

	POLICY & PROCEDURE	SERIES # 618	PAGE 1 OF 5
	SUBJECT PHYSICAL FITNESS AND WELLNESS		EFFECTIVE DATE 11/13/2019
			OVERSIGHT Prof. Standards
	DISTRIBUTION ALL MANUALS	AMENDS/SUPERSEDES/CANCELS P&P # 618 dated 09/24/13.	

I. PURPOSE:

The purpose of this policy is to establish the Hampton Police Division’s guidelines for physical fitness and wellness.

II. POLICY:

It is the policy of the Hampton Police Division to promote and encourage physical fitness and wellness for all personnel assigned to the Division.

III. PROCEDURE:

A. Police Division Physical Fitness:

1. General fitness or wellness is defined as the body’s ability to function efficiently and effectively in work and leisure activities, to be healthy, to resist hypo kinetic diseases, and to meet emergency demands. On occasion, the police officer must face physically demanding situations, which require the capacity to withstand stress and persevere under circumstances where a less fit person may be unable to carry on.
2. Specific fitness is defined as the body’s ability to perform specific aspects of a sport or occupation.
3. Fitness can generally be divided into five categories: aerobic fitness, muscular strength, muscular endurance, flexibility, and body composition.
4. The Division will maintain a trained program coordinator who will consult with interested personnel on:
 - a. Individual health screening and fitness assessment;
 - b. Individual education and goal setting;
 - c. On-going support and evaluation.

APPROVED:
CHIEF OF POLICE



5. The Division maintains a gym with 24 hour access to encourage employees to exercise.
6. The City periodically offers supervised lunch hour work outs to encourage employees to train in a group atmosphere. Those employees who are in positions that can accommodate this schedule are encouraged to attend.

B. Police Division Physical Assessments:

1. Division members are encouraged, but not mandated, to participate in the Division physical assessment. However, certain specialty units require a specific physical assessment score in order to be considered for the position. They include, but are not limited to: Dive Team, SWAT Team, Bicycle Patrol and Honor Guard.
2. Physical assessments will be administered by the Professional Standards Branch periodically. Physical assessments shall consist of the following:

<u>AREA</u>	<u>FUNCTION</u>
a. SIT-UPS	Measure Abdominal Strength
b. BENCH PRESS	Measure Upper Body Strength
c. SIT & REACH	Measure Hip and Back Flexibility
d. LEG PRESS	Measure Leg Strength
e. PUSH-UPS	Measure Muscular Endurance
f. 1½ MILE RUN or 3 MILE WALK	Measure Cardiovascular Ability

3. Each of the six areas will be measured and scored utilizing the following Rating/Point System:

<u>RATING</u>	<u>POINTS</u>
EXCELLENT	4
GOOD	3
AVERAGE	2
BELOW AVERAGE	1
POOR	0

4. The standards for assessment were taken from the Aerobics Institute and Dr. Kenneth Cooper.

CHART I

SIT UPS	POINTS	20 through 29 yrs.		30 through 39 yrs		40 through 49 yrs.		50 yrs. and up	
		Male	Female	Male	Female	Male	Female	Male	Female
Excellent	4	51	42	45	37	39	34	38	33
Good	3	40-50	33-41	34-44	28-36	26-38	23-33	25-37	22-32
Average	2	35-39	29-32	29-33	24-27	19-25	17-22	17-24	15-21
Below Avg.	1	24-34	20-28	18-28	15-23	6-18	5-16	5-16	4-14
Poor	0	23	19	17	14	5	4	4	3

CHART II

Weight Pushed in lbs. (divided by)
Body Weight in lbs.

Bench Press (% of Body Weight)	POINTS	20 through 29 yrs.		30 through 39 yrs		40 through 49 yrs.		50 yrs. and up	
		Male	Female	Male	Female	Male	Female	Male	Female
Excellent	4	1.32	.80	1.12	.70	1.00	.62	.90	.55
Good	3	1.14-1.31	.70-.79	.98-1.11	.60-.69	.88-.99	.54-.61	.79-.89	.48-.54
Average	2	.99-1.13	.59-.69	.88-.97	.53-.59	.80-.87	.50-.53	.71-.78	.44-.47
Below Avg.	1	.88-.98	.51-.58	.78-.87	.47-.52	.72-.79	.43-.49	.63-.70	.39-.43
Poor	0	.72-.87	.436-.50	.65-.77	.39-.46	.59-.71	.35-.42	.53-.62	.305-.38

CHART III

Sit and Reach	POINTS	20 through 29 yrs.		30 through 39 yrs		40 through 49 yrs.		50 yrs. and up	
		Male	Female	Male	Female	Male	Female	Male	Female
Excellent	4	20.5	22.5	19.5	21.5	18.5	20.5	17.5	20
Good	3	18.5	20.5	17.5	20	16	19	15.5	18.5
Average	2	16.5	19	15.5	18	14	17	13	16
Below Avg.	1	14	17	13	16.5	12	15	10.5	14.5
Poor	0	10.5	14	9	12	8	10.5	7.0	12

CHART IV

Weight Pushed in lbs. (divided by)
Body Weight in lbs.

