

COVINGTON POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Subject: PHYSICAL FITNESS AND WELLNESS PROGRAM

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I. Purpose

To establish a program of general health and physical wellness for police officers to ensure that each officer is physically capable of performing their duties. To support the City of Covington's Wellness Program for all employees. The purpose of these programs is not to focus on the negative aspects of fitness for duty, but to increase the overall wellness of the entire department.

II. Fitness Requirements

- A. All sworn personnel will be required to participate in the wellness program, unless they have a statement from a physician exempting them from the testing. A fitness instructor of the Covington Police Department will conduct the fitness assessments every six months.
- B. The fitness indicator test (F.I.T.) will be used to determine the fitness level of the officer. The FIT scores will be reviewed, considered and used for determining the fitness level of the individual officer. An officer is considered to be in good physical condition if the officer possesses an efficient cardiovascular and respiratory system, i.e. good aerobic capacity; moderate to low body fat and adequate levels of muscular strength, flexibility, and endurance. The police officer that has these components is capable of professionally performing daily assignments without undue risk of fatigue.
- C. Each officer will be required to participate in the five components of the FIT program. A certified physical fitness instructor, who may be assisted in some areas by medical personnel, will administer the FIT.
- D. Performance in the FIT areas are described as follows, and will be evaluated according to Dr. Kenneth Cooper's "Fitness Indicator Charts For Law Enforcement Standards - The New Aerobics", copyright 1970.
 - 1. Resting heart rate.
 - 2. Resting blood pressure.
 - 3. 1.5 mile run.

4. Sit-ups (1 minute maximum).
5. Pushups (modified pushups for females).

III. Semi Annual Physical Training Assessment

A test of physical fitness will be conducted every six months. Officers should show an acceptable level of performance with the prescribed fitness level.

- A. Officers who fail to meet the minimum requirement will be counseled by the Physical Fitness Instructor on areas of improvement required to pass the FIT test. Officers will receive a copy of the fitness test with a recommendation by the instructor on ways to improve overall wellness. Officers will be required to sign the fitness form detailing deficiencies and acknowledging poor physical health.
- B. Officers are encouraged to seek wellness counseling from the physical fitness staff. Programs will be made available to assist in dietary and exercise programs to increase an officer's overall wellness.

IV. Annual Physical Examination and Drug Screening

- A. Annually, the police department will schedule with a qualified physician to conduct a complete physical examination of each sworn officer.
- B. The City of Covington will conduct random drug screening of employees. Public safety employees will be randomly screened for drugs and alcohol.
- C. If substance abuse is present, the employee will be retested immediately. If the retest is positive, showing substance abuse, the employee will be asked about their use of illegal substance. An admission of use of an illegal substance will allow for rehabilitation treatment provided by the City. A refusal by the employee to admit to substance abuse, even after two tests confirm presence, will constitute a refusal by the employee to acknowledge the need for rehabilitation. As such, the employee will be terminated from employment.
- D. If an employee receives rehabilitative treatment, the officer will be retested at random during the next six months at the direction of the Personnel Director. If substance abuse is present again, the employee will be terminated from employment with the City of Covington.

V. Wellness Program

- A. The police department will support the City of Covington's Fitness and Wellness Program administered by the Human Resources Department.

The City encourages employees to improve their lifestyles by making healthier choices by establishing wellness programs and initiatives to promote friendly competition amongst employees.

- B. Participation by employees, while encouraged, is completely voluntary.
- C. The City's Wellness Program shall be administered by a trained coordinator. In addition, the police department shall have officers specially trained to coordinate and promote physical fitness and wellness among the employees.

- D. The Wellness Program is designed to allow for individual goal setting and education to encourage the employees to make better lifestyle decisions.
- E. The City has developed a support network for employees that need additional encouragement and evaluation.

This SOP supersedes any SOP previously issued.

BY ORDER OF THE CHIEF OF POLICE:

Stacey L. Cotton

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Chief of Police