

**The Bill Blackwood
Law Enforcement Management Institute of Texas**

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**General Health and Physical Fitness Initiatives
To Reduce Cardiovascular Disease among
Deer Park Police Officers**

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**An Administrative Research Paper
Submitted in Partial Fulfillment
Required for Graduation from the
Leadership Command College**

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ABSTRACT

Law enforcement officers are expected to serve mankind and protect life and property from the date they are appointed to the date they retire. Poor general health or poor physical fitness results in a diminished ability to fulfill these expectations. It also leads to cardiovascular disease, an illness that results in the death of countless law enforcement officers each year. The issue to be examined in this paper is the lack of routine procedures within the Deer Park Police Department to insure that each Police Officer is in good general health; is physically fit; and, is at low risk for cardiovascular disease. Law enforcement officer recruits and law enforcement officers were surveyed about their attitudes on general health and physical fitness. An overwhelming majority stated that physical wellness training should be provided by law enforcement agencies and that all law enforcement officers, regardless of rank, should be required to pass a physical fitness assessment at least once each year. Law enforcement supervisors and managers were also surveyed. Less than a third indicated that their law enforcement agencies had a physical wellness policy or a physical wellness program. Slightly more than half indicated that their law enforcement agencies had a physical wellness facility. It is recommended that all law enforcement agencies convene committees and identify strategies to measure, maintain and/or increase the general health and physical fitness of their law enforcement officers. Successful strategies will result in law enforcement agencies comprised of law enforcement officers with the general health and physical fitness needed to serve mankind and protect life and property from the date they are appointed to the date they retire. It will also result in the prevention of cardiovascular disease within the ranks of the law enforcement profession.

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INTRODUCTION

According to the United States Department of Labor and the 2006-2007 edition of the Occupational Outlook Handbook, a law enforcement officer candidate "...must meet rigorous physical and personal qualifications" (U.S. Department of Labor, 2006, Training, Other Qualifications, and Advancement section, para. 1). Various assessments are conducted regarding age; education; traffic and accident record; criminal history; military service; general health; physical fitness; moral character; suitability for appointment; psychological makeup; entry level instruction and licensing standards; and, other administrative requirements. Measurements and judgments are made in these areas to insure that established qualifications are met and that only the best candidates are employed.

The men and women who succeed at earning an appointment as a law enforcement officer are then challenged to achieve the objectives and ideals inscribed in the Law Enforcement Code of Ethics. Those objectives and ideals include a responsibility to "...serve the community...safeguard lives and property...protect the innocent...the weak...the peaceful..." and to "...maintain courageous calm in the face of danger..." (Kelly & Peace Officer's Research Association of California, 1956, Law Enforcement Code of Ethics section, para. 2-3). The officers who continuously meet these standards and who remain committed to the principles of the law enforcement profession are worthy of commendation.

Some officers, though, have not taken the necessary steps to either maintain or increase the general health and physical fitness that was required of them to enter the law enforcement profession. Neither have some law enforcement commanders. Furthermore, many law enforcement agencies have not yet put systems in place to routinely quantify the general health

and physical fitness of their personnel. As a result, some of the men and women that comprise law enforcement agencies have become generally unhealthy, physically unfit or both.

Currently, the Deer Park Police Department routinely challenges all of its law enforcement officer candidates to meet established general health and physical fitness qualifications. However, once a candidate earns an appointment as a Deer Park Police Officer, he or she is not required to routinely meet established general health and physical fitness qualifications. The issue to be examined in this paper is the lack of routine procedures within the Deer Park Police Department to insure that all of its officers are healthy and physically fit. This research is relevant for at least three reasons. First, this research is relevant because one of its goals is to help Deer Park Police Officers maintain or increase the level of general health and physical fitness they had when they earned their appointment as a Deer Park Police Officer. Second, this research is relevant because Deer Park Police Department policy states that officers shall "...keep themselves at a level of general health and physical fitness commensurate with their job assignment..." (Deer Park, TX Police Department, 2005, p.24). It also says that the Deer Park Police Department reserves "...the right to have an employee reexamined at any time at the City's expense to confirm the employees' continued fitness to perform the tasks of their assignments and to inform them of their general physical condition..." (Deer Park, TX Police Department, 2005, p.12). Third, this research is relevant because one of its goals is to help Deer Park Police Officers reduce their risk of contracting cardiovascular disease, the leading cause of death in the United States, in the state of Texas, and, in the law enforcement profession.

The intended method of inquiry will include a review of books and other literature; as well as surveys of Texas law enforcement personnel. The anticipated findings of the research are that there will be agreement that some type of system should be put in place to routinely

measure, maintain and / or increase the general health and physical fitness of law enforcement officers employed by the Deer Park Police Department; however, there will be some concern over the type of system utilized. The field of law enforcement will benefit from the research because it will show the degree that personnel are interested in the implementation of initiatives aimed at routinely measuring; maintaining and / or increasing general health and physical fitness.

REVIEW OF LITERATURE

“Cardiovascular disease (CVD) is a general term for diseases that affect the heart and/or circulatory system, and is the leading cause of death in the U.S. for both men and women...” (The Cooper Institute, 2002, p.27); furthermore, it “...has been the leading cause of death in Texas since 1940...” (Texas Department of State Health Services, 2005, The Leading Cause of Death in Texas section, para. 1). According to Smith & Tooker (2005), law enforcement officers, as a result of “...cardiovascular disease, colon cancer, and suicide...” have greater illness and death rates than the general public (p.28). The president of the Law Enforcement Wellness Association, Dell Hackett, reports that “...police officers die 10 to 12 years younger than the general population, and the most frequent killer is cardiovascular disease...” (Ferguson, 2005, p.11). Although no data was located to indicate the prevalence or cost of cardiovascular disease among Deer Park Police Officers, Appendix 1 illustrates the rising cost of health care insurance premiums for City of Deer Park employees between 2001 and 2006.

According to The Cooper Institute (2002), the seven primary risk factors for cardiovascular disease are obesity, sedentary lifestyle, impaired fasting glucose/diabetes mellitus, cigarette smoking, hypertension, elevated blood cholesterol level and family history. Each risk factor, except for family history, can be managed by developing good general health and

physical fitness habits. A discussion of the six manageable primary risk factors for cardiovascular disease follows.

