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.

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.

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.

NOTE:

RELATED PROCEDURES:
- 400-Rules of Conduct
- 1502 Use of Weight & Exercise Room
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