

**PHYSICAL FITNESS PROGRAMS**  
**February 2006**

Capt. Bernal, our Police Fire Management Association bargained for the attached program. It has been in effect for several years now and the Firefighters and Police Officers Associations have negotiated for it after we had it for several years. I'm sure if we had suggested the program to these employees they would have filed a grievance, but they saw what a great program it was and jumped at it. We test twice a year. The test we conduct in January is so the employee can see where they are at and still give them time to do something about it before the second test in July for the money. There is a 5% pay increase for all who are successful in passing both parts (health screening and the fitness tests). As the fitness test is scaled to age and gender, it can never be legally used as a "fitness for duty" test. This is a big point because the Unions will not accept a test which may cost a member their job if they failed (and they do).

The great thing about this is that it works. People are surprised to see where they actually are at physically and work to get their weight and cholesterol down. We have found a lot of people with very high cholesterol and blood pressures who did not have a clue. We have found gall stones, masses on thyroids and other unknown health issues. Palm Springs has a similar program and it saved a Commander's life, as he was immediately taken to the hospital and had bypass surgery because of what was found in the test.

I hope this helps and give me a call if you have questions.

Regards,  
Capt. John Holcomb  
Cathedral City

## **C.C.P.F.M.A. HEALTH SCREENING PROGRAM**

### **INTRODUCTION**

The C.C.P.F.M.A. Health Screening Program is one of two elements constituting the City's Wellness Program for this employee group. Although this component and its rating system is exclusive, it is designed to compliment the Fitness element of the Wellness Program. In order to achieve excellent overall health and the subsequent incentive award, the unit member must receive an optimum rating in both the Health Screening and Fitness elements.

The Health Screening Program will screen a unit member's health in seven areas; Blood Pressure, Cholesterol, HDL Cholesterol, TC/Hdl Ratio, Body Fat percentage, Fitness Analysis and Weight Ranges. Each area has a point rating scale. The points in each area will be accrued for an overall score. There are a total of 19 possible points for an overall score. In order to receive an "optimum standard" health level score and be eligible for the incentive award, the employee must obtain an overall score of 11 points or higher.

### **HEALTH SCREENING PROCESS**

The health screening process will be conducted by a professional health assessment nurse. The health screening will be scheduled once a year in June for all unit members. Only those employees with a pre-approved excused absence from the Human Resources Manager will be allowed to reschedule their health screening for consideration of the incentive award. In addition to the seven areas indicated, the nurse will conduct the following screening: Carotid Artery, Ankle brachial index, Abdominal aortic aneurysm, Osteoporosis, Resting EKG and Urinalysis. Any health area screened, which has been improved or corrected using medication or medical treatment from any recognized health provider, will receive the indicated points notwithstanding this medical treatment.

The "fitness analysis" area rating will take into account the above listed screening results and a subjective overview of the employee's health profile. If the employee's fitness

analysis area rating is in the excellent range and the employee's body fat percentage is within the minimum range, the employee will receive one point for the weight range area, even if they are not within the acceptable range on the table.

The health screening information is confidential and should be used by the employee to make informed decisions regarding their health. The nurse will compile the points in each area, according to the rating schedule and submit the accrued total number of points to the Wellness Program Coordinator. The Wellness Program Coordinator will collect these health screening scores, as well as the fitness program scores, and submit them to the Human Resources Manager. The Human Resources Manager will use the results of the testing process to determine the employee's eligibility for the incentive award.

## **HEALTH SCREENING ASSESSMENT**

### **RATING SCALE**

Optimum rating level is a total accrued score of 11 points or higher

1. Blood Pressure	normal	138/88 or less	3 points
	borderline	140/90 to 148/94	2 points
	hypertension	Systolic 150 or greater Diastolic 95 or greater	1 point
2. Cholesterol (TC)	normal	below 200 mg/dl	3 points
	borderline	201 to 239 mg/dl	2 points
	high	240 mg/dl and over	1 point
3. HDL Cholesterol	normal	higher than 35 mg/dl	3 points
	abnormal	less than 35 mg/dl	1 point
4. TC/Hdl Ratio	normal	5 or below	3 points
	abnormal	5.1 or above	1 point
5. Body Fat %		Points	

Age	<u>20-29</u>	<u>30-39</u>	<u>40-49</u>	<u>50-54</u>	<u>55+</u>	Points
Male Min.	<10	<15	<17	<19	<20	3
Male Avr.	11-19	16-23	18-25	20-26	21-27	2
Male Max.	>20	>24	>26	>27	>28	1
Female Min.	<19	<20	<22	<25	<25	3
Female Avr.	20-26	20-27	23-30	26-33	26-35	2
Female Max.	>27	>28	>31	>34	>36	1

6. Fitness Analysis            excellent            good            fair            poor  
    3 pts.            2 pts.            1 pt.            0 pt.

7. Weight Ranges– Male & Female (pounds)

Height	19-34 yrs.	Over 35 yrs.
5'0"	97-128	108-138
5'1"	101-132	111-143
5'2"	104-137	115-148
5'3"	107-141	119-152
5'4"	111-146	122-157
5'5"	114-150	126-162
5'6"	118-155	130-167
5'7"	121-160	134-172
5'8"	125-164	138-178
5'9"	129-169	142-183
5'10"	132-174	146-188
5'11"	136-179	151-194
6'0"	140-184	155-199
6'1"	144-189	159-204
6'2"	148-194	163-209
6'3"	152-199	167-214
6'4"	156-204	171-219

Scoring            Within range 1 point  
                           Out of range 0 point

## **C.C.P.F.M.A. FITNESS PROGRAM**

### **INTRODUCTION**

The C.C.P.F.M.A. Fitness Program is one of two elements constituting the City's Wellness Program for this employee group. Although this component and its rating system is exclusive, it is designed to compliment the Health Screening element of the Wellness Program. In order to achieve excellent overall health and the subsequent incentive award, the unit member must receive an optimum rating in both the Health Screening and Fitness elements. The C.C.P.F.M.A. intends for this program to have 100 percent participation by its members.

The Fitness Program will evaluate a unit member's physical fitness in five areas; Aerobic Capacity, Anaerobic Power, Upper Body Muscular Endurance, Core Body Muscular Endurance and Flexibility. These five areas will be tested using a numbered rating scale for each area and will take into account gender and age. Each physical fitness area will have an optimum fitness standard on the rating scale, which will represent 10 points. In order to receive an overall physical fitness rating at the optimum standard, the employee must receive an overall accrued score of 50 points or higher. An employee may earn additional points in each area if their performance in that area rates above the optimum standard for that area.

All earned points will be accrued towards the overall rating, allowing an employee to make up a below optimum rating in one area by performing above the optimum in other areas. Each fitness area evaluated will have a "minimum acceptable standard" rating level of 2 points. Regardless of how many points an employee accrues, if the employee has a performance level in any of the tested areas which is below the minimum standard, they will be considered to be in remediation and will not be eligible for the incentive pay. If the employee's overall rating is below 25 points, they will be considered to be in remediation. All employees in remediation will meet with the designated fitness consultant for guidance and assistance. The fitness consultant will be available to any other member who would like guidance and assistance. The fitness consultant will be available without cost to the employee.

The employees will be tested for the incentive pay once a year each April. The tests will be administered by the C.C.P.F.M.A. during a designated set of days. There will be one make-up day for testing, at least two weeks after the initial testing period, to allow for vacations, family emergencies, out-of-town training or illness. Any employee who has not successfully reached an "optimum" overall rating will be allowed to retest during any of the designated testing days. Unit members who have not reached the optimum standard rating after the last day of designated testing will have their next opportunity in the following April. Employees on approved workers compensation, exclusive of injuries sustained preparing for the Wellness Program, may petition the Human Resources Manager for an opportunity to test for the incentive pay when released to full duty.

### **FITNESS WORKOUTS**

Each unit member is encouraged to participate in a sensible exercise routine to develop and maintain an optimum fitness level. Although employees may chose to participate in a variety of sports or other physical activities, only specific types exercise, at specific venues, will be recognized as appropriate preparation for the Fitness Program evaluation. A unit member's participation in these recognized activities at these designated venues, may, from time to time, overlap an employee's normal duty time. These instances should not occur to excess and never interfere with the employee's normal duties. In such instances, the employee's direct supervisor will be aware of and give their concurrence.

Acceptable exercise and venues are as follows. Weight lifting shall be recognized when it occurs at a City designed workout area, such as the City gym or a fire station with a weight training area. Additionally, any private facility with a business license as a gym, will be acceptable. School facilities are not acceptable without prior written approval by the City. City approval will mean written and specific authorization from the Human Resource Manager. Anytime free weights are used the employee will be required to use a spotter. Treadmills, stair-steppers, rowing machines, elliptical machines, peddling machines and assorted weight lifting machines located at approved sites, will be recognized as acceptable. Sit-ups, push-ups, stretching exercises at approved sites will also be recognized. Walking, jogging or sprinting will be acceptable when it occurs at a site designed for such activities, such as a school running track or other City approved site or course.

