

<b>MESA POLICE</b>  Department Policy Manual	<b>Physical Fitness Incentive Program</b>	<b>DPM 1.3.35</b> Effective 12/16/2013 Revised 11/13/2024
Approved by: <b>Chief of Police</b>	Chapter: Hiring/Human Resources	Page: <b>1 of 3</b>

## 1. PURPOSE

This policy provides Mesa Police Department (MPD) members guidelines reference the Physical Fitness Incentive Program.

## 2. GENERAL

### 2.1 Fitness Evaluation

- A. Before beginning a physical fitness program, it is advisable to have a medical examination to determine if there should be any restrictions in the exercise program.
- B. Members may be eligible for medical examination through their respective health insurance plans.
- C. All sworn members and Detention Officers are encouraged to attend a bi-annual physical fitness assessment, consisting of the Modified Cooper's Fitness Assessment and Concept2 Rower Fitness Assessment.

### 2.2 Organizational Support

- A. Members participating in the assessment do so on a voluntary basis, however, on-duty time may be used to complete the test.
- B. Supervisors should make reasonable accommodations to ensure interested members are able to complete the test.
- C. No overtime is authorized in the administration or completion of the assessment.

### 2.3 Fitness Assessment

- A. The Modified Cooper's Fitness Assessment and Concept2 Rower Fitness Assessment are the current approved fitness assessments.
- B. The Wellness Unit is responsible for the schedule and administering of the assessment.
  1. The test will be organized by the Wellness Unit Wellness Advisor and administered by an AZPOST Physical Fitness Instructor.

### 2.4 Modified Cooper & Concept2 Rower Fitness Assessment

- A. The test consists of the following exercises:
  1. **Dynamic Strength:** The ability of muscular endurance to make repeated contractions at a sub-maximal level by using the following exercises:
    - a. Push-ups (one-minute test); and
    - b. Sit-ups (one-minute test).

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2. **Cardiovascular Fitness:** The ability of the body to utilize oxygen in the performance of exercise will be determined by participating in any of the following exercises:
- 1.5-mile run/walk; or
  - 300-meter run; or
  - 500-meter Concept2 Row

## 2.5 Cooper & Concept2 Rower Minimum Standards Chart

- A. The following performance standards are based on Cooper Institute standards and Concept2 Rowing fitness standards, and are gender and age based:

Males						
Ages		20-29	30-39	40-49	50+	Incentive
70 <sup>th</sup> %	Sit up	45	41	36	31	Fitness Ribbon
	Push up	41	34	26	21	
	1.5 mile	10:59	11:22	11:58	12:53	
	300M	52	53	61	70	
	Row	1:58	2:03	2:06	2:10	
80 <sup>th</sup> %	Sit up	47	43	39	35	5 hours PDPE
	Push up	47	39	30	25	
	1.5 mile	10:09	10:46	11:15	12:08	
	300M	51	51	57	66	
	Row	1:48	1:53	1:56	2:00	
90 <sup>th</sup> %	Sit up	52	48	43	39	10 hours PDPE
	Push up	57	46	36	30	
	1.5 mile	9:34	10:01	10:28	11:10	
	300M	48	49	55	61	
	Row	1:38	1:43	1:46	1:50	
Females						
Ages		20-29	30-39	40-49	50+	Incentive
70 <sup>th</sup> %	Sit up	41	32	27	22	Fitness Ribbon
	Push up	24	18	14	14	
	1.5 mile	12:51	13:24	13:58	15:43	
	300M	60	68	75	76	
	Row	2:17	2:25	2:28	2:35	
80 <sup>th</sup> %	Sit up	44	35	29	24	5 hours PDPE
	Push up	28	23	15	15	
	1.5 mile	11:58	12:24	13:23	14:34	
	300M	59	66	72	72	
	Row	2:07	2:15	2:18	2:25	
90 <sup>th</sup> %	Sit up	49	40	34	29	10 hours PDPE
	Push up	37	33	18	18	
	1.5 mile	11:10	11:33	12:11	13:40	
	300M	56	60	66	66	
	Row	1:57	2:05	2:08	2:15	

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### 3. INCENTIVE PROGRAMS

- A. Incentives may be earned every six months and are listed as follows:
  1. Minimum of 70% in all categories: Physical Fitness ribbon (maroon in color), authorized to wear on uniform. See [DPM 1.9.5A1 Department Uniform & Appearance Standards Manual](#).
  2. Minimum of 80% in all categories: Five hours of Police Department Performance Excellence (PDPE) time.
  3. Minimum of 90% in all categories: 10 hours of PDPE.
- B. The member must participate yearly and maintain the 70% standard to continue to be authorized to wear the Physical Fitness ribbon.
  1. If 70% is not obtained in the yearly assessment or the member did not perform the assessment, the member shall not wear the Physical Fitness ribbon.
- C. The Wellness Advisor or designee will be responsible for the distribution of the ribbons and the list of employees eligible for the PDPE.
  1. The list will be provided to Time & Labor for processing.

### REFERENCES

- [DPM 1.9.5A1 Department Uniform & Appearance Standards Manual](#)