

**TYLER POLICE DEPARTMENT
GENERAL ORDER**

PHYSICAL FITNESS

16.200

REVISED 03/27/13

EFFECTIVE 07/01/91

16.201 PHYSICAL EXAMINATIONS

- A. Physical examination by a licensed physician is required for employment and is performed at no cost to the prospective employee.
- B. The Chief may, with cause, require an employee to take a physical examination to determine health status. When this examination is conducted by a physician that is approved by the department, there will be no cost to the employee. If the employee elects to have the examination done by a personal physician, the fee shall be paid by the employee and the results subject to confirmation by a department selected physician.
- C. The physical examination will be based on the employee's ability to perform the essential functions of the employee's job as shown on the official position description with or without reasonable accommodation.

16.202 GENERAL HEALTH AND PHYSICAL FITNESS

- A. So that work can be performed efficiently and without personnel shortages caused by excessive sick leave, employees are expected to maintain a level of general health and physical fitness commensurate with their job classification.
- B. Any supervisor who feels that the general health or physical fitness of an employee assigned to the supervisor is such that it impairs that employee's job performance or compromises the safety of that employee or fellow workers shall counsel with that employee regarding the employee's health and/or physical condition.
 - 1. If the employee is in agreement with the supervisor, the employee shall be encouraged to voluntarily enter a physical fitness and health improvement program of the employee's choosing. The physical fitness program will be based on the employee's ability to perform the essential functions of the employee's job as shown on the official position description with or without reasonable accommodation.
 - 2. If the employee disagrees with the supervisor, a meeting between the employee, the employee's supervisors, and the applicable Division Commander shall be conducted to determine the validity of the supervisor's concerns.
 - 3. If the Division Commander concurs with the supervisor, a memorandum shall be forwarded to the Chief through the chain of command by the Division Commander, recommending a mandated physical fitness program for the employee.
 - 4. The Chief may require the employee to enter into a structured physical fitness program under the direction of a licensed physician as a condition of continued employment.
 - 5. The cost of any medical examination incident to the mandated physical fitness program shall be handled in accordance with section 16.201.A. above. Any additional costs incidental to the physical fitness program shall be the responsibility of the employee.
- C. Supervisors shall monitor and document the progress of any employee who has entered into a voluntary or mandated physical fitness program.

16.203 PHYSICAL FITNESS PROGRAM

- A. The voluntary Physical Fitness program is designed to teach, evaluate, and help police officers improve their health, personal lifestyle, and physical fitness/health education. This program consists of education, motivation, nutritional information, stress management, and a semi-annual physical qualification by trained physical fitness instructors.
- B. Officers wishing to receive the Physical Fitness incentive pay must successfully pass the semi-annual Physical Fitness Test Battery listed below. Officers that successfully pass the physical fitness test will receive a one-time payment of \$150 for the six-month period. Every six months, the physical fitness test will have to be completed successfully to continue receiving the incentive pay.
- C. The Physical Fitness Test battery consists of seven functional tests aimed at specific target functions. These test are as follows:
 - 1. 1.5 mile Run Test – This test is designed to evaluate the aerobic power (cardiovascular endurance). Must complete in under 15 minutes, 42 seconds.
 - 2. 300 meter Run Test – This test is designed to evaluate the anaerobic power (dynamic cardiovascular). Must complete in under 67 .0 seconds.
 - 3. One (1) Repetition Maximum Bench Press – This test is designed to test the absolute strength of the upper body (pectoral muscle). Must lift 78% or more of the individual’s total body weight.
 - 4. Sit-up Test (1 minute) – This test is designed to evaluate the dynamic strength or muscular endurance of the abdominal muscles. Must be able to complete 20 or more sit-ups in one (1) minute.
 - 5. Push-up Test – This test is designed to evaluate the dynamic strength or muscular endurance of the upper body. Must be able to complete 23 or more push-ups without stopping.
 - 6. Vertical Jump Test – This test is designed to evaluate the dynamic strength of the leg muscles. This is the jumping or explosive power of the legs. Must be able to jump a minimum of 18.5 inches.
 - 7. Agility Test – This test is designed to evaluate the overall agility and flexibility of the body. Must be able to complete the exercise in under 20.3 seconds.

16.204 EXERCISE FACILITY REGULATIONS

- A. All personnel interested in using the Police Exercise Facility should consult with a physician before participating in any exercise program.
- B. Immediate family members of Tyler Police Department employees are allowed to work out in the weight room under the direct supervision of the employee.
 - 1. Users must be at least 14 years old to be in this area.
 - 2. The Chief of Police may approve other guests.
- C. Food, open beverage containers, or tobacco of any kind are not permitted in the exercise room. Sport bottles with lids may be used.
- D. In an effort to prevent injuries, all rules and regulations of Tyler Police Department are enforced in the weight room. Failure to comply with policies or instructions may result a loss of privileges.

16.205 USE OF WEIGHTS

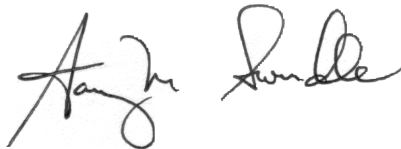
Anyone that uses the weight room will be required to adhere to the General Weight Room regulations that

are posted in the area.

16.206 ATTIRE IN THE EXERCISE ROOM

- A. Shirts and pants (long or short) are required of all participants in the exercise room. Common street wear is not acceptable. Shirts are required in order to minimize perspiration left on the benches/equipment where the next person will be exercising. No jeans/pants or tops that have belts, buckles, rivets, or any metal attachments including chains, pagers, phones, and keys are permitted.
- B. Shorts, pants and shirts must provide coverage of areas that are sensitive in nature to limit the possibility of exposing oneself.
- C. Athletic shoes must be worn to prevent injury to feet. Cleats of any kind are not allowed in the weight room. Shoes must be laced and tied and/or secured to insure good footing.
- D. Persons with long hair should take care around moving parts.

Approved: 03/27/13

A handwritten signature in black ink, appearing to read "Amy J. Swindle". The signature is written in a cursive style with a large initial "A" and "S".