Obesity, one of the six manageable risk factors for cardiovascular disease, is defined as being at a weight that exceeds what is normally considered healthy for a given height. (U.S. Department of Health and Human Services, 2005c). Obesity for an adult can be diagnosed by determining the “body mass index” (BMI) or by placing a measuring tape snugly around the waist to measure its circumference. (U.S. Department of Health and Human Services, 2005a). BMI is calculated by using the following formula: $(\text{Weight in Pounds}) \times (703) \div (\text{Height in inches})^2 = \text{Body Mass Index}$. Generally speaking, if a person has a BMI of 30 or higher, he or she is considered obese. Waist measurements that exceed 40 inches in men or 35 inches in women are also indications of obesity. (U.S. Department of Health and Human Services, 2005b). A person that is obese has a greater chance of suffering from coronary heart disease and stroke (two of the major types of cardiovascular disease), hypertension, dyslipidemia (high total cholesterol or high triglyceride levels), type 2 diabetes, gallbladder disease, osteoarthritis, sleep apnea, respiratory problems and endometrial, breast, and colon cancers. (U.S. Department of Health and Human Services, 2005d). Individuals that are obese should consult a healthcare practitioner (physician, nurse practitioner or physician’s assistant) to have a risk factor assessment and obtain advice in the design of a medically sound weight loss program. They should also plan on engaging in physical activity and reducing calorie intake. (U.S. Department of Health and Human Services, 2005e). Obese individuals may be interested to know how many calories they should consume daily. One method for calculating this is by use of the Harris-Benedict formula (see Appendix 2). According to the newly published *Dietary Guidelines for Americans 2005*, calorie requirements can also be estimated based on gender, age group and

level of physical activity. (U.S. Department of Health and Human Services & U.S. Department of Agriculture, 2005).

Sedentary lifestyle, one of the six manageable risk factors for cardiovascular disease, "...is defined as engaging in no leisure-time physical activity (exercises, sports, physically active hobbies) in a two-week period." (U.S. Department of Health and Human Services, 2005f, Physical Activity Fundamental To Preventing Disease section, para. 4). Regular physical activity is linked to a reduced risk of heart disease, diabetes, high blood pressure, and colon and breast cancer. According to the Centers for Disease Control and Prevention and the American College of Sports Medicine, "every American should accumulate 30 minutes or more of moderate-intensity physical activity on most, preferably all, days of the week" (Pate et al. p.402).

Impaired Fasting Glucose / Diabetes Mellitus is one of the six manageable risk factors for cardiovascular disease. Impaired fasting glucose (pre-diabetes) is defined as glucose levels of 100 to 125 mg per dL in fasting patients; diabetes mellitus is defined as glucose levels in excess of 125 mg per dL in fasting patients. (American Diabetes Association, 2005c). Diabetes mellitus is characterized by the body's inability to make or properly utilize insulin, the hormone used by the body to convert food into energy. (American Diabetes Association, 2005a). The cause of diabetes is not yet known; however, family history, lack of exercise and obesity seem to be contributing factors; furthermore, Latinos, Asian Americans, African Americans, Native Americans and Pacific Islanders are also at an increased risk of contracting diabetes. A person with pre-diabetes is not necessarily destined to contract diabetes; however, they do have a greater chance of suffering from heart disease and stroke. (American Diabetes Association, 2005d). Fortunately, increased exercise and diet changes may cause blood glucose to return to normal

levels. (American Diabetes Association, 2005b). Appendix 3 describes blood sugar fasting values as either normal; impaired (pre-diabetes) or diabetes.

Cigarette smoking, one of the six manageable risk factors for cardiovascular disease, involves the smoking of tobacco leaves in paper. One end of the paper is set on fire and allowed to burn. The other end of the paper is placed in the mouth. The smoker inhales the smoke caused from the burning tobacco leaves and paper. Tobacco leaves contain a highly addictive drug called nicotine. Cigarette smoking causes a person to become psychologically and physically hooked to nicotine and results in decreased health. According to the *Guide For Quitting Smoking*, a smoker is twice "...as likely to die from heart attacks as are nonsmokers;" (American Cancer Society, 2003, Why Quit? Your Health section, para. 3). According to an estimate by the US Centers for Disease Control, adult male smokers "...lost an average of 13.2 years of life..." and adult female smokers "...lost an average of 14.5 years of life..." because of smoking. (Fellows, Trosclair, Adams, & Rivera, 2002, Annual Smoking-Attributable Mortality, Years of Potential Life Lost, and Economic Costs --- United States, 1995 -- , 1999 section, para. 5). See Appendix 4 for tips on quitting smoking.

High blood pressure (hypertension) is one of the six manageable risk factors for cardiovascular disease. The force of blood against the artery walls is called blood pressure. When the force of blood remains elevated over time, it is called high blood pressure. A person with high blood pressure has an increased risk of heart disease and stroke. "A blood pressure level of 140/90 mmHg or higher is considered high." (National Heart, Lung and Blood Institute, 2005, What are High Blood Pressure and Prehypertension? section, para. 3). Weight management; decreased sodium and salt intake; adequate exercise; controlling alcohol consumption; and, eating right can prevent high blood pressure. (U.S. Department of Health and

Human Services, 2005g). One of the diets that have been shown to lower blood pressure in individuals diagnosed with hypertension is the DASH (Dietary Approaches to Stopping Hypertension) diet. (U.S. Department of Health and Human Services, 2003).

Elevated blood cholesterol level is one of the six manageable risk factors for cardiovascular disease. Cholesterol is a "...substance similar to fat that is found in the blood, muscles, liver, brain, and other body tissues. The body produces and needs some cholesterol. However, too much cholesterol can make fats stick to the walls of the arteries and cause a disease that decreases or stops circulation." (National Center for Chronic Disease Prevention and Health Promotion, 2005, Glossary section, para. 11). In order to determine blood cholesterol, a blood test is conducted. Appendix 5 describes the desired ranges for blood cholesterol values and the risks associated with high blood cholesterol levels. An individual with high blood cholesterol should, if overweight, lose weight; insure they are obtaining adequate levels of physical activity; and, reduce the amounts of cholesterol and saturated fat in their diet.

The Deer Park Police Department has written policy, which addresses general health and physical fitness. These policies state that Deer Park Police Officers may be "...reexamined at any time...to confirm the employees' continued fitness to perform the tasks of their assignments and to inform them of their general physical condition..." (p.12); (see Appendix 6); "...shall keep themselves in good physical and mental condition..." (p.13); (see Appendix 7); and, will keep themselves at a level of general health and physical fitness commensurate with their job assignment..." (p.24); (see Appendix 8). The Deer Park Police Department also has written policies, which address physical fitness assessment. These policies state that Deer Park Police Officers that annually qualify in the 40th percentile or better "...per Coopers' chart..." will be rewarded with a Fitness Bar to be worn on their uniform (p.37); (see Appendix 9); and, that

Police Officer candidates must pass "...a battery of tests developed by the Cooper's Aerobic Center of Dallas, Texas..." (p.48). (see Appendix 10). Despite the existence of such policy, no routine procedures exist to insure that all Deer Park Police Officers are generally healthy and physically fit.

