	FREDERICKSBURG POLICE DEPARTMENT DIRECTIVES	
	ADMINISTRATION	
164.00	APPROVED: <i>Brian F. Layton, Chief of Police</i>	Initiated: 09/13/2010
		Revised: 02/20/2025

PHYSICAL FITNESS PROGRAM

Police Department employees have unique occupational hazards to include periods of high-degree physical exertion and psychological stress. Unlike many other professions, law enforcement officers must be physically capable of handling specific essential functions of the job to safely and effectively perform his/her duty. In certain instances, an inability to perform a physical task could result in the officer being seriously injured or killed in the line of duty. Likewise, officers in poor physical condition could cause a similar fate to fellow officers or a citizen that they are sworn to protect. For these reasons, law enforcement professionals must embrace the idea that officers should be capable of exhibiting, through testing, some minimum level of physical fitness for duty. Likewise, Communications officers are often subjected to psychological stressors during their day-to-day duties. In order to prepare personnel, the Department will support opportunities for staff to improve their physical health, wellness and fitness to enhance job performance and an overall healthy lifestyle. [LE 22.2.3, a] [CS 2.2.7, a]

164.01 - Physical Assessment – Police Employees will be assessed using the “Lawfit” assessment developed from the collaborative efforts of the U.S. Department of Justice, the Virginia Department of Criminal Justice Services, and the National Center for Public Safety Fitness at George Mason University. The full Lawfit program overview can be found electronically on the server. All assessments will be administered by certified Fitness Coordinators.

164.02- Fitness Coordinators - Fitness Coordinators are appointed by the Chief of Police and are responsible for the following:

- Obtaining and maintaining the Lawfit Instructor Certification

- Developing exercise programs for employees that desire to improve their level of fitness
- Developing exercise prescriptions for substandard performance when appropriate
- Recording the results of both the mandatory and voluntary fitness programs to aid the participant in supporting their goals and evaluating their progress
- Providing individual reports to each participant for educational and goal setting purposes [LE 22.2.3 d] [CS 2.2.7, d]
- Producing comprehensive reports for the Department's Command Staff

164.03 – Physical Fitness Program Testing Procedure - The Physical Fitness Program's testing procedure is comprised of two different components. These testing components are designed to determine the physical readiness of sworn employees, fitness levels of all employees, and encourage overall physical wellness.

- 1. Voluntary Physical Fitness Battery**
- 2. Lawfit Physical Ability Course**

164.04 – Voluntary Physical Fitness Battery—This assessment is voluntary and designed to encourage improvement in the level of fitness for all employees. This program will be administered on multiple dates during the spring and fall to accommodate all employees. A make-up day may be scheduled for employees that have a legitimate conflict on their scheduled assessment day. This assessment will be completed when the employee is not on duty. [LE 22.2.3, b] [CS 2.2.7, b]

Voluntary Physical Fitness Battery Defined - Employees will be scored/measured on the following exercises that will be completed during the allotted testing time.

- Sit-ups completed in one minute
- Sit and reach – three attempts
- Bench Press - One repetition maximum weight
- Pull-ups or Lat pull-downs to failure
- Push-ups to failure
- 1.5 mile run for best possible time
- Lawfit Physical Ability Course (for points based on time completed)
- Participants may voluntarily opt out of completing the Lawfit Physical Ability Course but will not receive any points in that category.

Scoring:

Achieving 169 points or greater is considered a passing score on the voluntary physical fitness battery. Points are determined based on performance during each exercise; both gender and age are factors used in the Lawfit scoring scales. Participants will not be afforded multiple attempts of any exercise during the same day. All exercises must be completed with the exception of the Lawfit Physical Ability

Couse as noted above. All scoring standards can be found on the allpd server.

Incentives/Awards –The Chief of Police has approved compensatory leave and/or monetary awards to employees who participate and/or successfully score in these three categories during the Voluntary Physical Fitness Battery:

- Bronze – 200 thru 224 points earned - **Awarded six hours** of compensatory leave or \$150.00 added to a paycheck.
- Silver - 225 thru 249 points earned - **Awarded eight hours** of compensatory leave or \$200.00 added to a paycheck.
- Gold - 250 points and higher/ - **Awarded twelve hours** of compensatory leave or \$300.00 added to a paycheck.
- All employees who participate in the Volunteer Physical Fitness Battery will receive 4 hours compensatory leave in addition to any leave they may be awarded for their point total (as outlined above). [LE 22.2.3, c] [CS 2.2.7, c]

Note: Incentives and Awards apply only to the Voluntary Lawfit Physical Fitness Battery.

164.05 – Lawfit Physical Ability Course-- consists of the physical elements described in the Physical Ability Course Worksheet (below). To achieve a passing score, all obstacles within the course must be successfully completed as outlined in the Lawfit manual within 1 minute and 36 seconds. This will be administered in the spring and fall of each year. Sworn personnel may be on duty during this assessment when arranged with the fitness coordinators and approved by their supervisors. See below for mandatory participation requirements.

