



Policy and Procedure

Number: 228

Subject: Physical Fitness Incentive Program		
Date Issued: 01-12-11	Effective Date: 01-12-11	Revision Number: 1

POLICY

Improving and maintaining good health and physical fitness of Department members is in the best interest of the Department, individual members and the City as a whole. The Department has established a completely voluntary and non-punitive Physical Fitness Incentive Program. The Wellness Coordinator for the City of Racine Health Department will administer this program and approve eligibility for a physical fitness incentive stipend.

PROCEDURE: MEMBER:

1. Participating members must meet with the Wellness Coordinator in the beginning of the calendar year to discuss fitness goals.
2. Qualifications for Workouts:
 - a. Duration is a minimum of 30 minutes and maximum of 90 minutes per workout day.
 - b. Workout time is actual time spent working out. Time to dress, shower or travel is not part of workout hours.
 - c. Running, jogging, walking, weight-training, bicycling or other cardio-vascular training is eligible.
3. Workout documentation is the responsibility of each participating member.
 - a. Police Department gym workouts, health club facility workouts and individual workouts (home gym/outdoor walking/biking/running etc.) shall be documented by one of the following:
 1. Physical Fitness Documentation Form
 2. Computer based record maintained by a health club which records the dates and times of workouts.
 3. TMS
4. Members are responsible to schedule a follow-up meeting with the Wellness Coordinator and submit workout documentation at the time of the meeting.
5. A minimum of 75 total hours is required to be eligible for the stipend. A maximum of 100 hours will be accepted.

NOTE:

Workouts eligible for the Physical Fitness Incentive Program will only be completed on off-duty time and shall not be completed during a "lunch break" workout approved by a shift commander.

RELATED PROCEDURES:

- [400-Rules of Conduct](#)
- [1502 Use of Weight & Exercise Room](#)
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