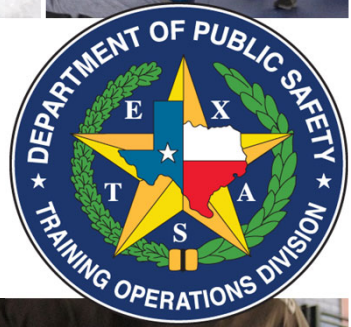




FITNESS WELLNESS UNIT



AGENDA

UNIT FOCUS
MEET THE UNIT
BACKGROUND
PROGRAM INVOLVEMENT
IMPACT EVIDENCE
ALLIANCES & ALIGNMENT



SUPPORTING AGENCY MISSION

Protect and Serve Texas



SUPPORTING AGENCY MISSION & STRATEGIC GOALS

Prevent Crime & Terrorism

Save Lives & Protect Property

Maintain Public Order

**Provide effective, efficient,
and secure licensing services**

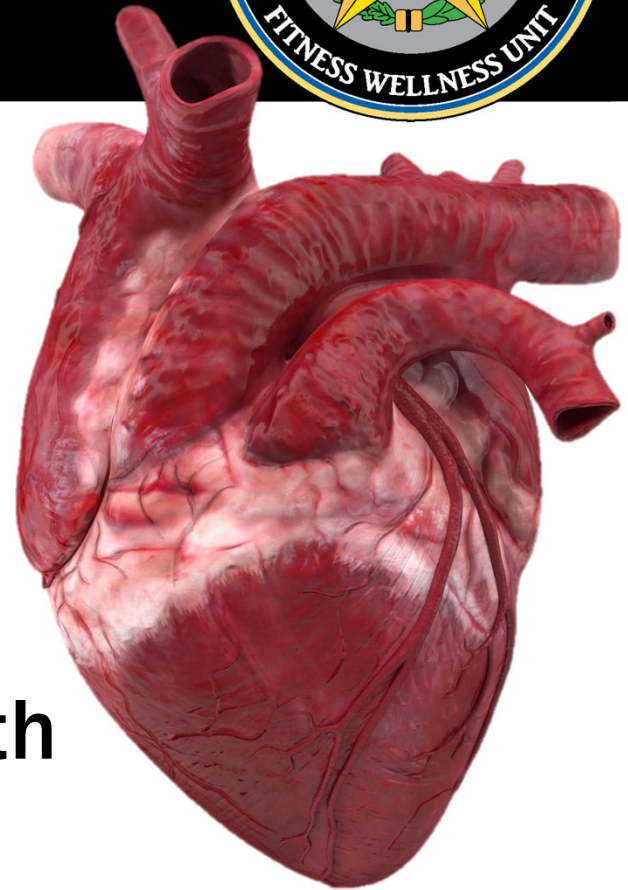


OFFICER'S LIFE

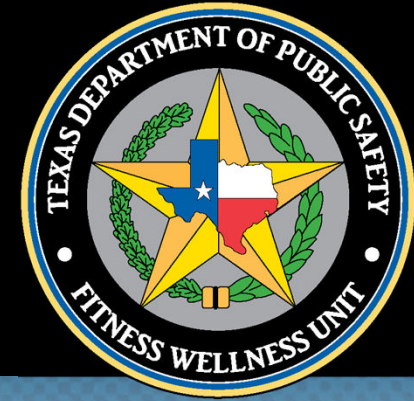


46.5 Years of Age

The average age of on-duty death
due to a heart attack



PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING: 6TH PILLAR



“A large proportion of officer injuries and deaths are not the result of interaction with criminal offenders but the outcome of poor physical health due to poor nutrition, lack of exercise, sleep deprivation, and substance abuse.”

FINAL REPORT OF
THE PRESIDENT'S TASK FORCE ON
21ST CENTURY POLICING

MISSION



**Provide a Holistic Wellness
Program, Physical Fitness Testing,
and research to improve the lives
of DPS members and police
agencies worldwide.**

FOCUS

Regulates Texas Govt. Code 614.172 for the agency.

“Each law enforcement agency shall adopt physical fitness programs that a law enforcement officer must participate in and physical fitness standards that a law enforcement officer must meet.”



