

Side Letter Agreement
BETWEEN
THE CITY OF SAN JOSE
and
SAN JOSE FIRE FIGHTERS, IAFF LOCAL 230

PILOT WELLNESS PROGRAM

The City of San Jose and the San Jose Fire Fighters, IAFF Local 230 (IAFF) agree to extend the Side Letter Agreement on a Pilot Wellness Program.

The terms of the Pilot Wellness Program are as follows:

1. The Pilot Wellness Program is subject to available funding and may be terminated at any time at the discretion of the City.
2. Sworn personnel represented by Local 230 shall participate in a Health Risk Assessment (HRA) fitness evaluation that will be conducted semiannually (every six (6) months) by the San Jose Fire Department.

The HRA fitness evaluation will result in the employee being provided a "Fit Score" based on the scoring and testing components as described in attached Exhibit I (San Jose Fire Department Health and Fitness Program). The testing components described in Exhibit I may be substituted based upon current best practices and/or safety concerns.

3. The Fire Chief may direct any sworn personnel assigned to twenty-four (24) hour duty with a "Fit Score" of 2 or below as described in attached Exhibit I, or if recommended by the Department's assigned Wellness Program Coordinator, to participate in a fitness program while on duty, subject to the provisions in Section 4.420.54 of attached Exhibit II.
4. The results of the initial HRA fitness evaluation or any other fitness evaluation resulting from employee's subsequent participation in a fitness program are non-punitive in nature.

This Agreement shall become effective when signed by all parties below and shall expire on June 30, 2023.

FOR THE CITY:

FOR THE EMPLOYEE ORGANIZATION:

 11/7/18

Jennifer Schembri Date
Director of Employee Relations

 11/7/18

Sean Kaldor Date
President, IAFF, Local 230

Exhibit I

SAN JOSE FIRE DEPARTMENT HEALTH AND FITNESS PROGRAM

The San Jose Fire Department will conduct semiannual (every six months) Health Risk Assessment (HRA) fitness evaluation. The HRA will consist of the following eight testing components utilizing the Fit Score below:

Fit Score	Level
6	20% Better *
5	Excellent
4	Very Good
3	Good
2	Fair
1	Poor

*Any results that are 20% better than the best possible score will earn 6 points.

1. Resting Heart Rate

A resting pulse rate of above 75 for men and above 80 for women is considered above the average. The resting heart rate is taken in a seated position and after a 10-minute rest as needed. The pulse may be retaken twice with a 10-minute break in between tests.

Age Group	Fit Score	Resting Heart Rate	
		Male	Female
18 to 60 +	5	≤ 60	≤ 65
	4	61-67	66-72
	3	68-73	73-78
	2	74-79	79-84
	1	≥ 80	≥ 85

2. Resting Blood Pressure

The resting blood pressure is taken in a seated position and after a 10-minute rest as needed. The BP may be retaking twice with a 10-minute break in between the tests.

Group	Fit Score	Resting Blood Pressure			
		Male		Female	
		Systolic	Diastolic	Systolic	Diastolic
18 to 29	5	≤ 112	≤ 72	≤ 100	≤ 68
	4	113-118	73-76	101-110	69-72
	3	119-122	77-80	111-116	73-76
	2	123-130	81-84	117-120	77-80
	1	≥ 131	≥ 85	≤ 121	≤ 81

Group	Fit Score	Resting Blood Pressure			
		Male		Female	
		Systolic	Diastolic	Systolic	Diastolic
30 to 39	5	≤ 114	≤ 74	≤ 104	≤ 70
	4	115-120	75-78	105-110	71-74
	3	121-124	79-80	111-118	75-80
	2	125-132	81-83	119-122	81-82
	1	≥ 133	≥ 89	≤ 123	≤ 83

