire station and allows units to go “Last Out Status” while the crew performs physical fitness activities on a voluntary basis.

The problem is the OPFD’s current wellness/fitness program is not attracting unfit firefighters who may be at high risk to job related injuries. Although some steps have been taken to increase the participation and level of physical fitness training, the increase of emergency runs and workload on the firefighters compounds the problem. The purpose of this applied research paper (APR) is to evaluate the effectiveness of the current wellness/fitness program and/or identify improvements to attract unfit firefighters. An evaluative research methodology was used along with surveys and literature review of physical fitness to answer the following research questions:
1. How have like-sized departments attracted unfit firefighters to participate in physical fitness?

2. What is the current level of participation in the department?

3. What are the important components to increase the level of participation in a wellness/fitness program?
BACKGROUND AND SIGNIFICANCE

The City of Oakland Park is located in Broward County, Florida with a longitude of 26°10'35" north and a latitude of 80°8'40" west. It was incorporated on June 1929 and its current charter was adopted by the State Legislature on July 15, 1959. The city encompasses eight square miles, which includes 10% water and 90% land.

Oakland Park Fire Department (OPFD) is a three-station fire department that responds to approximately 10,000 emergency calls per year. Currently, the on-duty staffing consists of between 16 to 18 firefighters that are assigned to 6 advance life support companies and 1 Battalion Chief. OPFD average firefighter age is 32 years old with the majority of firefighters being twenty-five years of age or less. Each fire station is equipped with tread mills, several other physical fitness machines, including free weights. We currently don’t have a standard operating procedure that addresses wellness/fitness training. The closest written procedure that addresses physical fitness training is our operational readiness procedure. This standard operating procedure just addresses the ability to perform your job responsibilities/requirements; however, the department encourages participation in physical fitness training. However, the level of firefighter participation is totally voluntary. The Shift Commander will allow one in-service unit at a time to go to “Last Out Status” while engaging in physical training. Very few on-duty firefighters request this “Last Out Status” to engage in physical fitness training.

The executive leadership class leading community risk reduction attended during February of 2007 at the National Fire Academy (NFA) evaluated firefighter injuries and line of duty deaths (LODD) at great lengths. Wellness/fitness for the fire service
became very apparent and part of a life plan for this author. The level of participation and attracting unfit firefighters became the basis for this paper.

LITERATURE REVIEW

The wellness/physical fitness topic in the fire service has been ongoing for some time. The Literature Review included many articles that were researched at the Learning Resource Center (LRC) located at the National Fire Academy (NFA) in Emmitsburg, Maryland. This author located numerous related sources associated with physical fitness training in the fire service. A focused effort to narrow the scope of wellness/physical fitness training into three research questions was accomplished. First, attract unfit firefighters to participate in physical fitness training; second, the current level of participation; and third the important components for a wellness fitness program.

Attracting Unfit Firefighters to Participate

In 2000, (IAFC/IAFF) stated a physical fitness, health and wellness program should be a focus and priority for every fire department. It is a way for reducing firefighter injuries and line off duty deaths (LODD). The International Fire Chiefs (IAFC) and International Association of Firefighters (IAFF) formed the Fire Service Joint Labor Management Wellness/Fitness Initiative. This initiative was designed to provide firefighters the ability to maintain appropriate levels of fitness. The focus of this program was to provide a non-punitive wellness/fitness process with a holistic, positive, rehabilitating and educational core. The ambition of the IAFC/IAFF Fire Service Joint Labor Management Wellness/Fitness Initiative is to improve the quality of life for the North American Fire Service. The project seeks to demonstrate the value of investing
wellness resources over time to maintain fit, healthy and capable firefighters throughout their careers (IAFC/IAFF, 2000). http://www.washingtonfirechiefs.org

The fire department should have a well defined physical fitness policy. This policy defines physical performance standards, the fitness evaluation process, the department’s supporting fitness program, and the consequences of failing to meet performance requirements. (O’Connor, 1996) One common thread that binds all successful fitness programs is support from top management. The key ingredient for a successful program is the Chief’s desire to make it happen. (Davis, 1991)

