



SACRAMENTO POLICE DEPARTMENT

GENERAL ORDERS



257.02 PHYSICAL FITNESS PROGRAM 05-15-2025

PURPOSE

The purpose of this order is to establish guidelines for employees represented by the Sacramento Police Officers Association (SPOA) who are voluntarily participating in the Physical Fitness Program and take the annual Physical Fitness Refresher.

POLICY

It shall be the policy of the Sacramento Police Department (SPD) that eligible employees utilizing on-duty workout time participate in the annual PFR.

PROCEDURE

A. MAINTENANCE

1. The SPD shall allow on-duty workout time as part of the Physical Fitness Program (PFP).
2. Employees in the classification of police sergeant, police officer, community service officer, community service officer (limited term), and dispatchers shall be eligible to participate in the PFP.

B. PHYSICAL FITNESS PROGRAM

1. Employees shall participate in an annual Physical Fitness Refresher (PFR) to remain eligible for on-duty workout time.
 - a. The Employee Services Unit shall administer the assessment.
 - b. The department's fitness coordinator shall provide specific fitness programming as needed to assist participants in improving their overall health, fitness, or to complete the assessments successfully.
 - c. The PFR shall be reviewed annually and may be altered based upon departmental needs, recommendations from the department's fitness coordinator, and with the concurrence of the SPOA.
2. Eligible full-time employees are permitted 120 minutes of on-duty workout time per week. Eligible part-time employees shall prorate workout time accordingly.
3. Workout time includes the time required for participants to shower and prepare for their regularly assigned duties.
4. Workout time may be revoked or suspended by an employee's division manager for the following, but not limited to, reasons:
 - a. Failure to regularly put forth a good faith effort in the program.
 - b. Failure to act in accordance with this order.
 - c. Participation in potentially dangerous exercises or workout activities.

C. PHYSICAL FITNESS REFRESHER

1. The PFR should be administered during sessions of the annual Continuing Professional Training (CPT).
2. The assessment shall consist of the following:
 - a. A 30-minute block of instruction.
 - b. A one-hour workout which should include:
 - (1) Warm-up, stretching, and cool down.
 - (2) One of the following:
 - (a) A workout prescribed by the ESU or fitness instructor.
 - (b) A self-directed workout chosen by the participant.
 - (c) The Physical Performance Test (PPT) which consists of the following:
 - i. Vertical jump measurement.
 - ii. Plank exercise maximum hold time.
 - iii. 300-meter sprint.
 - iv. Maximum number of push-ups, 60-beat cadence, no time limit.
 - v. 1.5-mile run.
3. Participants may be provided 30 minutes to shower and prepare for their regularly assigned duties.

D. ON-DUTY WORKOUT ACTIVITY

1. SPOA represented employees are encouraged to maintain a fitness level to reduce personal injury,



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promote good health and wellness, and be able to meet the physical demands of their regularly assigned duties.

2. Unless otherwise stated in this order, on-duty workouts shall be conducted at a SPD facility.
3. Walking or running outside a police facility is allowed when a predetermined route is provided to participant's immediate supervisor. Additionally, a mobile telephone or police radio shall be carried in case of an emergency.
 - a. Walking or running in groups is encouraged for personal safety.
 - b. Participants walking or running at night shall wear reflective clothing or other high-visibility equipment.
4. The following activities shall not be permitted as on-duty workouts:
 - a. Workouts at a personal or home gym.
 - b. Bicycling between home to work.
 - c. Competitive sports or other dangerous activities.

E. PROGRAM MANAGEMENT

1. Division managers or designees shall be responsible and have discretion to determine and adjust on-duty workout schedules based on the needs of their divisions.
2. On-duty workout participants shall have priority use of exercise equipment and shower facilities.
3. Overtime shall not be authorized for on-duty workouts.
4. Workout time shall not be rolled over into the next work week.
5. All reasonable efforts should be taken to ensure that weekly workouts occur as planned.

F. MODIFIED DUTY STATUS

1. All modified duty employees shall be required to obtain a physician's note and clearance prior to participating or continuing with the PFP or PFR in accordance with General Order 255.09 (Modified Duty).
 - a. The physician's clearance shall clearly define restricted and allowable activities of an employee.