GOAL ALIGNMENT



In the agency's collective effort to:

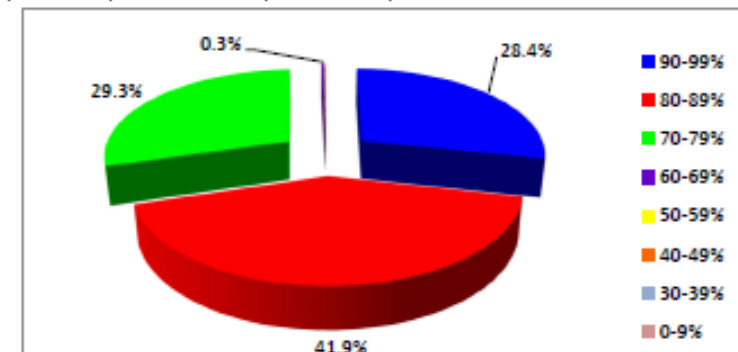
Maintain a high level of operational readiness to protect Texas from public safety threats:

- **Compliance with Texas Government Code 614.172 ensuring high levels of operational readiness**
 - FWU oversees all components of Physical Fitness Testing and Assessment

TXDPS-Fall 2022

PFT%		
% Range	Individuals	%
90-99%	1113	28.4%
80-89%	1638	41.9%
70-79%	1147	29.3%
60-69%	10	0.3%
50-59%	1	0.0%
40-49%	1	0.0%
30-39%	0	0.0%
25-29%	0	0.0%
20-24%	0	0.0%
10-19%	0	0.0%
0-9%	3	0.1%
Exempt	0	0.0%
Total	3913	100.0%

99.9% Passed Above 25%
99.9% Passed Above 30%
99.9% Passed Above 40%
99.9% Passed Above 50%
99.9% Passed Above 60%
99.6% Passed Above 70%
70.3% Passed Above 80%
28.4% Passed Above 90%



FOCUS



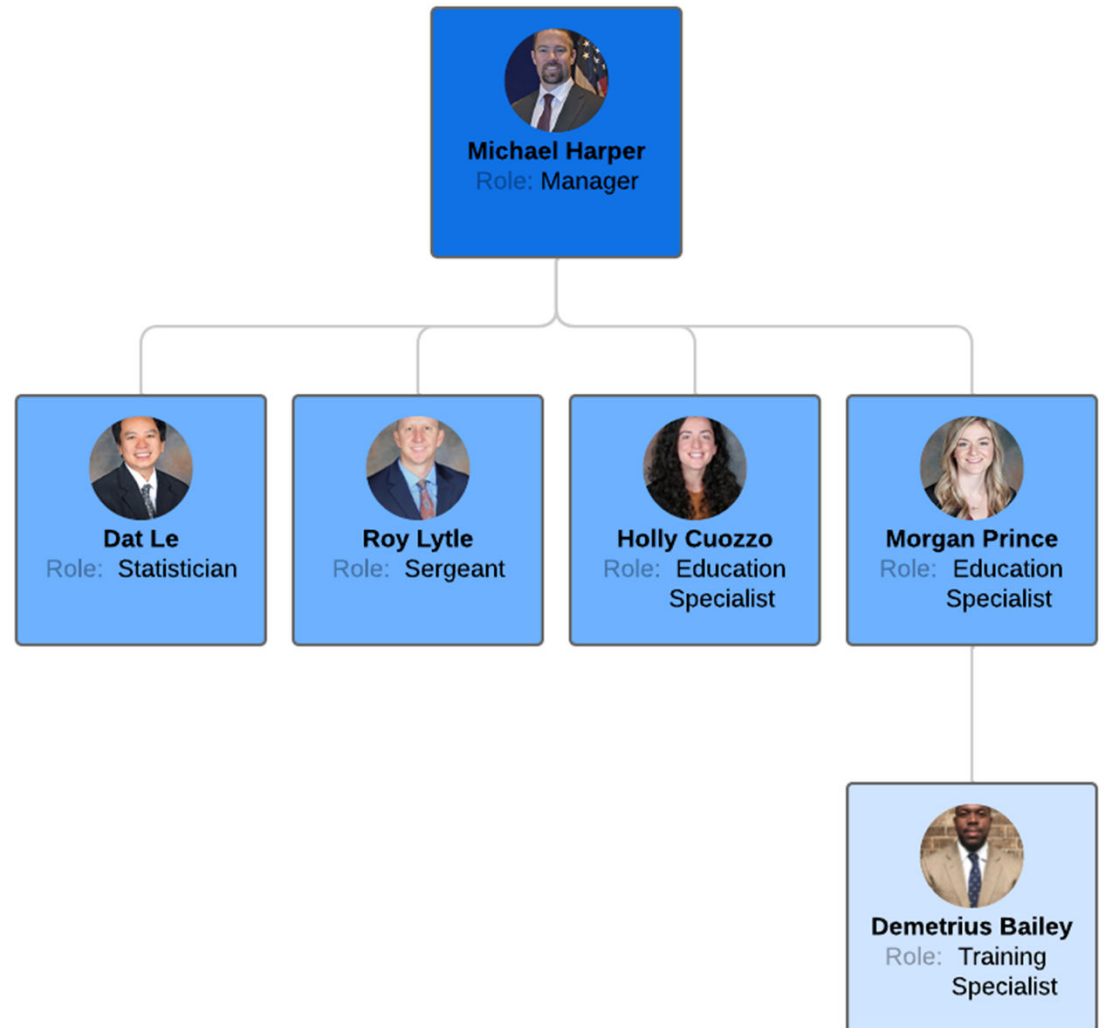
Additionally, the unit focuses on changing lives and the prevention of heart and obesity-related diseases through training and education in alignment with Texas Govt. Code 664.

