


315	RAMSEY POLICE POLICY PHYSICAL FITNESS PROGRAM	
Adoption Date: 06/01/2011		Revised Date: 03/2026

315.01 PURPOSE

This policy guides the Peace Officers of the Ramsey Police Department who elect to participate in the department's on-duty 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 and stress.
- Reduce absenteeism.
- Improve overall fitness.

315.03 SCOPE

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 and encourages annual physicals for all department employees.

A maximum of 60 minutes may be used for working out and showering. Employees will use 30 minutes of their break time and 30 minutes of their shift time. There is no assurance that employees will get to exercise each shift; minimums, call load, workload, and supervisor discretion will determine this. A missed workout may not be banked.

To work out, at least two officers must be available for calls. Multiple officers may work out simultaneously if the coverage minimums are met. The supervisor/senior officer may restrict the number of officers allowed to work out on duty.

Officers responsible for responding to calls for service 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, the employee shall immediately terminate their workout and return to patrol duties.

Authorized activities are weight training (machines and free weights) and aerobic exercise, including, but not limited to, walking, jogging, running, cycling, elliptical, yoga, rowing, and pilates. The fitness coordinator may add additional activities.

Officers are encouraged to work out off-duty 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 the physical fitness program may be suspended or revoked for unsatisfactory job performance or violating exercise room rules of conduct. Performance reviews and Performance Improvement Plans will determine unsatisfactory job performance.

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. This policy can be reviewed and amended at any time.

Employees will be responsible for maintaining the facility's cleanliness.

Officers are encouraged to meet with a department fitness coordinator to review their workout program, and may do so while on duty up to two times per year.

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.
- One-rep max bench press of 78% body weight or above.
- Sit-ups: 30 reps or more in 1 minute.
- Push-ups: 25 reps or more in 1 minute.
- Vertical jump: 15.5" or higher.

315.05 TESTING

Testing will take place during the new officer recruitment and hiring phase, with the goal that Peace Officers maintain these standards throughout their careers.

New officer candidates will have their fitness level tested by a fitness coordinator using the above tests in section 315.04 and assigned one of the three ratings below. The evaluation results will be reported to Human Resources using the ranking below:

- Fully recommend.
- Recommend with reservations.
- Not recommended.

Alternative tests may be administered with the prior approval of the Chief of Police or their designee.