



**SIDNEY POLICE DEPARTMENT
234 W. COURT ST.**

*Physical Fitness Contractual
Guidelines*

MAILING ADDRESS

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ARTICLE 10 HEALTH AND SAFETY

1. Cooperation Between City and Union. The City agrees to maintain adequate provisions for the health and safety of its employees during the hours of their employment. The Union and all employees agree to cooperate with the City on all matters pertaining to health and safety.
2. Medical Examination Returning From Leave of Absence. Employees returning from a leave of absence because of illness or injury may be required to undergo a medical examination or psychological examination by, and receive the approval, of a physician designated by the City before being permitted to return to work. If such an examination is required, it shall be paid for by the City. If the employee's physician disagrees with the physician designated by the City, the two shall select a third physician whose decision will be determinative. The cost of this third physician shall be shared equally by the employee and the City.
3. Medical Examination in Interest of Health and Safety. In the interest of health and safety, the City may require a medical examination or a psychological examination of an employee at any time. If the examination discloses that the employee's condition jeopardizes his health or safety or that of other employees, or his job performance, the City may relieve the employee from active employment. If the employee's physician disagrees with the physician designated by the City, the two shall select a third physician whose decision will be determinative. The cost of the third physician shall be shared equally by the employee and the City.
4. Physical Fitness Program: All police officers shall be required to undergo mandatory annual Physical Fitness Testing, to be scheduled by the department. Level 1 Fitness describes the minimum acceptable level of fitness required for all police officers to receive a bonus. Minimum standard describes the minimum acceptable level of fitness required for all Police Officers to avoid discipline. The standards may be changed as the City's experience warrants. The City will first confer with the physical fitness committee, which will include a bargaining unit representative, before making any change.

Those officers who do not pass each required phase of the minimum standard shall be required to retake any failed portion of the test within 180 days, at a time scheduled by the department, and are not eligible for the annual bonus. Those officers who fail to pass any required phase of the minimum standard at the annual testing shall be subject to progressive discipline until all phases of the minimum standard have been passed.* Progressive discipline will be imposed on officer (s) who do not pass the minimum standard phase during the retest however the discipline shall be stayed for those officers who exceed their previous performance by 10% (5% on the runs). Officers must put forth their best effort; failure to do so will result in discipline.

*An officer who fails to meet the minimum standard can have a one time option to enter

Those Officers passing, at a minimum, all required phases of Level 1 at the annual testing shall be eligible for an annual bonus as follows. Officer shall earn points based upon their performance. One point shall be earned for each event in which an officer performs at Level 1, two points for performing at Level 2, and three points for performing at Level 3. Each point shall be worth \$100. The minimum annual payment for an officer passing all required phases of Level 1 shall be \$850. Those Officers passing all required phases at Level 3 shall be eligible for an additional \$200 bonus.

EXAMPLE 1

<u>Test</u>	<u>Level</u>	<u>Points</u>	<u>Bonus</u>
1.5 Mile Run (min/sec)	1	1	\$100
300 Meter Run (seconds)	2	2	\$200
1RM Bench Press Free Weight or 1 Minute Maximum Push Ups (#)	3	3	\$300
1 Minute Maximum Sit Ups (#)	2	2	\$200
Vertical Jump (inches)	3	3	\$300
FITNESS BONUS		11	\$1,100

EXAMPLE 2

<u>Test</u>	<u>Level</u>	<u>Points</u>	<u>Bonus</u>
1.5 Mile Run (min/sec)	3	3	\$300
300 Meter Run (seconds)	3	3	\$300
1RM Bench Press Free Weight or 1 Minute Maximum Push Ups (#)	3	3	\$300
1 Minute Maximum Sit Ups (#)	3	3	\$300

into an agreement to perform a workout routine on his/her own time to avoid the level of discipline he/she is at, however they will be retested during the next fitness test and must exceed their previous performance by 10% (5% on runs). 10% (5% on runs) will be necessary from test to test in order to avoid discipline.

Progressive discipline under this section will mean oral warning, written warning, 1-day suspension and recurring 3-day suspensions. Once an officer passes all phases of the minimum standard, progressive discipline will restart. Progressive discipline under this section will not be used in the progression of discipline for other conduct.