## FITNESS TESTING

### MALES AGE 21-29

SIT UPS (2 min.)	PUSH UPS (2 min.)	SIT & REACH Inches	1.5 MILE RUN (minutes)	3 MILE WALK (minutes)	300 METER RUN (seconds)	SCORE
55	62	23.0	8:13	*	49.0	19
52	57	21.8	9:09	*	50.3	18
49	51	21.0	9:45	*	52.4	17
47	47	20.5	10:16	*	53.9	16
46	44	20.0	10:42	*	55.1	15
45	41	19.5	10:47	*	57.3	14
44	39	19.0	11:18	*	59.2	13
42	37	18.5	11:41	*	61.2	12
41	35	18.0	11:49	*	63.4	11
40	33	17.5	12:18	42:00	64.0	10
39	31	17.0	12:20	44:30	66.1	9
38	29	16.5	12:51	47:00	69.0	8
37	27	16.0	13:06	50:00	71.7	7
35	26	15.5	13:22	*	73.1	6
34	24	15.0	13:53	*	75.2	5
33	22	14.4	14:13	*	77.0	4
32	19	13.5	14:24	*	78.9	3
30	18	12.3	15:10	*	81.1	2

### MALES AGE 30-39

SIT UPS (2 min.)	PUSH UPS (2 min.)	SIT & REACH Inches	1.5 MILE RUN (minutes)	3 MILE WALK (minutes)	300 METER RUN (seconds)	SCORE
51	52	22.0	8:44	*	50.0	19
48	46	21.0	9:30	*	51.2	18
45	41	20.0	10:16	*	53.5	17
43	39	19.5	10:47	*	55.0	16
42	36	19.0	11:18	*	56.5	15
41	34	18.5	11:34	*	58.9	14
40	31	18.0	11:49	*	60.2	13
39	30	17.5	12:20	*	62.1	12
37	29	17.0	12:38	42:00	64.0	11
36	27	6.5	12:51	44:30	64.5	10
36	25	16.0	13:22	47:00	67.1	9
35	24	15.5	13:36	50:00	69.8	8

33	21	15.0	13:53	*	72.5	7
32	20	14.5	14:08	*	74.2	6
31	19	13.8	14:24	*	76.6	5
30	17	13.0	14:52	*	78.7	4
28	15	12.0	15:20	*	80.3	3
26	13	11.0	15:52	*	82.6	2

MALES AGE 40-49

SIT UPS (2 min.)	PUSH UPS (2 min.)	SIT & REACH Inches	1.5 MILE RUN (minutes)	3 MILE WALK (minutes)	300 METER RUN (seconds)	SCORE
47	40	21.3	9:30	*	52.9	19
43	36	20.0	10:16	*	54.7	18
40	34	19.3	11:18	*	55.8	17
39	30	18.5	11:44	*	56.7	16
37	29	18.0	11:49	*	57.7	15
36	26	17.5	12:34	*	59.4	14
35	25	17.0	12:51	*	62.6	13
34	24	16.3	13:14	42:00	63.7	12
32	22	16.0	13:22	44:30	65.3	11
31	21	15.5	13:53	47:00	66.4	10
30	19	15.0	14:08	50:00	67.9	9
29	18	14.3	14:29	*	70.0	8
28	16	14.0	14:47	*	73.7	7
27	15	13.3	14:56	*	75.1	6
25	13	12.5	15:26	*	78.5	5
24	11	12.0	15:41	*	80.1	4
22	10	11.0	15:57	*	81.8	3
20	9	10.0	16:28	*	84.2	2

MALES AGE 50-59

SIT UPS (2 min.)	PUSH UPS (2 min.)	SIT & REACH Inches	1.5 MILE RUN (minutes)	3 MILE WALK (minutes)	300 METER RUN (seconds)	SCORE
43	39	20.5	10:40	*	56.9	19
39	30	19.0	11:18	*	58.1	18
36	28	18.3	12:20	*	59.4	17
35	25	17.5	12:51	*	61.1	16
33	24	17.0	13:22	*	61.9	15
31	21	16.5	13:45	*	62.8	14
30	20	16.0	14:03	42:00	64.0	13
28	19	15.5	14:24	44:30	65.9	12
27	17	15.0	14:40	47:00	67.0	11

26	15	14.5	14:55	50:00	67.9	10
25	14	14.0	15:08	*	69.7	9
24	13	13.3	15:26	*	71.4	8
22	11	12.5	15:53	*	75.0	7
21	10	12.0	15:57	*	77.8	6
20	9	11.2	16:23	*	80.2	5
19	8	10.5	16:43	*	82.0	4
17	7	9.7	16:58	*	83.2	3
15	6	8.5	17:29	*	86.0	2

FEMALES AGE 21-29

SIT UPS (2 min.)	PUSH UPS (2 min.)	SIT & REACH Inches	1.5 MILE RUN (minutes)	3 MILE WALK (minutes)	300 METER RUN (seconds)	SCORE
51	45	24.5	10:47	*	55.0	19
49	42	23.8	11:43	*	57.0	18
45	39	23.0	12:20	*	58.9	17
44	36	22.5	12:51	*	60.7	16
42	34	22.0	13:22	*	62.6	15
41	32	21.5	13:53	*	64.3	14
39	31	21.0	14:08	*	66.2	13
38	30	20.5	14:24	*	68.4	12
37	29	20.3	14:35	*	70.7	11
35	26	20.0	14:55	44:00	72.6	10
34	25	19.5	15:10	46:30	75.2	9
32	23	19.3	15:26	49:00	78.1	8
31	22	19.0	15:48	52:00	79.7	7
30	20	18.3	15:57	*	82.3	6
28	19	17.8	16:26	*	84.8	5
27	17	17.0	16:33	*	87.0	4
24	15	16.4	16:58	*	89.2	3
23	12	15.4	17:21	*	91.5	2

FEMALES AGE 30-39

SIT UPS (2 min.)	PUSH UPS (2 min.)	SIT & REACH Inches	1.5 MILE RUN (minutes)	3 MILE WALK (minutes)	300 METER RUN (seconds)	SCORE
42	39	24.0	11:49	*	57.2	19
40	36	22.5	12:51	*	58.6	18
38	33	22.0	13:06	*	60.2	17
35	31	21.5	13:43	*	62.5	16
33	29	21.0	14:08	*	64.2	15
32	28	20.5	14:24	*	66.0	14
30	26	20.3	14:50	*	68.4	13
29	24	20.0	15:08	*	70.3	12
28	23	19.5	15:20	44:00	72.6	11
27	21	19.0	15:26	46:30	74.8	10
26	20	18.5	15:47	49:00	77.1	9
25	19	18.3	15:57	52:00	79.9	8
24	17	17.8	16:23	*	82.3	7
22	15	17.3	16:35	*	84.0	6
21	14	16.8	16:58	*	86.6	5
20	11	16.5	17:14	*	88.5	4
18	9	15.5	17:29	*	90.8	3
15	8	14.4	18:00	*	93.4	2

FEMALES AGE 40-49

SIT UPS (2 min.)	PUSH UPS (2 min.)	SIT & REACH Inches	1.5 MILE RUN (minutes)	3 MILE WALK (minutes)	300 METER RUN (seconds)	SCORE
38	33	22.8	12:51	*	58.3	19
34	28	21.5	13:22	*	60.2	18
32	26	21.3	14:06	*	62.4	17
29	24	20.5	14:31	*	64.6	16
28	21	20.0	14:57	*	66.4	15
27	20	19.8	15:06	*	68.3	14
25	19	19.1	15:41	*	70.3	13
24	18	19.0	15:57	44:00	72.4	12
23	17	18.5	16:12	46:30	74.6	11
22	15	18.0	16:27	49:00	76.8	10
21	14	17.5	16:34	52:00	79.2	9
20	13	17.3	16:58	*	82.1	8
19	11	17.0	16:59	*	84.2	7
17	10	16.5	17:24	*	86.1	6

16	9	16.0	17:29	*	88.6	5
14	6	15.0	18:00	*	89.9	4
13	4	14.0	18:21	*	92.1	3
10	2	13.0	18:31	*	94.7	2

FEMALES AGE 50-59

SIT UPS (2 min.)	PUSH UPS (2 min.)	SIT & REACH Inches	1.5 MILE RUN (minutes)	3 MILE WALK (minutes)	300 METER RUN (seconds)	SCORE
30	28	23.0	14:20	*	60.9	19
29	25	21.5	14:55	*	62.7	18
25	23	21.0	15:29	*	64.6	17
24	21	20.3	15:57	*	66.3	16
23	20	20.0	16:05	*	68.2	15
22	19	19.3	16:27	*	70.3	14
21	18	19.0	16:51	44:00	72.5	13
20	17	18.5	16:58	46:30	74.6	12
19	15	18.0	17:14	49:00	76.8	11
17	14	17.9	17:24	52:00	79.2	10
16	13	17.0	17:29	*	82.3	9
14	12	16.8	17:54	*	84.0	8
13	10	16.0	18:09	*	85.9	7
12	9	15.5	18:23	*	87.9	6
11	8	15.3	18:31	*	90.4	5
10	6	14.8	18:49	*	91.7	4
7	4	14.0	19:02	*	93.6	3
6	1	13.0	19:30	*	95.8	2

FINAL DRAFT JUNE 5, 2002

Here is a description of our program which was based off of SFPD's version. We give our officers \$50. a month if they are successful. What I don't like about the program is the tests are relatively easy to pass and there is no regular testing with the exception of the annual re-qualification. At least it's a start. Hopefully you'll build a better mousetrap and forward it to me. Let me know if you would like additional info on ours.

