



# ORANGE COUNTY FIRE AUTHORITY AGENDA

## Human Resources Committee Special Meeting

Tuesday, July 10, 2018

12:00 Noon

### Orange County Fire Authority Regional Fire Operations and Training Center

1 Fire Authority Road

Room AE117

Irvine, California 92602

Al Murray, Chair

Rob Johnson, Vice Chair

Laurie Davies   Gene Hernandez   Noel Hatch   Vince Rossini   Dave Shawver

This Agenda contains a brief general description of each item to be considered. Except as otherwise provided by law, no action or discussion shall be taken on any item not appearing on the following Agenda. Unless legally privileged, all supporting documents, including staff reports, and any writings or documents provided to a majority of the Human Resources Committee after the posting of this agenda are available for review at the Orange County Fire Authority Regional Fire Operations & Training Center, 1 Fire Authority Road, Irvine, CA 92602 or you may contact Sherry A.F. Wentz, Clerk of the Authority, at (714) 573-6040 Monday through Thursday, and every other Friday from 8 a.m. to 5 p.m. and available online at <http://www.ocfa.org>

If you wish to speak before the Human Resources Committee, please complete a Speaker Form identifying which item(s) you wish to address. Please return the completed form to the Clerk of the Authority. Speaker Forms are available on the counter noted in the meeting room.



In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, you should contact the Clerk of the Authority at (714) 573-6040. Notification 48 hours prior to the meeting will enable the Authority to make reasonable arrangements to assure accessibility to the meeting.

### CALL TO ORDER

**PLEDGE OF ALLEGIANCE** by Director Hernandez

### ROLL CALL

### PUBLIC COMMENTS

Any member of the public may address the Committee on items within the Committee's subject matter jurisdiction but which are not listed on this agenda during PUBLIC COMMENTS. However, no action may be taken on matters that are not part of the posted agenda. We request comments made on the agenda be made at the time the item is considered and that comments be limited to three minutes per person. Please address your comments to the Committee as a whole, and do not engage in dialogue with individual Committee Members, Authority staff, or members of the audience.

**1. PRESENTATIONS**

No items.

**2. MINUTES**

**Minutes from the Human Resources Committee May 1, 2018, Regular Meeting (A) and the June 7, 2018, Special Meeting (B)**

Submitted by: Sherry Wentz, Clerk of the Authority

Recommended Action:

Approve as submitted.

**3. CONSENT CALENDAR**

No items.

**4. DISCUSSION CALENDAR**

**A. Contract Extension for Firefighter Wellness & Fitness (WEFIT) Services**

Presented by: Brigitte Gibb, Human Resources Director

Recommended Action:

Review and approve the proposed agenda item and direct staff to place the item on the agenda for the Executive Committee meeting of July 26, 2018, with the Human Resources Committee's recommendation that the Executive Committee:

1. Approve and authorize the Purchasing Manager to extend the Professional Services Agreement with Hoag Executive Health for WEFIT services for two years and six months (a three-year term in total) in an amount not to exceed \$1,678,437 (\$559,479 annually).
2. Approve and authorize the Purchasing Manager to execute the two optional one-year renewals for the contract, provided the pricing remains the same.

**COMMENTS**

**HUMAN RESOURCES DIRECTOR'S COMMENTS**

**COMMITTEE MEMBER COMMENTS**

**CLOSED SESSION**

No Items.

**ADJOURNMENT** – The next regular meeting of the Human Resources Committee will be August 7, 2018, at 12 noon.

**AFFIDAVIT OF POSTING**

I hereby certify under penalty of perjury under the laws of the State of California, that the foregoing Agenda was posted in the lobby, front gate public display case, and website of the Orange County Fire Authority, Regional Fire Training and Operations Center, 1 Fire Authority Road, Irvine, CA, not less than 24 hours prior to the meeting. Dated this 5th day of July 2018.

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Sherry A.F. Wentz, CMC  
Clerk of the Authority

**UPCOMING MEETINGS:**

Budget and Finance Committee Meeting	Wednesday, July 11 2018, 12:00 noon
Claims Settlement Committee Meeting	Thursday, July 26, 2018, 5:00 p.m.
Executive Committee Meeting	Thursday, July 26, 2018, 5:30 p.m.
Board of Directors Meeting	Thursday, July 26, 2018, 6:00 p.m.

# MINUTES ORANGE COUNTY FIRE AUTHORITY

**Human Resources Committee Regular Meeting  
Tuesday, May 1, 2018  
12:00 Noon**

**Regional Fire Operations and Training Center  
Room AE117  
1 Fire Authority Road  
Irvine, CA 92602**

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## **CALL TO ORDER**

A regular meeting of the Orange County Fire Authority Human Resources Committee was called to order on May 1, 2018, at 12:01 p.m. by Chair Murray.

## **PLEDGE OF ALLEGIANCE**

Director Davies led the assembly in the Pledge of Allegiance to our Flag.

## **ROLL CALL**

**Present:** Laurie Davies, Laguna Niguel  
Noel Hatch, Laguna Woods  
Rob Johnson, Cypress  
David Shawver, Stanton  
Al Murray, Tustin  
Gene Hernandez, Yorba Linda  
Vince Rossini, Villa Park

**Absent:** None

## **Also present were:**

Fire Chief Fennessy  
Assistant Chief Lori Zeller  
Assistant Chief Dave Anderson  
Clerk of the Authority Sherry Wentz

Assistant Chief Brian Young  
Assistant Chief Lori Smith  
Assistant Chief Mike Schroeder  
Legal Counsel Barbara Raileanu

## **PUBLIC COMMENTS (F: 12.02D3)**

Chair Murray opened the Public Comments portion of the meeting. Chair Murray closed the Public Comments portion of the meeting without any comments from the public.

### **1. PRESENTATIONS**

#### **A. Workers' Compensation (F: 18.10A2)**

Human Resources Risk Manager Jonathan Wilby presented a PowerPoint presentation update on Workers' Compensation Cost Control Phase 2 – Injury Prevention.

On motion of Director Davies and second by Vice Chair Johnson, the Human Resources Committee voted unanimously by those present to receive and file the presentation.

### **2. MINUTES**

#### **A. Minutes from the February 6, 2018, Regular Human Resources Committee Meeting (F: 12.02D2)**

On motion of Vice Chair Johnson and second by Director Hernandez, the Human Resources Committee voted unanimously by those present to approve the Minutes of the February 6, 2018, Human Resources Committee meeting as submitted. Directors Murray, Hernandez, and Rossini were recorded as abstentions due to their absence from the meeting.

### **3. CONSENT CALENDAR**

#### **A. Investigating Employee Misconduct Procedure Update (F: 17.27B)**

Staff pulled this item to be heard at a future meeting.

On motion of Director Hernandez and second by Vice Chair Johnson, the Human Resources Committee voted unanimously by those present to receive the Investigating Employee Misconduct Procedure Update at a future meeting.

#### **B. FY 2017/18 Human Resources Domain Objectives – Third Quarter Update (F: 12.02D8)**

On motion of Director Hernandez and second by Vice Chair Johnson, the Human Resources Committee voted unanimously by those present to receive and file the report.

#### **4. DISCUSSION CALENDAR**

##### **A. Professional Standards Unit Update (F: 17.27)**

Employee Relations Manager Lucy Manfre presented a PowerPoint presentation update on Professional Standards Unit.

On motion of Director Shawver and second by Director Davies, the Human Resources Committee voted unanimously by those present to receive and file the report.

##### **B. 2017 Annual Anonymous Hotline Report (F: 18.10H)**

Assistant Chief Lori Zeller provided an overview of the 2017 Annual Anonymous Hotline Report.

On motion of Vice Chair Johnson and second by Director Hernandez, the Human Resources Committee voted unanimously by those present to receive and file the report.

##### **C. Girls Empowerment Fire Camp (F: 17.11C)**

Human Resources Manager Tia Grasso provided an overview of the Girls Empowerment Fire Camp.

On motion of Chair Murray and second by Director Rossini, the Human Resources Committee voted unanimously by those present to direct staff to explore the concept of an OCFA-hosted Girls Empowerment Fire Camp and report back at the next Human Resources Committee meeting.

##### **D. Workers' Compensation Appointments (F: 18.10A2) (X: 17.04B)**

Assistant Chief Lori Zeller presented Workers Compensation Appointments.

A brief discussion ensued.

On motion of Director Shawver and second by Director Davies, the Human Resources Committee voted unanimously by those present to direct staff to research and survey other agencies on their processes and report back at a future Human Resources Committee meeting.

**COMMITTEE MEMBER COMMENTS (F: 12.02D4)**

Director Shawver requested staff look into having regular active shooting drills at fire stations.