Sec. 664.002. FINDINGS AND PURPOSE. Effective state administration is materially enhanced by programs designed to encourage and create a condition of health fitness in state administrators and employees and public money spent for these programs serves important public purposes, including:

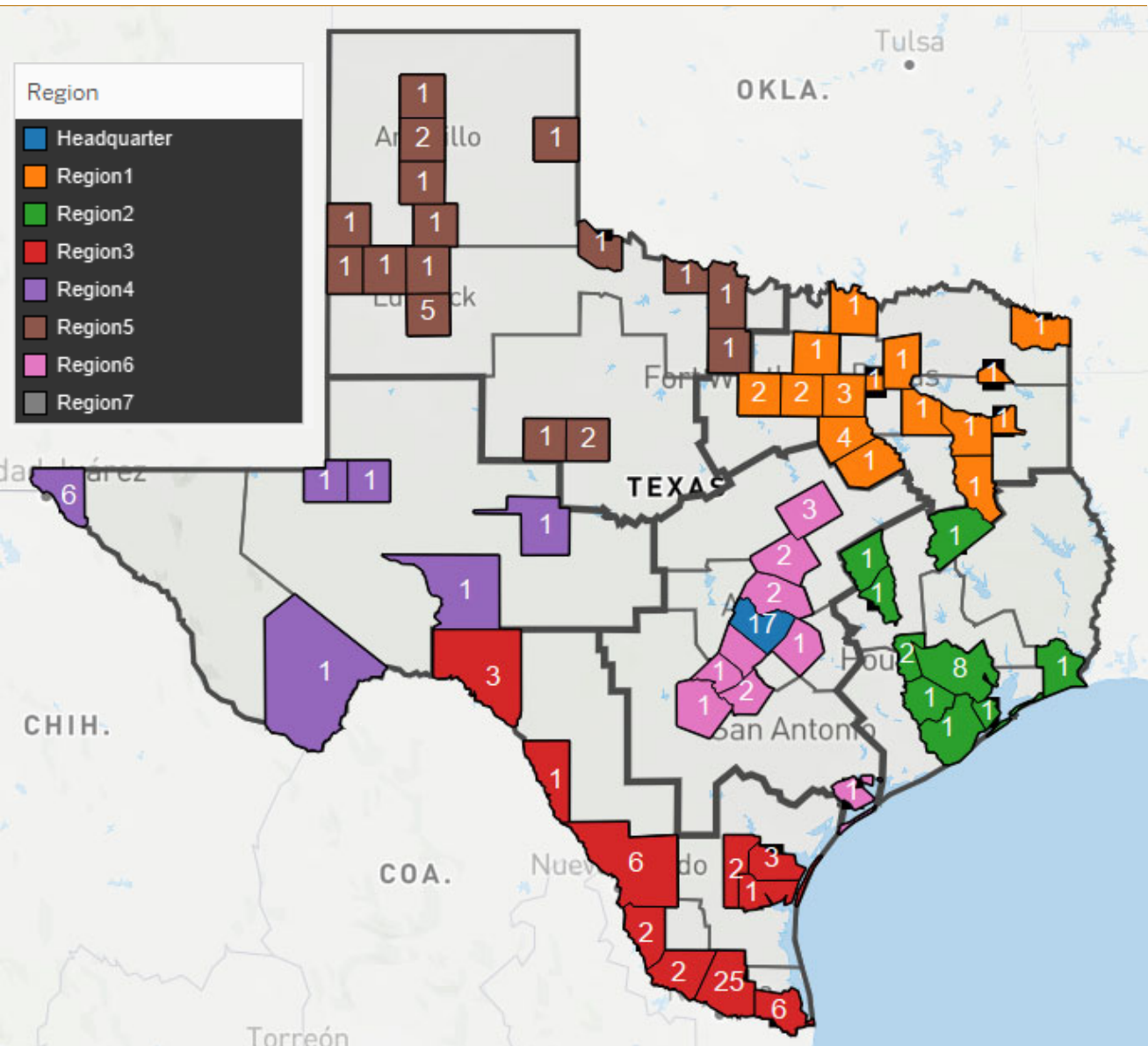
1. an understanding and diminution of the risk factors associated with society's most debilitating diseases;
2. the development of greater work productivity and capacity;
3. a reduction in absenteeism;
4. a reduction of health insurance costs; and
5. an increase in the general level of fitness.