Group	Fit Score	Resting Blood Pressure			
		Male		Female	
		Systolic	Diastolic	Systolic	Diastolic
40 to 49	5	≤ 116	≤ 76	≤ 105	≤ 70
	4	117-122	77-80	106-112	71-74
	3	123-126	81-84	113-118	75-80
	2	127-134	85-90	119-126	81-82
	1	≥ 135	≥ 91	≤ 127	≤ 83

Group	Fit Score	Resting Blood Pressure			
		Male		Female	
		Systolic	Diastolic	Systolic	Diastolic
50 to 59	5	≤ 118	≤ 78	≤ 110	≤ 70
	4	119 -124	79-80	111-120	71-78
	3	125-128	81-85	121-125	79-82
	2	129-136	87-90	127-140	83-90
	1	≥ 137	≥ 91	≤ 141	≤ 91

Group	Fit Score	Resting Blood Pressure			
		Male		Female	
		Systolic	Diastolic	Systolic	Diastolic
60 +	5	≤ 120	≤ 80	≤ 110	≤ 70
	4	121 -126	81-82	111-120	71-78
	3	127-130	83-87	121-125	79-82
	2	131-138	89-92	127-140	83-90
	1	≥ 139	≥ 93	≤ 141	≤ 91

3. Body Composition Assessment

This assessment is done with calipers and measures the percent of body fat relative to total body mass.

Age Group	Fit Score	Body Composition	
		Male	Female
18 to 29	5	≤ 11.9	≤ 15.0
	4	12.0-16.1	15.1-20.0
	3	16.2-20.0	20.1-24.6
	2	20.1-25.4	24.7-30.3
	1	≥ 25.5	≥ 30.4

Age Group	Fit Score	Body Composition	
		Male	Female
30 to 39	5	< 14.9	< 16.8
	4	15.0-18.6	16.9-21.1
	3	18.7-21.8	21.2-25.0
	2	21.9-25.9	25.1-30.6
	1	≥ 26.0	≥ 30.7

Age Group	Fit Score	Body Composition	
		Male	Female
40 to 49	5	≤ 16.7	≤ 19.9
	4	16.8-20.4	20.0-24.1
	3	20.5-23.4	24.2-27.5
	2	23.5-27.2	27.6-31.5
	1	≥ 27.3	≥ 31.6

Age Group	Fit Score	Body Composition	
		Male	Female
50 to 59	5	≤ 18.1	≤ 23.1
	4	18.2-21.7	23.2-27.3
	3	21.8-24.7	27.4-30.7
	2	24.8-28.3	30.8-34.9
	1	≥ 28.4	≥ 35.0

Age Group	Fit Score	Body Composition	
		Male	Female
60 +	5	≤ 18.4	
	4	18.5-22.0	
	3	22.1-25.0	
	2	25.1-28.5	
	1	≥ 28.6	

4. Three-minute Step Test Recovery

This test will be performed using a bench 16 inches high. The testee is asked to step up and down on the box, one foot at a time, at a pace of 24 times per minute kept with a metronome set at 96 beats/minute. The test is for three minutes. At the end of the three minutes, the testee is seated and his/her radial pulse is taken for 60 seconds. If the pulse does not recover to 100 or below after 30 minutes, further medical examination will be necessary by a physician prior to allowing the employee to continue with testing events and/or return to duty.

Group	Fit Score	Three-Minute Step Test (Heart Rate)			
		Male		Female	
		Within 1 Minute	After 3 Minutes	Within 1 Minutes	After 3 Minutes
18 to 60 +	5	≤ 119	≤ 75	≤ 125	≤ 80
	4	120 -129	76-84	125-135	81-89
	3	130-144	85-93	136-150	90-98
	2	145-159	94-105	151-164	99-110
	1	≥ 160	≥ 106	≤ 165	≤ 111

5. Flexibility (Sit/Reach) Test

The sit and reach test will measure all of the important flexibility of the lower back and hip areas. Additionally, the elastic ability of the muscles located in the back of the legs and in the trunk is measured. The test will be conducted three times and the best of the three trials will be recorded.