Director Hatch commended staff and thanked them for their time and commitment.

Vice Chair Johnson welcomed Fire Chief Fennessy, Human Resources Analyst II Nicole Chung, and Senior Human Resources Analyst Traci Becerra.

**CLOSED SESSION (F: 12.02D5)**

General Counsel Barbara Raileanu reported the Human Resources Committee would be convening to Closed Session to consider the matter on the Agenda identified as CS1, Conference with Legal Counsel-Anticipated Litigation.

Chair Murray recessed the meeting to Closed Session at 1:49 p.m.

**CS1. CONFERENCE WITH LEGAL COUNSEL–ANTICIPATED LITIGATION**

Authority: Government Code Section 54956.9(b) – Significant Exposure to Litigation (42 Cases)

Chair Murray reconvened the meeting from Closed Session at 2:13 p.m., with all members present.

**CLOSED SESSION REPORT (F: 12.02D5)**

Legal Counsel Barbara Raileanu stated there were no reportable actions.

**ADJOURNMENT** – Chair Murray adjourned the meeting at 2:14 p.m. The next regular meeting of the Human Resources Committee will be August 7, 2018, at 12:00 noon.

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Sherry A.F. Wentz, CMC  
Clerk of the Authority

# MINUTES ORANGE COUNTY FIRE AUTHORITY

**Human Resources Committee Special Meeting**  
**Thursday June 7, 2018**  
**12:00 Noon**

**Regional Fire Operations and Training Center**  
**Room AE117**  
1 Fire Authority Road  
Irvine, CA 92602

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## **CALL TO ORDER**

A meeting of the Orange County Fire Authority Human Resources Committee Special Meeting was called to order on June 7, 2018, at 2:07 p.m. by Vice Chair Johnson.

## **PLEDGE OF ALLEGIANCE**

Director Shawver led the assembly in the Pledge of Allegiance to our Flag.

## **ROLL CALL**

**Present:** Vince Rossini, Villa Park  
Noel Hatch, Laguna Woods  
Rob Johnson, Cypress  
David Shawver, Stanton  
Al Murray, Tustin  
Gene Hernandez, Yorba Linda  
Vince Rossini, Villa Park

**Absent:** Laurie Davies, Laguna Niguel

## **Also present were:**

Fire Chief Fennessy  
Human Resources Director Brigette Gibb  
Clerk of the Authority Sherry Wentz

Assistant Chief Lori Zeller  
Assistant Chief Dave Anderson  
Legal Counsel Dave Kendig



**PUBLIC COMMENTS (F: 12.02D3)**

Vice Chair Johnson opened the Public Comments portion of the meeting. Vice Chair Johnson closed the Public Comments portion of the meeting without any comments from the public.

**1. PRESENTATIONS**

No Items.

**2. MINUTES**

No Items.

**3. CONSENT CALENDAR**

No Items.

**4. DISCUSSION CALENDAR**

No Items.

**CLOSED SESSION (F: 12.02D5)**

General Counsel David Kendig reported the Human Resources Committee would be convening to Closed Session to consider the matter on the Agenda identified as CS1, Conference with Labor Negotiator.

**CS1. CONFERENCE WITH LABOR NEGOTIATOR**

Negotiators:	Lori Zeller, Assistant Chief/Business Services Department; and Brigette Gibb, Director of Human Resources
Employee Organizations	Orange County Professional Firefighters' Association, Local 3631, Orange County Fire Authority Chief Officers' Association, Orange County Fire Authority Managers Association, Orange County Employees' Association, and all unrepresented employees.
Authority:	Government Code Section 54957.6

Vice Chair Johnson recessed the meeting to Closed Session at 2:10 p.m.

Director Murray arrived at this point (2:25 p.m.) and assumed the chair.

Chair Murray reconvened the meeting from Closed Session at 3:27 p.m., with all members present.

**CLOSED SESSION REPORT (F: 12.02D5)**

Legal Counsel David Kendig stated there was no reportable action.

**COMMITTEE MEMBER COMMENTS (F: 12.02D4)**

The Human Resources Committee Members offered no comments.

**ADJOURNMENT** – Chair Murray adjourned the meeting at 3:30 p.m. The next regular meeting of the Human Resources Committee will be August 7, 2018, at 12:00 noon.

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Sherry A.F. Wentz, CMC  
Clerk of the Authority



Orange County Fire Authority  
**AGENDA STAFF REPORT**

**Human Resources Committee Meeting  
July 10, 2018**

**Agenda Item No. 4A  
Discussion Calendar**

**Contract Extension for Firefighter Wellness and Fitness (WEFIT) Services**

**Contact(s) for Further Information**

Brigette Gibb, Director [brigettegibb@ocfa.org](mailto:brigettegibb@ocfa.org) 714.573.6353  
Human Resources (HR)

Jonathan Wilby, Risk Manager [jonathanwilby@ocfa.org](mailto:jonathanwilby@ocfa.org) 714.573.6832

**Summary**

This agenda item is submitted to extend the current contract with Hoag Executive Health for firefighter Wellness and Fitness (WEFIT) medical services.

**Prior Board/Committee Action**

At the February 22, 2018, meeting, the Executive Committee approved a 6-month contract with Hoag Executive Health for WEFIT medical services and requested staff return to the Committee with analysis regarding the effectiveness of the WEFIT Program and a request to extend the contract with Hoag Executive Health.

**RECOMMENDED ACTION(S)**

Review and approve the proposed agenda item and direct staff to place the item on the agenda for the Executive Committee meeting of July 26, 2018, with the Human Resources Committee's recommendation that the Executive Committee:

1. Approve and authorize the Purchasing Manager to extend the Professional Services Agreement with Hoag Executive Health for WEFIT services for two years and six months (a three-year term in total) in an amount not to exceed \$1,678,437 (\$559,479 annually).
2. Approve and authorize the Purchasing Manager to execute the two optional one-year renewals for the contract, provided the pricing remains the same.

**Impact to Cities/County**

Not Applicable.

**Fiscal Impact**

Funding for this contract has been approved in the adopted FY 2018/19 General Fund Budget, specifically in the Human Resources budget for services and supplies.

**Background**

The Orange County Fire Authority (OCFA) established the WEFIT program in 2003 after several firefighters suffered potentially preventable deaths in the early 2000s. The goal of the program was to proactively encourage a healthier, more fit, and safer workforce with the core strategy at the inception of the WEFIT program being biennial medical examinations, fitness testing, and immunization screening for firefighters (see Attachment 3). In accordance with the Memorandum of Understanding (MOU) between the OCFA and the Orange County Professional Firefighters Association, Local 3631 (Local 3631), currently the OCFA provides all five of the following

aspects of the WEFIT Program: 1) medical, 2) fitness, 3) medical/fitness/injury rehabilitation, 4) behavioral health, and 5) data collection/reporting (Attachment 4).

On April 25, 2017, RFP SC2194 was issued to establish a new contract for WEFIT medical services. Representatives from nine medical service providers attended the non-mandatory pre-proposal meeting and six of those firms submitted proposals on or before the May 31, 2017, deadline. The proposals of these firms were evaluated and ranked (see table below) and interviews were conducted with the top four firms. Upon completion of a comprehensive interview and reference-checking process, Hoag Executive Health was selected as the top vendor. With its highly qualified staff, robust education program, and numerous and well-renowned medical facilities, Hoag has the resources and commitment necessary to form a partnership with the OCFA that will lead to long-term improvements in firefighter health and safety.

<b>Medical Service Provider</b>	<b>Overall Ranking</b>
Hoag Executive Health	1
Movement Rx	2
San Diego Sports Medicine and Family Health Center	3
Wellness Solutions	4
UC Irvine Center for Occupational & Environmental Health	5
Applied Fitness Testing	6

At the February 22, 2018 Executive Committee meeting, the Committee approved a 6-month contract with Hoag Executive Health for WEFIT medical services and requested staff return to the Committee with analysis regarding the effectiveness of the WEFIT program and a request to extend the contract with Hoag Executive Health. The WEFIT Program overview and analysis is included in the 2017 Firefighter Wellness and Fitness Program update (Attachment 3).

Additional information about the evaluation process is provided in the WEFIT Summary of Evaluation Process and Results (Attachment 1).