FITNESS WELLNESS UNIT ORGANIZATION



172 TX DPS FITNESS INSTITUTE GRADUATES



TIMELINE



Appropriations:
Legislative mandate
for Physical Fitness
Standards

Began Rower Study &
Recruit Training
Involvement

Fitness Wellness Unit
Staffing

100 Club Recognition

Command Presence
Requirements
Implemented

2007

2011

2013

2017

2005

2010

2012

2015

2019

TX Government Code
614.172 & TX
Government Code
664.061

Rower
Implementation @
25% Age/Gender
Threshold

Fitness Institute Established,
Added Combat Fitness Test, &
Agency Passing Requirement
Adjusted to 50% Age/Gender
Threshold

Unit Citation Award

500 Meter & 4 Minute
Row Test Added &
Agency Passing
Requirement Adjusted
to 70% Age/Gender
Threshold

Multiple consultations with The Cooper Institute,
Ohio University, Department of Defense, FLETC . . .

FROM APPLICANT OR NEW HIRE TO RETIREMENT



Applicants



Trainees &
New Employees



Incumbent
Officers & Staff



Retirees

With each of these groups, the FWU is training and educating based on research with a mindset for recruiting as we work to build for the future through what we are doing today.



FROM APPLICANT OR NEW HIRE TO RETIREMENT



Applicants

Online materials to prepare

Following Conditional Job Offer (CJO):

- Phone consult within 3-5 days
- Baseline self-assessments every 3-weeks
- Academy prep focused workout logs every 3-weeks

Hydration, Nutrition, Performance, & Rhabdomyolysis
Training

FROM APPLICANT OR NEW HIRE TO RETIREMENT



Trainees

Mental & Physical Conditioning

- Prepare for the 5% sheer terror (ensure willingness to fight and get back up to fight)
- Enhance fitness for the academy needs
- Get ready for demands on the road & lifetime fitness
- Mitigate injuries

Nutritional Guidance for the academy & beyond

Assist with other academy components

Goal alignment



In the agency's collective effort to

Provide agency administrative services and support the Fitness Wellness Unit:

- **Manages all aspects of Mental & Physical Conditioning** for Trooper Trainees
- **Supports incumbent staff** (commissioned & non-commissioned)
- **Provides Fitness Institute Training** to provide local assistance throughout Texas

PROGRAM ALIGNMENT



Arrest & Control Unit

FLETC course, Open mat, Instructor School

Emergency Vehicle Operations Center Unit

Driving Exposure Training, Close Proximity Training

Firearms Training Unit

ALERRT, Breaching Exposure, Range Exposure

Trooper Training Unit

FROM APPLICANT OR NEW HIRE TO RETIREMENT



**New
Employees**

New employee outreach campaign

Exercise orientations

Individual consults

FROM APPLICANT OR NEW HIRE TO RETIREMENT



**Incumbent
Officers & Staff**

Small & large group presentations

Online live and recorded webinars

6 large-scale health promotion engagement & challenge programs in 2022

Fitness Improvement Plans & Individual consults

Online health, fitness, and exercise library

Daily workouts online

In-person instructor-led exercise classes

GOAL ALIGNMENT

In the agency's collective effort to

Maintain a high level of operational readiness to protect Texas from public safety threats:

- **Resources for commissioned officers from FWU**
 - Wellness courses and programming across the agency through in-person and web-based communication
- **Non-compliance Support from FWU**
 - Physical readiness and command presence Fitness Improvement Plans (FIPs)



FROM APPLICANT OR NEW HIRE TO RETIREMENT



Retirees

Education to prepare for lifetime of health

Live & recorded presentations

Online resources



FROM APPLICANT OR NEW HIRE TO RETIREMENT



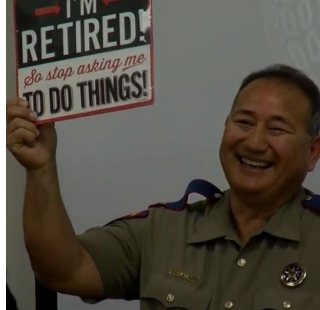
Applicants



Trainees &
New Employees



Incumbent
Officers & Staff



Retirees

Supported in 2022 through:

3

Fitness Institutes

853

FWU Offerings

7,074

Students in consults, classes, webinars

27,185

YouTube views of FWU-created content

ORGANIZED THROUGH QUARTERLY & MONTHLY FOCUSES



GOAL ALIGNMENT



In the agency's collective effort to

Provide regulatory and law enforcement services as well as enhance public safety through the licensing of Texas drivers

- **Comprehensive holistic programming provided for all employees**
- **Promotes stress reduction and mental health services to enhance employee productivity and well-being**



ORGANIZED THROUGH QUARTERLY & MONTHLY FOCUSES

Q1: Get Fit Texas

- January: New Year, New Habits
- February: Heart Health
- March: National Nutrition Month

Q2: Nutrition Group Program

- April: Stress Awareness
- May: Mental Health
- June: Outdoor Exercise

Q3: Financial Fitness

- July: Movement Mindset
- August: Financial Health
- September: Brain Health

Q4: Virtual Wellness Fair

- October: Self Care
- November: Healthy Holiday
- December: Gratitude

LARGE-SCALE PROGRAMS



Recognized as Fittest State Agency in competition against other large Texas State Agencies

6,225 Participants in the 10-week physical activity program led by the FWU

52.60% of TX DPS Completed the program

LARGE-SCALE PROGRAMS



Supported 30 Operation Lone Star Waves in 2022

Education specifically relating to OLS was provided on:

- Hydration
- Nutrition
- Exercise
- Sleep

LARGE-SCALE PROGRAMS

Food Made Easy!



5-week program with 1,756 Participants

"I believe I have enough time to cook or prepare food to some extent."