METHODOLOGY

The issue to be examined in this paper is the lack of routine procedures within the Deer Park Police Department to insure that each Police Officer is generally healthy and physically fit. The anticipated findings of the research are that there will be agreement that some type of system should be put in place to routinely measure, maintain and/or increase the general health and physical fitness of law enforcement officers employed by the Deer Park Police Department; however, there will be some concern over the type of system utilized. The measurement instruments utilized were written surveys in the form of a questionnaire. The method of inquiry consisted of surveys distributed to law enforcement supervisors and managers; law enforcement officer recruits; and, Deer Park Police Officers.

The first survey asked law enforcement supervisors and managers questions regarding whether or not their agency required law enforcement officer applicants to pass a physical fitness assessment and/or medical examination and if their agency had a physical wellness policy, program or facility. The second survey asked law enforcement officer recruits questions regarding whether or not they believed law enforcement officer applicants, law enforcement officer recruits and law enforcement officers should be required to pass a physical fitness assessment; how often physical fitness assessments should be administered; what level of physical fitness law enforcement officers should be in; how physical fitness assessments should be scored; and, whether or not law enforcement agencies should offer training on physical

wellness. The third survey asked Deer Park Police Officers questions similar to those asked of law enforcement officer recruits. Deer Park Police Officers were also asked questions regarding their willingness to serve on a committee to discuss physical fitness testing; what they believed their level of physical fitness was; and, what action(s) should be taken for officers that score very poor, poor, fair, good, excellent or superior on a physical fitness assessment.

Each written survey was analyzed by reading and tabulating the responses. The size and nature of the survey involved 39 law enforcement supervisors and managers from 26 separate law enforcement agencies in Texas; 28 law enforcement officer recruits of the Fort Bend County Sheriff's Academy and 16 law enforcement officer recruits of the Pasadena Police Department Academy; and, 50 law enforcement officers with the Deer Park Police Department. The response rate to the instrument was as follows: 39 law enforcement supervisors and managers from 26 separate law enforcement agencies in Texas responded; 28 law enforcement officer recruits of the Fort Bend County Sheriff's Academy and 16 law enforcement officer recruits of the Pasadena Police Department Academy responded; and, 37 law enforcement officers with the Deer Park Police Department responded. A total of 133 individuals were surveyed; 120 individuals responded to the survey.

FINDINGS

Three surveys were taken to obtain information regarding the subject of physical wellness and fitness assessment. The first survey (see Appendix 11) queried thirty-nine (39) law enforcement supervisors and managers from twenty-six (26) separate Texas law enforcement agencies. All thirty-nine supervisors and managers responded to the survey. The survey (see Appendix 12) indicated that only 21% of the agencies represented had a physical wellness policy although 95% of the supervisors believed law enforcement agencies should have a physical

wellness policy. It also indicated that only 28% of the agencies represented had a physical wellness program (see Appendix 13) although 100% of the supervisors believed law enforcement agencies should have a physical wellness program. Lastly, the survey indicated that 56% of the agencies had a physical wellness facility (see Appendix 14) although 95% of the supervisors believed law enforcement agencies should have a physical fitness facility.

The second survey (see Appendix 15) queried forty-four (44) law enforcement officer recruits in training at two (2) separate Texas law enforcement officer training academies. All forty-four (44) recruits responded to the survey. The survey indicated that 95% believed law enforcement officer applicants and recruits should be required to pass a physical fitness test; that 93% believed law enforcement officers, regardless of rank, should be required to pass a physical fitness test; that 87% believed law enforcement officers, regardless of rank, should be required to pass a physical fitness test at least once every year (see Appendix 16); and, that at least 90% believed law enforcement agencies should provide physical wellness training (see Appendix 17) on such topics as obesity / weight management, high blood pressure, stress, diet, nutrition and exercise.

The third survey (see Appendix 18) queried fifty (50) Deer Park Police Officers. Thirty-seven (37) officers responded to the survey. The survey (see Appendix 19) indicated that 67% would be willing to serve on a committee to discuss the issue of physical fitness testing for Deer Park Police Officers and make recommendations on this issue and that 70% believed that Police Officers should be required to take part in and pass a Physical Fitness Test at least once each year (see Appendix 20). The survey also indicated that 84% believed that Police Officers should achieve a “good” physical fitness rating (60 – 79 percentile). The survey (see Appendix 21) also indicated that 3% declined to estimate their physical fitness condition; that 22% were unable to

estimate their physical condition; that 3% estimated their physical fitness condition as “poor” (20-39 percentile); that 13% estimated their physical fitness condition as “fair” (40-59 percentile); that 38% estimated their physical fitness condition as “good” (60-79 percentile); that 16% estimated their physical fitness condition as “excellent” (80-94 percentile); and, that 5% estimated their physical fitness condition as “superior” (95 percentile +). Lastly, the survey indicated that 70% believed that Physical Fitness Tests for police officers should be scored according to gender and age.

Most of the officers that participated in the survey made comments that were favorable toward the subject of physical fitness testing. They said that this issue was currently under emphasized within the law enforcement profession. They also said that law enforcement agencies that implemented physical fitness testing would, over time, be made up officers that had high levels of physical conditioning; improved levels of physical and mental health; improved levels of physical appearance; increased levels of professionalism; reduced levels of stress; reduced rates of job-related injuries; and, reduced absenteeism.

They also said that physical fitness tests should include a minimum standard that all officers should be required to maintain, regardless of age, gender or rank. Furthermore, they said that any physical fitness test used should be job-related and reasonably simple. One of the recommendations suggested a physical fitness test that incorporated a push-up test; a sit-up test; and, a run.

The officers that were in favor of physical fitness testing were also in favor of physical fitness programs. They recommended physical fitness programs that provided comprehensive assistance in overall physical health and physical fitness. They said that incentives, such as monetary rewards or additional time off, should be considered because they would motivate

officers to stick with the program and strive for superior levels of physical fitness. They also said law enforcement agencies should allow their officers to exercise and participate in other physical fitness programs while on-duty. They also advocated training on such topics as dieting and nutrition. Finally, they suggested that physical fitness programs be modeled after those used by the United States military and incorporate defensive tactics and firearms training.

Some of the officers that participated in the survey made comments that were less than favorable toward the subject of physical fitness testing. They said that physical fitness testing would never work because the individuals responsible for making policy were typically the oldest and most out of shape and would not institute standards higher than they could achieve; that physical fitness was subjective; and, that officers who excelled should not be rewarded because some officers, with inherent health problems, were unable to excel. The possibility of litigation, unless physical fitness tests were voluntary, was also raised.

