

**Lower Providence Township Police Department
Eagleville, Pennsylvania**

General Order ☒
Special Order ☐
Personnel Order ☐

ORDER NUMBER

117

Subject

Physical Fitness and Wellness Program

Date of Issue

February 6, 2020

Effective Date

February 6, 2020

Expiration Date

**Until Amended or
Rescinded**

Issued by:

Michael Jackson, Chief of Police

Amends

Rescinds

All Previous Orders

Standard Number

3.7.1/3.7.2

Distribution

- 1. General Order Manuals**
- 2. Records Manual**
- 3. Reading Verification to all Personnel**

I PURPOSE

The purpose of this order is to clearly state the interest that the Lower Providence Township Police Department in supporting the physical fitness and wellness of all members of the department.

II POLICY

It is the policy of the Lower Providence Township Police Department to provide for the physical fitness and wellness of all of the employees of the department. The very nature of law enforcement requires that personnel should maintain a high level of physical fitness in order to meet the physical demands of their profession. Wellness is a state of optimum health and well-being achieved through the active pursuit of good health and the removal of barriers to health living.

III REGULATION

A. Physical Fitness Program

1. Although the Lower Providence Township Police Department does not have a mandatory physical fitness program, personnel are expected to maintain a level of fitness to effectively perform their duties, in accordance with their job description. Personnel are encouraged to maintain their

physical fitness. To promote fitness, the police department provides opportunities to employees to maintain their fitness.

- a. Health and Fitness Club Membership – Every employee is provided medical insurance coverage which includes either reimbursement or payment of membership fees, either wholly or in part, for health and fitness clubs.
- b. Fitness Center Access – Police personnel are afforded the opportunity to utilize the fitness center located within the Lower Providence Township Police Station at no expense to the employee. The fitness center is available and accessible to employees 24 hours per day, 7 days per week. On duty employees may visit the fitness center during designated times with the approval of the shift supervisor and shall remain available for response to emergency calls for service as directed by the shift supervisor.
- c. It is strongly recommended that prior to participating in any physical fitness program, that a comprehensive medical check up and clearance be obtained by the participant.

2. Police Department Fitness Center Accessibility

- a. Patrol Officers- May be afforded the opportunity to combine their meal breaks to utilize the fitness center on duty. Use of the fitness center on duty requires the approval of the officer's sergeant and the shift OIC. On duty exercise is limited Monday through Friday to the hours of 0900 and 1600 hours for dayshift personnel and from 2100 hours to 0600 hours for nightshift personnel. These restrictions are not in place during the weekend or holidays and the OIC has discretion to approve exercise times outside of those listed in this general order. Due to the lack of flexibility in their schedules, officers assigned to patrol shall have priority when selecting exercise equipment and times.
- b. Administration/ Detectives/ Special Units- May be afforded the opportunity to utilize the fitness center while on duty a total of three times during a seven-day period by combining their 30-minute breaks throughout the week. Use of the fitness center on duty requires the approval of the officer's direct supervisor.
- c. Use of the Fitness center is available to all personnel while off duty. However, priority will be given to those officers on duty.
- d. Officers who use the fitness center while on duty shall not place themselves out of service for no more than sixty minutes per shift. The OIC has discretion to approve exercise times that exceed sixty minutes per shift.
- e. Officers shall obey all rules of the fitness center. Failure to do so will result in their privileges being suspended.
- f. Prior to using the fitness center, personnel must complete the fitness activity waiver form and review the posted fitness center rules.

B. Wellness Program

1. Employees have a personal responsibility for their health. There is widespread agreement, for example, about the dangers of smoking and substance abuse, the importance of physical and emotional fitness, and the effectiveness of good nutrition. The Lower Providence Township Police Department encourages personnel to adopt behaviors that will continue to improve their health.
2. Lower Providence Township provides for and participates in an Employee Assistance Program (EAP). An EAP is a system designed to identify and help employees who are experiencing personal problems. These problems may have a negative impact on the employee's job performance, especially in work related areas such as absenteeism, accidents, health care benefit usage, morale and productivity. These problems may also have a negative impact on the employee's personal life, such as with family and friends. The goal of the EAP is to help employees solve their personal problems. Specifically, the program is geared to help solve problems involving marital and family discord, emotional distress, substance abuse, co-

dependency issues, grieving, and most other mental health issues. The program is administered to assure confidentiality.

3. The Lower Providence Township Police Department encourages all personnel to make full use of All available resources and benefits in order to achieve maximum fitness and wellness

Michael Jackson

Michael Jackson
Chief of Police
February 6, 2020