**Attachment(s)**

1. WEFIT – Summary of Evaluation Process and Results
2. Proposed Amendment to the Professional Services Agreement with Hoag Executive Health
3. Firefighter Wellness Fitness (WEFIT) Program 2017 Annual Report
4. Local 3631 MOU Appendix E – WEFIT Program

**Orange County Fire Authority  
SC2194 – Firefighter Wellness & Fitness (WEFIT) Program**

***Evaluation***

An evaluation team consisting of one Battalion Chief, two Fire Captains, one Firefighter/Paramedic, and a manager from the Risk Management section evaluated the written proposals. Each proposal was evaluated based on the criteria and point structure as defined in the RFP:

- Method of Approach (30 points)
- Qualifications and Experience (20 points)
- Administration and Customer Service (25 points)
- Proposed Costs (25 points)

Based upon the scoring of the written proposals, the top four medical service providers were asked to participate in the next phase of evaluations and invited in for a presentation and interview. This portion of the RFP process allowed the evaluators to gain additional insight into the capabilities of each firm and learn what alternative solutions might work best to meet OCFA's needs. It was also scored based on the criteria and point structure defined in the RFP:

- Presentation (10 points)
- Interview (40 points)

Based on the combined scores of the written proposal evaluation and interviews, Hoag Executive Health emerged as the top ranked firm. A Scope of Work, revised to provide clarity on the services that will be provided, along with additional pricing for desirable, as needed services was requested.

***Pricing***

In addition to proposing a WEFIT program that addresses all the issues identified by the committee, Hoag is offering to provide these services at a great value to OCFA.

The current cost for the standard WEFIT exam is \$750. Although the proposed cost is higher at \$897 for the standard WEFIT exam, the significant enhancements to the program that should increase participation and reduce injuries include:

- Three locations (Aliso Viejo, Irvine, Huntington Beach) for scheduling appointments
- Additional skin cancer and cardiac screening
- Increased consultation & follow-up via phone or in person
- A readily available network of doctors to provide seamless transition to referral or follow-up care
- 40 hours/month of continuing education

***Scoring***

Final evaluation scores are provided on the following pages.

**Orange County Fire Authority  
SC2194 – Firefighter Wellness & Fitness (WEFIT) Program**

**Evaluation Scoring Summary**

	Hoag Executive Health					Movement Rx				
<b>Cost Proposal – Three Year Contract</b>	<b>\$2,238,837</b>					<b>\$2,118,931</b>				
<b>Evaluator #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
A. Method of Approach (30)	20	25.50	27	25	27	28	25.50	15	20	27
B. Qualifications & Experience (20)	20	19	20	15	18	18	18	8	15	20
C. Administration & Customer Service (25)	18	22.50	22.50	20	22.50	25	25	6.25	20	25
D. Proposed Costs (Three-Year) (25)	23.66	23.66	23.66	23.66	23.66	25	25	25	25	25
E. Presentation (10)	10	10	8	-	9	8	8	5	-	7
F. Interview Questions (40)	40	38	40	-	38	30	30	20	-	35
Total Points	131.66	138.66	141.16	83.66	138.16	134	131.50	79.25	80	139
Proposal Rankings	2	1	1	2	2	1	2	5	3	1
Sum of Proposal Rankings	8					12				
<b>Overall Proposal Rank</b>	<b>1</b>					<b>2</b>				
	<b>San Diego Sports Medicine &amp; Family Health Center</b>					<b>Wellness Solutions</b>				
<b>Cost Proposal – Three Year Contract</b>	<b>\$2,462,165.55</b>					<b>\$2,196,055.14</b>				
<b>Evaluator #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
A. Method of Approach (30)	20	22.50	24	25	24	25	24	15	20	27
B. Qualifications & Experience (20)	20	20	16	20	18	20	19	12	10	17
C. Administration & Customer Service (25)	20	23.75	21.25	25	20	25	25	17.50	20	20
D. Proposed Costs (Three-Year) (25)	21.51	21.51	21.51	21.51	21.51	24.12	24.12	24.12	24.12	24.12
E. Presentation (10)	7	8	8	-	8	6	6	5	-	5
F. Interview Questions (40)	30	35	30	-	36	25	20	25	-	20
Total Points	118.51	130.76	120.76	91.51	127.51	125.12	118.12	98.62	74.12	113.12
Proposal Ranking	4	3	2	1	3	3	4	3	4	4
Sum of Proposal Rankings	13					18				
<b>Overall Proposal Rank</b>	<b>3</b>					<b>4</b>				
	<b>UC Irvine Center for Occupations &amp; Environmental Health</b>					<b>Applied Fitness Testing</b>				
<b>Cost Proposal – Three Year Contract</b>	<b>\$2,143,560</b>					<b>\$2,763,900</b>				
<b>Evaluator #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
A. Method of Approach (30)	15	21	24	5	18	20	19.50	18	5	15
B. Qualifications & Experience (20)	15	20	16	0	12	10	1	8	5	10
C. Administration & Customer Service (25)	15	20	20	5	15	15	18.75	6.25	5	12.50
D. Proposed Costs (Three-Year) (25)	24.71	24.71	24.71	24.71	24.71	19.17	19.17	19.17	19.17	19.17
E. Presentation (10)	-	-	-	-	-	-	-	-	-	-
F. Interview Questions (40)	-	-	-	-	-	-	-	-	-	-
Total Points	69.71	85.71	84.71	34.71	69.71	64.17	58.42	51.42	34.17	56.67
Proposal Ranking	5	5	4	5	5	6	6	6	6	6
Sum of Proposal Rankings	24					30				
<b>Overall Proposal Rank</b>	<b>5</b>					<b>6</b>				

**Orange County Fire Authority  
SC2194 – Firefighter Wellness & Fitness (WEFIT) Program**

**Proposed Contract Pricing**

<b>Exam</b>	<b>Qty</b>	<b>Hoag</b>	<b>Movement Rx</b>	<b>SDSM</b>	<b>Wellness Solutions</b>	<b>UC Irvine</b>	<b>Applied Fitness Testing</b>
WEFIT Exam	280	\$897.00	\$1,100.00	\$1,260.00	\$925.00	\$1,135.00	\$1,200.00
WEFIT & US&R	120	\$1,472.50	\$1,100.00	\$1,260.00	\$1,156.00	\$1,135.00	\$1,340.00
WEFIT & HazMat	100	\$1,472.50	\$1,100.00	\$1,260.00	\$1,156.00	\$1,135.00	\$1,340.00
WEFIT & DMV	100	\$1,047.00	\$1,125.00	\$1,260.00	\$1,050.00	\$1,210.00	\$1,250.00
WEFIT & Crane Operator	2	\$1,047.00	\$1,125.00	\$1,260.00	\$1,050.00	\$1,135.00	\$1,250.00
Post Deployment Medical Exam	75	\$595.00	\$160.00	\$200.00	\$632.50	\$200.00	\$1,340.00
CA DMV Exam	50	\$395.00	\$175.00	\$150.00	\$575.00	\$175.00	\$1,250.00
Year One Total:		\$746,279.00	\$685,500.00	\$352,800.00	\$696,607.50	\$714,520.00	\$921,300.00
Proposed Price Escalation		None.	3% increase per year.	5% increase per year.	5% increase per year.	Negotiable; dependent on actual costs, including an annual 3% cost of living increase.	None.
Three-Year Total		\$2,238,837.00	\$2,118,931.00	\$2,462,165.55	\$2,196,055.14	\$2,143,560.00	\$2,763,900.00

**ORANGE COUNTY FIRE AUTHORITY  
AMENDMENT NUMBER ONE  
TO PROFESSIONAL SERVICES AGREEMENT**

THIS AMENDMENT NUMBER ONE TO PROFESSIONAL SERVICES AGREEMENT ("Amendment One") is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2018, by and between the Orange County Fire Authority, a public agency, hereinafter referred to as "OCFA", and Hoag Executive Health, a corporation, hereinafter referred to as "Firm".

**RECITALS**

WHEREAS, OCFA and the Firm entered into that certain Professional Services Agreement on the 1st day of March, 2018 ("Agreement"), to provide medical services for the Firefighter Wellness and Fitness Program, which is incorporated herein by this reference; and

WHEREAS, OCFA and the Firm desire to amend the Agreement to extend the contract term.

NOW, THEREFORE, OCFA and the Firm mutually agree as follows:

1. Section 4.4 of the Agreement is hereby amended and restated in its entirety to read as follows:

**4.4 Term**

This agreement shall continue in full force and effect for three years, commencing on March 1<sup>st</sup>, 2018, unless earlier terminated in accordance with Sections 8.5 or 8.6 of this Agreement.

2. Except as modified above, all terms and conditions of the Agreement shall remain unchanged and in full force and effect.

3. The persons executing this Amendment One on behalf of the parties hereto warrant that they are duly authorized to execute this amendment on behalf of said parties and that by so executing this Amendment One the parties are formally bound by the provisions of this Amendment One.

**[Signatures on Following Page]**



IN WITNESS WHEREOF, the parties have executed this Amendment One as of the dates stated below.