Age Group	Fit Score	Flexibility (Sit/Reach)	
		Male	Female
18 to 39	5	≤ 15.75	≤ 16.50
	4	14.0-15.50	14.75-16.25
	3	12.00-13.75	12.75-14.50
	2	10.50-11.75	10.75-12.50
	1	≤ 10.25	≤ 10.25

Age Group	Fit Score	Flexibility (Sit/Reach)	
		Male	Female
40 to 49	5	≤ 15.50	≤ 16.25
	4	13.75-15.25	14.50-16.00
	3	11.75-13.50	12.50-14.25
	2	10.25-11.50	10.50-12.50
	1	≤ 10.00	≤ 10.25

Age Group	Fit Score	Flexibility (Sit/Reach)	
		Male	Female
50 to	5	≤ 15.25	≤ 16.00
	4	13.50-15.00	14.25-15.75
	3	11.50-13.25	12.25-14.00
	2	10.00-11.25	10.25-12.00

59	1	≤ 9.75	≤ 10.00
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Age Group	Fit Score	Flexibility (Sit/Reach)	
		Male	Female
60 +	5	≥ 15.00	
	4	13.25-14.75	
	3	11.25-13.00	
	2	9.75-11.00	
	1	≤ 9.75	

6. Abdominal Sit-ups

The testee has one minute to do as many abdominal sit-ups as possible. A sit-up is counted if the entire shoulder blade is lifted off the mat and returned to the starting position.

Age Group	Fit Score	Sit-ups
		Male/Female
18 to 29	5	≥ 52
	4	44-51
	3	35-43
	2	24-34
	1	0-23

Age Group	Fit Score	Sit-ups
		Male/Female
30 to 39	5	≥ 50
	4	42-49
	3	32-41
	2	21-31
	1	≥ 80

Age Group	Fit Score	Sit-ups
		Male/Female
40 to 49	5	≥ 47
	4	39-46
	3	28-38
	2	17-27
	1	0-14

Age Group	Fit Score	Sit-ups
		Male/Female
50 to 59	5	≥ 44
	4	36-43
	3	24-35
	2	13-23
	1	0-12

Age Group	Fit Score	Sit-ups
		Male/Female
60 +	5	≥ 30
	4	22-29
	3	19-21
	2	15-18
	1	0-14

7. Push Ups

The testee is asked to do as many pushups as possible without stopping. There's no time limit. A push up is counted if the upper and lower arm make 90-degree angle at the bottom of the pushup and the arms are fully extended at the top of the pushup.

Age Group	Fit Score	Pushups	
		Male	Female
18 to 29	5	≥ 40	≥ 25
	4	34-39	20-24
	3	27-33	14-19
	2	21-26	9-13
	1	0-20	0-8

Age Group	Fit Score	Pushups	
		Male	Female
30 to 39	5	≥ 37	≥ 23
	4	31-36	18-22
	3	24-30	12-17
	2	18-23	7-11
	1	0-20	0-8

Age Group	Fit Score	Pushups	
		Male	Female
40	5	≥ 34	≥ 18

to 49	4	28-33	14-17
	3	17-23	6-9
	2	15-20	5-8
	1	0-14	0-4

Age Group	Fit Score	Pushups	
		Male	Female
50 to 59	5	≥ 30	≥ 14
	4	24-29	10-13
	3	17-23	6-9
	2	11-16	3-5
	1	0-10	0-2
Age Group	Fit Score	Pushups	
		Male	Female
60 +	5	≥ 23	
	4	18-22	
	3	10-17	
	2	6-9	
	1	0-5	

8. 1.5 Mile Run/Walk.

This test is an excellent indication of the condition of the heart and lungs as it measures one aerobic capacity or the ability of the heart and lungs to utilize oxygen. Should the results of the three-minute step test be above acceptable ranges, the testee is not required to participate in the 1.5 mile run/walk. The testee is to run/walk around a measured 440-yard track for six (6) laps or use a treadmill as an option.

