P.O. 256 General Health and Physical Fitness			
Effective From:	11/03/2025	Effective To:	Current

P.O. 256 – General Health and Physical Fitness

1. POLICY
   i) It is the policy of the Louisiana State Police to ensure that employees maintain and demonstrate a level of fitness to perform their duties and responsibilities effectively. The department expects its sworn members to preserve their physical conditioning and well-being throughout their service to the State of Louisiana.
2. PURPOSE
   i) The department recognizes the need for officers' physical wellness. This policy establishes a commitment to enhance officer and public safety and improve officers' quality of life. While some aspects of police service are routinely more sedentary than others, the basic physical requirements for a police officer in keeping their oath of office remain the same and may be required at any time.
3. ANNUAL FITNESS ASSESSMENT
   i) All sworn personnel shall participate in the annual fitness assessment during annual in-service unless:
      a) A medical waiver signed by a licensed physician prevents participation.
      b) The officer is on light-duty status.
      c) The officer is instructed not to participate by Training Academy medical staff for medical reasons.
   ii) Training Academy staff will determine and administer the annual fitness assessment.
   iii) Officers participating in the annual fitness assessment must wear appropriate attire and duty gear as directed by the Training Academy.
   iv) Training Academy medical staff shall monitor the annual fitness assessment and provide emergency medical treatment as necessary.
      a) Training Academy medical staff shall pre-screen all participants before beginning the assessment.
   v) Any officer may stop during the test for physical reasons such as injury, shortness of breath, or other acute medical problems.
   vi) All annual fitness assessment records shall be treated as confidential personnel information. Access to individual performance and scores will be restricted to the officer's chain of command and others with a demonstrated need-to-know, as determined by departmental policy. Fitness data may be used anonymously and in aggregate to evaluate the department's overall fitness levels.
4. GENERAL HEALTH AND WELLNESS PROGRAMS
   i) The health insurance programs available to employees through the state of Louisiana include voluntary fitness and wellness programs.
   ii) All employees are encouraged to take advantage of annual preventive benefits, including an annual physical by a licensed physician.
5. ON-DUTY PHYSICAL FITNESS
   i) Participation in on-duty fitness activities requires prior supervisory approval, which will be granted only when operational priorities and departmental needs allow.
   ii) If an officer is unable to participate in on-duty physical fitness during their shift due to call volume, training, or staffing needs, the opportunity will be forfeited for that shift.
   iii) Supervisors will monitor and control the duration of on-duty physical fitness activities to ensure they are limited to a brief period appropriate for maintaining physical readiness, without adversely affecting work responsibilities or response capability.
   iv) Sworn personnel must secure all weapons in accordance with departmental safety protocols

while participating in physical fitness activities.

v) Officers must remain available for service by department radio or cell phone at all times during physical fitness activities.

vi) On-duty physical fitness shall not be used to extend the workday. No overtime or compensatory time shall be earned for engaging in physical fitness activities or as a result of participation in such activities during a shift.

vii) Employees will report all injuries occurring during on-duty workouts to their supervisor in accordance with P.O. 241 Workers' Compensation.