Neil

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## SAN BRUNO POLICE DEPARTMENT PHYSICAL FITNESS INCENTIVE PROGRAM

### **Background**

In the 2001 San Bruno Police Association Memorandum of Understanding, it was agreed that a fitness incentive program would be implemented on a pilot basis for sworn personnel. This incentive program would also be applicable to additional sworn police personnel who are covered separate bargaining units, such as those in Public Safety Mid-Management and the Management bargaining units. This document reflects the collaborative efforts for the proposal.

### **Introduction**

The San Bruno Police Department encourages all employees to keep themselves physically fit by participating in an ongoing regimen of exercise and a healthy diet. The In-Service Physical Fitness Program is designed to encourage sworn officers to achieve and maintain exemplary levels of physical fitness. The program is an adaptation of the State of California, Commission on Peace Officer Standards and Training model of In-Service Physical Fitness Programs.

Screening individuals prior to participation is a necessary and important part of this program. For some people, physical activity and/or testing may not be appropriate, and the screening process may result in the individual being referred to their physician prior to continuing with the program.

The Fitness Assessment consists of administering a series of physical tests on an annual basis. In order to be eligible for the Fitness Incentive, participants must achieve a certain score (at least a bronze level) at the conclusion of the assessment tests. The required performance criteria are based on established norms for different age and gender groups.

### Participation

1.0 Participation in the San Bruno Police Fitness Incentive Program is voluntary and intended for all interested sworn employees covered in the Police Association, Public Safety Mid-Management, and Management bargaining units contained in the Police Department.

## **Pre-Screening**

- 2.0 The pre-screening portion of the Fitness Incentive Program is designed to identify those individuals with a condition that could be aggravated by exercise or exercise testing, and who should not begin the program unless medical authorization or supervision is obtained.
- 2.1 Participants must complete a Physical Exercise Readiness Questionnaire (PERQ), (Appendix B), as part of the screening process. The questionnaire is designed to identify those individuals for whom certain physical activities may be inappropriate and/or those who should seek medical advice prior to participating in the program. If the participant answers "Yes" to any question in the PERQ, that individual will not be allowed to participate in the program until they have received a clearance authorization form from a physician (Appendix C).
- 2.2 With the exception of existing employee benefits, the fitness incentive program is not intended to cover physician costs associated with voluntary participation. Participants who are identified in the pre-screening process as needing a physician's clearance shall utilize his or her personal physician.
- 2.3 Prior to the actual physical test battery, participants will check their resting heart rate. A resting heart rate of 90 beats per minute or greater could be a sign of underlying heart problems, stress, or pretest nervousness. If the resting heart rate is 90 beats per minute or greater, the participant will wait 5 minutes then re-check their rate. If the re-check shows a resting heart rate of 90 beats per minute or greater, the participant will not be allowed to continue until they have received authorization from their physician.
- 2.4 Prior to the actual physical test battery, participants will check their resting blood pressure. Abnormal resting blood pressure could be a sign of underlying heart problems, stress, or pretest nervousness. If the resting systolic blood pressure is 140 mmHg or greater and/or the resting diastolic pressure is 90mmHg or more, the participant will wait 5 minutes and repeat the measurement. If the re-check shows a resting systolic pressure of 140 mmHg or over after two readings and/or the resting diastolic pressure is 90mmHg or over after two readings, the participant will not be allowed to continue until they have received authorization from their physician.
- 2.5 The Confidentiality of Medical Information Act prohibits a provider of health care from disclosing medical information regarding a patient of the provider without first obtaining authorization from the patient. To comply with the restriction, the Medical Information Release Form (Appendix D) must accompany the Medical Clearance Form when signed by the physician (Civil Code Section 56.11).
- 2.6 All participant information will be held in accordance with the Confidentiality of Medical Information Act and the appropriate confidentiality afforded to peace officers under California Penal Code Sections 832.7 and 832.8.

## **Fitness Assessment Test**

- 3.0 The Chief of Police, or his/her designee, shall identify a Fitness Coordinator for the Department. The San Bruno Police Association shall designate a representative to assist the Fitness Coordinator with the Fitness Assessment Test.
- 3.1 The Fitness Coordinator shall forward a copy of the Fitness Assessment Test results to the Chief of Police and the designated representative of the San Bruno Police Association.
- 3.2 The physical fitness assessment test will be administered during the months of January and July. A sign up sheet for voluntary participants will be distributed prior to the commencement of the test. There will be two test dates offered in each testing month in order to accommodate personnel.
- 3.3 Prior to assessment testing, each participant should review the provided copy of the POST In-Service Physical Fitness Program Officers Manual that contains a complete description of all program components.
- 3.4 Following successful pre screening, each participant must complete a test battery consisting of a 1.5 mile run (or 3 mile walk), a Sit and Reach Test, Push Ups, and Bent-Knee Sit Ups.

**Cardiovascular/Aerobic Fitness: 1.5 Mile run or optional 3 Mile Walk:**

Cardiovascular fitness, (a.k.a. aerobic, cardio respiratory, or cardiopulmonary fitness) refers to the ability of the heart, lungs and blood vessels to deliver adequate amounts of oxygen and nutrients to working cells during physical activity. Achieving and maintaining an appropriate level of aerobic fitness is considered a key ingredient in any physical fitness program. See attached appendix for test parameters.

**Flexibility: Sit and Reach Test:**

Flexibility refers to the range of motion through which limbs or body segments are able to move. Decreased range of motion limits the ability to perform certain movements and has been associated with increased injury, pain, and lower back problems. See attached appendix for parameters.

**Muscular Fitness: Strength and Endurance: Push-Ups and Sit-Ups:**

Muscular fitness consists of muscular strength and muscular endurance, which refer, respectively to the ability to exert a maximal force and the ability to exert sub-maximal force repeatedly over a period of time. Two tests of muscular fitness are included in this program. Push-ups focus on the upper body while Bent-Knee Sit-Ups focus on the abdominal area. See attached appendix for parameters.

**Test Results:**

The overall test results for each participant will reflect a pass/fail achievement. However, due to the nature of the program (once in shape-stay in shape) there will be three levels of achievement:

Recognition Level	Total Points **	In addition to the required point totals, participants must know their cholesterol levels and must meet the criteria shown below
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<b>GOLD</b>	310 points	Scores on 3 tests at or above the 80 <sup>th</sup> percentile; no scores below the 60 <sup>th</sup> percentile. No tobacco use in last 12 months
<b>SILVER</b>	270 points	Scores on 3 tests at or above the 70 <sup>th</sup> percentile; no scores below the 60 <sup>th</sup> percentile. No tobacco use in last 2 months
<b>BRONZE</b>	230 points	Scores on 3 tests at or above the 60 <sup>th</sup> percentile; no scores below the 50 <sup>th</sup> percentile.

\*\* Total Points = Sum of percentiles (e.g., 80 points for achieving the 80<sup>th</sup> percentile, 90 points for achieving the 90<sup>th</sup> percentile, 55 for the 55<sup>th</sup> percentile, etc.; points are summed across all 4 tests; percentiles are in five percent increments).

It should be noted that the aforementioned three levels of achievement are personal goals and should be considered as such. Annual achievement of the bronze level or above will result in successful completion of the Physical Fitness Incentive Program.

Participants who do not achieve the minimum score on the Fitness Assessment Test are eligible to re-take the exam at the next examination offering (six months).

#### Awarding The Fitness Incentive

- 4.0 In order to receive the fitness incentive award, participants must score at least 230 hundred points. Participants must score at or above the 60<sup>th</sup> percentile on three of the four tests and shall not score below the 50<sup>th</sup> percentile on the remaining test.
- 4.1 The names of those participants who successfully complete the physical fitness assessment test will be forwarded to the City Managers office, or designee, with a request for awarding the employee the fitness incentive per the current M.O.U.
- 4.2 The fitness incentive will be awarded on a monthly basis for a period of one year, at which time eligible employees must successfully re-test in order to continue to receive the incentive.

Attached are the manual sections that explain our program for both sworn and civilian personnel. Please feel free to contact me if I can help you in any other way.

<<5-712.00 TRAINING UNIT PHYSICAL FITNESS PROGRAM2.pdf>> <<5-800.00 TRAINING UNIT CIVILIAN PHYSICAL FITNESS PROGRAM.pdf>>

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Huntington Beach Police Department  
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## **5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 1 of 10**

### **5/712.00 PHYSICAL FITNESS PROGRAM**

#### **5/712.01 INTRODUCTION**

The physical fitness program is a voluntary program for all full-time and permanent part-time employees. Employees work out on their off duty time and will receive compensatory time-off after meeting the minimum requirements. Employees will receive 20 hours of compensatory time by meeting the requirements of the tests at the end of each four-month period. The maximum compensatory time that can be earned for one year in the program is 60 hours, earned at straight time for as long as the employee continues to participate in the program. The Department encourages all employees to be participants of the Physical Fitness program.

Personnel enrolled in this program shall not “work out” during their daily ten hour work period.

#### **5/712.05 ENROLLMENT**

To start the program the employee shall contact the Training Unit. The employee must have a medical doctor’s release prior to participation in the program. The doctor should review a copy of the physical requirements of the physical fitness program. The doctor’s release shall indicate that the employee is physically capable of participating in the program. The doctor’s release shall indicate that the employee is physically capable of participating in the program. Participants returning from an absence in the program in excess of one year or three consecutive tests must have a note from their doctor allowing them to resume participation in the program.

Exemption: Employees who join the program within the first six months of their employment date are not required to obtain a medical doctor’s release.