**“OCFA”**

**ORANGE COUNTY FIRE AUTHORITY**

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Debbie Casper, C.P.M., CPPB  
Purchasing & Materials Manager

**APPROVED AS TO FORM.**

**ATTEST:**

By: David E. Kendig  
David E. Kendig  
General Counsel

\_\_\_\_\_  
Sherry A.F. Wentz  
Clerk of the Board

Date: July 3, 3018

**“FIRM”**

**HOAG EXECUTIVE HEALTH**

Date: \_\_\_\_\_

By: \_\_\_\_\_  
James Lindberg, M.D.  
Owner & Chief of Service

# FIREFIGHTER WELLNESS FITNESS PROGRAM UPDATE 2017



# Table of Contents

WEFIT Program History.....	1
Orange County Fire Authority Organizational Need.....	1
Fire Service Joint Labor Management Wellness-Fitness Initiative .....	1
OCFA Implementation .....	2
Program Structure .....	2
Organizational Alignment .....	2
WEFIT Oversight Committee.....	2
Program Management.....	3
Program Funding .....	3
Program Components.....	3
Medical Evaluation and Fitness Assessment .....	3
Fitness and Nutrition .....	4
On-Duty Fitness and Conditioning .....	5
Injury Follow-Up.....	5
WEFIT Coordinator/ Peer Fitness Trainers.....	6
New Firefighter Recruits and Training Academy .....	6
Training and Education .....	7
Fitness Challenges.....	7
Newsletter/Online Forums .....	8
Research and Studies .....	8
Behavioral Health.....	8
Injury and Medical Rehabilitation.....	9
Data Collection and Results .....	9
VO2 Max .....	9
Blood Pressure .....	9
Cholesterol.....	10
Body Fat .....	11
Blood Glucose .....	11
Functional Movement Screening (FMS).....	12
Behavioral Health Utilization .....	13
WEFIT Making a Difference.....	13
The Future of WEFIT .....	14

# WEFIT Program History

## Orange County Fire Authority Organizational Need

In the early 2000's, the preventable deaths of three OCFA firefighters (see below) led former OCFA Fire Chief, Chip Prather and former Orange County Professional Firefighters Association (OCPFA) President, Joe Kerr to work with a team of other to develop the OCFA Wellness and Fitness (WEFIT) Program, which was approved by the OCFA Board of Directors in September 2003.

1. A 46-year-old fire fighter suffered a ruptured cerebral aneurysm and later died.
2. A 44-year-old fire fighter suffered a sudden heart attack and died while hosing down roofs during a brush fire.
3. A 56-year-old 30-year fire veteran died following heart surgery shortly after retirement.

## Fire Service Joint Labor Management Wellness-Fitness Initiative

OCFA's WEFIT Program is modeled after the Fire Service Joint Labor Management Wellness-Fitness Initiative, which is a partnership between the International Association of Fire Fighters (IAFF) and the International Association of Fire Chiefs (IAFC) with an ultimate goal of improving the quality of life of all uniformed personnel. The Initiative seeks to demonstrate the value of investing wellness resources for the duration of uniformed personnel's careers in order to maintain fit, healthy, and capable firefighters and EMS responders. Ten public professional fire departments from the United States and Canada participated and committed their departments to this Wellness-Fitness Initiative by requiring mandatory participation of all of their uniformed personnel.

Wellness programs are intended to strengthen uniformed personnel so that their mental, physical, and emotional capabilities are resilient enough to withstand the stresses and strains of life and the workplace. Currently, the Wellness Fitness Initiative and OCFA's WEFIT Program include the following recommended components:

- Medical Evaluations
- Fitness
- Injury and Medical Rehabilitation
- Behavioral Health
- Data Collection

OCFA's WEFIT Program is a complete commitment to the health, safety, and longevity of all uniformed personnel, productivity and performance of all fire crews; and cost effectiveness. WEFIT is a non-punitive program and medical information is kept confidential. All component results are measured against the individual's previous examinations and assessments and not against any standard or norm.

There are many benefits of the wellness the WEFIT Program is intended to realize:

- Greater cardiovascular and respiratory stamina and physical strength
- Lower cholesterol and blood pressure levels
- Decreased risk of death, injury, or disability from disease

- Improved work performance
- Reduced anxiety, stress, tension, and depression
- Increased energy, self-esteem, and employee morale
- Enhanced recovery from strenuous exhaustive work
- Improved mobility, balance, and coordination
- Better educated and informed workforce

## OCFA Implementation

The implementation of the WEFIT program began following the Board of Director approval. The start-up costs were funded through a cost-sharing agreement between the OCPFA in the amount of \$579,912, and a Federal Emergency Management Agency (FEMA) grant in the amount of \$476,000. The implementation of the program included medical examinations, fitness testing, immunizations, and a standard complement of fitness equipment for the majority of OCFA fire stations. Personnel at fire stations with insufficient space for fitness equipment were provided a membership to local commercial gyms or could use an alternate location such as a college gym located in their first-in response area.

Following a competitive bid process, the University of California Irvine, Center of Occupational Health (COEH) was selected to provide the medical examinations. To address behavioral health concerns, the existing OCFA Employee Assistance Program (EAP) continued to be made available to OCFA employees and their family members.

Beginning in 2004, the OCFA began collecting aggregate WEFIT medical exam and fitness assessment data to identify trends and areas where improvement could be made to the WEFIT program. This aggregate data continues to be collected and utilized to steer continuing education and prevention efforts. Examples of these results will be discussed later in this annual report.

## Program Structure

### Organizational Alignment

The WEFIT program was aligned under the Risk Management Section upon implementation of the program and was moved under the Emergency Medical Services Section in 2013 due to a restructuring within Human Resources. In July 2017, the WEFIT program was returned to the Risk Management Section to better align the program with addressing OCFA's rising workers' compensation costs and to proactively encourage a healthier, more fit, and safer workforce.

### WEFIT Oversight Committee

Upon implementation of the WEFIT program, the WEFIT Oversight Committee (WEFITOC) was established. The WEFITOC consists of representatives from the OCPFA, Orange County Employee Association (OCEA), Chief Officers Association (COA), and OCFA management. The WEFITOC discusses and reviews program progress and aggregate data, and identifies changes that are necessary to improve the program and enhance the positive impact WEFIT has on OCFA employee health and wellness. While the focus of the WEFIT program is primarily firefighters, all OCFA employees benefit from the health and wellness educational materials, classes, and fitness challenges offered through the WEFIT program.

The WEFITOC continues to meet quarterly to review program components including meeting with the WEFIT program medical provider to discuss physical examination and fitness assessment trends, proposed medical examination changes, and receive updates from staff conducting research involving OCFA and/or other proposed program changes. This quarterly meeting with the medical provider has proven to be very helpful in fine tuning the program to both the firefighter's needs and to the needs of the department.

## Program Management

The Risk Manager has program oversight, while the day-to-day responsibilities lie with the WEFIT Program Coordinator. The Coordinator position is a two-year administrative assignment available to any full-time firefighter at the rank of Captain or below. A firefighter position is used as a way to better understand the physical demands of firefighting and appropriate fitness conditioning needed to maximize job performance and maintain health and fitness.

## Program Funding

As mentioned previously, initially the program was funded with the cost-sharing agreement between the OCPFA and the FEMA grant. Since that time, the cost of the program has been included in the annual OCFA budget based on projected participation rates. The budgeted amount includes the cost of: medical examinations and fitness assessments, injury and medical rehabilitation, commercial fitness facility memberships, new/replacement fitness equipment, maintenance of fitness equipment, WEFIT Coordinator and Peer Fitness Trainer training and certification, quarterly fitness challenges and participant incentives, and educational materials.

## Program Components

WEFIT has adopted this Fire Service Wellness-Fitness Initiative's firefighter health and fitness components, which include: Medical, Fitness, Injury and Medical Rehabilitation, Behavioral Health, and Data Collection. Information regarding each component is described below.

### Medical Evaluation and Fitness Assessment

The University of California Irvine Occupational and Environmental Health (COEH) Office was the WEFIT medical and fitness assessment provider from inception until March 1, 2018 when the contract was awarded to Hoag Executive Health following a competitive bid process. The medical evaluation and fitness assessment takes approximately three hours to complete and is scheduled four days per week at three different Hoag Executive Health facilities: 1) Huntington Beach; 2) Irvine; and 3) Aliso Viejo. Crews of up to four firefighters are scheduled for the exam in either the morning from 9:00 am to 12:00 pm or in the afternoon from 1:00 pm to 4:00 pm.