Making a fitness program mandatory markedly increases both the degree of participation and the level of fitness. Voluntary programs often fail due largely to the fact those who need it are reluctant to participate and those who do not need it were regulars. “Full participation,” rather than the term “mandatory” makes a physical fitness program sound more like a group effort than a job requirement. (Vandercar, 1992)

The “3 F’s” - fitness, fat loss, and function, will help you formulate a customized program that is right for you, and address your individual goals. The “3 F’s” is a three-step system of conditioning that you can use to improve your health, body composition and/or performance on the job. The Federal Emergency Management System (FEMA) reports that 52 firefighters lost their lives in the line of duty in 2004 due to non-traumatic causes such as heart attack and stroke. More precisely, 49 firefighters died directly from heart attacks. That seems like a real problem - right? Actually, these statistics reflect the consequences. You must analyze to identify the real problem; and if you look around your firehouse, you just might see with your own eyes. One of the problems lies in the choices one makes with regard to their food and lifestyle habits. (Meyer, 2005)
Loy (2001) describes the importance of the wellness coordinator. The wellness coordinator establishes a liaison with personnel and administration. The wellness coordinator also helps answer the following questions, if the exercise program is to be mandated, and does labor and administration agree on the wellness program. The fitness testing levels are critical but not meant to be used for punitive measure.

In 2005, (NFPA) a total of 87 on-duty firefighter deaths occurred in the United States. The 87 on-duty deaths represent the lowest total since 1993, and third lowest death toll since NFPA began tracking these deaths in 1977. Responding and returning from alarms accounted for the largest share of firefighter deaths, with 26 deaths. Fire ground operations accounted for 25 deaths. This continues the trend that deaths on the fire ground account for less than one third of the deaths each year. Stress and overexertion, which usually results in heart attacks or other sudden cardiac events, continue to be the leading cause of fatal injury. Of the 47 stress-related deaths in 2005, forty (46%) were classified as sudden cardiac deaths.

Current Level of Participation

Researchers, examining 6 years of firefighter line-of-duty deaths (LODD), found that the health, fitness and wellness of the firefighters contributed to more than 50 percent of the fatalities. The study was conducted using data compiled from 6 years (2000 to 2005) of verified firefighter LODD from four sources: The National Fire Protection Association (NFPA), the National Institute for Occupational Safety and Health (NIOSH), the United States Fire Administration (USFA) and the International Association of Firefighters (IAFF). For each LODD, factors contributing to the death were recorded from federal investigations and eyewitness reports. The contributing factors were then analyzed for frequency of occurrence and clustering with other factors.
There were 644 cases with sufficient information to be included in the study. Frequency analysis revealed that the dominant contributing factors to LODD are health/fitness/wellness (53.88%). (Smith, 2006) http://www.respondersafetyonline.com

“This is a stark reminder that many firefighter deaths are preventable” says IAFF General President Harold Schaitberger. (IAFF, 2006)

Dukart (2002) finds that in the Sacramento Fire Department the participation level of the members is 90%. Sacramento’s program includes physical fitness training and it is part of the training academy curriculum. The participation in multi-company is completely voluntary, but attendance at fitness program presentations and events is mandatory. The Sacramento program does still have a difficult time reaching the older firefighters; the majority of the participants are the younger firefighters.

A survey instrument was designed and circulated among the total department population. (Appendix “A”) Every member assigned to suppression was provided an opportunity to participate in the wellness/fitness survey.

What are the Important Components to Increase the Level of Participation

Health and medical issues have become increasingly important to the North American Fire Service. Firefighters and fire service managers know all too well how the medical and physiological demands of firefighting have changed; personal protection equipment has improved, as firefighters encounter “super bugs” in the community and as the physical and mental requirements for being a member of the firefighting community have increased. (Pratt, 2004)

While there are several informative publications currently available that address the physical fitness and training necessary to perform the job of firefighting, they do not provide comprehensive guidelines or direction for the development of a balanced fitness
program that integrates all the necessary components of fitness that are applicable and realistic at the field level. In addition, we currently have a “mish-mash” of physical fitness programs developed by various Wildland fire crews across the country.

