



VSP-DIR-105

Physical Fitness & Wellness

1.0 Purpose

- 1.1 To build and maintain a high level of physical fitness through health education and participation in a fitness assessment program consistent with the nationally accepted standards set forth through the Texas Department of Public Safety.
- 1.2 To promote the department's philosophy that individual physical fitness is vital to satisfactory job performance and improves the overall quality of life of our members.
- 1.3 To measure each member's current level of health and fitness by periodic fitness assessments and to make each member aware of coronary risk factors and the importance of fitness as it relates to work in the field of law enforcement.
- 1.4 To provide medical examinations to members throughout their careers to establish or identify baseline health conditions and chronic disease, assess risk for future health issues, risks, or ailments, and to gain better knowledge of treatment and care options.

2.0 Policy

- 2.1 Members will be eligible for physical medical examinations, paid for by the department, as shown below.
 - A. Every 5 years for troopers 20-29 years of age.
 - B. Every 3 years for troopers 30-39 years of age.
 - C. Every 2 years for troopers 40 years of age and over.
- 2.2 Eligibility for an initial physical examination is based on a member's age. Eligibility for subsequent physical examinations will be based on the member's age on the date of the most recent completed physical exam.

- 2.3 Unless otherwise directed by the Colonel, twice a year all contract members (VTA/VSEA), shall be required to participate in the physical fitness assessment program consisting of tests to rate the member in each of the following categories:
- A. Blood pressure, pulse checks glucose check and overall wellness check-in (Fall assessment)
 - B. Coronary risk assessment - [Form DPS 623](#) (Fall assessment)
 - C. Physical Fitness Assessment participants will utilize the Concept 2 rower as a means to assess and evaluate our members' overall aerobic capacity while testing both dynamic strength and cardiovascular capacity.
- 2.4 Members holding the rank of Captain or above are exempt from participating in the physical fitness program.
- 2.5 The procedure consists of testing (3) options described in detail in Section 3.6 of this directive, and the medical assessment listed above in (A) and (B) that are administered bi-annually in the fall and spring.
- 2.6 Members shall be required to fully participate in the department's physical fitness program as set forth in this directive and all bargaining contracts, as a condition of employment.
- 2.7 In order to be considered eligible for promotional opportunities, each member shall either meet or exceed the physical fitness standards established for the applicable age group. In the previous (2) two consecutive testing cycles. The member must meet minimum requirements during their promotional probationary period. Failure to meet minimum requirements during a probationary period will result in demotion.
- 2.8 In order to be a member of a special team, members must attain and maintain a minimum fitness standard of "good".
- 2.9 Failure to meet the physical fitness standards shall be documented in the member's quarterly and/or annual evaluation.
- 2.10 Members participating in the spring and fall fitness assessment shall receive personal leave or payment as specified by current contract agreements.

	Spring	Fall
Average	\$125	\$125
Good	\$200 or 1 day of leave	\$225 or 1 day of leave
Excellent	\$250 or 2 days of leave	\$325 or 2 days of leave
Superior	\$300 or 3 days of leave	\$425 or 3 days of leave

2.11 Vermont State Police Duty Status Review Board

- A. The Vermont State Police Duty Status Review Board (“the Board”) is comprised of the Director and Commanders of each division. The Board shall review and accept/deny requests of any members seeking deferrals from some or all of the fitness tests. The Board’s recommendation will be based on medical documentation, as set forth in section 2.9. The request may only be utilized for one assessment period.
- B. The Board will notify the Commissioner in the event that the member’s unsatisfactory performance or an inability to perform in the fitness program could negatively impact their fitness for duty.

2.12 Alternate Testing Procedure and Deferral from Testing:

- A. Medical Deferrals: A member whose physician provides written documentation recommending that the member refrain from participating fully in some or all of the fitness tests shall provide the documentation to the Vermont State Police Duty Status Review Board via chain of command. The documentation shall indicate the reasons the member is recommended to refrain from full participation. Requests for deferral from testing must be received by the Board at least three (3) weeks prior to the date of the fitness assessment or as soon as practical in cases of sudden illness or injury. The request may only be utilized for one assessment period.
- B. Alternate Testing: There will be NO alternate testing options available.
- C. Prior to approval of the deferral, the Board may require the member to submit to a physical examination conducted by a physician chosen by the department.
- D. A member who is identified by a qualified medical professional as having a high coronary risk by the Coronary Risk Profile Scale shall provide documentation of same to the Board and the Department Fitness

Coordinator, or designee, via chain of command. The member shall not participate in the fitness test until a physician states in writing that the member is medically approved to participate in the fitness program.

- 2.13 Any individual having a disability as defined by the Americans with Disabilities Act shall participate in an individual testing process using the Concept2 rower.
- 2.14 Any member who receives a medical deferral approved by the Board deferring them from the fitness assessment in the spring or fall will be expected to participate in a complete fitness assessment within sixty (60) days after the last regularly scheduled fitness assessment. If the medical condition will not be resolved within the sixty-day period, the Board will consider whether a fitness for duty review should be made.
- 2.15 The fact that the member does not participate in a spring or fall physical fitness assessment due to a medical deferral will not affect that member's eligibility for the Colonel Sinclair Fitness Award.
- 2.16 Physical fitness achievement pins will be awarded, or rescinded, based upon performance at the fitness assessment. In the event of a member deferral the member must participate in a complete assessment within the sixty-day period described in paragraph 2.11 in order to qualify to receive a pin.
- 2.17 This fitness testing program will be for all members and will be administered at each of the ten station areas with the exception of testing for those members approved to be tested at an alternate location.
- 2.18 Due to the physiological factors involved in pregnancy, no member will be expected to participate in the physical fitness assessment within six months of pregnancy.
- 2.19 Those members that have been deferred will be expected to resume testing at the next semi-annual fitness test. The fact that the member does not participate in a physical fitness assessment due to an authorized deferral will not affect that member's eligibility for the Colonel Sinclair Fitness Award, or consideration for promotion. In these cases, the member must pass the required two consecutive PT tests before completing the probationary phase associated with the promotion earned.