The medical evaluation and fitness assessment is a comprehensive process with the following components:

- Health survey
- Height/weight
- Temperature
- Blood pressure
- Hearing

- Vision
- Pulse oximeter
- Blood panel
- Urine sample
- Body composition analysis (BCA)
- Spirometry
- Carotid artery ultrasound
- Chest x-ray
- Resting 12 lead electrocardiogram
- Head to toe examination
- Dermatoscope skin cancer evaluation
- Hernia examination
- Neurological examination
- VO2 max test
- Functional movement screening
- Tactical mobility testing
- Hand grip strength
- Push up test
- Plank test
- Posture screen

Feedback received in the 6-months of Hoag Executive Health providing medical evaluations and fitness assessments has been outstanding with the experience being viewed as “professional, outstanding, enhanced, improved, and providing information and guidance for a healthy future.”

## Fitness and Nutrition

High levels of fitness are necessary for maintaining the functional capacity required to perform firefighter duties. Nutrition is integral in a firefighter’s performance, recovery, and contributes to poor health if it is not good. The best results are obtained when good nutrition is combined with fitness activities. The WEFIT program has several resources for the employees regarding physical fitness, and nutrition and has been constantly developing these areas in order to meet the physical needs that firefighting demands of our firefighters.

The WEFIT Coordinator and Peer Fitness Trainers are two of the integral resources for all employees. The Peer Fitness Trainers are firefighters specially trained in fitness and nutrition in order to support the crews at the station level on a daily basis.

The WEFIT Program includes a variety of offerings. In an effort to prevent injuries altogether or prevent aggravation of injuries which have already occurred, the WEFIT Coordinator receives injury data and trends analysis from Risk Management in order to assess the need for educational intervention. Based on this data and other health trends, throughout the year, various classes (hands on, lecture based or video based) are offered to better educate and train all firefighters on exercise movements, workout selection, use of specialty gym equipment, among other topics. Additionally, the WEFIT Program has developed an academy fitness

program (pre-academy and during) in order to maximize academy completion rates and reduce recruit injuries while in the academy. WEFIT sponsors fitness and nutrition challenges throughout the year. A newsletter full of useful and pertinent firefighter health information is provided to the employees on a quarterly basis and we have started to utilize online mediums such as a team site on OCFA's intranet and social media sites. These online forums are full of nutrition and fitness educational materials, firefighter specific workouts, pertinent resources, and information on how to request support. They also highlight academy fitness, healthy firefighters throughout the Authority, and tasty and nutritious station meals that are submitted by personnel in the field. OCFA's WEFIT program has also conducted and participated in multiple research studies that have addressed firefighter safety, health and fitness.

### On-Duty Fitness and Conditioning

On duty fitness and conditioning is authorized for firefighters and is described in the OCFA Standard Operating Procedure titles, "Physical Fitness Program Procedures." These procedures are designed to assist OCFA firefighters in achieving and maintaining optimal health and physical fitness and to avoid risk of injury. The goal of the procedure includes programming that should:

- Meet physical job demands
- Reduce the risk of injury or illness
- Enhance overall health and safety

On-duty physical fitness activities do not interfere with the primary duties of the OCFA: responding to emergencies, providing public education or assistance, completing mandatory training or performing other assigned activities. Crews remain in a response ready condition during fitness activities.

Physical fitness resources have been provided for personnel at their fire station in the form of fitness equipment or through an OCFA approved alternate location such as a college or commercial gym membership. Alternate locations are within the respective fire stations immediate first due area and do not result in delayed responses and approved on a case by case basis by fire management. Currently, there are seven fire stations with commercial gym memberships.

OCFA fitness and conditioning activities are primarily designed to better prepare firefighters for the arduous, physical demands of firefighting activities. They also are geared toward reducing injuries, decreasing stress and anxiety, promoting a healthy lifestyle, and optimizing employee health. Activities that improve aerobic and anaerobic capacity, muscular strength, flexibility, and endurance are permitted. Recreational, competitive or contact sports are not part of the OCFA fitness and conditioning program and are not permitted while on duty.

OCFA employees can use the RFOTC wellness center. Firefighters and professional staff regularly use the wellness center before or after work hours or during the voluntary WEFIT "lunch-time" workouts.

### Injury Follow-Up

The WEFIT Coordinator receives and reviews reported firefighter injury data on a monthly basis. When an injury is determined to have resulted from fitness activities or equipment, a follow-up is made to assist the injured individual to understand why the injury may have occurred and provide exercise instruction to correct faulty movement patterns and avoid continued or future injury. In addition, injury data trends are reviewed



and used to design and implement specific WEFIT training and education activities that will mitigate or prevent injuries.

### WEFIT Coordinator/ Peer Fitness Trainers

The WEFIT Coordinator is a resource for receiving assistance with any health or fitness issue an employee may have. The WEFIT Coordinator has the ability to access or find resources for the employee on a case-by-case basis. The WEFIT Coordinator also attends multiple workshops and classes during the year in order to be a subject matter expert for the department. The WC has been a part of many health-related changes within the department, most recently being the Rehabilitation Policy.

Another key component of the IAFF/IAFC Wellness and Fitness Initiative is the Peer Fitness Trainer (PFT) program. PFTs are firefighters who have volunteered to attend extensive training and continuing education courses and have received certification by the American Council on Exercise (ACE).

Our PFTs encourage safe participation in fitness activities, through firefighter to firefighter guidance, class offerings, newsletters, and other WEFIT program activities. The PFTs support the IAFF/IAFC Wellness Fitness Initiative by volunteering their time and are provided numerous opportunities throughout the year to stay current on wellness and fitness strategies that address the unique needs of firefighters. PFTs are responsible for sharing this knowledge with other firefighters by being available to answer health and fitness questions, performing individual fitness assessments, and functional movement screening, developing individual fitness and exercise programs, and by actively participating in all of the OCFA WEFIT components. PFTs are integral in assisting WEFIT Coordinator with the recruit academies and academy physical training.

### New Firefighter Recruits and Training Academy

Incorporating the WEFIT principles into the academy fitness program has provided for a more focused job-related physical fitness program, less training-related injuries, better fit recruits, and higher completion rates of recruits. WEFIT has developed a comprehensive 16 week pre-academy fitness book for recruits to train and prepare for the upcoming academy. WEFIT has also developed a Recruit Assistance Program (RAP) which is specifically geared to afford recruits more education and expertise with physical fitness, exercise modification and movement patterns. Performance nutrition is also a highlight of this program as many recruits lack the knowledge of how to properly fuel their bodies while in such a strenuous academy. Having firefighter recruits attend pre-academy fitness orientations has also proven to be cost effective. There is a significant cost if a recruit is injured or does not complete the academy due to an injury or unable to meet the physical demands of firefighting.

Fitness Fair- Two fitness fairs are provided to potential recruits prior to the start of the academy. Recruits undergo fitness testing, are instructed in movement preparation, and participate in two benchmark, functional fitness workouts. By using these benchmark workouts pre, during, and post academy, we can better gauge the recruit's fitness and look for trends in their performances.

They are also provided with a Physical Fitness Handbook and online resources that outline what to expect during the academy and includes sample workouts, functional movement screening corrective exercises, and nutritional information.

Functional Movement Screening- Is provided to help recruits understand their individual asymmetrical or dysfunctional movement patterns, so that they can work toward correcting them prior to the start of the academy.

Academy Physical Training- Recruits are provided a structured physical fitness program as part of their academy training. This is not only beneficial for successfully completing the academy, but serves as a foundation for career long health and fitness. Recruits are instructed and educated on proper physical training each day and movement quality is emphasized. Emphasis on flexibility and functionality is also emphasized during the academy as each recruit receives multiple mobility and recovery tools as well as one day of academy physical training being dedicated to recovery/restorative work and exercises.

### Training and Education

Training and education are provided through a variety of mediums. Instructional training and education are provided through quarterly classes. These informative, hands-on courses are offered at both the RFOTC and various fire stations. Examples of classes that have been offered include:

- Core strength and flexibility
- Knee health and injury prevention
- Firefighter Functional Fitness
- Injury prevention and rehabilitation for a healthy shoulder
- Mark Sission's Primal Nutrition
- Mobility and recovery with Movement Rx
- Brute Force Sandbag training

Class attendees receive informational booklets, training aids or DVDs along with incentives to encourage participation. Additional training and education is provided using a newsletter or a short video clip in the OCFA Monthly Video Newsletter.

### Fitness Challenges

Annually WEFIT sponsors fitness challenges designed to increase employee fitness and wellness through engagement in physical activities and proper nutrition. These fitness challenges have resulted in large employee participation with exceptional health and fitness outcomes. These challenges occur throughout the year, providing continual opportunities for employee involvement.

