

**LITTLE ROCK POLICE DEPARTMENT  
GENERAL ORDER**

**G.O. 209 PHYSICAL FITNESS PROGRAM**

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<b>DATE:</b> 10-25-2016	<b>DISTRIBUTION:</b> DEPARTMENTAL	<b>REPLACES:</b> G.O. 209 (06/28/2010)	<b>NUMBER:</b> G.O. 209
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**I. Purpose**

- A. To establish a physical fitness program within the Department and familiarize Departmental personnel with both short and long term benefits.
- B. To assist sworn personnel in developing nutritional programs geared toward their lifestyles.
- C. To maintain and support a physical training program, in which the principle elements will be regular physical exercise, a healthy diet, and moderation in the use of alcohol, tobacco, and caffeine.

**II. Administration**

- A. The physical fitness program will be administered under the direction of the Commander of the Training Division.
- B. The program will be reviewed on a continual basis in relation to the organizational goals and objectives of the department and revised as necessary.
- C. An annual report shall be submitted to the Chief of Police.

**III. Goals and Objectives**

- A. The goal of the physical fitness program is to improve the physical fitness and overall health of all sworn personnel in the department.
- B. Objectives
  - 1. To administer an annual screening to all sworn police personnel.
  - 2. Provide nutritional and fitness counseling.

**IV. Physical Examinations**

- A. The 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 a physician approved by the department performs this examination, there will be no cost to the employee. If the employee elects to have the examination done by their personal physician, the employee shall pay the fee 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.

#### **V. Physical Exercise Program**

- A. Adherence to a physical fitness program is the responsibility of each individual.
- B. Although any exercise is beneficial, the following aerobic exercises are highly recommended:
  - 1. Jogging;
  - 2. Walking;
  - 3. Swimming;
  - 4. Treadmill;
  - 5. Stationary bicycle; and,
  - 6. Bicycle.
- C. The type of actual exercise program is at the discretion of each officer.
- D. All police facilities are equipped with a variety of exercise equipment. Employees are encouraged to use this equipment as part of their regular exercise program.
- E. Officers interested in additional information or help in setting up a fitness program may request assistance from the Training Division.
- F. Officers may be required to attend additional training, as deemed appropriate by the Training Division Commander or the Office of the Chief of Police (i.e. weight-loss, nutrition, and fitness).

#### **VI. Minimum Skills Assessment**

- A. The Training Division shall administer the Minimum Skills Assessment for pre-employment purposes and training academy fitness test(s).
- B. The Training Division and/or City of Little Rock physical fitness experts shall develop methods of testing.
- C. Personnel who are interested in additional physical fitness and nutrition information may consult the Training staff for guidance, goal setting and evaluations. This program may include the following;

1. Individual health screening and fitness assessment;
2. Individual education and goal setting; and,
3. Ongoing support and evaluations.

Additions and revisions are *italicized and underlined*.