All officers shall be required to undergo a physical examination by a licensed physician prior to participating in the annual Physical Fitness Testing. Limitations shall be dealt with on a case-by-case basis. An officer who fails to have the required physical examination completed by the time of the annual Physical Fitness Testing shall be subject to discipline.

An officer who is not cleared by a physician to participate in a portion of the annual Physical Fitness Testing shall not be eligible for the annual bonus, shall be required to take all other portions of the test and shall be required to be retested within 180 days of being cleared for those portions of the test which the officer was unable to perform. Employees must regularly inform the City of progress toward being cleared. However, an employee who is unable to take an annual test because of an injury may still receive the bonus if he passes the test within 180 days of the annual test, at a time scheduled by the department. An injury must be supported by medical evidence satisfactory to the City of inability to take the test.

The City will hold the Union harmless and indemnify it for any claim of personal injury made against the Union resulting from testing under this Section.

<u>3</u>	<u>Test</u>	<u>Min Stand</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level</u>
1.	1.5 Mile Run (min/sec)	15:15	14:36	13:53	13:00
2.	300 Meter Run (seconds)	66.0	63.0	61.9	55.7
3.	1RM Bench Press Free Weight or 1 Minute Maximum Push Ups (#)	0.50	0.64	1.03	1.25
4.	1 Minute Maximum Sit Ups (#)	24	29	34	39
5.	Vertical Jump (inches)	14.0	16.0	18.0	20.0

Vertical Jump (inches)	3	3	\$300
FITNESS BONUS		15	\$1,500
ADDITIONAL LEVEL 3 BONUS			\$ 200
TOTAL FITNESS BONUS			\$1,700

Account: Sidney, Ohio - City Government

Content type: Facebook Page - Timeline posts

Record ID: 2014-09-23-13-37_Sidney-Ohio-City-Government_Timeline-posts_10614_277765719100272



Sidney, Ohio - City Government
A Sure Sign of Fall!

Every September for the past 15 years members of the Sidney Police Department have been required to take an annual fitness test! Officers are tested in five areas: a 300m sprint, bench press/push-ups, sit-ups, vertical jump, and 1.5 mile run. The group picture here are part way through their "mile and a-half fun run!" Being physically fit is an important part of the job!



Timeline Photos

at 13:37:01 on 9/23/2014 UTC



Loris Kimpel Keep up the good work!!

at 13:59:13 on 9/23/2014 UTC



Brian Wagner It garners much more respect and confidence also! Very proud of SPD

at 14:32:52 on 9/23/2014 UTC



Laura Hadding Awesome!!! Every force should make sure officers are in top condition.



Sidney, Ohio - City Government

Sidney, Ohio - City Government added 5 new photos.

New Police Officer testing

On Sunday April 19th, 2015 the City of Sidney conducted Physical Fitness testing for all potential new officers. Over 60 candidates came to Sidney to participate in the process. The candidates had to run a 300 meter dash, bench press, do sit ups, a vertical jump and then run one and half miles.

I would like to commend all the potential candidates for coming out on a Sunday to take the test, braving the weather (several groups were rained on) and being really positive about the event.

Each of them conducted themselves professionally and made our job harder to determine who the City of Sidney should hire.

Thank you to all that took the test.

Chief William Balling
Sidney Police Department.



Photos from Sidney, Ohio - City Government's post

at 15:12:59 on 4/24/2015 UTC



Sidney, Ohio - City Government
FITNESS IS ABOUT YOU!

Every fall the officers of SPD are required to take a physical fitness test involving a 300meter sprint, bench press/ pushups, sit-ups, vertical leap, and 1.5 mile run. Though fitness is partially about keeping officers healthy, it is also about having the physical strength and stamina to deal with the times when you need us to be fit. In this photo, Sgt Divens is starting his 300 meter sprint, which he passed at the top level. It pays to work out throughout the year!

This year, Woody Goffinett (from Wilson Health and one of our tactical team medics) and Patrol Captain Shoemaker both took the test and passed though neither is required to do so. Both are committed to maintaining their level of fitness. Thanks to both men form demonstrating the core value of professionalism!

Chief William Balling
Sidney Police Department



Timeline Photos

at 11:35:01 on 9/23/2015 UTC



Loris Kimpel Keep up the good work guys! It makes you proud of your City to see sharp dressed Officers wearing that uniform. The two that took the test seem to have a lot of respect for the positions they hold to go out and take the test as well.

at 13:25:31 on 9/23/2015 UTC