

PHYSICAL FITNESS ~~AND WELLNESS~~ EVALUATION PROGRAM

This order establishes policy for the implementation of a ~~p~~Physical ~~f~~Fitness and ~~w~~Wellness ~~e~~Evaluation ~~p~~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 ~~Officers are encouraged to~~ participate in an ongoing regimen of exercise and healthy diet. For this reason, the Department offers ~~has begun a~~ fitness and wellness evaluation program designed to assist officers with ~~to~~ increasing ~~e~~ their awareness of the benefits of cardiovascular and physical fitness.
- B. **PARTICIPATION.** ~~All officers are encouraged to participate.~~ Officers appointed after 07/01/94 July 1, 1994 shall 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 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/ <u>2700 – 2799/3000 – 4050</u>	January/July
401 – 800/ <u>4051 – 4100</u>	February/August
801 – 1200/ <u>4101 – 4150</u>	March/September
1200 – 1600/ <u>4151 – 4200</u>	April/October
1601 – 2000/ <u>4201 – 4300</u>	May/November
2001 – 2400/ <u>4301 – 4400</u>	June/December

~~Members over 40 years of age participating for the first time need a doctor's waiver. The form can be obtained from the Physical Fitness Coordinator at the Academy.~~

- 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 Police Physician will evaluate the officer's restrictions and determine the officer's duty status 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. ~~shall obtain medical clearance from his or her treating physician prior to participating.~~

~~Officers who are unable to participate in the Fitness Assessment Test program, may be excused from participating in on a case-by-case basis by the Physical Fitness Coordinator, in consultation with the Police Physician. Prior to the end of the officer's assigned month, the officer shall provide a physician's note to the Police Physician detailing the restrictions that prevent the officer from participating in the test. The Police Physician will evaluate the officer's restrictions and determine the officer's duty status.~~

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. ~~evaluation; and~~
— blood pressure

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

~~flexibility~~

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.

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

- C. BLOOD PRESSURE MEASUREMENT. 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 Develop individual programs to assist officers in improving their physical fitness or wellness.
3. RECORDS/NOTIFICATION. The Physical Fitness Coordinator is responsible for maintaining Maintain a record of each officer's participation in the program and a record of the his or her Fitness Assessment Test scores. evaluation and participation in the program.

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 eCommanding eOfficer_s of the Training Division in writing the names of officers who failed to appear at the Fitness Assessment Test each month. ~~Notify the eCommanding eOfficer_s of the Training Division in writing the names of officers who failed to appear at the Fitness Assessment Test each month. failures to appear.~~

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.

D. COMPENSATION

Compensation will be determined by the current Memorandum of Understanding.

References:

DGO 11.12, Temporary Modified Duty/Reasonable Accommodation