#### **5/712.10 TESTING**

Participants on disability, illness, injured on duty or light duty status shall not participate in the Physical Fitness program test until the participant is returned to full duty. An employee on injured on duty or light duty status due to a work related injury may contact the Training Unit Sergeant prior to a scheduled test and request a program modification. The employee, if they successfully pass the next available Physical Fitness test, will receive 40 hours of compensation for that particular test. An employee will be allowed one such modification per calendar year. The employee shall be at the maintenance level of the program to receive such a modification.

Participants will be tested every four months; specifically in the months of January, May and September. A minimum level has been established for each test based on the employee’s sex and age. Participants must move up a level until they reach the

maintenance level. At one year and four months participants will be required to be at the maintenance level. Once the maintenance level has been attained, participants will have to maintain that level on subsequent tests. Testing each four-month period will validate the awarding of compensatory time. Participants that have stopped participating in the program and want to resume participation in the program, must resume their participation at the maintenance level even if they had not achieved the maintenance level prior to leaving. Testing shall be conducted during off-duty hours.

#### **5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 2 of 10**

The Training Sergeant, Training Officer or officers and sergeants assigned by the Administration Division will perform the testing.

#### **5/712.12 MAKE-UP TESTS**

A participant that fails a part of the test can make-up the test by taking the entire Physical Fitness test again. The re-test must be given during one of the remaining scheduled testing days. If the participant fails on the last day of the scheduled testing, the participant will not be able to re-test.

#### **5/712.15 PHYSICAL FITNESS COMMITTEE**

The Physical Fitness Committee is established to retain administrative control over the program. All committee members shall be active participants within the program. The committee shall be comprised of five members, selected at large with one to be at the rank of Lieutenant. The Chief of Police will select committee members. The Training Sergeant who will act in a non-voting capacity will chair the committee. The committee will be responsible for examining issues that may arise from the administration of the program. The committee shall make recommendations to the Chief of Police on issues concerning the Physical Fitness program.

#### **5/712.25 VALIDATED MEDICAL PROBLEMS CLAUSE**

Participants who, for validated medical reasons, cannot participate in the fitness program as designed may contact the Training Unit Sergeant for program modification consideration. Validated medical problems are those diagnosed by a physician as limiting participation in a certain activity. A participant will not be allowed more than one modification within three consecutive testing periods.

#### **5/712.30 REQUIRED TESTS**

The physical fitness needs of police officers fall into three areas:

- Cardio fitness.
- Strength.
- Flexibility.

The tests used in this program to evaluate fitness in these areas will be:

#### **Cardio Fitness**

- 1.5 Mile Run.
- 3.0 Mile Walk.

#### **Strength**

- Push-Ups.
- Sit-Ups.

- Pull-Ups.

### Flexibility

- Forward Stretch.

## 5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 3 of 10

### 5/712.35 CARDIO FITNESS TESTS

#### 1.5 Mile Run

Participants will complete a 1.5-mile course established by the Training Unit. The time needed to cover the distance is recorded and compared to the standards on the chart listed below.

	<b>Under 30</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>
	Below	Below	Below	Below
<b>Excellent</b>	10:15	11:00	11:30	12:00
Good	10:16-12:00	11:01-12:30	11:31-13:00	12:01-13:30
Fair	12:01-14:30	12:31-15:00	13:01-15:30	13:31-16:00
Poor	14:31-16:30	15:01-17:00	15:31-17:30	16:01-18:00
Very Poor	16:31-Above	17:01-Above	17:31-Above	18:01-
Above				
Maint. Level	11:00	12:00	12:30	13:00
Min. Level	15:00	16:00	16:30	17:00
	<b>45-49</b>	<b>50+</b>		
	Below	Below		
<b>Excellent</b>	12:15	12:30		
Good	12:16-13:45	12:31-14:30		
Fair	13:46-16:15	14:31-17:00		
Poor	16:16-18:15	17:01-19:00		
Very Poor	18:15-Above	19:01-Above		
Maint. Level	13:30 14:00			
Min. Level	17:30 18:00			

#### 3 Mile Walk (No Running)

In lieu of the 1.5-mile run, civilian participants may complete a 3-mile course established by the Training Unit. The time needed to cover the distance is recorded and compared to the standard on the chart.

Sworn employees who are unable to complete the 1.5 mile run due to a validated medical reason may complete the 3-mile walking course.

	<b>Under 30</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
	Below	Below	Below	Below
<b>Excellent</b>	34::00	35:00	36:30	39:00
Good	34:00-38:30	35:00-40:00	36:30-42:00	39:00-45:00
Fair	38:31-42:00	40:01-44:30	42:01-47:00	45:01-50:00
Poor	42:01-46:00	44:31-49:00	47:01-52:00	50:01-55:00
Minimum	47:00	50:00	53:00	56:00
Maint. Level	39:00	40:30	42:30	45:30

## **5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 4 of 10**

### **5/712.40 STRENGTH TESTS**

#### **Push-Ups**

The body is maintained in a prone position, supported by straight arms, the hands and toes. The participant must keep his/her back straight at all times and from the up position, lower himself/herself to a position where the arms are bent at the elbow at ninety degrees, then push to the up position again. The participant can rest in the up position. The total number of correct pushups is recorded and compared to the standards on the chart. Civilian female participants may place their knees on the ground and cross their ankles during this exercise.

	<b>Under 30</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
Excellent	43+	37-Above	30-Above	25-
Above				
Good	28-42	23-36	20-29	17-24
Fair	20-27	17-22	15-19	12-16
Poor	5-19	3-16	2-14	2-11
Very Poor	4-Below	2-Below	2-Below	1-
Below				
Maint. Level	40	35	25	18
Min. Level	15	12	10	8

#### **Pull-Ups**

Participants will hold the bar with the palms away from the body. Arms are extended out straight in the beginning position with the feet off the ground. Participants must pull their body up to a position where their chin is above the bar for one repetition. The total number of correct pull-ups are recorded and compared to the standards on the chart.

	<b>Under 30</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
Excellent	9 and Above	7 and Above	6 and Above	5 and Above
Good	8	6	5	4
Fair	6-7	4-5	3-4	2-3
Poor	5	3	2	1
Very Poor	4 and Under	2 and Under	1 and Under	0
Maint. Level	8	6	5	4
Min. Level	5	3	2	1

In lieu of pull-ups, all male, and sworn-female participants may choose to do the “Lat-Pull.” Participants are required to pull down 70 percents of their body weight in order to achieve maintenance level.

Additionally, civilian female participants may, in lieu of pull-ups, choose to do the “Lat-Pull.” Participants are required to pull down 55 percent of their body weight in order to achieve maintenance level.

All participants in the “Lat-Pull” exercise shall weigh-in with the training unit prior to completing the exercise. If confidentiality is a concern, arrangements must be made in advance to avoid delays in the administration of the programs.

**5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 5 of 10**

**Sit-Ups**

Participants start by lying on their back, knees bent, heels flat on the floor and arms folded across their chest. A partner holds the feet down. In the up position, the participant will touch their elbows to their knees and then return to the starting position, not placing their shoulder blades on the ground, before starting the next sit-up. This is a continuous exercise, no resting. The total number of correct sit-ups are recorded and compared to the standards on the chart.

	<b>Under 30</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
Excellent	51 and Above	45 and Above	40 and Above	36 and Above
Good	40-50	34-44	27-39	23-35
Fair	35-39	29-33	20-26	16-22
Poor	24-34	18-28	7-19	6-15
Very Poor	23 and Below	17 and Below	6 and Below	5 and Below
Maint. Level	45	40	35	30
Min. Level	25	20	15	10

**Flexibility**

Participants stand or sit on the ground with their legs out straight in front of them. Participants bend forward and reach towards their toes with their fingertips as far as he/she can. The distance above or below their heels is measured. The distance is recorded as plus or minus inches. Plus inches is below the heels and negative is above the heels. The distance chart listed below.

	<b>Under 30</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
Excellent	+10" & Below	+9" & Below	+8" & Below	+7" & Below
Good	+4" to +9.5"	+3.5" to +8.5"	+1" to +7.5"	0 to 6.5"
Fair	+1.5" to +3.5"	+1" to +3"	-2" to +.5"	-3" to -.5"
Poor	-4.5" to +1"	-6.5" to +.5"	-9" & Above	-10" to -3.5"
Very Poor	-5" & Above	-7" & Above	-9.5" & Above	-10.5" &
Above				
Maint. Level	+5"	+4"	+1"	0"
Min. Level	-3"	-4"	-6"	-7"

## **5/712.45 MEDICAL COVERAGE**

All sworn personnel, who have successfully completed at least one Physical Fitness test and are active members of the program, will be covered by Worker's Compensation for an injury that arises from an off-duty physical exercise at the Police Department. In addition, as part of this program if the participant left the Police Department for a run or walk and were injured the employee will be covered.

Any exercise conducted away from the Police Department, including, but not limited to, weight lifting, contact sports, walking, running, bicycling, water sports, etc., will not be covered for benefits under Worker's Compensation. The City will NOT provide blanket coverage for any injury, which could conceivably be claimed under the pretext of participation in the Physical Fitness Program.

HEART ATTACK: The California Labor Code states heart trouble is presumed to be the result from an industrial injury for law enforcement officers. The only provision is that the "heart trouble" presumption does not apply until an officer has served in his occupation for a period of five years.

## **5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 6 of 10**

Consequently, any evidence of heart pathology or difficulty is covered under Worker's Compensation 24 hours a day, seven days a week for law enforcement officers.