Biggest Loser Challenge- This challenge begins right after the New Year and runs from mid-January through April. The focus is on body fat loss and improved body composition, not just weight loss, through better nutrition and exercise. The nutrition component is provided through a presentation by a nutrition expert.

Rowing Challenge- The rowing challenge tracks meters rowed using a Concept 2 rowing machine and card reader, which all fire stations have as part of their fitness equipment compliment. The goal of the challenge is for the month of April, to encourage participation to increase their activity levels through the use of the rower, a full-body conditioning piece of exercise equipment.

Mileage Challenge- The Mileage Challenge is a challenge presented from October through November where participants are challenged to run/walk the most miles during the timeframe.

### Newsletter/Online Forums

A quarterly newsletter is provided to all OCFA employees. This newsletter provides up to date and pertinent health and fitness information, fitness tips, functional fitness workouts, individual testimonies on the benefits of the WEFIT program, nutrition information, and station-friendly, healthy recipes.

WEFIT is also utilizing an online platform through the department's intranet and has its own team site where firefighters can go to get access to a large amount of resources. This site contains information such as nutrition templates, hydration charts, and information on their upcoming WEFIT examination. It also gives the firefighters information on how to get more access and help with anything health-related.

Social Media platforms have also been utilized in the past year as technology has become a tool to reach more firefighters. These platforms showcase all things health-related including but not limited to station workouts, station meals, exercise choices and proper execution, mobility tools, and academy fitness.

### Research and Studies

As the WEFIT program moves forward, we continue to collect data and conduct studies that will better help us understand the physical and mental demands put on OCFA firefighters and firefighters worldwide. The OCFA has participated in and conducted research studies of its own over the past 13 years which have included a hydration and core body temperature study, Functional Movement Screen study, COEH's FORWARD and HEROES study, electrolyte and recovery study, and a firefighter cardiac study. OCFA's WEFIT program continues to lead the way amongst other fire department's wellness programs because of its dedication to improving firefighter's lives through studies and data collection efforts like these.

### Behavioral Health

The Firefighter Behavioral Health Alliance estimates approximately 30 percent of the nation's 1.3 million career and volunteer firefighters suffer from post-traumatic stress disorder (PTSD), with 132 suicides by active and former United States firefighters and paramedics reported last year. The OCFA identified this fire service issue as a top priority and included a Fiscal Year 2016/17 domain objective to establish a program that addresses the impact of PTSD in OCFA personnel.

The Kessler Screening Scale for Psychological Distress (K6) has been included in the health survey administered by Hoag Executive Health during each WEFIT evaluation to screen for potential behavioral health issues. Personnel with potential behavioral health issues identified in the K6 are referred to The Counseling Team International (TCTI) who has been providing behavioral health and wellness services for the OCFA since the contract was approved by the Board of Directors on October 26, 2017.

TCTI provides comprehensive counseling services for fire & dispatch personnel, families, and retirees that are specific to the issues typically experienced by emergency responders. TCTI also provides advice to supervisors who have employees with suspected behavioral health or workplace performance issues. All behavioral health specialists are trained in eye movement desensitization and reprocessing (EMDR) which is a tool to enable cognitive restructuring approach to reduce stress in people with PTSD.

TCTI conducted training on OCFA Critical Incident Stress Management (CISM) team and peer support team members. A TCTI behavioral health specialist participates in CISM debriefings following critical incidents that could have a lasting impact on personnel.

TCTI conducts behavioral health training in fire fighter academies, fire captain academies, battalion chief academies, and dispatcher academies to better prepare OCFA personnel for the stressors of the job and supervisors in how to respond when a potential issue is identified. Additionally, they conduct significant other survival training to spouses of OCFA personnel to help them understand the fire service culture, the stressors of the job, and the effects the career has on their personal lives with the goal of building strong, healthy relationships and reducing the stress on the families.

### Injury and Medical Rehabilitation

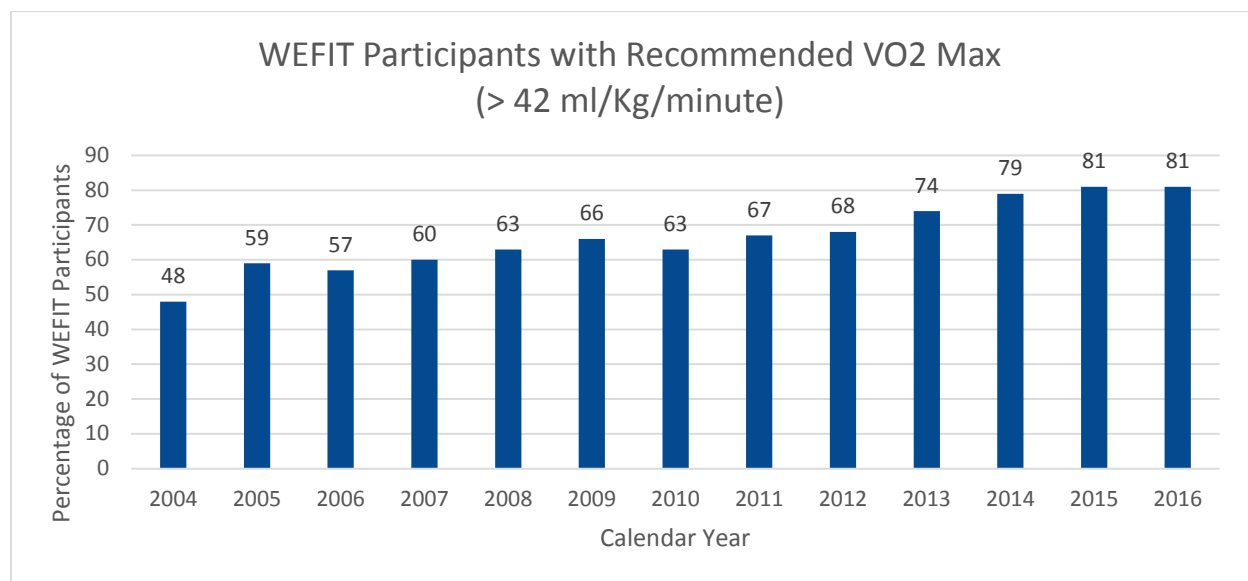
Creating a comprehensive and thorough injury and medical rehabilitation program will be a focus in the upcoming year. This program will utilize the WEFIT medical provider, workers' compensation physical therapists, Peer Support Team members, and behavioral health specialists to support OCFA personnel to an expeditious and lasting recovery.

### Data Collection and Results

Aggregate data has been collected by the WEFIT medical provider in five major categories: VO2 max, blood pressure, cholesterol, body fat, and blood glucose. These categories have been specifically chosen because of their direct relationship with cardiac related LODD's. The National Fallen Firefighter's Association has also emphasized the need for fire departments to collect data on these categories and work within the department's wellness programs to help improve them.

#### VO2 Max

VO2 max is the measurement of the maximum amount of oxygen that an individual can utilize during intense, or maximal exercise. It is measured as milliliters of oxygen used in one minute per kilogram of body weight (ml/kg/min). It is one factor that may help determine an athlete's capacity to perform sustained exercise.



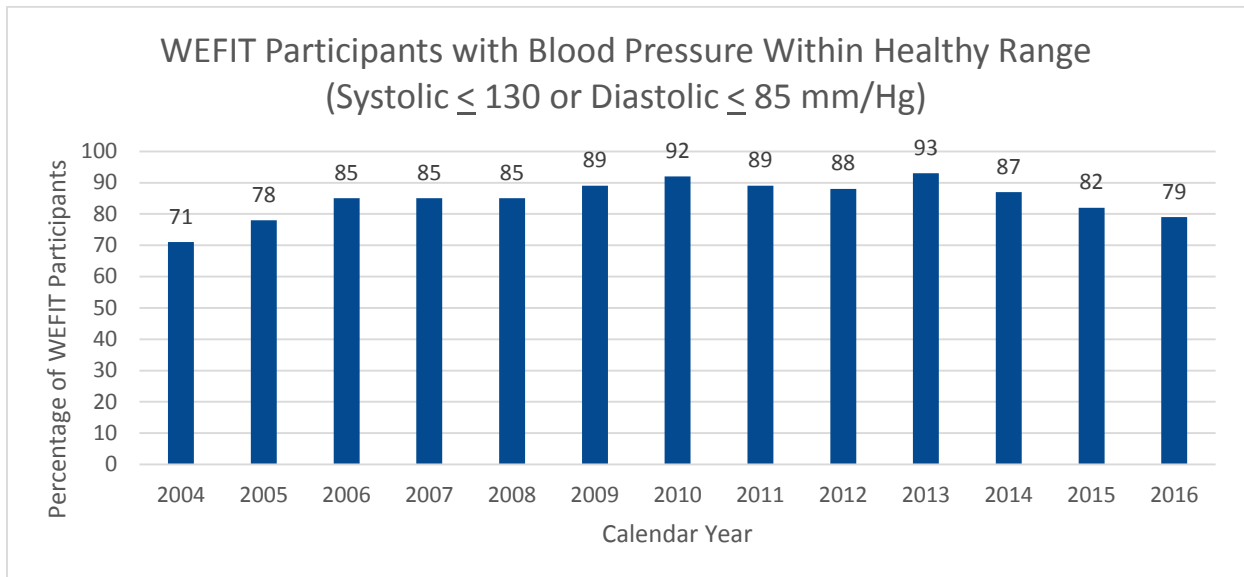
#### Blood Pressure

Blood pressure is recorded as two numbers:

- Systolic blood pressure (the upper number) indicates how much pressure your blood is exerting against your artery walls when the heart beats.