Some promote a well-balanced fitness program and incorporate wellness. Others, however, provide inconsistent guidelines that can be conducive to injury and overtraining. The increasing demand of “all risk” incidents and implementation of the work capacity test and medical qualifications standards further the agency’s current need for a comprehensive and cohesive National Firefighter Fitness Program. (Livingston, 2006)

Waterhouse (1996), states that physical fitness programs must be mandatory and not voluntary to achieve the desired benefits. He does state that to reduce resistance to mandatory physical fitness programs it is best to develop a program with committees. “Membership on the committee should include representatives of the municipal administration, department administration, the Union, line firefighters, department physician, and any other outside specialist who will be utilized in the development, implementation, and monitoring of the program” (Waterhouse, 1996, p. 4).

NFPA 1583, Standard on Health-Related Fitness Programs for Firefighters

An aerobic exercise program is activities that utilize large muscle groups in a rhythmical continuous manner (e.g. walking, running, swimming, cycling, rowing, stair climbing, skating, dancing, cross-country skiing, rope skipping) are all endurance based activities. Training can also be carried out in an internal-style fashion. Employing a variety of training modes will reduce the chance of workout boredom and overuse injuries (NFPA 1583-15B, 4.3)
The fire department should have a well defined physical fitness policy. This policy defines physical performance standards, the fitness evaluation process; the department’s supporting fitness program, and the consequences of failing to meet performance requirements. (O’Connor, 1996)

NFPA 1583 Pre-exercise. Each workout session should include at least a 5-10 minute warm-up period. The purpose of the warm-up is to increase body temperature while improving the flow of blood and oxygen to the muscles. A warm-up prepares the body for the more strenuous exercise to follow, decreases the risk of injury, and improves performance. (NFPA 1583, 2000) Post-exercise, a 5-10 minute cool-down period, should follow each workout. This period includes a gradual tapering off of exercise intensity followed by stretching. The purpose of the cool-down is to assist in the return of blood to the heart, thereby reducing cardiac stress. Tapering should be followed by stretching of the affected muscles to promote flexibility and reduce muscle soreness. (NFPA 1583, 2000)

Perry (2002) believes that administration support should be a key in the success of the wellness program. “Regardless of your department’s size, key players should include the Chief of the department. If there is no buy-in at the top the chances for a successful program are very limited.” (Perry, 2002, p. 73)

PROCEDURES

Definition of Terms

**Standard** - defines minimally acceptable performance. It qualifies you as a capable professional. (O’Connor, 1995)

**Pre-exercise** - a 5 to 10 minute warm-up period prior to the commencement of exercise. (NFPA 1583)
Post-exercise - a 10 to 15 minute cool-down period, immediately following each workout. (NFPA 1583)

Wellness Coordinator - a liaison between firefighters and administration.

Aerobic Fitness - enhancement of the body’s ability to take in, transport, and utilize oxygen; improved stamina or ability to carry out muscular activity for a prolonged period of time. (NFPA 1583)

Research Methodology

Evaluative research was used by completing an extensive search in literature review of fire service journals, magazines, books, the internet, federal laws, and Florida Statutes, concerning health related fitness programs.

The author of this APR began the literature review at the Learning Resource Center of the National Fire Academy; further researching and personally interviewing both the Human Resource Director and the Risk Manager of the City of Oakland Park.

Survey Population

A survey was distributed to 100 members of the OPFD, as well as the Tamarac, Florida and Lauderhill, Florida Fire Departments. The reason these members were targeted was to identify the core members who participate in wellness/fitness training. Also, the selected department members are size-like departments. Therefore, firefighter response was very good, with 90 of the 100 firefighters completing the survey.

Instrumentation

A survey instrument was designed and made up of 10 questions (see Appendix “A”). This survey was to identify the member participation level and overall attitudes toward wellness/fitness programs.