Civilian employees are not covered under Worker's Compensation for any physical exercise whether conducted at the Police Department or not.

## **5/712.50 HEALTH PROGRAM PROPOSAL**

As an adjunct to the physical fitness program, the Police Department desires to encourage better overall health by providing an incentive for cigarette smokers and/or overweight employees to lose weight and stop smoking. Sufficient medical evidence exists to suggest that smoking and excess weight is as detrimental to a person's cardiovascular fitness as is the lack of physical exercise.

For those employees who are interested and who are either cigarette smokers or are obviously overweight, the following two incentive programs are offered:

### **Stop Smoking Program**

As an incentive to stop smoking, any sworn officer can earn 30 hours of compensatory book time by participating in a Stop Smoking Program (maximum participation is one year).

Requirements are:

Must have been a cigarette smoker for a period of at least one year.

Program is voluntary and will be administered under the direction of the Training Bureau.

Must sign a contract agreement that he/she has:

- Smoked continually for more than one year.
- Will stop smoking within one year.
- Intends to stop smoking forever.
- Will submit to a progress evaluation on a bi-weekly basis for the first three months and quarterly thereafter.

Participants will receive 30 hours of compensatory time after successfully not smoking for a period of one year.

Participant may only participate in this program one time.

## Weight Program

Any employees who are 30 pounds or more overweight may participate in this program. As an incentive, 30 hours of compensatory time will be granted to those participants who meet the following requirements (maximum participation is one year):

- Must be at least 30 pounds overweight, as evidenced by below listed standard weight charts.
- Must sign a statement that he/she is agreeing to lose a minimum of 30 pounds in a period of one year or less.

### **5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 7 of 10**

- Participant must be weighed at the beginning of the program and the end of each four months thereafter for a period of one year.
- One third of the weight loss must be accomplished at the conclusion of each four months.
- At the end of one year, every successful loss of 30 or more pounds will receive 30 hours compensatory time off.
- Participants can participate only one time in this program.

### **I.A.C.P. BOOK – IDEAL WEIGHT SPAN CHART MALE POLICE OFFICERS HEIGHT AGE GROUPS**

<b>NO SHOES</b>	<b>21-24</b>	<b>25-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50-59</b>
5' 5"	137-158	143-166	149-173	153-177	154-178
5' 6"	141-162	147-170	153-177	157-181	158-182
5' 7"	145-166	151-174	157-181	161-185	162-186
5' 8"	149-171	155-178	161-185	165-190	166-191
5' 9"	153-176	159-183	165-190	169-194	170-196
5' 10"	157-181	163-187	170-196	174-200	175-201
5' 11"	161-185	167-193	174-200	178-205	180-207
6' 0"	166-191	172-198	179-206	183-210	185-213
6' 1"	170-196	177-204	183-210	187-215	189-217
6' 2"	174-200	182-209	188-216	192-221	194-223
6' 3"	178-205	186-214	193-222	197-227	199-229
6' 4"	181-208	190-219	199-229	203-233	205-236
6' 5"	214	224	235	239	242
6' 6"	222	229	241	245	248
6' 7"	228	234	247	251	254
6' 8"	234	239	253	257	260
6' 9"	240	244	259	263	266

### **5/712.55 LIMITS OF PHYSICAL FITNESS AND HEALTH PROGRAM**

#### **Limitations to Compensatory Time**

Compensation for successful completion of physical fitness testing and the Health Program are limited to compensatory time (book time). No cash payments are permitted. Police Payroll will record the time through an internal accounting process. This time will not be reflected on payroll checks.

When an employee is given approval to use accumulated compensatory time, Police Payroll will first deduct the time from the Physical Fitness compensatory time. The Physical Fitness compensatory time can only be used for time off and may not be sold back to the City for cash or collected in cash payment at the time of separation from employment.

**5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 8 of 10**

The maximum compensatory time that can be earned from the Physical Fitness and Health Program is 60 hours per calendar year. This includes if the employee participants in both programs at the same time.

**5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 9 of 10**

**I.A.C.P. BOOK - IDEAL WEIGHT SPAN CHART  
FEMALE POLICE OFFICERS  
HEIGHT AGE GROUPS**

<b>NO SHOES 21-24</b>	<b>25-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50-59</b>	<b>60-63</b>	
5' 2"	115-132	119-137	126-145	133-153	136-156	137-158
5' 3"	118-136	122-140	129-148	136-156	140-161	141-162
5' 4"	121-139	125-144	132-152	140-161	144-166	145-167
5' 5"	125-144	129-148	135-155	143-164	148-170	149-171
5' 6"	129-148	133-153	139-160	147-169	152-175	153-176
5' 7"	132-152	136-156	142-163	151-174	175-201	157-181
5' 8"	136-156	140-161	146-168	155-178	156-179	161-185
5' 9"	140-161	144-166	150-173	159-183	160-184	165-190
5' 10"	144-166	148-170	154-177	164-189	164-189	169-194
5' 11"	149-171	153-176	159-183	169-194	169-194	193-222
6' 0"	154-177	158-182	164-189	174-200	174-200	173-198
6' 1"	158-181	162-186	168-193	178-204	184-210	177-205
6' 2"	162-185	166-190	170-201	180-208	180-210	184-211
6' 3"	164-189	170-194	174-205	185-214	185-213	180-213

**5/712.00 TRAINING UNIT / PHYSICAL FITNESS PROGRAM 10 of 10**

**I.A.C.P. BOOK - IDEAL WEIGHT SPAN CHART  
MALE POLICE OFFICERS  
HEIGHT AGE GROUPS**

<b>NO SHOES 21-24</b>	<b>25-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50-59</b>	<b>60-63</b>	
5' 5"	137-158	143-166	49-173	153-177	154-178	151-169
5' 6"	141-162	147-170	153-177	157-181	158-182	155-173
5' 7"	145-166	151-174	157-181	161-185	162-186	159-177
5' 8"	149-171	155-178	161-185	165-190	166-191	163-187
5' 9"	153-176	159-183	165-190	169-194	170-196	168-193
5' 10"	157-181	163-187	170-196	174-200	175-201	173-199
5' 11"	161-185	67-193	174-200	178-205	180-207	178-205
6' 0"	166-191	172-198	179-206	183-210	185-213	183-210
6' 1"	170-196	177-204	183-210	187-215	189-217	188-216

6' 2"	174-200	182-209	188-216	192-221	194-223	193-222
6' 3"	178-205	186-214	193-222	197-227	199-229	198-228
6' 4"	181-208	190-219	199-229	203-233	205-236	204-235
6' 5"	214	224	235	239	242	241
6' 6"	222	229	241	245	248	247
6' 7"	228	234	247	251	254	253
6' 8"	234	239	253	257	260	259
6' 9"	240	244	259	263	266	265

**MANUAL OF THE HUNTINGTON BEACH POLICE DEPARTMENT 01/02/2004**

**5/800.00 TRAINING UNIT / CIVILIAN PHYSICAL FITNESS PROGRAM 1 of 7**

**5/800.00 CIVILIAN PHYSICAL FITNESS PROGRAM**

**5/805.00 VOLUNTARY PROGRAM**

The physical fitness program is a voluntary program for all civilian personnel. Civilian personnel work out on their off duty time and will, in return, receive compensation back to them after meeting the minimum requirements. Civilian participants will receive 20 hours of compensatory time by meeting the requirements of the tests at the end of each four-month period. The maximum earnable comp time for one year in the program will be 60 hours, earned at straight time for as long as the civilian employee continues to participate in the program.

**5/810.00 ENROLLMENT**

To start the program, contact the Training Unit and advise them of your intent. You will need to have a medical doctor's release to allow you to participate in the program. A copy of the physical requirements of the physical fitness program should be reviewed by your doctor when obtaining your release.

**5/815.00 TESTING**

Civilian participants will be tested every four months, specifically in the months of January, May and September. A minimum level has been established for each test. Civilian participants will have to move up a category or reach maintenance level indicated on each test by age group. At one year and four months, civilian participants will be required to be at the maintenance level. Once the maintenance level has been attained, the employee will have to maintain that level on subsequent tests. Testing each four month period will validate the awarding of comp time. Testing may be conducted during on-duty hours. The Training Sergeant or Training Officer will perform the testing.

**5/820.00 PHYSICAL FITNESS COMMITTEE**

The Civilian Physical Fitness Committee is established to retain administrative control over the program. All committee members shall be active participants within the program. The committee shall be comprised of at least five members, selected at large. The committee will be chaired by the Training Sergeant who will act in a non-voting capacity. The committee will be responsible for examining problems and disputes that arise from the administration of the program. The committee will be the

final arbiters on these matters. Selection to the committee will be made by the Captains with approval of the Chief of Police.

### **5/830.00 VALIDATED PROBLEMS CLAUSE**

Those employees who, for validated medical reasons, cannot participate in the fitness program as designed may contact Training for program modification consideration. Validated medical problems are those diagnosed by a physician as limiting participation in a certain activity.

### **5/835.00 REQUIRED TESTS**

The physical fitness needs of civilian personnel fall into three areas:

### **5/800.00 TRAINING UNIT / CIVILIAN PHYSICAL FITNESS PROGRAM 2 of 7**

#### **Cardio Fitness**

1.5 mile run, or  
3 mile walk (no running).

#### **Strength**

Push ups.  
Sit ups.  
Pull ups or rowing and peck fly.

