



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2023.** Please include this submission form with the electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

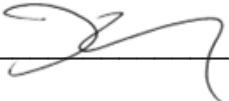
PROGRAM INFORMATION

County: Chesterfield County Virginia
Program Title: Work Performance Evaluation Program
Program Category: Criminal Justice and Public Safety

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Joseph P. Casey, Ph.D.
Title: County Administrator
Signature: 

VACO Chesterfield Fire and EMS 2023

ABSTRACT OF THE PROGRAM:

Chesterfield County Fire & EMS, Chesterfield Virginia has chosen to make the health and well-being of its members a priority. This is accomplished from a multiprong approach to include having in-station physical training expectations, utilization of a fitness vendor to provide one-on-one support and education to all members, a required annual physical that exceeds the National Fire Protection Association's standards, and a required annual Workforce Performance Evaluation. This evaluation is conducted once a year and provides a snapshot into the persons, and departments, physical fitness levels.

The Workforce Performance Evaluation is composed of the member wearing a full firefighting ensemble and breathing air from the self-contained breathing apparatus. The course that the member must complete includes an integrated ladder carry and raise, forcible entry, stair climb, hose drag, ceiling breach, equipment carry, ventilation opening, and a victim rescue.

Those members who are unable to successfully complete the course within the determine standard are teamed with the physical fitness vendor for one-on-one personal training. Members returning to duty after long term sickness, injury, or leave are required to complete the workforce performance evaluation prior to returning to full duty.

VACO Chesterfield Fire and EMS 2023

PROGRAM DESCRIPTION:

The objective of the Workforce Performance Evaluation is to provide an annual assessment as to a firefighter's physical conditioning and ability as it relates to firefighting. If necessary, the program provides for mitigative actions for those who do not successfully complete the assessment.

The Work Performance Evaluation is a job task specific physical agility course, engineered specifically for our fire department, based upon the most common types of fires seen in Chesterfield County. It represents a multitude of physical tasks that a firefighter can expect to perform while operating at a fire scene. The Work Performance Evaluation course is comprised of eight events specific to the fireground, while wearing the full personal protective equipment firefighting ensemble to include pants, coat, hood, helmet, gloves, and self-contained breathing apparatus. To be considered a passing evaluation the firefighter needs to complete the course in under 10 minutes using no more than one self-contained breathing apparatus air bottle.

The program provides a spot determination of a member's fitness for duty. Indirectly, the program quantifies the effectiveness of the organization's health and wellness initiatives that are in place which include.

1. Mandatory annual health assessments for all career personnel, operational volunteer firefighters, and designated part-time career personnel that exceeds the National Fire Protection Association's standards.
2. A work performance evaluation for all firefighting qualified employees.
3. Utilization of a fitness vendor to:
 - a. Provide guidance on the principles and methods of physical fitness training and injury prevention.
 - b. Assist individuals with developing physical fitness plans and work hardening plans.
 - c. Assist with the facilitation of the work performance evaluation course.
4. An in-station workout course to assist members in their preparation for the evaluation.

The direct recipients of this program are firefighting qualified members of Chesterfield County Fire and Emergency Medical Services. The indirect recipient of this program is the community we serve. This includes the 379,041 residents, their guests, as well as those traveling through Chesterfield County.

VACO Chesterfield Fire and EMS 2023

Historically, the department has implemented at various times, many initiatives to improve the health and wellness of its members. Components initiated were a back injury prevention program, a physical fitness program, a yearly fitness evaluation and optional yearly physicals to name a few.

Though the organization was confident these initiatives were beneficial to the longevity of its members, it lacked the measurement tool to determine the direct correlation to its members' ability to physically perform. A workgroup was put together to focus on the development of a policy statement and procedure to address fitness for duty. The workgroup consisted of two chiefs, a captain, a lieutenant, and two firefighters. They attended the Redmond Health and Safety Symposium, met with members from the Fairfax Fire Department, the Prince William County Fire Department, Indianapolis Fire Department, and the International Association of Firefighters.

The department teamed up with the Department of Defense's Defense Logistics Agency - Richmond to acquire a large enough indoor facility to house the equipment and perform the evaluation. Without the assistance of the Defense Logistics Agency - Richmond, the program would not have a suitable location that provides a consistent environment to conduct this physical evaluation.

PROGRAM COST:

The initial investment in equipment was approximately \$18,000. This did not include the staff time for the workgroup or the labor costs associated with the initial training.

We were fortunate that through a great relationship with Defense Logistics Agency - Richmond, the facility is made accessible to the county at no cost.

PROGRAM RESULTS/SUCCESS:

The immediate and long-term impacts on individuals who routinely exercise is significant and well understood throughout the medical community. In a profession where you are constantly exposed to stressors that have a significant negative impact, the value of maintaining an individual's level of physical fitness is self-evident. The Work Performance Evaluation program is the culminating measure of all the physical fitness initiatives that occur during the year.

VACO Chesterfield Fire and EMS 2023

In reviewing the performance data there are some observations that can be made. In the years 2019 to 2020 the average time to complete the course decreased, showing an improvement.

In 2021, the average time to complete the course increased to the slowest level within the study range. We believe this to be directly correlated to the impacts of COVID on our members.

From 2021 till 2023, the average time to complete the course has decreased each year. This would suggest that the Work Performance Evaluation program has been able to document an increase in fitness levels of the department. This increase in fitness is correlated to all the fitness efforts done within the department.

WORTHINESS OF AWARD:

The success of this program is directly related to the research and development process utilized in its formation. It is a comprehensive approach that is specific to job function with measurable results.

The organization has determined that since implementing the **Work Performance Evaluation**, and the in-station course that participation in physical training has increased. This increased participation has directly resulted in better performance during evaluations. In turn, our members on average are healthier and stronger. Though it will take several years to completely determine the overall impact the program will have on job related injuries or disease, it is a huge stride in allowing our members to enjoy a long, healthy and prosperous career.