DISCUSSION / CONCLUSIONS

The Deer Park Police Department routinely challenges law enforcement officer candidates to meet established qualifications in numerous areas. Two of those areas involve physical fitness and general health. A physical activity readiness questionnaire and a health history questionnaire are utilized to determine which individuals may not possess the general health required to participate in a physical fitness assessment without physician clearance. The physical fitness assessment, based on standards developed by the Cooper Institute of Dallas, TX, is used to determine upper body muscular endurance, abdominal muscular endurance, anaerobic power, and, cardio-respiratory fitness. Law enforcement officer candidates must be able to perform a minimum of 25 push-ups (in one minute); perform a minimum of 29 sit-ups (in one minute); run 300 meters in 71 seconds or less; and, run 1.5 miles in 16 minutes 28 seconds or

less. A comprehensive medical examination is also performed by a licensed physician and is used to determine general health.

The City of Deer Park has consistently invested in the general health and physical fitness of its employees. Some of those investments include an annual \$300.00 benefit to obtain a physical wellness examination; a physical wellness program managed by city personnel; magazines and newsletters on healthy living; a free health risk analysis with assistance offered to those identified as being at risk; a “No Tobacco” policy; and, random drug screening. Deer Park Police Officers have also been given the opportunity to take the same physical fitness test administered to law enforcement officer candidates and earn a Physical Fitness Pin; plus, a physical fitness facility was included in a new police facility constructed in 2004. Unfortunately, many employees do not take advantage of these benefits. For instance, as of September 2005, only 40% of all City of Deer Park employees had taken advantage of a no cost annual physical wellness examination benefit; in 2004, less than 23% of Deer Park Police Officers participated in the city’s physical wellness program; and, in 2003, less than 12% of Deer Park Police Officers volunteered to have their physical fitness assessed.

The issue examined in this paper is the lack of routine procedures within the Deer Park Police Department to insure that each Police Officer is generally healthy and physically fit. The purpose of this research is to identify a strategy to measure, maintain and/or increase the general health and physical fitness of law enforcement officers employed by the Deer Park Police Department. Particular emphasis is focused on developing a strategy to implement general health and physical fitness initiatives that address cardiovascular disease, the leading cause of death in our nation and state. The anticipated findings of the research is that there will be agreement that some type of system should be put in place to routinely measure, maintain and/or

increase the general health and physical fitness of law enforcement officers employed by the Deer Park Police Department; however, there will be some concern over the type of system utilized.

Based on the research conducted, a number of conclusions can be drawn from the findings of this research. First, all law enforcement agencies should require their law enforcement officer candidates to meet established general health and physical fitness qualifications. Second, all law enforcement agencies should institute mandatory in-service training on general health and physical fitness, in general, and on the subject of cardiovascular disease, in particular. Third, all law enforcement agencies should convene a committee, made up of their law enforcement officers, to discuss general health and physical fitness initiatives for current officers and to make recommendations on these issues. Fourth, all law enforcement agencies should place a greater emphasis on the development of general health and physical fitness policy than on purchases of physical fitness equipment. Fifth, all law enforcement agencies should develop routine procedures to accomplish policy directives designed to insure all personnel maintain or increase established levels of general health and physical fitness. Sixth, all law enforcement agencies should require all of their law enforcement officers to annually submit to a routine general health examination. Seventh, all law enforcement agencies should require their law enforcement officers, except those not cleared by their personal physician, to submit to a physical fitness assessment once each year.

The Law Enforcement Code of Ethics challenges law enforcement officers to "...take every reasonable opportunity to enhance and improve...knowledge and competence" (Kelly & Peace Officer's Research Association of California, 1956, Law Enforcement Code of Ethics section, para. 7). It is recommended that all law enforcement officers, particularly those in

command, bring about the reasonable initiatives outlined in this paper, or similar proposals, in order to enhance and improve knowledge and competence in the areas of general health and physical fitness. Implementing change, as always, is difficult; however, such change will eventually result in law enforcement agencies comprised of healthier and more physically fit officers that are better able to protect and serve the public. Furthermore, this change will reduce the incidence of cardiovascular disease within the ranks of the law enforcement profession.

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APPENDIX 1

The Rising Cost of Health Care Insurance Premiums

for City of Deer Park Employees (2001-2006)

| Year | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|--------------------------------|----------|----------|----------|----------|----------|----------|
| Employee Only | \$227.04 | \$340.56 | \$336.06 | \$362.94 | \$362.94 | \$371.47 |
| Employee & Spouse | \$315.46 | \$473.19 | \$466.94 | \$504.30 | \$504.30 | \$516.16 |
| Employee & Children | \$189.47 | \$284.22 | \$280.47 | \$302.92 | \$302.92 | \$310.04 |
| Employee, Spouse & Children | \$453.49 | \$680.25 | \$671.27 | \$724.98 | \$724.98 | \$742.02 |

APPENDIX 2

How to Calculate Your Daily Calorie Needs

The Harris-Benedict Formula

The Harris Benedict equation is a calorie formula using the variables of height, weight, age, and gender to calculate basal metabolic rate (BMR). This is more accurate than calculating calorie needs based on total body weight alone. The only factor it omits is lean body mass and thus the ratio of muscle-to-fat a body has. Remember, leaner bodies need more calories than less leaner ones. Therefore, this equation will be very accurate in all but the very muscular (Harris-Benedict will under-estimate calorie needs) and the very fat (Harris-Benedict will over-estimate calorie needs).

Two Steps to Determine Daily Calorie Needs

- First, determine your BMR.
- Second, apply the Activity Multiplier.

Harris Benedict Formula for Women - STEP 1

$BMR = 655 + (9.6 \times \text{weight in kilos}) + (1.8 \times \text{height in cm}) - (4.7 \times \text{age in years})$.

Notes:

1 inch = 2.54 cm.

1 kilogram = 2.2 lbs.

Example of BMR

You are 32 years old

You are 5 feet 4 inches tall (162.5 cm)

Your weight is 185 pounds (84 kilos)

Your BMR is $655 + (806) + (291) - (150) = 1602$ calories

Harris Benedict Formula for Women - STEP 2

To determine your total daily calorie needs, now multiply your BMR by the appropriate activity factor, as follows:

- If you are Sedentary - little or no exercise

Calorie-Calculation = $BMR \times 1.2$

- If you are Lightly Active (light exercise/sports 1-3 days/week)
Calorie-Calculation = $BMR \times 1.375$
- If you are Moderately Active (moderate exercise/sports 3-5 days/week)
Calorie-Calculation = $BMR \times 1.55$
- If you are Very Active = $BMR \times 1.725$ (hard exercise/sports 6-7 days/week)
Calorie-Calculation = $BMR \times 1.725$
- If you are Extra Active (very hard daily exercise/sports & physical job or 2X day training)
Calorie-Calculation = $BMR \times 1.9$

Total Calorie Needs Example

If you are sedentary, multiply your BMR (1602) by 1.2 = 1922

Your total daily calorie requirement is therefore 1922 calories.