46.6% Strongly Agree or Agree



80.6% Strongly Agree or Agree

Daily live check-in's & live online workouts

200-350 in each live class

Almost 2,000 participants logged workouts



**21-DAY VIRTUAL
FITNESS
CHALLENGE**

JULY 11-31, 2022

LARGE-SCALE PROGRAMS



Assisted with ERS state-wide wellness fair

Over 2,700 participants

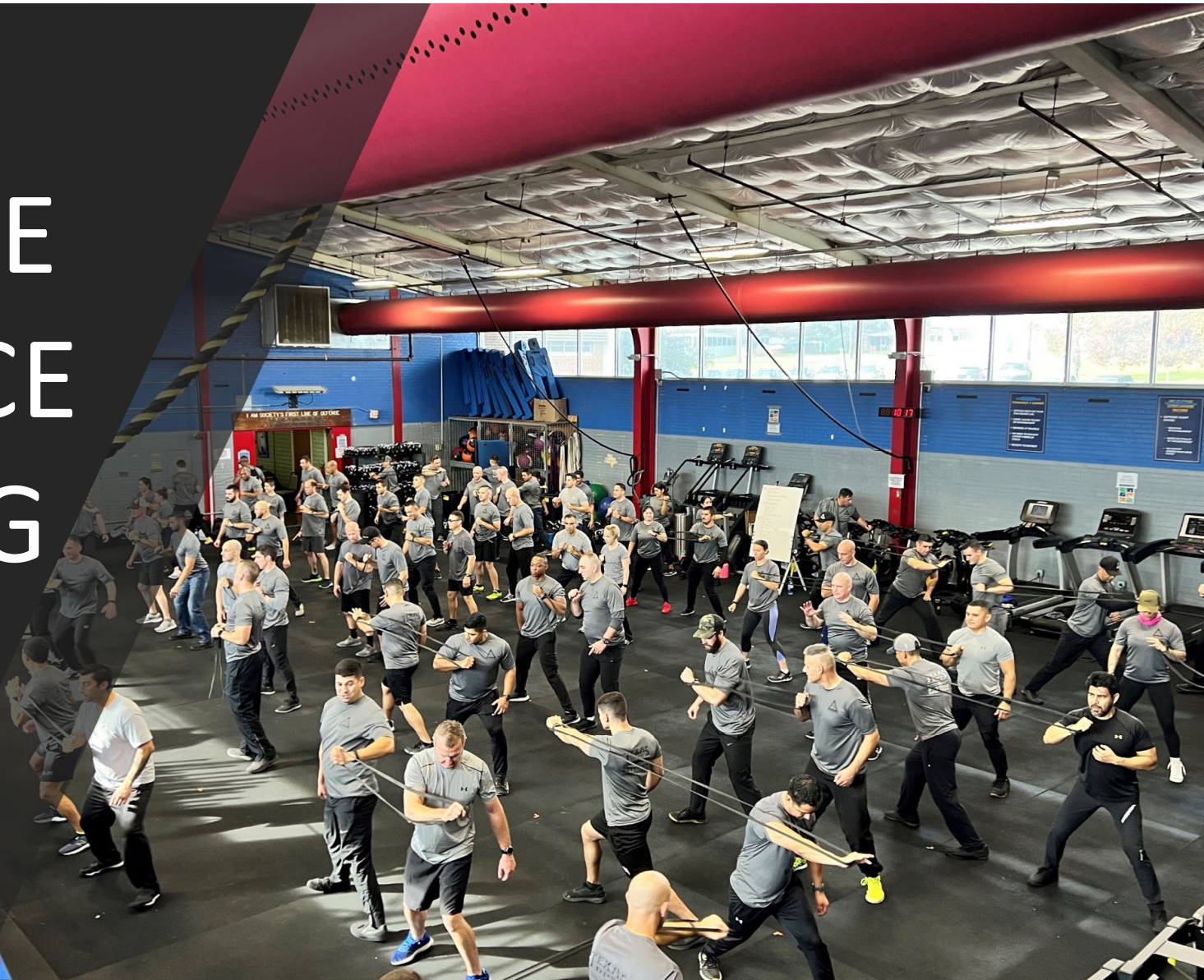
Live webinars joined on 3,230 occasions

4-week program

186 participants



FITNESS INSTITUTE IN-SERVICE TRAINING



SUPPORT OF OTHER UNITS & DIVISIONS

Crime Lab Wellness Champion Training

Corpus Christi Crime Lab Health and Wellness Day

Houston Crime Lab Health and Wellness Day

THP Assistance with Weekly Form Macros

THP West Texas Regional Conference

TOD Cafeteria Services

TOD PCM

Arrest and Control Unit: Body Composition Assistance for ACT School

Arrest and Control Unit: OC Spray Assistance

Evasive Vehicle Operations Center Unit: ATV Course Beta Testing

Executive Leadership Fitness & Command Presence Evaluations

Leadership & Professional Development Unit: TCOLE Survey


Recruiting: Bi-Weekly EEO & Interview reports

Recruiting: Weekly Macros Updates





CAPITOL COMPLEX FITNESS PROGRAM

A satellite image of the Earth, centered on the Americas. The image shows the Western Hemisphere, including North and South America, the Atlantic Ocean, and the Pacific Ocean. The text is overlaid on the image in a bold, white, sans-serif font.

**FWU TRAVELED THE
DISTANCE OF 1.2X
AROUND THE EARTH
IN 2022 TO PROVIDE
TRAINING**

GOAL ALIGNMENT

In the agency's collective effort to be

**Accountable to tax and fee payers of Texas
the Fitness Wellness Unit:**

- **Promotes ERS & insurance programs**
- **Internal education, training, and challenge programs to reduce the prevalence of health conditions and workers' compensation incidences created**
- **Collaboration with Insurance Wellness Liaisons and Workers' Compensation Liaisons to determine areas of need**



IS IT WORKING?

Health and Wellness Report Card: Texas Department of Public Safety



HealthSelect[®] of Texas

Overall Rank: 3 of 16

PY22 Enrollment

Texas Department of Public Safety ranks #3 in wellness activities compared to the other large state agencies.

