

# OXFORD POLICE DEPARTMENT

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|------------------------|--|---|--|
| <b>GENERAL ORDER</b>   | <b>GO</b>  | <b>SUBJECT: Physical Fitness Requirements</b> |  |
|                        | <b>TO: Law Enforcement</b>   | <b>REVIEW:</b>                                |  |
| <b>ISSUE DATE:</b>     | <b>ISSUED BY:</b><br><br>_____<br><b>JOEY EAST</b><br><b>CHIEF OF POLICE</b> |   |  |
| <b>EFFECTIVE DATE:</b> |  |   |  |
| <b>AMENDMENT DATE:</b> |  |   |  |

**Warning:** This directive is for departmental use only. This general order should not be construed as a creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this general order will form the basis for departmental administrative sanctions. Violations of the law will form the basis for civil and/or criminal sanction(s) in a recognized judicial setting.

## I. PURPOSE

The purpose of this policy is to establish health and fitness standards for the Oxford Police Department in an effort to promote overall fitness and to ensure the safety and well-being of all sworn law enforcement officers.

## II. DEFINITIONS

Physical Fitness Requirements- OPD will abide by the standard that is accepted and recognized by the Mississippi Standards and Training Board. [www.dps.state.ms.us/highway-patrol/training-academies/mleota-physical-fitness-requirements/](http://www.dps.state.ms.us/highway-patrol/training-academies/mleota-physical-fitness-requirements/)  
See attachment A.

## III. POLICY

It is the policy of the Oxford Police Department to provide the best possible service to the citizens of Oxford. In order for the Oxford Police Department to carry out this responsibility, it is important that each officer maintain a reasonable level of physical fitness and overall wellness. This will enhance the employee's ability to accomplish tasks or duties as outlined in their job description, while reducing risk of injury or illness. Evidence supports that benefits from a health and fitness program include the following:

- A. Regular physical exercise reduces the effects of stress on the human body.
- B. A physically fit employee is less susceptible to common injuries & illness, and, if injured, tends to recover more rapidly
- C. Specific physical and mental health risks, such as heart disease, diabetes, orthopedic disorders and anxiety, are less likely to occur in individuals who exercise on a regular basis.
- D. Physically fit employees tend to perform their duties with greater ease and tend to utilize less sick-leave.

To ensure the safety and well-being of its employees, this agency will provide a health and fitness program. The program will be mandatory for sworn law enforcement officers. All sworn personnel shall participate in the health and fitness program and shall be required to meet the established standard, 70%, for their age/gender twice a year. If an employee needs assistance in preparing or maintaining their fitness requirement the department will provide a trained physical fitness consultant as well as a place to work out.

## IV. RULES/REGULATIONS

Before performing any physical test each individual must have completed their Healthy You annual check-up as required by the City of Oxford and be declared physically fit to attempt the test.

Sworn law enforcement officers will be tested in four different events; 1.5 mile timed run, agility course, trunk flexion & a timed 2:00 minute push-ups. Each test will be performed in accordance with the Mississippi Law Enforcement Training Academy (MLEOTA) testing protocol. Sworn law enforcement officers must meet the 70% requirement in all four events to be considered in compliance with the policy. Failure in any of the four events by an employee will result in the employee failing the fitness test. If an employee fails consecutive tests that employee will fall under certain restrictions for a period of one year from the second failed physical fitness test. The penalties will continue until a compliant physical fitness requirement is met:

**OXFORD POLICE POLICY AND PROCEDURE:**

- A. Ineligible for promotion.
- B. Ineligible to transfer to another position within the department.
- C. Ineligible for salary step increase.

**Exemptions from the Physical Fitness Requirement:**

Certain exemptions may apply to the physical fitness requirements including, but not limited to: employees on light duty, medical leave, military leave, scheduled training, who are pregnant or have other temporary disabilities, employees involved in line of duty events likely to adversely impact test results and/or any circumstances approved by the command staff.

Employees returning to full, unrestricted duty will be immediately required to meet all physical fitness requirements unless an extension is requested and granted. Up to a 60 day extension to complete the requirements may be granted by the Chief of Police to employees returning to full duty from light duty. A request for a testing extension should be submitted to the Chief in writing on the date of returning to full duty.

If an employee is injured while taking the PT tests that employee will be allowed to retake the tests once a medical professional releases them to full duty, as outlined in the previous paragraph.

If an employee claims a pre-existing injury and requests not to take the tests, that employee must show documentation from their primary health care provider stating such injury and specific limitations. The employee will then be required to seek rehabilitation on the injury and be placed on light duty. Once rehabilitation has been completed and the employee is cleared for full duty that employee will have 30 days to take the fitness tests. If a pre-existing injury is determined to be a chronic condition and the outlined testing standards are declared by a doctor as being medically inadvisable, the individual may be provided with a reasonable alternative standard to obtain the passing requirements.

**Test and Guidelines**

| Age Groups                  |         | 20-29 |        | 30-39 |        | 40+   |        |      |
|-----------------------------|---------|-------|--------|-------|--------|-------|--------|------|
|                             |         | Male  | Female | Male  | Female | Male  | Female |      |
| <b>1.5 Mile Run</b>         |         | 14:30 | 17:18  | 15:30 | 18:30  | 16:30 | 19:42  |      |
| <b>Agility Run</b>          |         | 18.6  | 21.1   | 19.1  | 22.2   | 20.05 | 23.85  |      |
| <b>Trunk Flexion Inches</b> |         | 11    | 12     | 10    | 11     | 9     | 10     |      |
| <b>Push Ups</b>             | 21 yrs. | 22-26 | 27-31  | 32-36 | 37-41  | 42-46 | 47-51  | 52+  |
|                             | M 52    | M 50  | M 48   | M 43  | M 42   | M 36  | M 32   | M 26 |
|                             | F 28    | F 26  | F 24   | F 22  | F 18   | F 17  | F 13   | F 12 |

Upon enactment, this directive will rescind and supersede any and all previous directives pertaining to this subject.