This is the total number of calories you need in order to MAINTAIN your current weight.

Harris Benedict Formula for Men

$BMR = 66 + (13.7 \times \text{weight in kilos}) + (5 \times \text{height in cm}) - (6.8 \times \text{age in years})$

Notes:

1 inch = 2.54 cm.

1 kilogram = 2.2 lbs.

Example of BMR

You are 25 years old

You are 6 feet tall

Your weight is 220 pounds

Your BMR is $66 + (1370) + (914) - (170) = 2180$ calories

Harris Benedict Formula for Men - STEP 2

To determine your total daily calorie needs, now multiply your BMR by the appropriate activity factor, as follows:

- If you are Sedentary - little or no exercise
Calorie-Calculation = $BMR \times 1.2$
- If you are Lightly Active (light exercise/sports 1-3 days/week)
Calorie-Calculation = $BMR \times 1.375$
- If you are Moderately Active (moderate exercise/sports 3-5 days/week)
Calorie-Calculation = $BMR \times 1.55$
- If you are Very Active = $BMR \times 1.725$ (hard exercise/sports 6-7 days/week)
Calorie-Calculation = $BMR \times 1.725$
- If you are Extra Active (very hard daily exercise/sports & physical job or 2X day training)
Calorie-Calculation = $BMR \times 1.9$

Total Calorie Needs Example

If you are lightly active, multiply your BMR (2180) by 1.375 = 2997

Your total daily calorie requirement is therefore 2997 calories.

This is the total number of calories you need in order to MAINTAIN your current weight.

How Many Calories Do You Need to Lose Weight or Gain Weight

Now you know what your calorie-needs are, find out how many calories you need each day in order to lose or gain weight.

APPENDIX 3

A Description of Blood Sugar Fasting Values as Either

Normal; Impaired (aka Pre-diabetes) or Diabetes

| | |
|--|--|
| Normal | < 100 mg / dl |
| Impaired (aka Pre-diabetes) | 100 – 125 mg / dl On 2 separate occasions |
| Diabetes | 126+ mg / dl On 2 separate occasions |

APPENDIX 4

Five Keys for Quitting Smoking

Studies have shown that these five steps will help you quit and quit for good. You have the best chances of quitting if you use them together.

1. **Get ready.**
2. **Get support.**
3. **Learn new skills and behaviors.**
4. **Get medication and use it correctly.**
5. **Be prepared for relapse or difficult situations.**

1. Get Ready

- Set a quit date.
- Change your environment.
 - Get rid of **ALL** cigarettes and ashtrays in your home, car, and place of work.
 - Don't let people smoke in your home.
- Review your past attempts to quit. Think about what worked and what did not.
- Once you quit, don't smoke—**NOT EVEN A PUFF!**

2. Get Support and Encouragement

Studies have shown that you have a better chance of being successful if you have help. You can get support in many ways:

- Tell your family, friends, and co-workers that you are going to quit and want their support. Ask them not to smoke around you or leave cigarettes out.
- Talk to your health care provider (for example, doctor, dentist, nurse, pharmacist, psychologist, or smoking counselor).
- Get individual, group, or telephone counseling. The more counseling you have, the better your chances are of quitting. Programs are given at local hospitals and health centers. Call your local health department for information about programs in your area.

3. Learn New Skills and Behaviors

- Try to distract yourself from urges to smoke. Talk to someone, go for a walk, or get busy with a task.
- When you first try to quit, change your routine. Use a different route to work. Drink tea instead of coffee. Eat breakfast in a different place.
- Do something to reduce your stress. Take a hot bath, exercise, or read a book.

- Plan something enjoyable to do every day.
- Drink a lot of water and other fluids.

4. Get Medication and Use It Correctly

Medications can help you stop smoking and lessen the urge to smoke.

- The U.S. Food and Drug Administration (FDA) has approved five medications to help you quit smoking:
 1. Bupropion SR—Available by prescription.
 2. Nicotine gum—Available over-the-counter.
 3. Nicotine inhaler—Available by prescription.
 4. Nicotine nasal spray—Available by prescription.
 5. Nicotine patch—Available by prescription and over-the-counter.
- Ask your health care provider for advice and carefully read the information on the package.
- All of these medications will more or less double your chances of quitting and quitting for good.
- Everyone who is trying to quit may benefit from using a medication. If you are pregnant or trying to become pregnant, nursing, under age 18, smoking fewer than 10 cigarettes per day, or have a medical condition, talk to your doctor or other health care provider before taking medications.

5. Be Prepared for Relapse or Difficult Situations

Most relapses occur within the first 3 months after quitting. Don't be discouraged if you start smoking again. Remember, most people try several times before they finally quit. Here are some difficult situations to watch for:

- **Alcohol.** Avoid drinking alcohol. Drinking lowers your chances of success.
- **Other Smokers.** Being around smoking can make you want to smoke.
- **Weight Gain.** Many smokers will gain weight when they quit, usually less than 10 pounds. Eat a healthy diet and stay active. Don't let weight gain distract you from your main goal—quitting smoking. Some quit-smoking medications may help delay weight gain.
- **Bad Mood or Depression.** There are a lot of ways to improve your mood other than smoking.

If you are having problems with any of these situations, talk to your doctor or other health care provider.

APPENDIX 5

A Description of the Desired Ranges for Blood Cholesterol Values

Total Cholesterol Levels

| | |
|-----------------------|--|
| Less than 200 mg / dL | “Desirable” level that puts you at lower risk for heart disease. A cholesterol level of 200 mg / dL or greater increases your risk. |
| 200 to 239 mg / dL | “Borderline-high” |
| 240 mg / dL and above | “High” blood cholesterol. A person with this level has more than twice the risk of heart disease compared to someone whose cholesterol is below 200 mg / dL. |

HDL - Cholesterol Levels

| | |
|----------------------|---|
| Less than 40 mg / dL | A major risk factor for heart disease |
| 40 to 59 mg / dL | The higher your HDL, the better |
| 60 mg / dL and above | An HDL of 60 mg / dL and above is considered protective against heart disease |

A Description of the Desired Ranges for Blood Cholesterol Values

LDL - Cholesterol Levels

| | |
|-----------------------|------------------------------|
| Less than 100 mg / dL | Optimal |
| 100 to 129 mg / dL | Near Optimal / Above Optimal |
| 130 to 159 mg / dL | Borderline High |
| 160 to 189 mg / dL | High |
| 190 mg / dL and above | Very High |