#### **Flexibility**

Forward stretch.

### **5/840.00 CARDIO FITNESS TESTS**

#### **1.5 Mile Run**

Civilian participants will complete the 1.5 mile course established by the Training Unit. The time needed to cover the distance is recorded and compared to the standards on the chart.

#### **3 Mile Walk (No Running)**

Civilian participants will complete a 3 mile course established by the Training Unit. The time needed to cover the distance is recorded compared to the standard on the chart. Civilian personnel with a valid medical excuse may use the Combi Cycle in lieu of the 1.5 mile run or 3 mile walk. Employees will be tested on a 9:00 minute fitness test program in the Combi Cycle computer. At the end of the test, the computer will display a rating on a scale of 1 to 10. One being very poor and 10 being excellent. A score of 5 or above is considered maintenance level.

## MALE 1.5 MILE RUN

	<b>Under 30</b>	<b>30-34</b>	<b>35-39</b>	<b>40-40</b>	
<b>EXCELLENT</b>	below/10:15		below/11:00	below/11:30	below/12:00
<b>GOOD</b>	10:16-12:00		11:01-12:30 11:	31-13:00 12:	01-13:30
<b>FAIR</b>	12:01-14:30		13:31-15:00 13:	01-15:30 13:	31-16:00
<b>POOR</b>	14:31-16:30		15:01-17:00 15:	31-17:30 16:	01-18:00
<b>VERY POOR</b>	16:31/above		17:01/above 17:	31/above 18:	01/above
<b>MAINTENANCE</b>	11:00		12:00 12:	30 13:	00
<b>MINIMUM</b>	15:00		16:00 16:	30 17:	00

## 5/800.00 TRAINING UNIT / CIVILIAN PHYSICAL FITNESS PROGRAM 3 of 7

	<b>45-49</b>	<b>50-54</b>	<b>55+</b>	
<b>EXCELLENT</b>	below/12:15		below/12:30	below/13:00
<b>GOOD</b>	12:16-13:30		12:31-14:30	13:01-15:00
<b>FAIR</b>	13:46-16:15		14:31-17:00	15:01-17:30
<b>POOR</b>	16:16-18:15		17:01-19:00	17:31-19:30
<b>VERY POOR</b>	18:15/above		19:01/above	19:31/above
<b>MAINTENANCE</b>	13:30		14:00	14:30
<b>MINIMUM</b>	17:30		18:00	18:30

## FEMALE 1.5 MILE RUN

	<b>Under 30</b>	<b>30-34</b>	<b>35-39</b>	<b>40-40</b>	
<b>EXCELLENT</b>	12:30-13:30		13:00-14:30 13:	30-15:00 13:	45-15:55
<b>GOOD</b>	13:31-16:00		14:31-16:30 15:	01-17:00 15:	56-17:30
<b>FAIR</b>	16:01-18:30		16:31-19:00 17:	01-19:15 17:	31-19:30
<b>POOR</b>	18:31-19:00		19:01-19:30 19:	15-19:45 19:	31-20:00
<b>VERY POOR</b>	19:01+		19:31+ 19:	46+ 20:	01+
<b>MAINTENANCE</b>	15:30		16:00 16:	30 17:	00
<b>MINIMUM</b>	19:00		19:30 19:	45 20:	00

	<b>45-49</b>	<b>50-54</b>	
<b>EXCELLENT</b>	14:15-16:15		14:30-16:30
<b>GOOD</b>	16:16-18:00		16:31-19:00
<b>FAIR</b>	18:01-19:45		19:01-20:00
<b>POOR</b>	19:46-20:15		20:01-20:30
<b>VERY POOR</b>	20:16+		20:31+
<b>MAINTENANCE</b>	17:30		18:30
<b>MINIMUM</b>	20:15		20:30

**5/800.00 TRAINING UNIT / CIVILIAN PHYSICAL FITNESS PROGRAM 4 of 7**

**3 MILE WALK (No Running)**

	<b>Under 30</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
<b>EXCELLENT</b> (men)	34:00	35:00	36:30	39:00
(women)	36:00	37:30	39:00	42:00
<b>GOOD</b> (men)	34:00-38:30	35:00-40:00	36:30-42:00	39:00-45:00
(women)	35:00-37:30	37:30-42:00	39:00-44:00	42:00-47:00
<b>FAIR</b> (men)	38:31-42:00	40:01-44:30	42:01-47:00	45:01-50:00
(women)	40:01-44:00	42:01-46:30	44:01-49:00	47:01-52:00
<b>POOR</b> (men)	42:01-46:00	44:31-49:00	47:01-52:00	50:01-55:00
(women)	44:01-48:00	46:31-51:00	49:01-54:00	52:01-57:00
<b>MINIMUM</b> (men)	46:00	49:00	52:00	55:00
(women)	48:00	51:00	54:00	57:00
<b>MAINTENANCE</b> (men)	38:00	39:30	41:30	44:30
(women)	40:00	41:30	43:30	46:30

**5/841.00 STRENGTH TESTS**

**Pushups**

The body is maintained in a prone position, supported by straight arms on the hands and toes. A partner places his fist on the ground below the person's chest. The person must keep his back straight at all times and from the up position, lower himself/herself to the floor until his chest touches his partner's hand and then push to the up position again. The employee can rest in the up position. The total number of correct pushups are recorded and compared to the standards on the chart. Females may place their knees on the ground during this exercise.

	<b>Under 30</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
<b>EXCELLENT</b>	43+	37-above	30-above	25-above
<b>GOOD</b>	28-42	23-36	20-29	17-24
<b>FAIR</b>	20-27	17-22	15-19	12-16
<b>POOR</b>	5-19	3-16	2-14	2-11
<b>VERY POOR</b>	4-below	2-below	2-below	1-below
<b>MAINTENANCE LEVEL</b>	40	35	25	18
<b>MINIMUM LEVEL</b>	15	12	10	8

**5/800.00 TRAINING UNIT / CIVILIAN PHYSICAL FITNESS PROGRAM 5 of 7**

**Pull Ups**

Civilian participants will hold the bar with the palms away from the body. Arms are extended out straight in the beginning position with the feet off the ground. Participants must pull his/her body up to a position where his chin is above the bar for one repetition. The total number of correct pull-ups are recorded and compared to the standards on the chart below.

	<b>Under 30</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
<b>EXCELLENT</b>	9 and up	7 and up	6 and up	5 and up
<b>GOOD</b>	8	6	5	4
<b>FAIR</b>	6-7	4-5	3-4	2-3
<b>POOR</b>	5	3	2	1
<b>VERY POOR</b>	4 and under	2 and under	1 and under	0
<b>MAINT. LEVEL</b>	8	6	5	4
<b>MIN. LEVEL</b>	5	3	2	1

In lieu of pull-ups, civilian participants may choose to do the "Lat Pull." Participants are required to pull down 70 percent of their body weight ten times in order to achieve maintenance level.

In lieu of pull-ups or the "Lat Pull", females may choose to perform both of the following exercises:

- Pec Fly machine.
- Seated row machine.

Each participant must do ten repetitions of each exercise at a weight established once each year. The weight will be determined by the participant performing one rep of the exercise at the maximum weight they can safely do.. The repetition weight will be 65 percent of the maximum weight.

After the program has been in effect for one year, this portion of the test will be re-evaluated by the Training Unit to determine if weight standards can be established.

### **Sit Ups**

Civilian participants start by lying on his/her back, knees bent, heels flat on the floor and arms folded across the chest. A partner holds the feet down. In the up position, the civilian participant will touch his/her elbows to his/her legs and then return to the starting position, not placing their shoulder blades on the ground, before starting the next sit-up. This is a continuous exercise, no resting. The total number correct sit ups are recorded and compared to the standards on the chart.

	<b>Under 30</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
<b>EXCELLENT</b>	51 and up	45 and up	40 and up	36 and up
<b>GOOD</b>	40-50	34-44	27-39	23-35
<b>FAIR</b>	35-39	29-33	20-26	16-22
<b>POOR</b>	24-34	18-28	7-19	6-15
<b>VERY POOR</b>	23 & below	17 & below	6 & below	5 & below
<b>MAINT. LEVEL</b>	45	40	35	30
<b>MIN. LEVEL</b>	25	20	15	10

### **5/800.00 TRAINING UNIT / CIVILIAN PHYSICAL FITNESS PROGRAM 6 of 7**

#### **5/842.00 FLEXIBILITY**

The civilian participant sits on the ground with his legs out straight in front of him. Heels of feet are placed against a 4" x 4" or similar object. The participant bends forward and reaches towards his toes with his fingertips as far as he can. The distance above or below his heels is measured. The distance is recorded as plus or minus inches. Compare the results against the standards on the chart below.

### **Under 30 30-39 40-49 50+**

**EXCELLENT**+10" & below +9" & below +8" & below +7" & below

**GOOD**+ 4" / +9.5" +3.5" / +8.5" +1" / +7.5" 0 / +6.5"

**FAIR** +1.5" /+3.5" +1" / +3" -2" / +.5" -3" / -.5"

**POOR** -4.5" / +1" -6.5" / +.5" -9" / 0 -10" / -3.5"

**VERY POOR** -5" & up -7" & up -9.5" & up -10.5" & up

**MAINTENANCE LEVEL** +5" +4" +1" 0"

**MINIMUM LEVEL** -3" -4" -6" -7"

### ***5/845.00 MEDICAL COVERAGE***

It has been determined from City Risk Management that there is no performance requirement that makes it necessary for civilian personnel to keep physically fit. Therefore, any injuries incurred while working out as part of this program will not be covered by workman's compensation. This means if you are injured while preparing for or participating in this program you are not covered by workman's compensation and should seek treatment through your insurance carrier.