3.0 Procedure

- 3.1 The Office of Professional Development (OPD) shall maintain records of

physical examination(s) and provide notice annually to members who are eligible for an examination.

- A. When eligible, members may schedule physical examinations according to instructions provided by OPD.
- B. These physical examinations do not include those performed for an additional duty, such as special teams.

3.2 The Department Fitness Coordinator at the Office of Professional Development (OPD), or designee, is responsible for the administration of the department fitness program. The Fitness Coordinator, or designee, shall, in cooperation with the commanding officer at each station, identify and assign a member from each station and from headquarters to assist in administering the program for that site.

3.3 Fitness assessments will normally occur during the spring and fall each year. "Make-up tests," required for cause, will be scheduled as necessary. Due to the Wellness check-in during the fall assessment, every member should make every effort to be present for an assigned Wellness check-in regardless if the member participates in a test at that time or not.

3.4 If the member does not participate in the fitness assessment the member will be deemed to have failed the fitness test unless the member is determined by a physician to be a high coronary risk or the Board approved a request for deferral using the required procedures as set forth in this directive.

3.5 If the member elects to re-do the test that they selected to participate in for an improved score, that test must be completed during the same day/same assessment session for which the member was scheduled.

3.6 Fitness standards for Vermont State Police members have been established by the Texas Department of Public Safety and are listed in section 5.0 of this policy. These standards are specific to each age group by gender and each group is further categorized into four (4) fitness levels which are: "Average," "Good," "Excellent," and "Superior."

3.7 The testing procedure for each Concept2 rower fitness test is as follows:

- A. Option #1: The 500 meter test is designed for those members who have "fast twitch" muscles. This test is calculated solely on gender. Standards are based on a pre-calculated standard established by the Texas Department of Public Safety Fitness and Wellness Unit.

- B. Option #2: The (4) minute test is a weight and gender calculated test utilizing a (4) minute time period. The member has to achieve a pre-calculated distance in (4) minutes. All calculations are based on the Texas Department of Public Safety, Fitness and Wellness Unit.
 - C. Option #3: The 2000m test is a test designed for the distance athlete. The standards have been pre-calculated by the Texas Department of Public Safety Fitness and Wellness Unit. The calculations are based on a combination of gender, weight, and age. The calculation can be found on the Texas Department of Public Safety website (<https://code.amarillo.gov/concept2RowerCalc.htm>).
- 3.8 If a member fails to meet or exceed the physical fitness standards established for the applicable age group or fails to obtain at least a “good” and is on a special team, the member will be notified of a re-test date to be held at OPD. OPD will offer two re-test dates, one 30 days and then another 60 days after the last regularly scheduled barracks test date.
 - 3.9 The physical fitness coordinator, or designee, shall notify the Special Operations Commander in writing of any special team member that fails to attain at least a rating of “good” on the physical fitness test. This notice shall be delivered on the same day as the test.
 - 3.10 The Special Operations Commander will be responsible for notifying the appropriate special team commander that the member in question was immediately suspended from participating in team activities. The special team commander will be responsible for delivering notice of the suspension to the individual member.
 - 3.11 The suspended member may elect to participate in subsequent physical fitness tests within that cycle to attain a rating of “good” or better.
 - 3.12 Upon attaining a rating of “good” or better on a re-test, the physical fitness coordinator, or designee, shall notify the Special Operations Commander of the result in writing. The Special Operations Commander will notify the Special Team commander that the member is immediately reinstated and eligible to participate in team activities.
 - 3.13 Should a member fail to attain a rating of “good” or better during a PT test cycle, without otherwise being excused, will be permanently removed from the team.

4.0 Awards

4.1 Individual Awards

- A. All members who participate in the spring and fall physical fitness assessments shall receive a monetary payment or an award of personal leave in accordance with the VTA and VSEA Collective Bargaining Agreements.
- B. Members who participate and obtain overall ratings of Average, Good, Excellent, or Superior during the fall assessment will be recognized by the corresponding fitness pin and either personal leave or monetary award as dictated by contract.

1. Col. Sinclair Fitness Award

- a. The Col. Sinclair Fitness Award is represented by a fitness pin given to those members who have attained a superior rating for (6) consecutive tests. This is a one-time award.
- b. Recipients of the Col. Sinclair Award may, at their discretion, continue to display this pin in lieu of other physical fitness award pins. However, only one physical fitness award pin may be displayed in accordance with existing policy.

5.0 Fitness Standards

- 5.1 "Superior" shall be equal to an 85th percentile rating; "Excellent" shall be equal to a 75th percentile rating; "Good" shall be equal to a 60th percentile rating and "Average" shall be equal to a 50th percentile rating.

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