

Standard Operating Procedures Manual
City of Poquoson Fire and Rescue



**City of Poquoson
Fire and Rescue**

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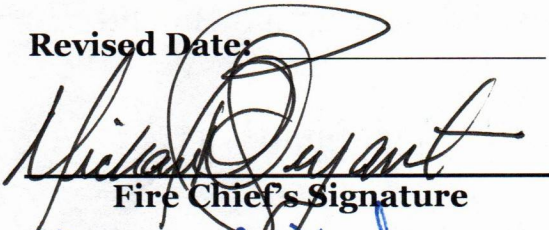
Safety and Health

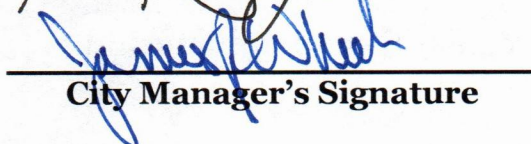
SOP#: SH 8.00

Title: Physical Fitness Training

Effective Date: 09/15/2025

Revised Date: _____


Fire Chief's Signature


City Manager's Signature

Physical Fitness Training

I. PURPOSE

To establish minimum guidelines for physical fitness training for all personnel within the Poquoson Fire and Rescue Department (PFD). This program is designed to support and ensure the physical readiness of all employees to perform their duties and responsibilities safely and effectively.

II. DEFINITION

Physical Fitness: A state of health and well-being that enables an individual to perform physical tasks effectively and efficiently, including but not limited to firefighting, rescue operations, and patient care, while minimizing the risk of injury.

Fitness Routine: An individualized exercise regimen that includes aerobic conditioning, strength training, flexibility, and functional movements, all designed to support the physical demands of a firefighter's job duties.

III. REFERENCE

- NFPA 1500, Standard on Fire Department Occupational Safety and Health Program.
- City of Poquoson Fire and Rescue Department Safety Policies.

IV. POLICY

PFD is committed to maintaining the health, fitness, and well-being of all personnel. It is the responsibility of every employee to maintain a level of physical fitness that supports their essential job duties, as per that employee's job description.

The individual employee is responsible for determining what fitness methods best suit their personal needs and physical condition while utilizing the department's list of approved fitness equipment.

Personnel will be allotted time while on duty to conduct physical fitness training both individually or as a group as long as it does not negatively impact work performance or inhibit the primary responsibilities of the job.

V. RESPONSIBILITIES

The Department will:

- Provide access to department-approved fitness equipment and resources.
- Ensure the availability of fitness training opportunities as per department policy.
- Encourage employees to engage in regular fitness training and maintain their fitness levels.

- Ensure all department provided fitness-related equipment is regularly maintained and inspected for safety.

The Health and Safety Officer will:

- Be a resource for any questions regarding fitness and health as it pertains to the department and the employee's position.

Employees will:

- Maintain a level of fitness adequate for performing the physical requirements in the employee's job description.
- Develop and follow a personal fitness routine that aligns with the physical demands of their job description.
- Use department-approved fitness equipment in a safe and responsible manner.
- Report any concerns related to fitness equipment to their direct supervisor.

VI. FITNESS TRAINING PROGRAM

The Fire Department will provide access to department-approved equipment and resources for fitness training. Examples of related equipment include but are not limited to the following:

- **Treadmills**
- **Concept 2 Rowing Machines**
- **Resistance training equipment** (e.g., free weights, weight machines)
- **Functional training tools** (e.g., kettlebells, medicine balls, battle ropes)
- **Bodyweight training areas** (e.g., pull-up bars, dip bars)

- **Aerobic training resources** (e.g., step platforms, sled pulls)

Employees may also engage in outside fitness activities, including running, department approved non-contact team activities, and other cardiovascular or strength exercises, provided these activities are consistent with the physical demands of the employee's job description.

The department encourages fitness programs that target the following key areas:

1. **Cardiovascular endurance:** Essential for sustained physical activity during emergency operations.
2. **Strength:** Necessary for lifting, carrying, and manipulating heavy equipment and rescuing individuals.
3. **Flexibility:** To reduce injury risk during physically demanding tasks.
4. **Functional fitness:** Training that mimics real-world firefighting movements (e.g., dragging hoses, climbing ladders).

VII. EQUIPMENT USE

All fitness equipment provided by the department will be used in accordance with safety guidelines. Employees are responsible for ensuring the proper use and care of fitness equipment.

- **Treadmills & Rowing Machines:** Employees must follow the manufacturer's instructions for safe operation.
- **Resistance Equipment:** Proper form must be maintained to prevent injury. Spotters should be used when necessary.
- **Functional Equipment:** Equipment such as kettlebells or medicine balls must be used carefully, especially during high-intensity workouts. Employees must use appropriate weight

and technique.

- **Personal Equipment:** Employees may use personal fitness equipment on the premises but must ensure that it is safe and complies with department guidelines. All equipment must be department approved prior to use.

VIII. SAFETY GUIDELINES

1. **Pre-exercise Evaluation:** Employees should undergo a basic health evaluation (e.g., blood pressure, heart rate) if they are starting a new fitness routine or returning after a period of inactivity.
2. **Warm-up and Cool-down:** Employees are encouraged to warm up before exercise and cool down afterward to reduce injury risk.
3. **Proper Technique:** Employees must use proper techniques when engaging in any physical activity to reduce strain or injury.
4. **Supervision:** While it is not mandatory, employees may choose to engage in supervised fitness training sessions as available.
5. **Injury Reporting:** Any injuries sustained during fitness training should be reported immediately to a supervisor, and appropriate medical attention should be sought.

IX. COMPLIANCE AND ENFORCEMENT

Failure to adhere to the Fitness Training Program guidelines may result in disciplinary action. Supervisors will work with employees to ensure that fitness requirements are being met safely and responsibly.

This SOP will be reviewed annually or as necessary to ensure compliance with industry standards and the health needs of the department.

X. Equipment/Activity List

The approved equipment and activity list will be maintained and kept up to date at Fire Administration. Copies will be available upon request and will be updated as items are added through proper approval by the Fire Chief.