Assumption and Limitations
Wellness/fitness training has been a topic of discussion of the Oakland Park Fire Department (OPFD) for a number of years. At one time the City of Oakland Park and International Association of Firefighters Local 3080 agreed to participate in the Firefighter Combat Challenge Fitness Assessment. This fitness assessment challenge is the current physical agility test given to new recruits during firefighter standards training. When this bilateral program was implemented it required a full medical physical and a completion time of less than 6 minutes. In addition, the department offered an incentive of 24 hours leave for a successful pass. Most all members of the department participated in this prescribed physical fitness assessment. However, this established practice was abolished to make way for the current voluntary participation wellness/fitness training program.

RESULTS

Research Question #1

How have other fire departments identified firefighters to increase their level of physical fitness training?

NFPA statistics continue to show that almost 50 percent of firefighter fatalities are heart attacks, and almost 50 percent of those who died had heart related problems. The development and issuance of NFPA 1582, Standard on Medical Requirements for Firefighters and information for fire department physicians, in 1992, with subsequent editions, emphasizes the need for annual medical evaluations. The technical committee believes that a health related fitness program will contribute significantly to reducing firefighter fatalities and injuries. Overweight, out-of-shape firefighters are an accident waiting to happen. The multiple stress factors and rigors of the profession require
firefighters to be medically and physically fit in order to perform the required tasks.
(NFPA 1583, 2000)

Research Question #2
What is the current level of participation that performs physical fitness training?

By developing and conducting a survey to evaluate the wellness/fitness participation level a survey instrument was designed and distributed to a population of 100. Of the 100 members surveyed within the Oakland Park Fire Department, and like-size departments (Tamarac and Lauderhill Fire Rescues) 18 members responded they were cautious of wellness/fitness programs; 58 members responded they were excited about wellness/fitness programs; 21 members responded they were proud about wellness/fitness programs; 6 members responded they were unsure of wellness/fitness programs, and 1 member did not respond to survey. The analyzed data report is in Appendix “B”.

Research Question #3
What are the important components in developing a successful wellness/fitness program?

Throughout the literature review and survey instrument many departments attribute the success of a wellness/fitness program beginning with a “buy-in” and a commitment from labor and management to design programs that are educational and rehabilitative, non-punitive. This process relies on peer fitness coordinators and administration to fund it as a budget priority.

Paul Davis, who authored the “Firefighter Combat Challenge”, provided measurable comparable job standards to a new level in 1996. (Towle, 1996)
DISCUSSION

Compare

The survey conducted on the Oakland Park Fire Department members reflected a participation level of 50% in the voluntary program. On one hand, the question about how they viewed a mandatory physical fitness training program revealed 83% of the members favored a mandatory wellness/fitness program.

Dukart (2002) finds that in the Sacramento Fire Department the participation level of the members is 90%. Sacramento’s program includes physical fitness training and is part of the training academy curriculum. The participation in multi-company is completely voluntary; however, attendance at fitness program presentations and events is mandatory. The Sacramento program still has a difficult time reaching the older firefighters. The majority of the participants are the younger firefighters.

Oakland Park Fire Department has endured many on-duty injuries to members. During a period between 1994 and 2006 there had been 21 members reporting back injuries resulting from lifting and another 121 members reported a multiple of other personal bodily injuries with a cost of $403,346.51 to the City of Oakland Park's Worker's Compensation Insurance Fund. This research and analysis was reported to me by the City of Oakland Park Risk Manager. These on-the-job injuries lead to staffing levels below our established minimum staffing level, which causes the department to maintain staffing levels by hiring employees on overtime. This creates an unfunded budget liability for the city.

“Knowing the statistics is one thing. Convincing a diverse, fragmented and fiercely independent fire service to act on them for the sake of the health of recruits, incumbents and retirees is quite another” (Towle, 1998, pg. 21).
One common thread that binds all successful fitness programs is support from top management. The key ingredient for a successful program is the Chief’s desire to make it happen. (Davis, 1991)

This position was common throughout Literature Review.