Age Group	Fit Score	1.5 Mile Run/Walk	
		Male	Female
18 to 29	5	≤ 11:29	≤ 13:39
	4	11:30-12:09	13:40-15:09
	3	12:10-13:24	15:10-15:54
	2	13:25-14:29	15:55-17:54
	1	≥ 14:30	≥ 17:55

Age Group	Fit Score	1.5 Mile Run/Walk	
		Male	Female
30 to 39	5	≤ 11:49	≤ 13:54
	4	11:50-12:54	13:55-15:14
	3	12:55-13:44	15:15-16:04
	2	13:45-14:44	16:05-18:24
	1	≥ 14:45	≥ 18:25

Age Group	Fit Score	1.5 Mile Run/Walk	
		Male	Female
40 to 49	5	< 12:04	< 15:09
	4	12:05-13:24	15:10-16:04
	3	13:25-14:14	16:05-17:54
	2	14:15-15:19	17:55-19:29
	1	≥ 15:20	≥ 19:30

Age Group	Fit Score	1.5 Mile Run/Walk	
		Male	Female
50 to 59	5	≤ 12:54	≤ 15:44
	4	12:55-14:04	15:45-17:29
	3	14:05-15:09	17:30-18:54
	2	15:10-16:04	18:55-20:39
	1	≥ 16:05	≥ 20:30

Age Group	Fit Score	1.5 Mile Run/Walk	
		Male	Female
60 +	5	< 13:53	
	4	13:54-15:29	
	3	15:30-16:43	
	2	16:44-18:	
	1	≥ 18:01	

Exhibit II

4.420.54 Physical Fitness Program (REV 11/07)

- A. Purpose: This program will provide FD personnel on 24-hour duty with an opportunity to engage in general fitness activities while on shift. The activities will be designed to enable personnel to meet a basic fitness level that will help the firefighter during the times of high stress and exertion required in their profession. The program is also targeted to reduce the number and severity of job incurred injuries and illness.
- B. Establishment: The physical fitness program is established by the Fire Chief's Office of the SJFD. Each BC will administer the physical fitness activities in their district and on their shift as set forth in this program.
1. Participation in the program is allowed and encouraged for all personnel assigned to 24-hour duty. Anyone hired after February 1, 1986, will be required to participate in the annual Physical Fitness Program, including completion of the IAFF Wellness-Risk Assessment, and all required CAL-OSHA physical examinations. These individuals must notify their supervisor of this fact.
 2. Attire prescribed for exercise in Section 4.270 Uniform and Grooming Standards will be worn for physical fitness activities. Shoes of some type will be worn for physical fitness activity.
- C. BC's will be responsible for scheduling within their Battalions. BC's will coordinate their schedule with neighboring Battalions so a minimum of companies are involved at one time.
- D. Duration of Program: Duration of exercise shall not exceed 90 minutes per shift. This time will include dress, travel, exercise, and clean up.
- E. Each station will designate one or more sites within their first-in response area. The fire station may be used for exercises that do not require open space (aerobics, stretching, jumping rope, exercise machines) or during inclement weather. Consideration for appropriate sites should include:
2. Central location in the first-due area
 3. Facilities available:
 - a. running track
 - b. par course
- Apparatus shall always remain in sight for security and response.
4. Activity shall not interfere with any other activities planned or in progress, on the site.
 - a. Company officers will contact appropriate person(s) for permission prior to using any physical fitness site.
 - b. Portable radio to be carried while exercising by at least one or more members.

F. General Procedures

1. Companies will remain in service during physical fitness activities.
2. All personnel will wear full turnouts over physical fitness clothes while on apparatus.
3. Officers in command will be held responsible for appropriateness of the activity, location and demeanor of personnel.

