The Police Commission

CITY AND COUNTY OF SAN FRANCISCO

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February 14, 2019

Chief William Scott
Chief of Police

Dear Chief Scott:

At the meeting of the Police Commission on Wednesday, February 13, 2019, the following resolution was adopted:

RESOLUTION 19-14

APPROVAL OF DEPARTMENT GENERAL ORDER 11.10, "PHYSICAL FITNESS EVALUATION PROGRAM" FOR THE DEPARTMENT TO USE IN MEETING AND CONFERRING WITH SAN FRANCISCO POLICE OFFICERS ASSOCIATION

RESOLVED, that the Police Commission hereby approves draft dated 1/31/19, of Department General Order 11.10, "Physical Fitness Evaluation Program," which states as follows:

PHYSICAL FITNESS EVALUATION PROGRAM

This order establishes policy for the implementation of a Physical Fitness and Wellness Evaluation Program administered by the Department Physical Fitness Coordinator. For purposes of this order, the term "officer" means sworn member from the rank of Officer through the rank of Captain.

I. POLICY

A. OFFICER WELLNESS. The San Francisco Police Department encourages officers to keep themselves physically fit and participate in an ongoing regimen of exercise and healthy diet. For this reason, the Department offers a fitness and wellness evaluation program designed to assist officers with increasing their awareness of the benefits of cardiovascular and physical fitness.

B. PARTICIPATION. Officers appointed after July 1, 1994shall appear every six months for evaluation and testing by the Physical Fitness Coordinator. Officers appointed prior to July 1, 1994 are allowed to participate in the Physical Fitness and Wellness Evaluation Program and are subject to the same provisions outlined in this

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General Order. The six month periods are from January 1st through June 30th of each calendar year and July 1st through December 31st of each calendar year.

Appearance schedule shall be determined by officer's star number:

Star numbers	**Months**
1 – 400/2700 – 2799/3000 – 4050	January/July
401 – 800/4051 – 4100	February/August
801 – 1200/4101 – 4150	March/September
1200 – 1600/4151 – 4200	April/October
1601 – 2000/4201 – 4300	May/November
2001 – 2400/4301 – 4400	June/December

C. TEMPORARY MODIFIED DUTY/ADA ACCOMODATION. Any officer appointed after July 1, 1994 who is on temporary modified duty (TMD) status is excused from participating in the Fitness Assessment Test until returned to full duty. However, if a TMD officer wishes to participate in the test, a member of the Medical Liaison Unit will evaluate the officer's restrictions and determine if the officer can participate.

Any officer appointed after July 1, 1994 who has received an accommodation under ADA/FEHA and whose restrictions preclude participation in the Fitness Assessment Test are not required to participate in the test. However, if an ADA accommodated officer wishes to participate in the test, a member of the Medical Liaison Unit will evaluate the officer's restrictions and determine if the officer can participate.

Regardless of the schedule set in this General Order, any officer who misses a required qualification due to Disability (DP) or TMD status shall participate in the Fitness Assessment Test upon returning to full duty at the earliest open scheduled date.

D. COMPENSATION. During each six-month period, officers who participate in the Physical Fitness and Wellness Evaluation Program may earn fitness award (PE) hours subject to the current Memorandum of Understanding.

Officers shall use any PE hours within one year of the date received.

II. PROCEDURES

A. FITNESS LEVEL. An officer's level of fitness will be determined by the final score on the Fitness Assessment Test. The test evaluates the officer's relative fitness in the following areas:

1. muscular strength;
2. muscular endurance;
3. body composition; and
4. cardiovascular fitness.

B. FITNESS ASSESSMENT TEST. The Fitness Assessment Test is comprised of the following events:

1. 1.5 mile run,
2. Sit-ups,
3. Push-ups,
4. Body composition, and
5. Grip strength

During the test, officers can accumulate up to 100 points for each event, for a maximum of 500 points. Officers are required to participate in all five events to be eligible to receive any points. Accumulated points must be at or above 70%, 80% or 90% to earn PE hours.

Recognition Levels	Percentage of 500 Points	Fitness Award Hours
Level 1	70%	10
Level 2	80%	15
Level 3	90%	20

C. BLOOD PRESSURE MEASURMENT. Prior to the Fitness Assessment Test being administered, the Physical Fitness Coordinator will measure the blood pressure of participating officers. If an officer has a blood pressure measurement greater than systolic 200 or diastolic 110, the officer shall be transported to a medical facility for an evaluation by a physician.

The Physical Fitness Coordinator shall notify the officer's Commanding Officer who shall ensure the officer receives a Workers' Compensation Claim Form (DWC-1).

The officer will not be allowed to return to work in any capacity until a treating physician clears the officer to return in either a full duty or TMD status. Once the officer has obtained clearance to return to full duty, the officer shall participate in the Fitness Assessment Test.

D. DUTIES OF THE PHYSICAL FITNESS COORDINATOR. The Physical Fitness Coordinator is responsible for the overall management of the Physical Fitness and Wellness Evaluation program, including but not limited to the following:

1. TESTING. The Physical Fitness Coordinator is responsible for:
   a. developing the Fitness Assessment Test consistent with best practices for measuring the fitness level indicators as described in Section II. A. 1-4 above,
   b. scheduling the monthly Fitness Assessment Tests,
   c. notifying officers of the monthly testing dates, and
   d. supervising the monthly tests.

2. INDIVIDUAL PROGRAMS. The Physical Fitness Coordinator is responsible for developing individual programs to assist officers in improving their physical fitness or wellness.

3. RECORDS/NOTIFICATION. The Physical Fitness Coordinator is responsible for maintaining a record of each officer's participation in the program and a record of the Fitness Assessment Test scores.

   The Physical Fitness Coordinator is responsible for submitting the names of officers who have accumulated sufficient points to earn PE hours to the Payroll Division at the end of each six-month period.

   The Physical Fitness Coordinator shall notify the Commanding Officer of the Training Division in writing the names of officers who failed to appear at the Fitness Assessment Test each month.

4. EQUIPMENT. The Physical Fitness Coordinator is responsible for maintaining and replacing equipment in the Police Academy gymnasium and the equipment necessary to administer the Fitness Assessment Test.

References:
DGO 11.12, Temporary Modified Duty/Reasonable Accommodation

AYES: Commissioners Hirsch, Taylor, Mazzucco, Hamasaki, Elias, Brookter
ABSENT: Commissioner DeJesus

Very truly yours,

Sergeant Rachael Kilshaw
Secretary
San Francisco Police Commission

949/rct

cc: President A. Montoya/POA
Deputy City Attorney Cabrera