Triglyceride Levels

| | |
|-----------------------|-------------------|
| Less than 150 mg / dL | Normal |
| 150 to 199 mg / dL | Borderline – high |
| 200 to 499 mg / dL | High |
| 500 mg / dL and above | Very High |

APPENDIX 6

Deer Park Police Department General Order

22.3.1 Physical examinations

- A. All Department employees shall have a physical examination by the City Health Doctor before employment.
- B. The Department reserves the right to have an employee reexamined at any time at the City's expense to confirm the employees' continued fitness to perform the tasks of their assignments and to inform them of their general physical condition, not to identify employees with disabilities who are otherwise able to perform their assigned duties, with or without reasonable accommodation.
- C. The nature of some specific positions or responsibilities may necessitate periodic specific health screening, for personnel who are repeatedly exposed to hazardous chemicals or lead contaminates, such as crime lab officer and firearm instructors.
- D. All physical examinations required of the employee by the department will be at City expense.

APPENDIX 7

Deer Park Police Department General Order

22.3.2 General health and physical fitness

All employees of the Department shall keep themselves in good physical and mental condition. Employees shall maintain their physical and mental condition to the degree necessary to perform any duty or assignment that may be normally expected or required. To insure that employees meet the physical and mental requirements for job performance, the Chief of Police retains the authority to require that employees submit to physical and mental examinations to verify fitness for duty.

APPENDIX 8

Deer Park Police Department General Order

26.1.1 Code of conduct and appearance guidelines

B. General.

31. Mental and physical fitness for duty - All employees of this Department will keep themselves at a level of general health and physical fitness commensurate with their job assignment. The Chief of Police, with reasonable concern, may order a psychological, psychiatric or physical examination.

APPENDIX 9

Deer Park Police Department General Order

26.1.5 Awards and recognition

It is the belief of this Department that law enforcement work which is distinguished through formal recognition is more likely to be repeated. It is therefore the policy of this Department to recognize and encourage those employees who have given outstanding service to the Department and the community or those who have attained unusual goals or achievements.

C. Types of awards (ranked by order of importance).

16. Fitness Bar – Top 40% per Coopers' chart, must qualify annually.

APPENDIX 10

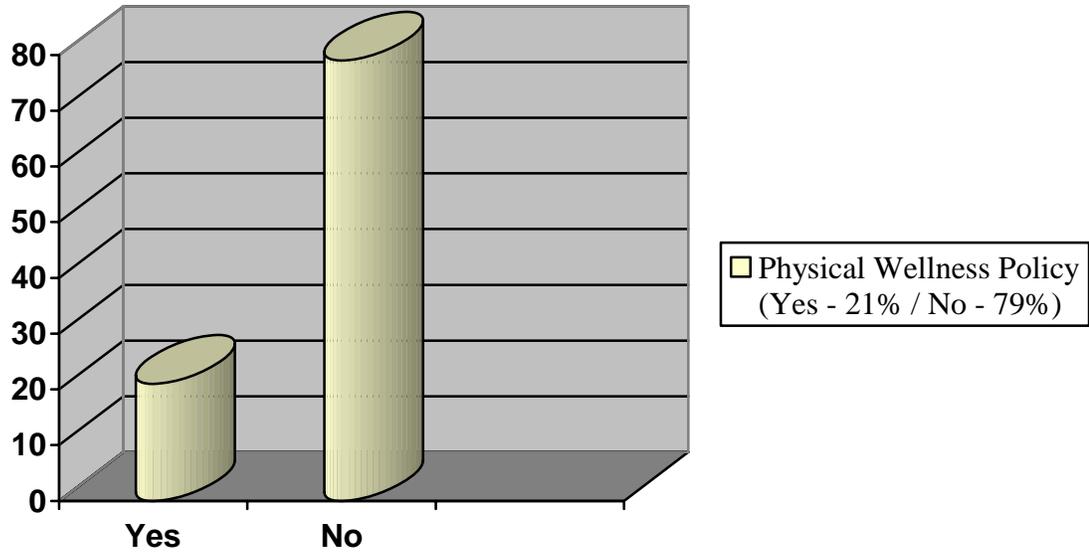
Deer Park Police Department General Order

32.1.1 Elements and activities of the selection process

- A. Minimum standards for Police Officer applicants.
- B. Order of events in the selection process.
 - 4. Take the physical fitness assessment, as scheduled.
 - a. The Department utilizes a battery of tests developed by the Cooper's Aerobic Center of Dallas, Texas.
 - b. The fitness test and passing standards consists of:

| <u>Test</u> | <u>Passing Standards</u> |
|-------------------|--------------------------|
| 1.5 mile run | 16 minutes 28 seconds |
| 300 meter run | 71 seconds |
| 1 minute push ups | 25 |
| 1 minute sit ups | 29 |
| Vertical jump | 16 inches |

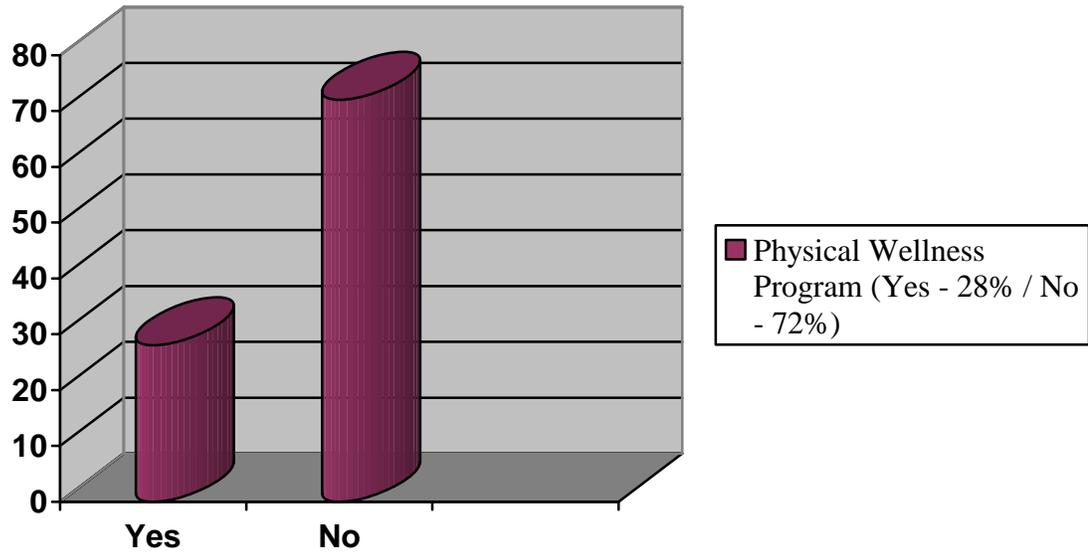
APPENDIX 12



This figure depicts the percentage of 26 Texas law enforcement agencies with a Physical Wellness Policy

The agencies represented include Allen PD, Arlington PD, Austin PD, Collin County SO, Comal County SO, Corpus Christi PD, Corinth PD, Deer Park PD, El Paso County SO, Friendswood PD, Galveston County SO, Gillespie County SO, Hill Country Village PD, Kemah PD, Lake Jackson PD, Memorial Villages PD, Mesquite PD, Rice PD, Rowlett PD, Sherman PD, Sunset Valley PD, TCLEOSE, Texarkana PD, Tomball PD, UT Health Science Center-San Antonio and UT Police Houston.

