



Physical Fitness Program



A group of Texas Department of Public Safety officers in tan uniforms and cowboy hats are saluting. The image is split by a diagonal red and grey graphic. The left side is dark with white text, and the right side shows the officers in detail.

Texas Dept. of Public Safety Fitness Wellness Unit

Captain Greg Davis
Lt. Michael Harper

Program Goals

Current Employees

- *Implement a physical fitness program to ensure that all officers have the physical capability to perform the essential functions of their position as a police officer*

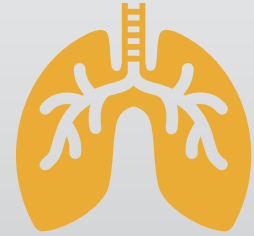
New Hires

- *To assess candidates' physical ability to perform the essential functions of the position of a police officer*

Why a Physical Fitness Program



Physical fitness is having the physical readiness to perform the strenuous and critical physical tasks of the job. Physical fitness is a bona fide occupational qualification (BFOQ) of a police officer



Physical fitness is important to minimize health risks for health problems such as heart disease, stroke and obesity – all of which can affect job performance capabilities

Medical-Related Line of Duty Deaths - 2019



OFFICER DOWN MEMORIAL PAGE



REMEMBERING ALL OF LAW ENFORCEMENT'S HEROES

Life Scan Program Funded in 2019-20

“With a focus on early detection and treatment, LifeScan offers a thorough health examination as well as recommendations for achieving and maintaining a long term healthy lifestyle and managing medical risks to prevent fatalities”

LifeScan has identified illnesses that show no signs or symptoms:

- Heart Disease
- Cancer
- Aneurysms
- Stroke
- Diabetes
- And more



Lewisville Process

Conducted three tests for
validation purposes to
determine the minimum score

Fall 2019



June 2018 – Feb. 2019

Life Scan Exams

Lewisville Process

- After the Life Scan, officers will have a physical to obtain a release to test
 - Officers can choose to use Concentra (City's Occupational Health provider) at no out of pocket cost; or
 - Officers can use their own physician or the City's wellness center through their own health insurance
 - Officers who do not pass the physical will follow the provisions outlined in the Disability Management Directive

Testing



Officers will test the first quarter of 2020



If officer fails test, will be placed on Fitness Improvement Program (FIP) but will continue regularly assigned duties



FIP program – Officers are sent to the City's wellness clinic for nutritional counseling and are required to practice rowing weekly under the supervision of certified testing evaluators.

Failed Test

- If within 10 percentage points of passing, the Chief (in consultation with HR Director) may extend the FIP for one additional year
- Officer must retake and pass the test within that year or fall under the provisions of the City's Disability Management Directive
- If not within 10 percentage points of passing, the officer falls under the provisions of the City's Disability Management Directive

Physical Fitness Standard

- Currently set at 45%
- Each year the scores will be sent to DPS
- Next year's standard is based on current year scores

Incentive Program

Gold Standard

- 95-100%
- 12 Fitness Hours Leave

Silver Standard

- 86-94%
- 8 Fitness Hours Leave

Bronze Standard

- 80-85%
- 4 Fitness Hours Leave

Note: Hours do not carry over year to year and are not paid out upon termination

Incentives Based on Validation Tests

Gold Standard

- 2 Officers - 1%

Silver Standard

- 12 Officers - 8%

Bronze Standard

- 21 Officers - 14%

