


<div style="background-color: black; color: white; text-align: center; padding: 10px; font-size: 24px; font-weight: bold;">315</div>	<p>RAMSEY POLICE POLICY</p> <p>PHYSICAL FITNESS PROGRAM</p>	
Adoption Date: 06/01/2011		Revised Date: 08/2020

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 officers engaged in stressful and somewhat sedentary jobs, an opportunity to:

- Improve job performance
- Reduce health risks
- Reduce job related injuries
- Reduce absenteeism
- Improve overall fitness

315.03 SCOPE

This fitness program is voluntary for officers hired prior to 1/1/12. Any officer hired after 1/1/12 must participate in the program and maintain satisfactory levels as stated in the standards.

Each officer must provide the employer with a signed copy of the provided Physician Referral Form approving the employee's use of the Police Department Fitness Facility. New officers can have the form signed off during their pre-employment physical exam. The department recommends yearly physicals for department employees.

A maximum of sixty minutes may be used to work out and shower. Employees will utilize this program using thirty minutes of their break time along with thirty minutes of their shift time.

In order to work out there must be a minimum of two officers still on duty available for calls. Multiple officers may workout at the same time as long as the coverage minimums are met. The supervisor/senior officer may restrict the number of officers allowed to work out on duty.

Officers 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 workout due to a call for service then that employee shall terminate their workout immediately and return to patrol duties.

Officers participating in this program should not average more than (6) one hour 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.

Authorized activities will include walking, jogging, running, recumbent bike, elliptical, aerobics and weight training (machines and free weights). Additional activities may be added by the fitness coordinator.

Officers are also encouraged to work out on their own time as needed to maintain or improve their fitness level.

Officers 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.

Officer participation in physical fitness program may be suspended or revoked for unsatisfactory job performance or a violation of exercise room rules of conduct. Unsatisfactory job performance will be determined by annual reviews, or if an officer is required to participate in a Performance Improvement Plan.

Should an injury occur while utilizing the fitness room, the injured employee must immediately report it to a department supervisor.

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 any time.

Officers 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 mentioned policies as well as using their work out time for exercising. Employees will be responsible for the cleanliness and maintenance to the facility.

The standards are fluid and will be reviewed from time to time by the fitness coordinator and the Chief of Police.

315.04 TESTS AND STANDARDS

The tests and standards are as follows:

- 1.5 mile run in under 15:55
- 300 meter run in 66 seconds or less
- 1 RM bench press of 78% body weight or above
- Sit ups- 30 reps or more in 1 minute
- Pushups- 25 reps or more in 1 minute
- Vertical jump- 15.5" or higher

315.04 TESTING

Testing will take place twice each year.

Any officer taking part in the program must test to continue in the program.

The tests may be completed individually if requested.

Alternative tests may be administered with the prior approval from the Chief of Police.

Officers who fail to meet the standards must meet with the fitness coordinator.

- Goals will be set for the officer
- The officer's workout program will be reviewed
- The fitness coordinator will assist the officer as needed to work towards passing all standards
- The meeting will take place during the officer's shift and will count for the officer's fitness time that day

Officers who pass the standards but still would like to meet with the fitness coordinator to review their workout program may do so while on duty up to two times per year.