

## ARTICLE 42

### PHYSICAL FITNESS

SECTION 1     Creates monetary reward for good or excellent rating results during annual department physical fitness assessment. Test results are based on Cooper Fitness Standards for the categories tested. Test to be conducted once per calendar year during the month of September. This test becomes voluntary after an employee reaches the age of fifty (50).

1. Test consists of bent knee sit ups, sit and reach test, full body push-ups, bench press, vertical jump, and one and 1/2 mile run. Overall fitness assessment score based on percentile average derived from raw score on each event.
2. Good rating defined as overall score of 60% or better but less than 80%. Compensation for an officer who achieves a good rating is \$400.
3. Excellent rating defined as overall score of 80% or better. Compensation for an officer who achieves an excellent rating is \$600.
4. Officers shall be on-duty status during the assessment. If injury is sustained while taking the physical fitness assessment, the officer shall be classified as injured on duty.
5. Full time employees covered by this agreement who are unable to take the physical fitness assessment for whatever reason will not be compensated. However, assessments shall be scheduled in a manner which will afford each officer the opportunity to participate after at least 8 hours rest from duty.
6. The Chief of Police will retain the right to require an employee to successfully complete a medical examination at city expense and obtain a medical release prior to taking the physical assessment. The physical examination will be scheduled, if possible, during the normal duty hours of the officer involved. If this is not possible, the officer's duty hours will be adjusted accordingly.

7. No disciplinary action shall result against any officer covered by this agreement who fails the physical fitness assessment; except so stipulated in any pre-employment agreement.
8. Scoring standards for each test event are attached as an appendix to this agreement.
9. Assessment shall be administered by an individual agreed upon by the Chief of Police or designate and the President of FOP Lodge 19 or designate. Both parties shall reserve the right to witness and document results of assessment.
10. Compensation shall be made by lump sum check on the first pay date of December.

SECTION 2      The City and FOP may mutually agree to change the battery of tests and associated standards during the duration of this agreement.