G. Type of Exercises:

1. Flexibility:

- a. IAFF/IAFC Wellness-Fitness Initiative Statement: Flexibility is the functional measure of the range of motion of a joint. It is dependent on the pliability of the surrounding tissues (i.e. muscles, tendons, ligaments). Although the effect of increasing flexibility on performance is controversial, it is widely accepted that a lack of flexibility is a major contributor to injuries. Joint and limb restrictions may influence essential dynamic movements, balance, coordination, and muscular work efficiency.

According to the IAFF Death and Injury Survey, the leading type of line of duty injury within the professional fire service is sprains and strains. In addition, the most prevalent line of duty injury that leads to premature departure from the fire service is back injuries. Low levels of flexibility probably contributed to these statistics.

- b. SJFD Physical Fitness Program: Personnel participating in the Physical Fitness Program will perform flexibility exercises to maintain moderate to high levels of flexibility. Personnel are encouraged to begin the work shift with flexibility exercises, stretch prior to exertion. This includes manipulative drills, exercise, and sports activities. Further, personnel are encouraged to follow the stretching program as presented in video training and as presented on training videos and station posters.

2. Aerobic Fitness:

- a. IAFF/IAFC Wellness-Fitness Initiative Statement: According to the annual IAFF Death and Injury Surveys, the leading occupationally related diseases causing premature departures from the fire service were heart and lung disease. Aerobic fitness may improve an individual's resistance to these two categories of disease.

Aerobic fitness is fundamental to the health, safety and performance of all uniformed personnel. A program of regular aerobic exercise can help improve cardiovascular fitness and maintain normal body composition, weight, blood pressure, cholesterol, and blood sugar. In fact, an analysis demonstrated that inactive persons have a 90% higher risk of heart attack than physically active persons.

- b. SJFD Physical Fitness Program: Personnel participating in the Physical Fitness Program will perform aerobic type exercise designed to elevate pulse rate for a minimum of 20 minutes. Activities such as walking, running, stationary biking, rope jumping, and aerobic workouts performed for a minimum of 20 minutes with an elevated pulse rate will meet the basic intent of the program.

Elevated pulse rate is based on 70 percent of maximum pulse rate. Maximum pulse rate is generally recommended to be 220 minus exerciser's age. (Example: $220 - 40$ [age] = 180 maximum heart rate, $180 \times 70\% = 126$ elevated pulse rate.) Under no circumstances exceed 85% of maximum pulse rate.

3. Muscular Strength:

- a. IAFF/IAFC Wellness-Fitness Initiative Statement: Strength is defined as the maximal force that a specific muscle or muscle group can generate. The demands of fire fighting require above average strength. Several studies and job analysis have shown that the weight of equipment used by a single fire fighter on the job is in excess of 100 lbs. Low levels of muscular strength most likely contribute to high incidence of sprains, strains and back injuries among fire fighters.
- b. SJFD Physical Fitness Program: Personnel are encouraged to perform exercises that will enhance strength. Weight training and resistance training will enhance strength. Personnel may engage in moderate and safe weight lifting and resistance training. The objective of these exercises is to enhance strength to aid job performance and reduce the potential for injury. Muscular strength building exercises are not intended for "body building" with extreme weights while on duty. Supervisors will ensure that these exercises are performed within the parameters safety and moderation.

4. Muscular Endurance:

- a. IAFF/IAFC Wellness-Fitness Initiative Statement: Muscular endurance is the ability of a muscle group to perform repeated contractions. Several studies and job analysis have shown a strong association between muscular endurance and the essential job tasks of fire fighting. Low levels of muscular endurance precipitate many preventable fire service injuries.

Abdominal muscles endurance is necessary to stabilize the torso and support the lower back during exertion. Weak abdominal muscles may contribute to low back pain and low back injury.

- b. SJFD Physical Fitness Program: Personnel are encouraged to perform exercises that will improve and maintain muscular endurance. These may include sit-ups, push-ups, pull-ups, multiple repetition weight lifting with low weight and resistance exercises. Like muscular strength exercises, personnel must perform these exercises correctly to prevent injuries.