Suggested areas of focus for Texas Department of Public Safety include:

1. Freestanding ER Awareness
2. Weight Loss Campaign
3. Health Assessment Campaign

	Total	% Female	% Male
Total Participants	19,897	50.6%	49.4%
Employees	9,414	44.3%	55.7%
Spouses	2,410	81.7%	18.3%
Dependents	8,073	48.6%	51.4%

Healthy Activities Ranked Against Other Agencies

Health Assessments Ranks 7 of 16
(▲ 0.24% YoY)



Weight Loss Program Ranks 6 of 16
(▲ 0.11% YoY)

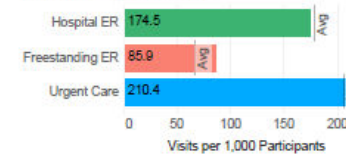


Preventive Visits Ranks 5 of 16
(▲ 1.73% YoY)

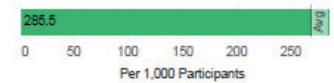


ER, Urgent Care, and Virtual Visits

ER and Urgent Care

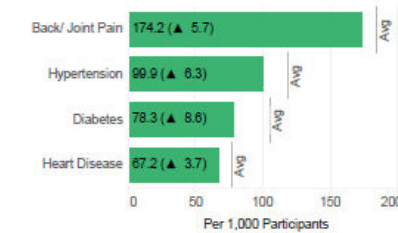


Virtual Visits

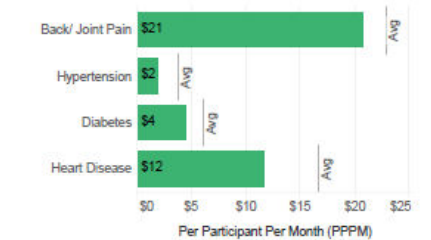


Common Chronic Conditions

Chronic Conditions - Prevalence



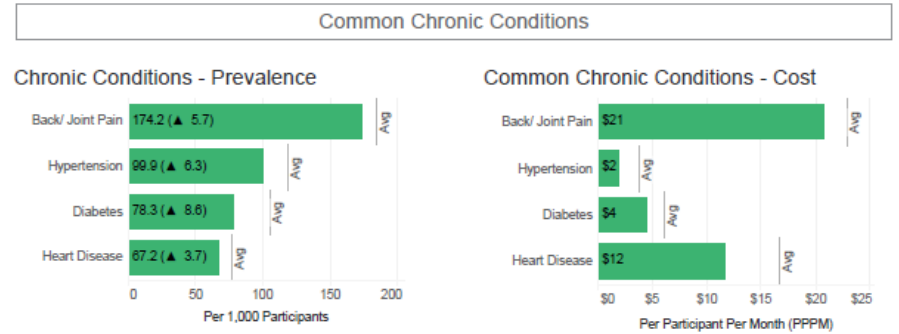
Common Chronic Conditions - Cost



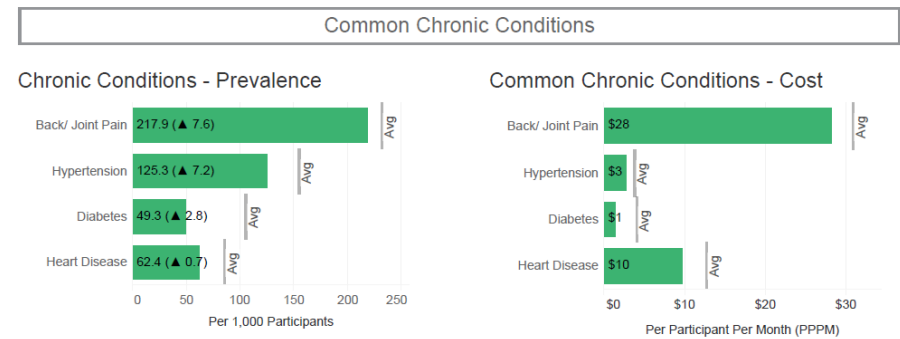
Rankings are in comparison to the top 16 largest state agencies.
Data is based on medical claims incurred between 09/01/2021 and 8/31/2022 and paid through 10/31/2022. Membership is based on average enrollment by month for PY22.
Virtual Visits show combined utilization for Doctor On Demand and MDLive providers.
Examples of conditions under the Back/Joint Pain category include: Pain and stiffness of joints, arthritis, cervical disc disorders, and subluxations. Mental Health has been excluded until better data validation is available.
Chronic conditions were identified by including derived claims.

