

# City of Johns Creek Police Department

<i>Subject:</i> Fitness and Wellness Program		<i>Number:</i> 04-27
<i>Reference:</i>		<i>Amends:</i>
<i>Effective:</i> 03/14	<i>Review Date:</i> Annually	<i># of Pages:</i> 2

## **PURPOSE:**

This policy establishes the department's fitness and wellness program with the objective of consistent program participation, motivation and a lifelong health and behavioral change to improve and maintain the health and well-being of the employee.

## **POLICY: (04-26)**

The Johns Creek Police Department is committed to providing a professional level of service to the community by ensuring employees are physically fit to perform the rigorous tasks associated with police work. This requirement to be physically fit is consistent with the necessity to maintain a physically fit and mission-capable law enforcement organization. The voluntary fitness program is designed to create awareness in the individual of his/her physical capabilities that relate to the physical demands of police work and to provide the means to improve their physical fitness.

## **PROCEDURES:**

### **Health Screening (04-26-01)**

The department encourages each employee to obtain health insurance coverage under one of the several plans offered by the department. However, due to the diversity of the options, each employee must choose the plan which best meets the needs of the employee and their individual situation. For this reason the department cannot specify a uniform health screening procedure which will apply to every employee. This responsibility shall remain a private matter between the employee and their physician. The employee is highly encouraged to participate in available health and wellness screenings.

### **Fitness Program Participation (04-26-02)**

- A. All employees of the Johns Creek Police Department may participate on a voluntary basis.
- B. Sworn employees are permitted, with supervisor approval, to participate in the fitness program during their scheduled shift.
- C. All employees are responsible for determining their fitness level and ability to participate in the fitness program.
- D. All employees are responsible for maintaining a documented account of their workouts in the designated system.
- E. Employees who are on light or limited duty may not participate in the fitness program.

### **Fitness Coordinators(04-26-03)**

- A. The Chief of Police shall appoint employees who will serve as the agency's physical fitness program coordinator(s). The coordinators will be trained through a certified training program designated by the Chief of Police. The fitness program shall be administered ***only*** by the certified fitness coordinators. The fitness coordinator's duties include, but not limited to;
1. Coordinating employee participation, program fitness assessments and workout schedules.
  2. Maintaining a database of program participants and fitness progress.
  3. Monitoring fitness workouts to ensure proper technique and provide continuous education to participants and agency personnel.
  4. Provide on-going support through goal setting and evaluation to employees.
  5. Provide on-going motivation and encouragement for employee participation.
  6. Maintaining certification, as required.
  7. Providing training, education and wellness information during the agency's annual in-service training, as needed.