



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



257.02 PHYSICAL FITNESS PROGRAM 03-10-17

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 (PFP) and take the annual Physical Preparedness Test (PPT).

POLICY

It shall be the policy of the Sacramento Police Department that eligible employees utilizing on-duty workout time participate in the annual PPT and document their workouts.

PROCEDURE

A. MAINTENANCE

1. The Sacramento Police Department shall allow on-duty workout time as part of the Physical Fitness Program (PFP).
2. Employees in the classification of Police Officer, Police Sergeant, Community Service Officer, Community Service Officer (Limited Term), and Dispatchers will be eligible to participate in the PFP.

B. PHYSICAL FITNESS PROGRAM

1. Employees will participate in a yearly fitness assessment to remain eligible for on-duty workout time.
 - a. The Department Training Division 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 and fitness and/or to complete the assessments successfully.
 - c. The fitness assessment will be reviewed annually and may be altered based upon departmental needs and/or the recommendations from the Department's Fitness Coordinator and with the concurrence of the SPOA.
2. To remain eligible for on-duty workout time, eligible employees shall complete the online workout log to document on-duty workouts.
3. Eligible full time employees are permitted 120 minutes of on-duty workout time per week. Eligible part time employees shall prorate workout time accordingly. The workout time includes the time required for the employee to shower and/or prepare for work.
4. Workout time may be revoked or suspended by the employee's Division Manager for the following reasons:
 - a. Failure to regularly put forth a good faith effort in the program.
 - b. Failure to abide by the program rules as set forth in this order.
 - c. Willful participation in potentially dangerous exercises.

C. PHYSICAL FITNESS ASSESSMENT

1. The assessment will consist of the following:
 - a. A measured vertical jump.
 - b. The maximum amount of time the employee can perform a plank.
 - c. A 300-meter sprint.
 - d. The maximum number of push-ups the employee can perform with no time limit on a 60-beat cadence.
 - e. A 1.5 mile run.
2. The results of each exercise will be documented for assessment and recognition purposes only.



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3. Alternative testing or a testing waiver may be provided to those employees with documented medical conditions that preclude them from participating in the PPT assessment.
- D. ON-DUTY WORKOUT ACTIVITY
1. SPOA represented employees are encouraged to maintain a fitness level to reduce personal injury, promote good health and wellness, and to be able to meet the physical demands of their profession.
 2. Unless otherwise stated in this order, on-duty workouts shall be conducted at a Sacramento Police Department facility.
 3. Workouts at a personal gym or at home are not considered compensable.
 4. Walking and/or running outside a police facility is allowed when a predetermined route is provided to the immediate supervisor. Additionally, a cellular telephone or police radio shall be carried in case of an emergency.
 - a. Walking or running in groups is encouraged for safety purposes.
 - b. Employees walking or running at night shall wear reflective clothing.
 5. Bicycling to or from work or outside a police facility is not permitted as an on-duty workout.
 6. Competitive sports or other dangerous activities are also not permitted as an on-duty workout.
- E. PROGRAM MANAGEMENT
1. The Physical Fitness Assessment will be administered during the annual Continuing Professional Training (CPT).
 2. Division Managers or designees will determine exercise schedules based on the needs of their divisions.
 3. Employees working out on duty will have priority use of the exercise equipment and shower facilities.
 4. Overtime will not be authorized for on-duty workout time.
 5. Weekly workout schedules may be adjusted at the discretion of the Division Manager or designee.
 6. All reasonable effort will be made to ensure that weekly workouts occur as planned. Workout time shall not be rolled over into the next week.
- F. MODIFIED DUTY STATUS
1. All modified duty employees shall be required to obtain a physician's note and clearance prior to entering or continuing in the PFP.
 2. The physician's clearance must clearly define the restricted and allowable activities of the employee.