### ***5/846.00 HEALTH PROGRAM PROPOSAL***

As an adjunct to the physical fitness program, the Police Department desires to encourage better overall health by providing an incentive for cigarette smokers and/or overweight personnel to lose weight and stop smoking. Sufficient medical evidence exists to suggest that smoking and excess weight are as detrimental to a person's cardiovascular fitness as is the lack of physical exercise.

For those participants who are interested and who are either cigarette smokers or are obviously overweight, the following two incentive programs are offered:

#### **Stop Smoking Program**

As an incentive to stop smoking, any civilian employee can earn 30 hours of compensatory book time by participating in a Stop Smoking Program (maximum participation is one year). Requirements are:

- Must have been a cigarette smoker for a period of at least one year.
- Program is voluntary and will be administered under the direction of the Training Unit.
- Must sign a contract agreement that he/she has:
- Smoked continually for more than one year.
- Will stop smoking on what date?
- Intends to stop smoking forever.
- Agrees to progress evaluation on a bi-weekly basis for the first three months and quarterly thereafter.

### ***5/800.00 TRAINING UNIT / CIVILIAN PHYSICAL FITNESS PROGRAM 7 of 7***

Participant will be eligible for 30 hours book time after successfully stop smoking for a period of one year.

Participant may only participate in this program one time.

### **Weight Program**

Any civilian employee who is 30 pounds or more overweight may participate in this program. As an incentive, 30 hours book time will be granted to those participants who meet the following requirements (maximum participation is one year):

- Must be at least 30 pounds overweight, as evidenced by standard weight chart.
- Must sign a statement that he/she is agreeing to lose a minimum of 30 pounds in a period of one year or less.
- Participants must be weighed at the beginning of the program and the end of four months thereafter for a period of one year.
- One third of the weight loss must be accomplished at the conclusion of each four months.

At the end of one year, every successful loss of 30 or more pounds will be granted 30 hours book time off.

Participants can participate only one time in this program.

### **5/849.00 HEALTH PROGRAM OBJECTIVES**

The primary objective of the health program is to encourage civilian employees to change their life-styles by losing weight and stop smoking. By taking this first step, many civilian employees may find the encouragement to start the total physical fitness program.

The Department would like to encourage everyone to become involved in the total physical fitness program. The maximum compensation that could be earned from the health program alone would be 30 hours of book time. If one were to combine the weight loss program and stop smoking at the same time, he would still only be able to accumulate 30 hours of book time as compensation for his effort. If a participant should decide to start the physical fitness program before completing the one year health program, he would get credit for 20 hours book time each four month period of the physical fitness program that he has successfully passed. At the end of the year, if he kept the weight off or had continued not to smoke, he would receive the credit by combining the totals of each program. This would be just for that one year time and could only be done once. In no case would this total be greater than the 60-hour total that could be accumulated for one year. By this means, we are encouraging civilian employees to lose weight and stop smoking, but are not rewarding these people over those who do not have any weight or smoking problem. Those people already in good condition can gain the same compensation benefits exactly by keeping their fitness at the maintenance level and continuing in the Physical Fitness Program.

### **MANUAL OF THE HUNTINGTON BEACH POLICE DEPARTMENT 01/02/2004**

We are currently working on a similar program. We are sitting down to discuss possible benefits/rewards, workouts on duty and other areas. The program will eventually be mandatory participation by all sworn personnel over a three year period (but without penalties).

I have attached a draft policy on the program that has yet to be adopted. It is based on a similar program I created with my last police agency (out of state) that was quite successful. Hope this is of help. Let me know if you have any other questions. Have already done quite a bit of research on various related issues.

Steve MacKinnon, Chief  
[mackinnon@ci.santa-paula.ca.us](mailto:mackinnon@ci.santa-paula.ca.us)

## SANTA PAULA POLICE DEPARTMENT GENERAL ORDER

<b>CHAPTER:</b> PERSONNEL MATTERS	<b>DATE OF ISSUE:</b> DRAFT	<b>GO #:</b> 6 - 2
<b>SUBJECT:</b> Physical Agility Testing	<b>RESCINDS:</b>	

**I. PURPOSE:** To establish a program for all sworn personnel to measure competency in the area of physical fitness.

**II. POLICY:** In order to maintain an attitude of physical well being and self-interest in physical fitness, the Santa Paula Police Department will hold annual physical fitness evaluations for all sworn personnel. (22.3.2) Such testing will be in conjunction with an overall fitness program that will also include elements on injury prevention, nutrition, stress management, and other wellness-related issues.

**III. GENERAL:** There is a growing consensus that physical fitness is being defined as the following: aerobic power, strength, flexibility, and body composition. These factors are being recognized as having bearing on disease risk and maintenance of physical performance capacity. In terms of risk reduction, a major rationale is for physical activity to become a stress management tool. In addition, since the fitness levels of public safety personnel are so low (as compared to the general population), it has an impact on coronary risk and actual heart disease. Physical activity can be viewed as both a preventative and rehabilitative strategy.

**IV. PARTICIPATION:** This program will eventually have all sworn personnel participate in the physical fitness portion of the program. All other employees will be provided with the opportunity to attend the other educational phases as they become available.

The fitness portion will be phased in over three years. Full time sworn employees hired after 01-01-01 will begin participation in the first year of implementation (2006); those employees hired after 01-01-96 will begin participation in the second year (2007); all other full-time sworn personnel will begin in the third year (2008). All reserve Police Officer will begin participation in Year 3 but have the option of starting earlier if they so choose.

**V. PROCEDURE:** On an annual basis physical fitness testing will be scheduled. All sworn personnel will participate in this program. Prior to the participation in this test, officers will be required to submit to a medical clearance provided by the City. (22.3.1)

Any officer that cannot participate in this testing due to injury or illness shall submit a doctor's letter to the Chief of Police outlining the reasons. Any officer out of work (or assigned to Temporary Alternative Duty/Light Duty) by virtue of an on-duty injury will be deemed waived. Testing for such officers will be scheduled promptly once a medical release is received and they have returned back to work.

**VI. PHYSICAL FITNESS STANDARDS:** The fitness evaluations used by this agency will be in accordance with the policies and guidelines established by The Institute for Aerobics Research as being deemed job related. Certified instructors shall conduct administration of these tests. Each test category shall be validated absolute standards for law enforcement.

The passing score for all personnel will be the sixtieth percentile (defined as 40% of the general population are able to pass these tests). Employees will reach this goal in three steps as follows:

- a) Year 1 – Based on the first year of entry into the program. Testing is to establish the employee's fitness using the 40<sup>th</sup> percentile as a base line.
- b) Year 2 – Fitness testing measuring employees at the 50<sup>th</sup> percentile
- c) Year 3 (and subsequent years) – Fitness testing measuring employees at the 60<sup>th</sup> percentile.

The City recognizes the fact that fitness and wellness-related issues are continuously being reviewed and updated. The City reserves the right to change and upgrade fitness standards as needs dictate based on recognized authorities in the field. (See Attachment A for current tests)

**VII. EVALUATION:** Any officer may request additional outside assistance from the Fitness Instructor who will formulate an individualized fitness training program.

Any officer failing to pass the annual testing (Year 2 and beyond) will be given at least 90 days before being re-tested. Any officer failing the second test will be tested no less than 90 days from the date of the second test. An improvement of at least 50% will be expected from the original testing. The Fitness Instructor will work with the individual employee to design a personal fitness plan to address specific health and/or fitness issues.

Any officer who is unable to meet Department standards (or show the 50% improvement) after the third test will be referred to the Chief of Police. A medical review of the circumstances will focus on the officer's general physical condition and potential health dangers that may exist. The medical opinion and conclusions following this review will determine what direction, if any, will be taken.

Starting with Year 2, Supervisors shall include the officer's test performance within the Narrative section of the annual evaluation. The Physical Fitness Instructor will provide the supervisor with the officer's most recent score along with any goals or objectives for the next year as well as overall involvement in the program (i.e., fitness, ability, level of active participation, etc.).

**VIII. POLICE OFFICER APPOINTMENTS:** As part of the hiring process all officer candidates under consideration will perform these same job-related physical fitness tests. Failure to pass these tests will eliminate the candidate from further consideration for appointment. New officers shall maintain the 60<sup>th</sup> percentile throughout their police career as a condition of employment. (32.1.2)

Stephen MacKinnon  
Chief of Police

CALEA Standards: 22.3.1; 22.3.2; 32.1.2

**ATTACHMENT A: PHYSICAL FITNESS STANDARDS**

Test #1: 300 Meter Run		
40%	50%	60%
69.1 sec	65.5 sec	61.9 sec

Test #2: 1.5 Mile Run		
40%	50%	60%
14:54 min	14:29 min	13:53 min

Test #3: Sit-ups		
40%	50%	60%
28.8	31.6	34.4
Method: Officer performs maximum number in one minute		

Test #4: Push-ups		
40%	50%	60%
27.3	31.5	35.6
Method: Officer performs maximum number in one minute		

Test #5: Bench Press		
40%	50%	60%
1.03	1.10	1.17

Method: Bench press of maximum amount of weight able to lift. The ratio supplied is multiplied by the individual's body weight. For a person 200 pounds needing to meet the 60<sup>th</sup> percentile they would need to lift 234 pounds (200 pounds x 1.17)

Test #6: Vertical Jump		
40%	50%	60%
16.0 inches	17.5 inches	18.5 inches
Method: Subject stands with one side against the wall and reaches as high as possible to mark his/her standard reach. Subject jumps as high as possible and marks the spot on the wall above his/her standard reach. The distance between the two is measured – the best of three trials is the score.		