Interpretation/Evaluation

The conclusion to one survey question reveled 6 members were unsure of interest in a wellness/fitness program. 18 members responded that were cautious with a wellness/fitness program. It is common knowledge that people resist change and prefer to maintain their comfort zone. This percentage of members that have reluctance is common among fire departments across North America, which was illustrated throughout literature review. This target group will need some incentive/motivation to buy-in to a full participation wellness/fitness program.

There were 58 members who responded they were excited about a wellness/fitness program. I feel the group that revealed reluctance to a wellness/fitness program could gain the most from an implemented full participation wellness/fitness program.

Implications

The results showed the participation level in the organization was 50% into physical training. The desire of the Fire Chief and agreement from labor and management are a requirement for a successful wellness/fitness program to be implemented and maintained. The present physical fitness training program is totally voluntary and left up to each member to design their workout. The implementation and budgeting of a full participation wellness/fitness program, with individual designed fitness assessment criteria will provide the desired results for each member.
This preferred full participation wellness/fitness program will be the only method to inspire unfit firefighter’s to participate in a wellness/fitness program. It needs to be an educational, rehabilitative non-punitive process along the way.

RECOMMENDATIONS

In order to have a successful wellness/fitness program, it is this author’s strong feeling that there must be a commitment by labor and management to implement a full participation wellness/fitness program, which is educational and rehabilitative, non-punitive. The buy-in from the membership to this program is crucial to the success.

The following recommendations resulted from Literature Review:

1. The development of a standard operating procedure (SOP) to address the key components of the wellness/fitness program.
2. The implementation of peer counselors to assist with wellness/fitness training.
3. The commitment and agreement from labor and management to require full participation wellness/fitness training program.
4. The development of personal fitness assessment monitoring for each member will be very helpful and self-motivating; fitness training can be recorded by the level of intensity and duration.
5. The administration making a wellness/fitness program a budgeted priority.
6. At the present time, physical fitness training is voluntary and left up to the firefighter to participate. All members could benefit from a formal full participation wellness/fitness program with realistic, attainable goals.
7. The OPFD already participates in an annual city sponsored health/wellness screening fair. However, a full participation of all on-duty members could be of greater value to the department and each member.
8. The Oakland Park Fire Department could introduce a nutritional specialist to prescribe a well balanced nutritional meal plan to firefighters. This kind of a life-style change could prove invaluable to the member and the department.

9. Introduce wellness/fitness plans to the established health and safety committee to gain momentum for further research and development.
REFERENCES

City of Oakland Park Human Resources Department Director (April 4, 2007).


http://www.respondersafetyonline.com/classes/articles/articledraw_P.aspx


Appendix “A”

1. What is your feelings about a wellness/fitness program?
   Cautious    Excited    Proud    Unsure

2. How often do you exercise a week on or off duty?
   1-2 Times    3-4 Times    5-6 Times    None

3. Do you participate in a volunteer physical fitness training program while on duty?
   Yes    No

4. Do you think your fire department organization should have a mandatory wellness/fitness program?
   Yes    No

5. What activities do you prefer when you perform physical training?
   Cardio Training    Weight Training    Stretching    None

6. Do you feel your wellness/fitness equipment is adequate in your fire station to satisfy your physical training?
   Yes    No

7. Is stretching and flexibility included in your workouts?
   Yes    No

8. When you perform physical training on-duty does it require you to shower afterward?
   Yes    No

9. Would you be interested in attending a train-the-trainer physical fitness class to conduct in-service wellness/fitness training to fire department members?
   Yes    No

10. Do you feel an incentive program would be necessary to motivate fire department members to participate?

   _____________________________ _________________________________________
## Appendix “B”

### What is your feelings about a wellness/fitness program?

<table>
<thead>
<tr>
<th>Feelings</th>
<th>Response %</th>
<th>Response Count</th>
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<td>Cautious</td>
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<td>18</td>
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<tr>
<td><strong>Excited</strong></td>
<td><strong>58.6%</strong></td>
<td><strong>58</strong></td>
</tr>
<tr>
<td>Proud</td>
<td>21.2%</td>
<td>21</td>
</tr>
<tr>
<td>Unsure</td>
<td>6.1%</td>
<td>6</td>
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Answered Question: 99  
Skipped Question: 1

