

2025 HEALTH AND SAFETY

PERFORMANCE & TRAINING TEAM IMPACT

Performance & Training Specialist – Physical Therapist

Role Redefinition:

- Received approval to change Athletic Trainer position to Physical Therapist to meet the unique demands in the department

Performance & Training Center

Process Updates:

- Successfully implemented new injury process as of January 2025
- Simplified process has created higher utilization of internal services and members seeking appropriate external care
- Collaborated with key stakeholders for better support
- MFD, Union, and Workers' Compensation staff now hold regular meetings to address concerns in a timely manner

Orthopedic Injury Support:

- Expanded network of trusted providers (orthopedic, physical therapy, imaging, etc..)

Return-to-Duty Refresher After a 90-day Absence:

- Continued to improve three-day RTW/light duty-to-field refresher training to boost confidence and safely return members to full-duty
- Successfully demonstrated co-treat model with Performance & Training Specialists, external physical therapists, and members to create a more holistic approach to members' care plan
- Incorporated peer support into RTW process, to help members feel prepared physically and mentally when returning from an injury

Member & Fiscal Impact:

- Supported over 200 members for work and non-work injuries
- Personalized care has increased engagement and compliance with recommendations
- Workers' Compensation and healthcare cost stabilized for MFD
- Decreased operational costs for Workers' Compensation with new reporting structure
- Zero denied claims
- Significant cost savings for MFD injury pay

Peer Fitness Team (PFT)

Team Development:

- Reset team expectations for 2025
- Completed yearly check-ins with each peer fitness trainer recognizing each member demonstrated significant growth

Training & Events:

- Continued to offer MFD PFT training with meaningful topics to address member-specific needs
- Implemented our first combined Peer Support/Peer Fitness Team training

Resources & Connections:

- PFTs continued to leverage external and internal resources
 - Performance & Training Center, personalized fitness coaching, and VO2 testing which measures the maximum rate of oxygen consumption during incremental, high-intensity exercise

Peer Support Team (PST)

Leadership:

- Continued to expand and leverage the knowledge of Peer Support Coordinator, Jeff Gauthier (MFD-retired LT)
- Dedicated office hours in new locations at the Safety Academy in performance hub

Team Development:

- Continued to conduct yearly check-ins with each team member to ensure requirements are met and to offer support

Training & Events:

- Continued to offer MFD Peer Support Trainings
- Implemented our first combined Peer Support/Peer Fitness Team training
- Continued to support Family Night that incorporated all Performance & Training Center Team members

Utilization:

- Increase in members seeking sleep coaching, breathwork, and meditation support
- Over 400 reported interactions with members
- Top reasons for support
 1. Work-related Stress
 2. Trauma Exposure
- Deployed to surrounding fire departments or first responder services for PST support

Mental Health Support

External Support:

- Ignite the Spirit MKE funded First Responder Psychological Services – 275 total visits
- City of Milwaukee EAP continued to support active members, spouses, and dependents
- Explored and piloted Sharp Performance Coaching services – 75 members

Recruiting & Building a Network:

- Continued to identify culturally competent providers that provide expedited access to care
- Explored and created a trusted holistic provider network for members

Physical Health Support

Fitness Assessments:

- Weekly fitness assessments offered at Station 5

Historical Data on Fitness Assessment Participation:

- 2016: 68.8% (535/777)
- 2017: 50.7% (362/713)
- 2018: 41.9% (283/675)
- 2019: 43% (296/674)
- 2020: No assessment due to COVID
- 2021: 47% (332/701)
- 2022: No department-wide assessment
- 2023: 75% (492/655)
- 2024: 71.7% (474/661)
- 2025: 64% (353/555)

TeamBuildr Implementation:

- Successfully implemented the TeamBuildr app for creating and sending personalized fitness plans to members
- Members are now able to track their fitness year after year

Strength & Conditioning Pilot Program:

- Over 20 members actively engaged in programming offered through TeamBuildr that is meaningful to them

Mobility Program:

- Successfully implemented weekly mobility moment, along with a healthy topic or breathwork in recruit and cadet classes
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COMMITTEES

Continued Committees:

- Safety, CAD, Close Call Committees continued operations, and implemented changes
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EVENTS

- Fight for Air Stair Climb
 - MFD Trail Endurance Challenge
 - Ignite the Spirit Run by the River
 - MFD Firefighter for a Day (2 times a year)
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OCCUPATIONAL HEALTH SERVICES

Improved Collaboration:

- Froedtert continued to work with the MFD Health & Safety Manager to identify ways to support members

Annual Firefighter Physicals:

- 577 members completed

Job-Specific Screenings:

- Continued to modify and improve job-specific screenings to better reflect career demands