164.06-- Mandatory Participation –All sworn employees must participate and attempt to successfully complete either the Lawfit Physical Ability Course or the Voluntary Lawfit Physical Fitness Battery **once each calendar year**. Each time the Mandatory Lawfit Physical Ability Course is administered, the participant is allowed 2 opportunities to perform the test on that particular test date. If the participant successfully completes the course on the first run, the sworn employee will not be required to complete the test again until the following calendar year. To minimize potential injury, participants will not be allowed to repeat the course again on the same day if they are successful on the first try. If the participant fails the course on the first attempt, the participant has the option of making one additional attempt on the same day. The participant must wait at least 15 minutes before trying the course again. Participants who fail the course may opt to repeat the attempt on another test day scheduled by the Fitness Coordinator.

All sworn staff must successfully complete and pass either the annual

Mandatory Lawfit Physical Ability Course or the Voluntary Physical Fitness Battery in order to be promoted to the ranks of sergeant, lieutenant, or captain. Sworn employees will be afforded additional opportunities to successfully complete the course throughout the year as needed.

****** SETT members who successfully complete the annual SETT Obstacle Course within 5 minutes are exempt from performing the Mandatory Annual Lawfit Physical Ability Course. Successful completion of the annual SETT Obstacle Course also meets the criteria for eligibility to be promoted.

164.07- Inability to participate - If a sworn employee is unable to participate in the mandatory annual Lawfit Assessment due to an injury or other medical condition, the sworn employee must provide appropriate medical documentation to the Chief of Police via the Chain of Command. Inability to participate during the initial test date does not equate to a failure. The officer will be rescheduled to perform the agility test on the next available testing date upon return to full duty.

164.08 - Annual Physical - All employees are encouraged to visit a physician for an annual physical. All employees may earn four hours of compensatory leave per calendar year upon producing proof of an annual physical. Only a note from the employee physician's office stating the employee was seen for an annual physical is required. No other results of the medical exams should be included on the note. The proof of visit shall be attached to an overtime report form, the box for "Other" should be checked, and the wording "Annual Physical" shall be written in the comments section and submitted to the employee's immediate supervisor for transmission to the bi-weekly payroll. [LE 22.2.3, c] [CS 2.2.7, c]

164.09- Exercise Room – The Fredericksburg Police Department's Fitness Room will be used by the employees participating in this program during their assessments. Employees will adhere to all rules and regulations as noted below. Before participation in the Voluntary Physical Fitness Battery, employees shall complete the Fitness Room Memorandum that will be kept on file and maintained by the Fitness Coordinators. Fredericksburg Police employees should strive to maintain an above average level of physical fitness in order to perform the essential tasks of their duties. In an effort to encourage physical fitness and overall wellness, Fredericksburg Police employees may exercise on-duty at the Police Department building under the following conditions:

- Employees may be allowed up to 30 minutes during 3 days per 5 day workweek (2 days per 4 day workweek) with supervisor approval. The employee may utilize their 30 minute lunch break concurrently with the 30 minute on-duty workout time for 60 minutes with supervisor approval. No overtime or compensatory time shall be earned while participating in this on-duty program.
- The scheduling of workout time for on-duty personnel shall be done by the first line supervisor. Consideration must be given when the scheduling of workouts interferes with staffing levels and employee workload. Commanders have

discretionary control in establishing the number of fitness participants if a squad/unit is at minimum staffing.

- Workout schedules can begin at the beginning, middle, or end of the shift. When scheduling, supervisors will consider workload, peak times for service, and staff overlap.
- Employees participating in this on-duty workout time are subject to recall to regular duty at all times. Therefore, employees are responsible for keeping their cell phone and/or issued police radio with them at all times to ensure their supervisors have adequate means of contact.
- This program is intended to provide a foundation for an employee to attain acceptable levels of health and fitness. It is not intended to provide the total amount of time necessary for an individual's personal program. Ultimately, the responsibility to maintain acceptable levels of health and fitness rests with the individual.

Fitness Room Rules:

- Only employees of the Fredericksburg Police Department and the Fredericksburg Sheriff's Office will be allowed access to the fitness room.
- Employees may bring one guest at a time provided the guest is another employee of a law enforcement agency, an employee of the City of Fredericksburg, or a family member **over** the age of sixteen. The employee must accept full responsibility for their guest, to include ensuring safe use of the equipment.
- All employees must first attend a mandatory orientation upon being hired.
- Employees and guests must sign a log book in the fitness room for each use.
- Anyone that uses the gym must clean up after themselves with the cleaning materials provided
- Anyone who uses the gym **MUST** re-rack their own dumbbells and weight plates after they have finished using them.
- There will be no slamming or dropping of weights of any kind
- Any injuries or potential injuries need to be reported immediately to the on duty WC.
- **Use of the fitness room is entirely voluntary, and employees and guests accept that they are using the facilities at their own risk.**

164.10- Injuries:

1. Injuries occurring during the Mandatory Lawfit Assessment shall be reported and handled as an on-duty work injury.
2. Practice sessions on the Lawfit Physical Ability Course will be allowed and must be supervised by a fitness coordinator or sworn supervisor. Injuries

during practice sessions shall also be reported and handled as an on duty work injury.

