


Accreditation Standards: 22.2.1, 22.2.2, 22.2.3 Revisions: 08/97; 06/98; 02/05; 10/07; 02/15; 06/16; 02/20; 1/22; 9/22 References:	<p style="text-align: center;">University of Florida Police Department</p>  <p style="text-align: center;">Department Standards Directive</p>	Responsibility: Personnel Pages: 02 Related Documents: Health and Fitness Program Agreement
TITLE: HEALTH AND FITNESS PROGRAM		

2411 Health and Fitness Program

2411.1 Purpose. The purpose of this directive is to define levels of health and physical fitness required of sworn personnel to perform job tasks.

2411.2 Discussion. The Health and Fitness Program was instituted by the Department and recognizes the role of the Department in promoting the health and fitness of sworn personnel through lifestyle modification, including the tangible and lasting benefits derived from exercise programs.

The Health and Fitness Program constitutes a commitment by the Department to maintain the health and fitness of its sworn personnel. It is the Department's position that its employees are its most precious commodity. The Department should assist its sworn personnel in lowering their cardiovascular risk, reducing their stress level, and developing an effective health fitness plan.

2411.3 Policy. Uniformed personnel of the University of Florida Police Department shall maintain a level of health and physical fitness that permits them to effectively perform their duties. If a question arises as to a uniformed employee's ability to perform regular duties due to illness or injury, the Department may require the employee to submit to a medical examination by a physician selected and paid for by the Department.

Uniformed personnel may be evaluated by the Department on a future physical condition to the extent that a specific physical condition, disability, or degenerative disease will interfere with the performance of their position as described in the job description. A Department assigned physician must certify that there is a reasonable probability that a specific physical condition will interfere with the performance of the assigned job.

2411.4 Procedure.

- A. Medical Examination Requirement for Prospective New Hire Police Officers.** Police officer applicants who have been provided by the Department with a conditional offer of employment to hire will receive a medical examination to determine any physical abnormalities, deficiencies, degenerative diseases or special physical or mental conditions which will interfere with the performance of the duties of a University of Florida Police Officer or may impair his/her ability to participate in the health and fitness program.

B. Health and Fitness Program.

1. All sworn personnel are required to participate in the Departmental Health and Fitness Program when it is offered. This will be a condition of their employment as set forth in this policy, and they will continue to participate throughout their employment with the Department. Sworn personnel participating in the Health and Fitness Program will receive an assessment annually. All expenses associated with the contracted program will be the responsibility of the Department.
2. Health and Fitness assessments will be administered to provide each participating sworn employee with an on-going health risk, physical fitness, motor, and job performance assessment profile. This will be completed by a trained program coordinator. The contracted program will provide for each sworn employee the following components:
 - a. An overview of the program prior to assessment.
 - b. Assessment to include blood test, personal wellness profile, and fitness assessment.
 - c. Counseling to discuss the results of the assessment and an individual plan of action to improve their health status including physical activity programs, nutrition, weight management, stress management, smoking cessation and other health related activities;

C. Individual Personal Fitness

1. All employees have access to purchase membership at UFRecSports. This membership allows access to three pools, several fitness locations with trained staff to assist, intermural sports, gyms, and other fitness programs.
2. Lake Wauberg is available to all employees for outdoor fitness and recreational activities.

2411.5 Glossary. None.

DPT 10/94 Filed: Health and Fitness 2411

Approved: _____
Bart Knowles, Chief

Effective Date: July 10, 2024