

315.00 PHYSICAL FITNESS PROGRAM

315.01 PURPOSE

This policy is designed to give guidance to the police department officers who elect to participate in the physical fitness program.

315.02 INTENT

The fitness program provides an opportunity for employees engaged in stressful and somewhat sedentary jobs, an opportunity to:

- A. Improve job performance
- B. Reduce health risks
- C. Reduce job related injuries
- D. Reduce absenteeism
- E. Improve overall fitness

315.03 SCOPE

- A. This program is a voluntary fitness program that will consist of the employee providing the employer with a signed copy of the provided Physician Referral Form approving the employee's use of the Police Department Fitness Facility.
- B. Employees who participate in this fitness program are required to sign a waiver releasing the city from liability regarding any injuries resulting from participation in the program.
- C. Employees must work out during non-peak hours. Additionally, patrol personnel will check out 10-10 with CC while participating in the program.
 - 1. Peak hours are defined as:

- a. 0730 hours to 0930 hours, 1630 hours to 1830 hours, and 0030 hours to 0230 hours (Thursday –Saturday).
 - b. Supervisors may authorize workouts outside of the parameters listed above after considering staff levels and work load.
- D. A maximum of sixty minutes may be used to work out and shower. Employees will utilize this program using 30 minutes of their break time along with 30 minutes of their shift time.
- E. In order to work out there must be a minimum of 2 patrol officers (or Sgt's) still on the road available for calls.
- F. One employee from each unit of the department may utilize the fitness room at any given time (i.e. patrol, investigation, administration)
- G. Employees who are responsible for calls for service response will be required to monitor their police radio. If the supervisor/senior officer deems it necessary for the employee to end their work-out due to a call for service then that employee shall terminate their work-out immediately and return to patrol duties.
- H. Employees participating in this program will have no more than 6 on duty work outs in each 14 day pay period. This is not an assurance that they will get to use all 6 fitness periods. This will be determined by minimums and call load.
- I. Authorized activities will include walking, jogging, running, recumbent bike, elliptical, aerobics and weight training (machines and free weights).
- J. Employees are also encouraged to work out on their own time as needed to maintain or improve their fitness level.
- K. Employees who do not participate in this program will still be held to the physical standards required of their position in accordance with the City of Ramsey position profile.

- L. Employee participation in physical fitness program may be suspended or revoked for unsatisfactory job performance or a violation of exercise room rules of conduct.
- M. Should an injury occur while utilizing the fitness room, the injured employee must immediately report it to a department supervisor.
- N. Participation in the physical fitness program or use of the fitness room is not a condition of employment and this policy can be reviewed or amended at anytime.
- O. Employees participating in the physical fitness program must sign the log book in the workout room upon completion of exercising each day. By signing the book the employee is attesting to following the above mentioned policies as well as using their work out time for exercising.
- P. Employees will be responsible for the cleanliness and maintenance to the facility.