- Diastolic blood pressure (the lower number) indicates how much pressure your blood is exerting against your artery walls while the heart is resting between beats.

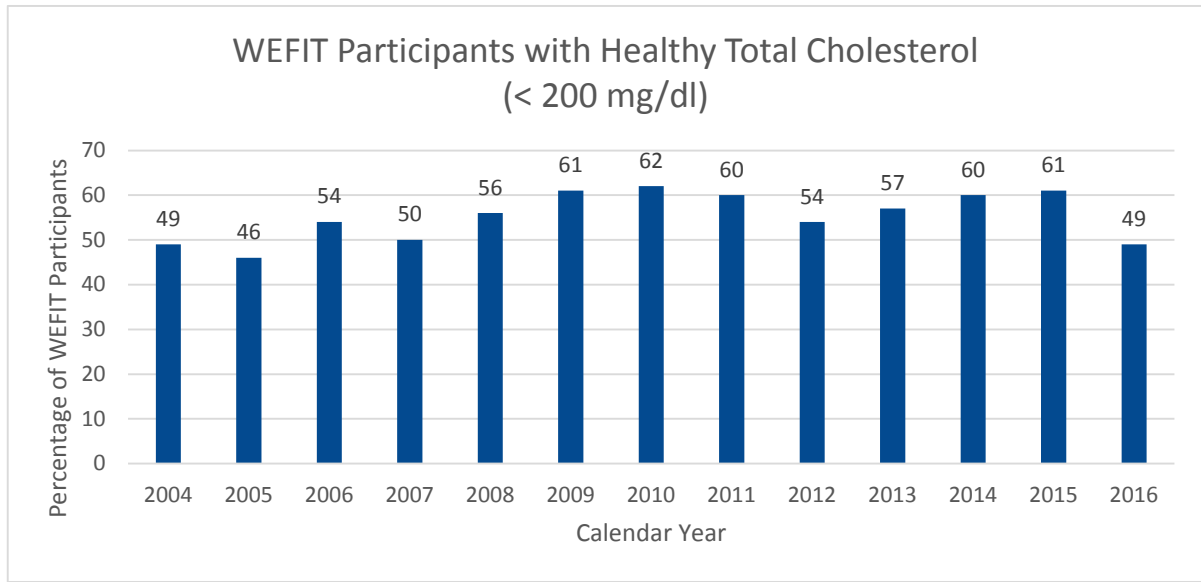
Uncontrolled high blood pressure can lead to stroke by damaging and weakening your brain's blood vessels, causing them to narrow, rupture or leak. High blood pressure can also cause blood clots to form in the arteries leading to your brain, blocking blood flow and potentially causing a stroke.



### Cholesterol

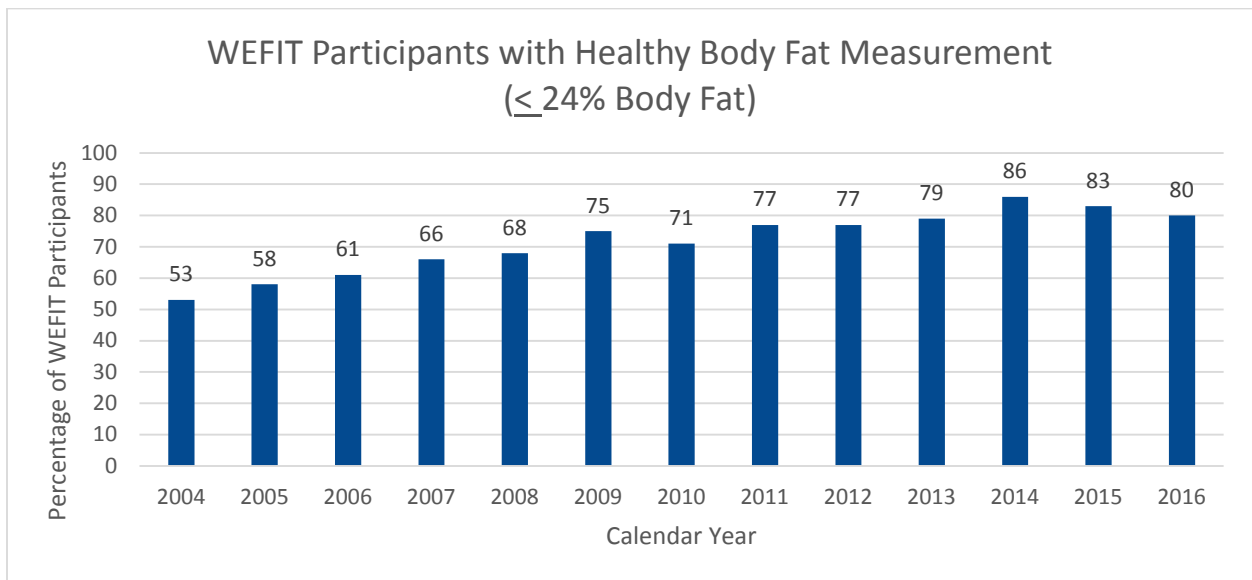
Cholesterol circulates in the blood, and as blood cholesterol levels rise, so does the risk to your health. There are two types of cholesterol: LDL and HDL. LDL cholesterol is known as bad cholesterol and HDL is known as good cholesterol. Too much bad cholesterol or not enough good cholesterol increases the chance that cholesterol will start to slowly build up in the inner walls of arteries that feed the heart and brain.

Together with other substances, cholesterol can form a thick, hard deposit that can narrow the arteries and make them less flexible. This condition is known as atherosclerosis. If a clot forms and blocks a narrowed artery, a heart attack or stroke can result.



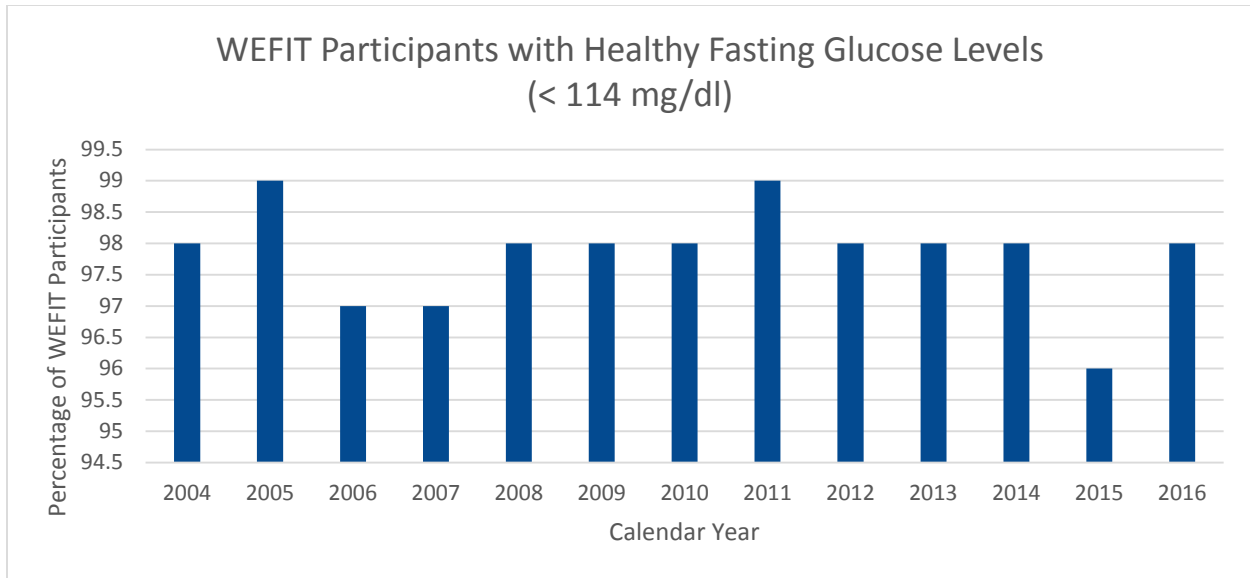
### Body Fat

Weight alone is not a clear indicator of good health because it does not distinguish between pounds that come from body fat and those that come from lean body mass or muscle. Carrying too much fat is a condition called obesity, and puts a person at risk for many serious medical conditions including heart disease, diabetes and even certain forms of cancer. In fact, obesity contributes to at least half the chronic diseases in western society.