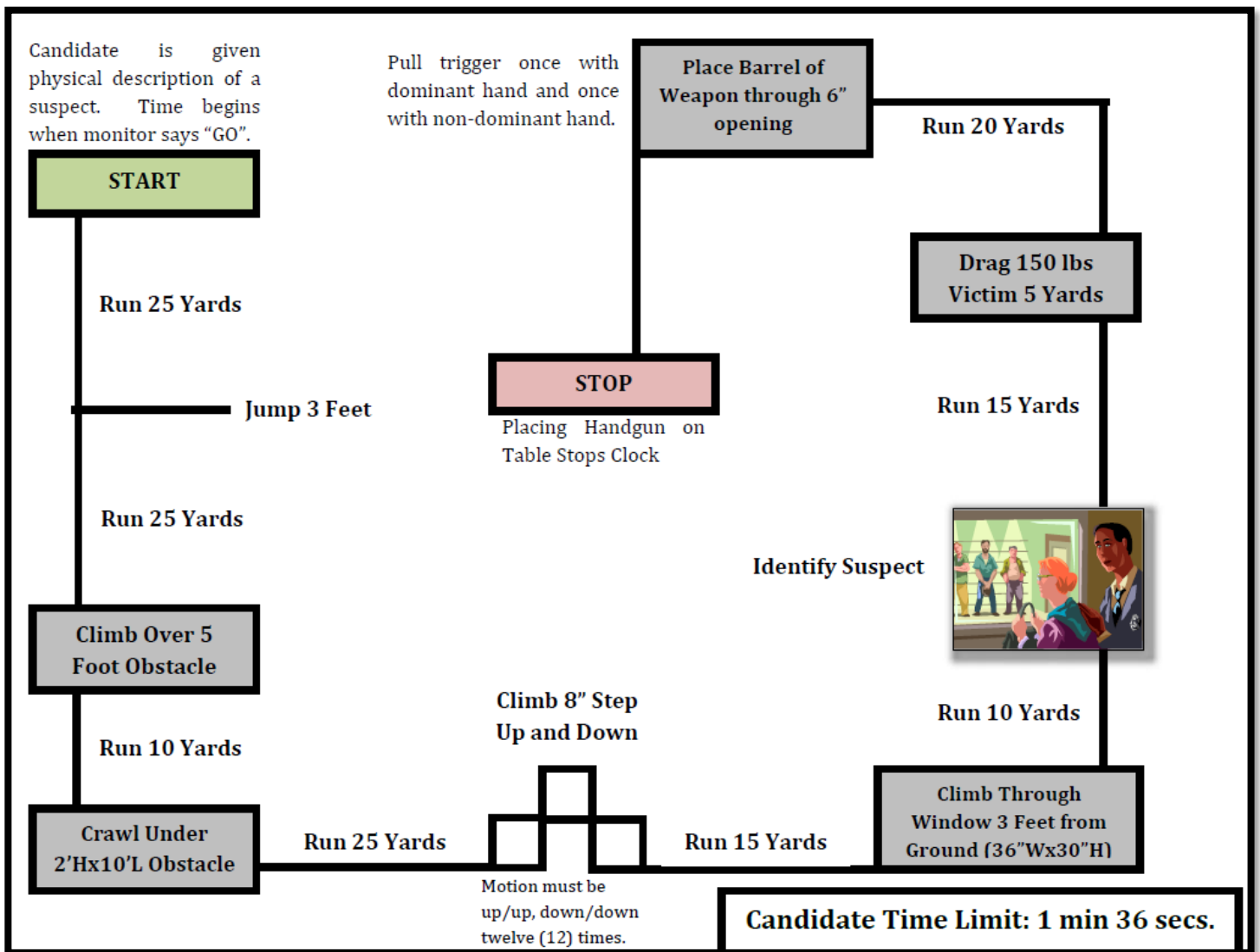
3. Sworn employees who incur an injury while training for their participation in the Mandatory Lawfit Physical Ability Course **may** be able to file successful disability/workers compensation claim if they can demonstrate that the injury occurred while doing specific training to successfully complete the course.

(If you injure yourself while attempting to bench press a large amount of weight there is very little likelihood your injury will be covered because it would be very difficult to show the correlation to the successful completion of the Lawfit Physical Agility course.)

No assurances can be made when discussing disability claims because each and every claim is decided individually on a case-by-case basis.

Civilian employees may voluntarily complete the Lawfit Physical Ability Course while participating in the Voluntary Physical Fitness Battery. However, since participation is voluntary and at their own risk, injuries will not likely be covered as a work-related injury.

PHYSICAL ABILITY COURSE WORKSHEET



Name:

Last First MI

DOB: _____ Age: _____ Gender: [] M [] F

Date: _____

Time #1: _____

Time #2: _____