IS IT WORKING?

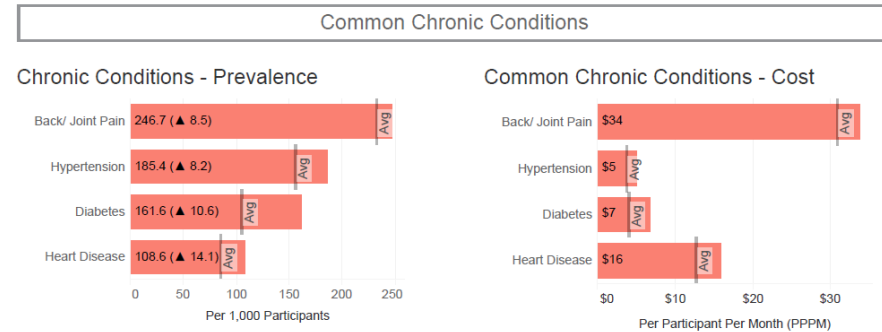
All Staff Combined



Commissioned Staff



Non-Commissioned Staff



CORE VALUE: TEAMWORK

Partner Agency Assistance:

- TX Parks & Wildlife Conference
- Texas Commission on Law Enforcement Conference
- Law Enforcement Management Institute of Texas (LEMIT)



CORE VALUE: TEAMWORK

Collaborative Trainings

**Demographic Performance
Observations**

Enhancing Fitness of Backup



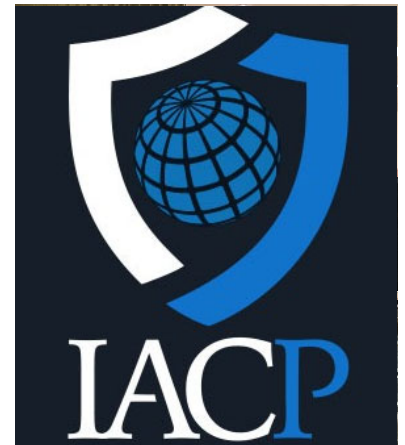
NATIONAL RECOGNITION

**International Association of Chief's of
Police (IACP) Officer Safety & Wellness
Board Member**

IACP SPPADS

**National Strength & Conditioning
Association Tactical Strength &
Conditioning**

**FBI National Academy Women's
Conference**



PROGRAM RECOGNITION & SME REQUESTS

- Minnesota Chiefs of Police Association

- Executive Training Institute



- Ontario Provincial Police – Canada

- Executive Council

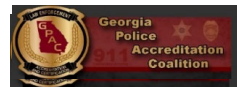


- Texas Alcoholic Beverage Commission



TEXAS ALCOHOLIC
BEVERAGE COMMISSION
Texas Helping Businesses & Protecting Communities

- Georgia Police Accreditation Coalition



- Texas Dept. of Criminal Justice

Office of the Inspector General



- Texas Association of Counties



- Texas Police Chiefs Assc.



- Texas Dept. of Parks & Wildlife

Law Enforcement



- Capitol Area Council of Governments



Texas Municipal Human Resources Association

TMHRA
Texas Municipal Human Resources Association

- United States Marine Corps

Force Fitness Division / Training and Education Command



- Texas Office of the Attorney General

Law Enforcement



- Alamo Area Council of Governments



- Vermont State Police



- Idaho State Police



MANAGING RISK, MEETING DEMANDS & LEVERAGING RESOURCES



Field Instructor Utilization

Alignment of efforts, as able, of Regional Fitness Coordinators

FWU Staff Commitment (unpaid overtime)

Support from other units

Unpaid internship

MEETING THE DEMANDS

Training Space & Presentation Opportunities

- Arrest & Control Tactics/FWU collaboration – Building B
- Online webinar presentations



MEETING THE DEMANDS

Building Fit Leaders to ensure Fit organization

Command Presence: FIP impact/consequences & varying COC's



FUTURE

Continue training for the mission

Continue educating for the future

Continue supporting recruiting processes

Trooper Trainees and other staff through representation

Continue focusing on research and engage in additional opportunities

Focus on impact today and down the road to make forthcoming work easier





FITNESS WELLNESS UNIT