Leg Press (% of Body Weight)	POINTS	20 through 29 yrs.		30 through 39 yrs		40 through 49 yrs.		50 yrs. and up	
		Male	Female	Male	Female	Male	Female	Male	Female
Excellent	4	2.13	1.68	1.93	1.47	1.82	1.37	1.71	1.25
Good	3	1.97	1.50	1.77	1.33	1.68	1.23	1.58	1.10
Average	2	1.83	1.37	1.65	1.21	1.57	1.13	1.46	.99
Below Avg.	1	1.63	1.22	1.52	1.09	1.44	1.02	1.32	.88
Poor	0	1.42	.99	1.34	.96	1.27	.85	1.15	.72

CHART V

Military Push Ups	POINTS	20 through 29 yrs.		30 through 39 yrs		40 through 49 yrs.		50 yrs. and up	
		Male	Female	Male	Female	Male	Female	Male	Female
Excellent	4	43	24	37	20	28	15	23	12
Good	3	28-42	15-23	23-36	13-19	18-27	10-14	15-22	8-11
Average	2	20-27	11-14	17-22	9-12	13-17	7-9	11-14	6-7
Below Avg.	1	5-19	3-10	3-16	2-8	2-12	2-6	2-10	2-5
Poor	0	4	2	2	1	1	1	1	1

CHART VI
(One of two Options)

MALE

1½ Mile Run	POINTS	20 through 29 yrs.	30 through 39 yrs	40 through 49 yrs.	50 yrs. and up
		1½ Mile/Min.	1½ Mile/Min.	1½ Mile/Min.	1 ½ Mile/Min.
Excellent	4	10:15 min.	11:00 min.	11:45 min.	12:34 min.
Good	3	10:16 – 12:00 min.	11:01 – 13:00 min.	11:46 – 14:15 min.	12:35 – 15:25 min.
Average	2	12:01 – 14:30 min.	13:01 – 15:30 min.	14:16 – 16:45 min.	15:26 – 17:55 min.
Below Avg.	1	14:31 – 16:30 min.	15:31 – 17:30 min.	16:46 – 18:45 min.	17:56 – 20:39 min.
Poor	0	16:31 min.	17:31 min.	18:46 min.	20:40 min.

FEMALE

1½ Mile Run	POINTS	20 through 29 yrs.	30 through 39 yrs	40 through 49 yrs.	50 yrs. and up
		1½ Mile/Min.	1½ Mile/Min.	1½ Mile/Min.	1 ½ Mile/Min.
Excellent	4	11:41 min.	12:32 min.	13:24 min.	14:20 min.
Good	3	11:42 – 13:41 min.	12:33 – 14:49 min.	13:25 – 16:15 min.	14:21 – 17:34 min.
Average	2	13:42 – 16:31 min.	14:50 – 17:40 min.	16:16 – 19:06 min.	17:35 – 20:25 min.
Below Avg.	1	16:32 – 18:49 min.	17:41 – 19:57 min.	19:07 – 21:23 min.	20:26 – 23:22 min.
Poor	0	18:50 min.	19:58 min.	21:24 min.	23:23 min.

CHART VI
(One of two Options)

MALE

3 MILE WALK	POINTS	20 through 29 yrs.	30 through 39 yrs	40 through 49 yrs.	50 yrs. and up
		3 Mile/Min.	3 Mile/Min.	3 Mile/Min.	3 Mile/Min.
Excellent	4	34:00 min.	35:00 min.	36:30 min.	39:00 min.
Good	3	34:01 – 38:30 min.	35:01 – 40:00 min.	36:31 – 42:00 min.	39:01 – 45:00 min.
Average	2	38:31 – 42:00 min.	40:01 – 44:30 min.	42:01 – 47:00 min.	45:01 – 50:00 min.
Below Avg.	1	42:01 – 46:00 min.	44:31 – 49:00 min.	47:01 – 52:00 min.	50:01 – 55:00 min.
Poor	0	46:01 min.	49:01 min.	52:01 min.	55:01 min.

FEMALE

3 MILE WALK	POINTS	20 through 29 yrs.	30 through 39 yrs	40 through 49 yrs.	50 yrs. and up
		3 Mile/Min.	3 Mile/Min.	3 Mile/Min.	3 Mile/Min.
Excellent	4	36:00 min.	37:30 min.	39:00 min.	42:00 min.
Good	3	36:01 – 40:30 min.	37:31 – 42:00 min.	39:01 – 44:00 min.	42:01 – 47:00 min.
Average	2	40:31 – 44:00 min.	42:01 – 46:30 min.	44:01 – 49:00 min.	47:01 – 52:00 min.
Below Avg.	1	44:01 – 48:00 min.	46:31 – 51:00 min.	49:01 – 54:00 min.	52:01 – 57:00 min.
Poor	0	48:01 min.	51:01 min.	54:01 min.	57:01 min.

C. Police Division Medical Examination:

1. All Division sworn personnel, Animal Control Officers and Crime Scene Technicians will receive a complete medical examination upon initial employment, on an as needed basis to determine if an employee is fit for duty, or if it is required as a result of being on a specialty team (i.e. SWAT, MRT, CNT, Dive Team, etc.). The medical examination will be performed by a contracted licensed medical facility and will be in addition to the physical assessment.

2. The Division recommends that all Division sworn personnel, Animal Control Officers and Crime Scene Technicians seek yearly physicals by their primary care physician to help them maintain a healthy lifestyle.