### How often do you exercise a week on or off duty?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Response %</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-2 Times</td>
<td>28.3%</td>
<td>28</td>
</tr>
<tr>
<td><strong>3-4 Times</strong></td>
<td><strong>46.5%</strong></td>
<td><strong>46</strong></td>
</tr>
<tr>
<td>5-6 Times</td>
<td>19.2%</td>
<td>19</td>
</tr>
<tr>
<td>None</td>
<td>6.1%</td>
<td>6</td>
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</table>

Answered Question: 99  
Skipped Question: 1

### Do you participate in a volunteer physical fitness training program while on-duty?

<table>
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<tr>
<th>Response</th>
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<tbody>
<tr>
<td>Yes</td>
<td>50.5%</td>
<td>50</td>
</tr>
<tr>
<td>No</td>
<td>49.5%</td>
<td>49</td>
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Answered Question: 99  
Skipped Question: 1

### Do you think your fire department organization should have a mandatory wellness/fitness program?

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<th>Response</th>
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<td>Yes</td>
<td>83.3%</td>
<td>75</td>
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<td>No</td>
<td>16.7%</td>
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Answered Question: 90  
Skipped Question: 10

### What activities do you prefer when you perform physical training?

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<tr>
<th>Activity</th>
<th>Response %</th>
<th>Response Count</th>
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</thead>
<tbody>
<tr>
<td><strong>Cardio Training</strong></td>
<td><strong>91.1%</strong></td>
<td><strong>82</strong></td>
</tr>
<tr>
<td>Weight Training</td>
<td>51.5%</td>
<td>46</td>
</tr>
<tr>
<td>Stretching</td>
<td>35.6%</td>
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</tr>
<tr>
<td>None</td>
<td>2.2%</td>
<td>2</td>
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Answered Question: 90  
Skipped Question: 10
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<tr>
<th>Question</th>
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<th>Response Count</th>
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<tr>
<td>Do you feel your wellness/fitness equipment is adequate in your fire station to satisfy your physical training?</td>
<td>Yes 53.9%</td>
<td>48</td>
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<td></td>
<td>No 46.1%</td>
<td>41</td>
</tr>
<tr>
<td>Answered Question</td>
<td></td>
<td>89</td>
</tr>
<tr>
<td>Skipped Question</td>
<td></td>
<td>11</td>
</tr>
<tr>
<td>Is stretching and flexibility included in your workout?</td>
<td>Yes 69.3%</td>
<td>61</td>
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<td></td>
<td>No 31.8%</td>
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<td>88</td>
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<tr>
<td>Skipped Question</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>When you perform physical training on-duty does it require you to shower afterward?</td>
<td>Yes 81.4%</td>
<td>70</td>
</tr>
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<td></td>
<td>No 18.6%</td>
<td>16</td>
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<td>Answered Question</td>
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<td>86</td>
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<td>Skipped Question</td>
<td></td>
<td>14</td>
</tr>
<tr>
<td>Would you be interested in attending a train-the-trainer physical fitness class to conduct in-service wellness/fitness training to fire department members?</td>
<td>Yes 56.2%</td>
<td>50</td>
</tr>
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<td></td>
<td>No 43.8%</td>
<td>39</td>
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<tr>
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<td>89</td>
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<tr>
<td>Skipped Question</td>
<td></td>
<td>11</td>
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<tr>
<td>Do you feel an incentive program would be necessary to motivate fire department members to participate?</td>
<td>Yes 60%</td>
<td>60</td>
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<td></td>
<td>No 30%</td>
<td>30</td>
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<tr>
<td>Answered Question</td>
<td></td>
<td>90</td>
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<tr>
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