Attachment A: G.O. #6-2

Please go to page 9 of this document for program details. Hope this helps. JimZ.

Jim Zulim (559) 324-2407  
 Chief of Police [jimz@ci.clovis.ca.us](mailto:jimz@ci.clovis.ca.us)  
 City of Clovis [www.ci.clovis.ca.us](http://www.ci.clovis.ca.us)  
 1233 5th Street  
 Clovis, Ca 93612  
<http://www.ci.clovis.ca.us/UMAP/UserPageObjects/ClovisPoliceOfficersAssocMOU.pdf>

Check with Huntington Beach PD. I used to work there & they have an excellent program.

Anthony J. Sollecito (831) 899-6757  
 Chief of Police [asollecito@ci.seaside.ca.us](mailto:asollecito@ci.seaside.ca.us)  
 Seaside Police Department [www.seasidepolice.org](http://www.seasidepolice.org)

Captain, The Oakdale Police Department implemented a voluntary physical fitness program using standards from the P.O.S.T. Physical Fitness Plan in our 1993 MOU. Testing shall occur in October and May of each year and incentives paid in December and June. Bronze 1%, Silver 2% and Gold 3% of monthly salary.

Larry Parshall  
[Lparshall@ci.oakdale.ca.us](mailto:Lparshall@ci.oakdale.ca.us)

Chico, the City pays for wellness check ups and a physical once a year for the officers (management too). They have to participate. The city also pays the cost to belong to a gym, but the officers must use the gym 13 times each quarter or they don't get reimbursed....

Bruce E. Hagerty  
Chief of Police  
Chico Police Department  
1460 Humboldt Road  
Chico, CA 95928

Office: 530.897.4950  
Fax: 530.895.4929

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We currently provide a 5% of base salary incentive to our officers that successfully complete the POST agility course on an annual basis. The program is voluntary.

Tony Cardenas  
Corning Police Department  
[tcardenas@corningpd.org](mailto:tcardenas@corningpd.org)

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Our company specializes in offering police departments Wellness programs, which encompass on-site health screenings with cholesterol tests, blood pressure, body fat and flexibility testing. The officers receive hours for their participation which is totaled at the end of the fiscal year and they're are issued a prorated check for the hours they accrued. Their is a set amt of hours and all our clients have different incentive programs based on their funding. Hope this answers some of your questions too.

Angie Camilleri  
Health/Fitness Director  
Fresno Police Dept.

Phone: 559-621-2600  
[angela.camilleri@fresno.gov](mailto:angela.camilleri@fresno.gov)  
[www.wellsolutions.com](http://www.wellsolutions.com)

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Hello Captain Bernal,

My name is Kim Austin [[kaustin@ci.watsonville.ca.us](mailto:kaustin@ci.watsonville.ca.us)].

I am a Captain with Watsonville Police Department. Sadly, we do not have a physical fitness incentive program. I have tried with our city to no avail. I do know that Salinas PD and Monterey Co So both have such a program. You might try contacting the following:

Salinas Police Dept.  
Dep. Chief Cassie McSorley  
Phone: (831) 758-7271  
[cassiem@ci.salinas.ca.us](mailto:cassiem@ci.salinas.ca.us)

MCSO  
Chief Deputy Nancy Cuffney  
Phone: (831) 755-3754 or  
[cuffneyn@co.monterey.ca.us](mailto:cuffneyn@co.monterey.ca.us)

We don't have a program, but if you would keep me in mind I would be interested in your results. I am looking for ways to encourage physical fitness.

Thanks  
Chief Dan Drummond  
[dandr@cityofwestsacramento.org](mailto:dandr@cityofwestsacramento.org)

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Captain Bernal:  
You might contact John Foster at Grass Valley PD. They have a very good PT program and testing set up.

Scott Berry  
Truckee PD  
[sberry@townoftruckee.com](mailto:sberry@townoftruckee.com)

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Captain Bernal,  
Downey PD has a voluntary fitness program where officers can obtain up to 8 days of leave per year...2 days per quarter. Our program uses testing standards and protocol established by Dr. Kenneth Cooper's Aerobic Center (Dallas, TX). Six areas of fitness are tested: cardiovascular (1 1/2 mile run or bike test); Flexibility (sit and reach); Maximum Bench Press; Maximum Leg Press; Muscular Endurance (sit ups in one-minute); and Body Fat (caliper testing). The results are classified as either Excellent or Good, and 1 or 2 days off, respectively, are awarded. If you're interested, let me know and I will mail (or fax) you the info. on our program.

Greg Griffin, Lieutenant  
Downey Police Department  
Field Operations Division

Phone: (562) 904-2319  
[GregGriffin@downeyca.org](mailto:GregGriffin@downeyca.org)

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I wish I had information to send that might help you but I don't. What I do have, like you, is a desire to see that our officers remain physically fit throughout their careers. Is the plan you folks are considering available to be shared? If it is I would appreciate receiving a copy. If there is anything else I can help you with please let me know.

Captain Rod Lines  
Upland Police Department  
1499 W. 13<sup>th</sup> Street  
Upland, CA 91786

(909) 946-7624 x3340  
[rlines@uplandpd.org](mailto:rlines@uplandpd.org)

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When you get a chance give me a call.

Dave Gullo

[daveg@cityofcampbell.com](mailto:daveg@cityofcampbell.com)

Phone: (408) 718 0001

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San Mateo P.D has a program that seems to be pretty successful. A good contact is:

San Mateo Police Dept.

Lt. Tom Daughtry

(650) 522-7623

Captain Edward A. Wood  
Belmont Police Department  
One Twin Pines Lane  
Belmont, CA 94002

Phone: (650) 595-7400

Fax: (650) 595-7429

[edw@belmont.gov](mailto:edw@belmont.gov)

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I have some information I can send you regarding our Department's program if you are interested. It has two components: Physical Fitness and Health Screening. You have to pass both portions in order to qualify for the incentive pay, which is 5% of the employee's base pay. Let me know and I'll mail you a copy. Please include a mailing address for the package. Thanks. -- Chuck

Lt. Charles Robinson

Cathedral City Police Department

[CRobinson@cathedralcity.gov](mailto:CRobinson@cathedralcity.gov)

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Our department has a mandatory physical fitness program which has been in effect since 1998. Every officer is required to workout 40 minutes a day and then have 20 minutes to shower and get to briefing. We work a 3/11-4/11 patrol schedule and the shifts are set to allow for the overlap. The program is over seen by a fitness advisor under city contract. The fitness advisor conducts an annual fitness test that checks cardio fitness, strength, body fat, and flexibility. Blood work is also done to check for cholesterol. The results are confidential and a fitness prescription may be given to the officer by the fitness advisor.

Overall the program is well received by the officers. Over time the department's overall fitness level has improved. Initially, at the beginning of the program there were more injuries from officers working out, however injuries have dropped significantly. Please let me know if you need any further information.

Captain Mike Blair  
Roseville Police

(916) 774-5034

[MBlair@roseville.ca.us](mailto:MBlair@roseville.ca.us)

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We at the El Monte Police Department do not have a mandatory fitness program. We do however encourage regular physical fitness and we have a gym at work for those who include weight lifting as a part of their fitness program. We also compete in the Baker to Vegas race each year and we have a retired coach who works with our runners 4 months before the race. We give runners an hour off each with to run on duty time. That is just for the 20 runners for the B to V race. We have looked at letting Officers lift on duty but since there are so many injuries that can occur when improper lifting techniques are used, we decided not to let Officers weight lift on duty. That way we lessen our chances of an I.O.D. situation that can cost the City a lot of money in the long run. Hope this has been of some help.

Captain Craig Sperry  
El Monte Police Department  
[csperry@elmontepd.org](mailto:csperry@elmontepd.org)

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Captain,  
How are you doing?? I received your e-mail from our Chief, because I'm working on the same thing. I've just started collecting information about the different fitness programs that other agencies are following. If I could forward me a copy of your officers proposal I would appreciate it very much. The type of program I was planning for our department would cover a couple of different areas. First, there would be a nutrition training component along with an individual fitness level evaluation by a licensed fitness instructor. Second, I like would establish a fitness standard for everyone to work toward. Some rewards are possible like comp. time off. I still have a lot questions and I don't know if this helps you or not, but maybe if we share information as we establish our programs everyone wins. I know some dept's have established time for their patrol officers to work out during the first hour of their shift or some variation there of. Thanks for you help.....Sgt. John McCarthy, Training Sergeant.....

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I am in receipt of your email regarding a Physical Fitness Program and for some time our department has considered such a program, however, we have not developed any requirements. Would it be possible to obtain a copy of what you are considering for our review and possible consideration?

Thank you,  
Paul Crook

Chief of Police  
City of Coronado  
700 Orange Avenue  
Coronado, CA 92118

Phone: (619) 522-7398  
[pcrook@coronado.ca.us](mailto:pcrook@coronado.ca.us)

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