### Blood Glucose

Glucose is a sugar needed by cells for respiration. It is important that the concentration of glucose in the blood is maintained at a constant level. Insulin, a hormone secreted by the pancreas, controls blood sugar levels in the body. Diabetes is a disorder in which the blood glucose levels remain too high.



### Functional Movement Screening (FMS)

The job demands of firefighters require working in a high risk environment. This risk is further increased by restricted movement in personal protective equipment and wearing and carrying heavy equipment. If a firefighter with poor movement patterns, who is already at an increased risk of injury by virtue of the job, is placed into this restricted movement and weight loaded environment, the risk of injury is further increased.

FMS identifies faulty movement patterns that are caused by tight or weak muscles or motor control (coordination issues). Faulty movement asymmetries cause mechanical stresses to the body that result in cumulative micro traumas and injuries. By using the FMS to identify dysfunctional movement patterns, particularly asymmetrical movement patterns, the WEFIT program will be able to develop specific individualized solutions to correct problem areas that can lead to injuries.

FMS includes the following evaluation:

- Deep squat
- Hurdle step
- In-line lunge
- Shoulder mobility
- Active straight leg raise
- Trunk stability push up
- Rotary stability

FMS Test Rankings		
Test	Group Average Score	% of WEFIT Participants with Asymmetries
Active Straight Leg Raise	1.61	14.9
Rotary Stability	1.66	9.6
Shoulder Mobility	1.84	42.9
Deep Squat	1.86	N/A
Hurdle Step	2.02	16.5

In-Line Lunge	2.10	16.5
Trunk Stability Push-Up	2.25	N/A

### Behavioral Health Utilization

An initial goal of developing a behavioral health program to address PTSD in OCFA personnel was establishing resources to better support our personnel. A recruitment was conducted for the Peer Support Team and 36 new members submitted interest and were selected to the team. TCTI conducted a 2-day peer support team member training to prepare the team to support their peers.

TCTI also provides behavioral health and wellness services to safety personnel, dispatchers, retirees, and their families. Employees self-refer themselves to TCTI with only aggregate data on the number of counseling hours and topics discussed being provided to the OCFA. OCFA personnel utilized TCTI behavioral health specialists for 54 hours of counseling between October 1, 2017 and December 31, 2017. Additionally, TCTI participated in 4 CISM debriefings during that same time period.

TCTI conducted one significant other survival course for spouses of OCFA personnel with 17 spouses attending.

## WEFIT Making a Difference

The WEFIT program continues to meet its goals of improving general health and physical fitness and increasing career longevity with a holistic approach to overall wellness. In several cases, the WEFIT program has identified significant medical issues through the WEFIT physical examinations that were corrected before becoming more serious or even fatal. Examples of conditions identified during WEFIT physical examinations include cancer, cardiovascular blockage, and hypertension.

Organizationally, firefighter health and fitness has developed into a new cultural norm that begins in the fire fighter academy, which in the long-term will help maintain or reduce costs associated with occupational injuries and illnesses. This cultural change will transcend to better job performance, wellness, health, and fitness.

It is true that OCFA overall workers' compensation costs have not trended down. Workers' compensation costs are affected by many factors beyond an employer wellness and fitness program. With these multiple factors affecting workers' compensation costs it is difficult to isolate the WEFIT affect alone. In fact, workers' compensation costs across California continue to rise in part due to medical cost increases and additional workers' compensation benefits such as increased amounts for permanent disability payments, which are beyond the control of a wellness program.

By the various WEFIT program outcomes noted in this report, it can be observed that WEFIT is having a positive outcome on developing an OCFA health and fitness culture.



## The Future of WEFIT

The OCFA WEFIT program has been successful and recognized as a model program in the fire service. There are opportunities for improvement that will have a positive impact on the employee and the organization.

Future WEFIT program enhancements include:

- Annual physicals for all operations personnel to assess medical conditions, early detect disease and illness, and implement health promotional programs
- Further development of the fitness and nutrition components to the physical requirements of a firefighter
- Further development of the Cancer Awareness and Prevention Program and Behavioral Health Program addressing two significant risks in the fire service
- Development of an Injury and Medical Rehabilitation Program to support the employee through the process of returning to the job following an injury or identification of a medical issue utilizing the coordinated clinical services of physicians, physical therapists, exercise physiologists, peer fitness trainers, nurses, behavioral health specialists, and peer support team members.

These enhancements will support a healthy workforce, early detection of medical conditions, injury and illness prevention, and return to work through a coordinated and supportive approach.

**APPENDIX E - WEFIT Program**

On September 25, 2003, the OCFA Board of Directors approved the Fire Service Joint Labor and Management Wellness-Fitness Initiative (WEFIT). This program is a partnership between the Orange County Fire Authority (OCFA) and the Orange County Professional Firefighters Association-IAFF, Local 3631 (OCPFA). In an effort to maintain an effective WEFIT program that will improve the well-being and quality of health for OCFA employees, the parties agree as follows:

1. The WEFIT Program is mandatory/non-punitive. The OCFA shall provide all five (5) of the following aspects of the WEFIT Program:
  - Medical
  - Fitness
  - Medical /Fitness/Injury Rehabilitation
  - Behavioral Health
  - Data Collection and Reporting

No disciplinary action will be imposed on an employee solely based on his/her participation or non-participation in any portion of the WEFIT Program.

2. The employee retains the option of having any portion of the physical examination provided by the OCFA's medical provider, or by a physician of the employee's choice at the employee's expense. The employee's physician can provide such results directly to the OCFA's medical provider. Both parties agree to take positive steps to promote the WEFIT program and encourage employee participation in the physical examination and fitness testing process. However, the employee retains the option to not participate.
3. Employees will be scheduled for the physical examinations and fitness tests during work time, for which they will be compensated. Should circumstances arise which require the employee to be scheduled or rescheduled during off work time, employees will be compensated for the time spent participating in the physical examination and fitness testing process.
4. Medical information collected during the physical examination and fitness testing process will be confidential. OCFA's medical provider will retain medical records and the examining physician will only share the specific details of the examination results with the employee. Aggregate physical examination and fitness testing data will be provided to the OCFA and OCPFA in accordance with the WEFIT initiative.
5. The fitness for duty standards applied to employees will remain unchanged. The OCFA may require medical and fitness for duty evaluations when there is sufficient cause for said evaluations. (i.e., returning to duty after medical or injury absence.)
6. The WEFIT program includes an on-duty exercise program. Participation in the on-duty exercise program is encouraged and both parties agree to take positive steps to promote the fitness program and encourage employee participation. However, the employee retains the option to not participate. No discipline will be initiated against an employee for not participating in the program.

7. Immunization records will be kept in confidence by the OCFA Occupational Health Nurse and forwarded to the employee's medical files at UCI/Center for Occupational and Environmental Health. The OCFA Occupational Health Nurse will keep and maintain these records in accordance with all applicable local, state, and federal laws, including the Health Insurance Portability and Accountability Act of 1969 (HIPPA). Access to the immunization records stored by OCFA will be restricted to only the Occupational Health Nurse and will not be released without a written consent from the employee. The employee shall have access to and receive a copy of their records upon request. The sole purpose of keeping and maintaining these records is to ensure that all applicable vaccinations and screening records are kept current for those persons participating in this program.
8. Results from blood titers for Hepatitis B will be sent directly to the employee and the OCFA Occupational Health Nurse who is the coordinator of the WEFIT Immunization Program. The blood titers are for purposes of determining levels of antibodies so that a determination can be made on whether the vaccine(s) are necessary. The Hepatitis C screening results will be sent directly to the employee and UCI/Center for Occupational & Environmental Health and not sent to the OCFA Occupational Health Nurse/Immunization Coordinator.
9. An eight (8) member WEFIT Oversight Committee, co-chaired by the OCFA and the OCPFA, will oversee the WEFIT program. Each co-chair shall choose two (2) voting members and one (1) alternate. The additional members of the committee will be nonvoting-members, and will consist of one (1) representative from each of the following groups: Chief Officers Association (COA), and the Orange County Employees Association (OCEA).

The respective chairpersons shall have veto power over any issue that comes before the committee. Issues that are vetoed by a chairperson shall then be moved to the traditional arena of labor/management relations.