

***P.O. 256 General Health and Physical Fitness***

Effective From:	11/3/2025	Effective To:	Current
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***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) 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 preventative 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](#).