



**RULES AND REGULATIONS**

PROCEDURE NO. 100-6

<b>FITNESS AND SAFETY PROGRAM</b>			
<b>DATE ISSUED</b> 1/1/2018	<b>EFFECTIVE DATE</b> 1/1/2018	<b>REVISION NUMBER</b> NEW	<b>PAGE</b> Page 1 of 3

**I. PURPOSE**

A. The functions of a law enforcement agency require a level of physical fitness not demanded by many other occupations, and fitness requirements should be specified. Standard of fitness should be those that have been shown to be directly related to the tasks performed, and not serve to eliminate or penalize employees who can otherwise perform the tasks of their assignment, with or without reasonable accommodation.

**II. POLICY**

**A. Opportunities for Fitness**

1. The Pell City Police Department offers opportunities for all employees to maintain and improve their physical health.
2. Employees can request a one-hour paid leave from duty during their shift to take part in a fitness program. Normally this consists of a fifteen minute prep and warm-up, thirty minute workout, and a fifteen minute cool-down and change out.
3. Employees can use the following locations for the fitness program:
  - Civic Center
  - Station One
  - Avondale Track
  - Local Gym (pre-approved by the Chief of Police)
  - Police Department Gym
  - School System Facility
4. Barring serious shortages, holidays, vacations, and approved details, officers will utilize the fitness opportunity at least twice per week.

**B. Mandatory Bi-Annual Physical Agility Test**

1. A State approved physical fitness test will be administered by the departmental training or fitness officer on a bi-annual basis. This agility test is not gender or age based and serves to replicate the tasks that all sworn personnel may be required to perform. The Alabama Peace Officers Standards and Training Commission (A.P.O.S.T.C.) tasks are as follows:
  - i. Push a standard size car for fifteen feet (15 ft.) on a flat surface.
  - ii. Run for 150 feet (150 ft.).



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PROCEDURE NO. 100-6

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1/1/2018	1/1/2018	NEW	Page 2 of 3

- iii. Climb a six foot (6 ft.) wall. Choice between a wooden or chain-link fence.
  - iv. Run another 150 feet (150 ft.).
  - v. Climb through a standard window frame.
  - vi. Run seventy-five feet (75 ft.).
  - vii. Cross a six-foot (6 ft.) long balance beam.
  - viii. Run another seventy-five feet (75 ft.).
  - ix. Drag a one hundred sixty-five pound (165 lbs.) dummy for fifteen feet (15 ft.).
  - x. Complete the course is one and a half minutes (1 ½ min.) or less.
2. Failure to complete the course will result in the officer receiving a written notification of failure. The officer will then be placed on a customized fitness plan by the training or fitness officer.
  3. At a time, not to exceed six (6) months, the failing officer will retake the agility course.
  4. If the officer fails again, he/she will receive another notice of failure and the training or fitness officer will review the customized physical fitness plan.
  5. The officer will be given another six (6) months to successfully pass the agility course.
  6. If an officer fails the third time, a recommendation will be made to the Chief of Police from the training or fitness officer. Such recommendation could be the following:
    - i. Continue to allow the officer to remain on a customized fitness program in order to successfully pass the agility course. The officer will be placed on probation during this point.
    - ii. Reassign the officer in another non-sworn position within the City, if available and qualified.



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1/1/2018	1/1/2018	NEW	Page 3 of 3

iii. Examination by the City Physician. The City Physician will then make a recommendation to the City regarding the officer's ability to effectively carry out his/her job duties.

#### C. Voluntary Bi-Annual Physical Ability Test

1. The voluntary physical ability test will not be mandatory for any employee.
2. The test utilized will be the Alabama Peace Officers Standards and Training Physical Fitness Test. This proven standard consists of the following:

One minute timed push-ups (twenty-two repetitions).

One minute timed sit-ups (twenty-five repetitions).

One and a half mile run (fifteen minute and twenty-eight second time limit).

3. Incentives for successful completion:

Fitness Day off with pay

#### III. Vehicle and Physical Safety

1. Officers are required to follow the rules of the road consistent with Alabama Law.
2. Officer shall be safe at all times and not injure themselves or others from any means of negligence or wanton behavior.
3. An incentive for no accident or injuries from negligence or wantonness within the fiscal year beginning in 2019 will result in a safety day off with pay. The decision to award this incentive is solely at the discretion of the Chief of Police.

#### VI. UPON ACHIEVEMENT OF BOTH SECTION II. C. AND SECTION III

Officer will be awarded an Officer of Excellence pin for achieving both during the year from the Chief of Police on Police Week.

Paul A. Irwin Jr. Chief of Police