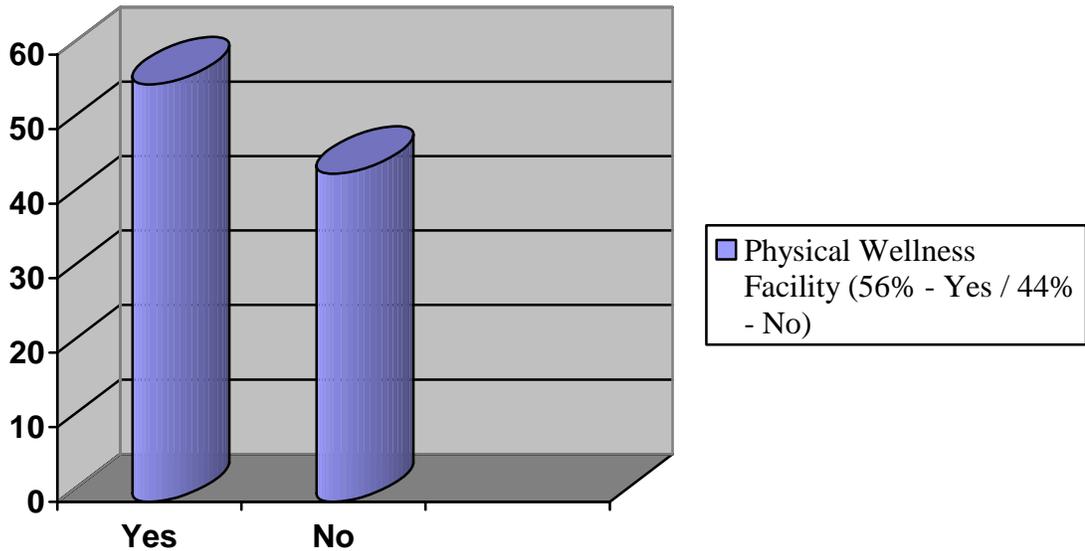
APPENDIX 13



This figure depicts the percentage of 26 Texas law enforcement agencies with a Physical Wellness Program

The agencies represented include Allen PD, Arlington PD, Austin PD, Collin County SO, Comal County SO, Corpus Christi PD, Corinth PD, Deer Park PD, El Paso County SO, Friendswood PD, Galveston County SO, Gillespie County SO, Hill Country Village PD, Kemah PD, Lake Jackson PD, Memorial Villages PD, Mesquite PD, Rice PD, Rowlett PD, Sherman PD, Sunset Valley PD, TCLEOSE, Texarkana PD, Tomball PD, UT Health Science Center-San Antonio and UT Police Houston.

APPENDIX 14



This figure depicts the percentage of 26 Texas law enforcement agencies with Physical Wellness Facilities

The agencies represented include Allen PD, Arlington PD, Austin PD, Collin County SO, Comal County SO, Corpus Christi PD, Corinth PD, Deer Park PD, El Paso County SO, Friendswood PD, Galveston County SO, Gillespie County SO, Hill Country Village PD, Kemah PD, Lake Jackson PD, Memorial Villages PD, Mesquite PD, Rice PD, Rowlett PD, Sherman PD, Sunset Valley PD, TCLEOSE, Texarkana PD, Tomball PD, UT Health Science Center-San Antonio and UT Police Houston.

APPENDIX 15

A Survey of the Attitudes of Law Enforcement Officer

Recruits on Physical Wellness and Physical Fitness

- *The goal of this survey is to determine the attitudes of Law Enforcement Officer Recruits on Physical Wellness and Physical Fitness. Your individual responses will remain confidential.*
 - **Please circle a response and / or write a response in the blank provided.**
1. Should law enforcement officer APPLICANTS be required to pass a Physical Fitness Test?
Yes No
 2. Should law enforcement officer RECRUITS be required to pass a Physical Fitness Test?
Yes No
 3. Should law enforcement OFFICERS, REGARDLESS OF RANK, be required to pass a Physical Fitness Test?
 4. How often should law enforcement OFFICERS, REGARDLESS OF RANK, be required to pass a Physical Fitness Test?
Never Every 6 months Every year Every 2 years
 5. On a scale of 0 - 100 (with 0 representing the least amount of physical wellness / physical fitness and 100 representing the highest amount of physical wellness / physical fitness) what level of physical wellness / physical fitness should a law enforcement officer, regardless of rank, be in? _____

*A Survey of the Attitudes of Law Enforcement Officer
Recruits on Physical Wellness and Physical Fitness*

6. Physical Fitness Tests for law enforcement officers, regardless of rank, should be scored.....(Circle your response)

- A. According to gender and age. B. Regardless of gender and age.

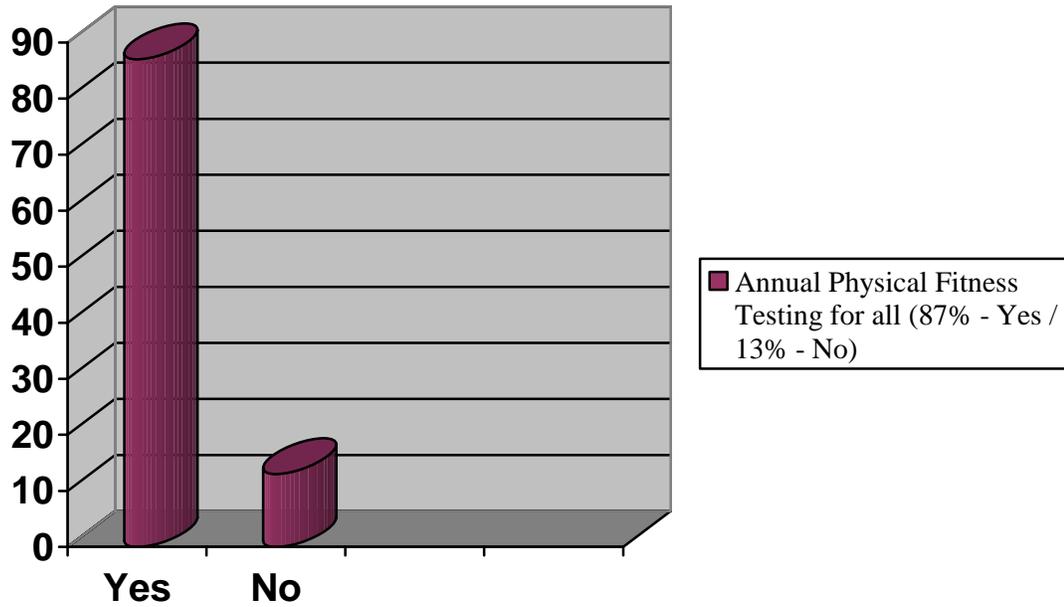
7. Should law enforcement agencies provide physical wellness training on such topics as:

- | | | |
|--|-----|----|
| a. Obesity / Weight Management? | Yes | No |
| b. Hypertension (High Blood Pressure)? | Yes | No |
| c. Elevated Blood Cholesterol Levels? | Yes | No |
| d. Diabetes? | Yes | No |
| e. Cigarette Smoking? | Yes | No |
| f. Sedentary Lifestyle? | Yes | No |
| g. Elevated Blood Triglyceride Levels? | Yes | No |
| h. Stress? | Yes | No |
| i. Diet and Nutrition? | Yes | No |
| j. Exercise? | Yes | No |

Thank You for participating in this survey.

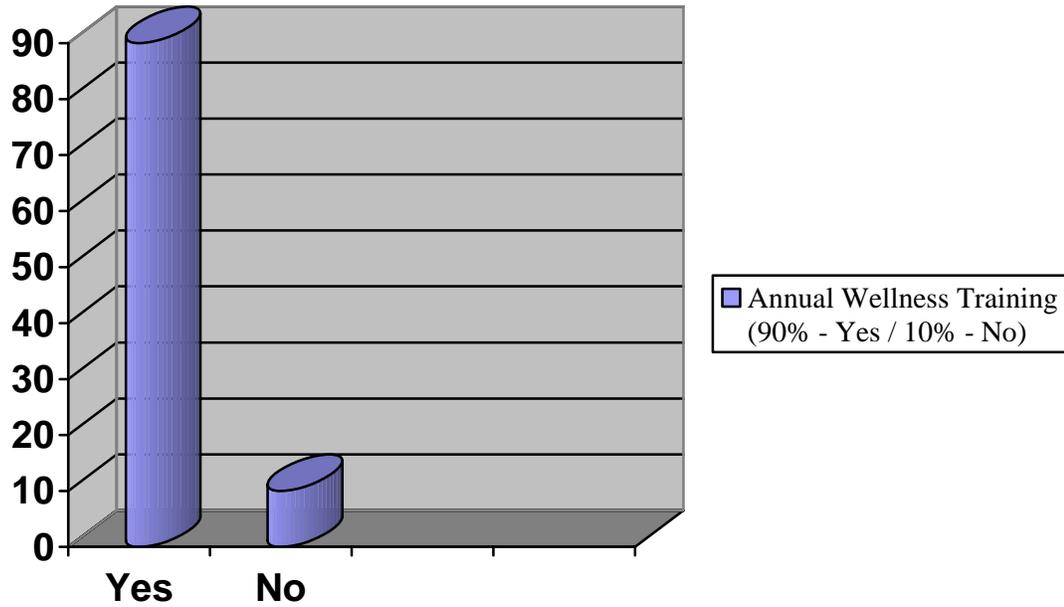
Wade Keeney, Lieutenant
City of Deer Park, Texas Police Department

APPENDIX 16



This figure depicts the percentage of 44 Texas law enforcement officer recruits that believe law enforcement officers, regardless of rank, should be required to pass a Physical Fitness Test on an annual basis

APPENDIX 17



This figure depicts the percentage of 44 Texas law enforcement officer recruits that believe law enforcement agencies should provide physical wellness training on such topics as obesity / weight management, high blood pressure, stress, diet, nutrition and exercise

A Survey of the Attitudes of Deer Park Police Officers

On Physical Fitness Testing

14. When you attended the Police Academy, were you required to take part in and pass a Physical Fitness Test?

Yes No

15. Do you believe that individuals who attend the Police Academy should be required to take part in and pass a Physical Fitness Test?

Yes No

16. Do you believe that Police Officers, during the course of their career, be required to take part in and pass a Physical Fitness Test?

Yes No

17. What level of physical fitness should a Police Officer be in?

Very Poor (<20 percentile) Poor (20-39 percentile) Fair (40-59 percentile)
Good (60-79 percentile) Excellent (80-94 percentile) Superior (95 percentile +)

18. What is your level of physical fitness?

Very Poor (<20 percentile) Poor (20-39 percentile) Fair (40-59 percentile)
Good (60-79 percentile) Excellent (80-94 percentile) Superior (95 percentile +)
Don't Know Decline to State

19. How often should Police Officers be required to take part in and pass a Physical Fitness Test?

Never Every 6 months Every year Every 2 years

A Survey of the Attitudes of Deer Park Police Officers

On Physical Fitness Testing

20. Physical Fitness Tests for Police Officers should be scored..... (Circle your response)

- A. According to gender and age. B. Regardless of gender and age.

21. What type(s) of action should be taken if a Police Officer scores in the **Very Poor** category?

No action should be taken Retest in 3 months Retest in 6 months

Other (Please describe): _____

22. What type(s) of action should be taken if a Police Officer scores in the **Poor** category?

No action should be taken Retest in 3 months Retest in 6 months

Other (Please describe): _____

23. What type(s) of action should be taken if a Police Officer scores in the **Fair** category?

No action should be taken Retest in 3 months Retest in 6 months

Other (Please describe): _____

24. What type(s) of action should be taken if a Police Officer scores in the **Good** category?

No action should be taken Letter of Commendation

Physical Fitness Pin ½ day off on paid leave

1 day off on paid leave 1 ½ day off on paid leave

2 days off on paid leave Other (Please describe): _____

On Physical Fitness Testing

25. What type(s) of action should be taken if a Police Officer scores in the **Excellent** category?

- | | |
|---------------------------|--------------------------------|
| No action should be taken | Letter of Commendation |
| Physical Fitness Pin | ½ day off on paid leave |
| 1 day off on paid leave | 1 ½ day off on paid leave |
| 2 days off on paid leave | Other (Please describe): _____ |

26. What type(s) of action should be taken if a Police Officer scores in the **Superior** category?

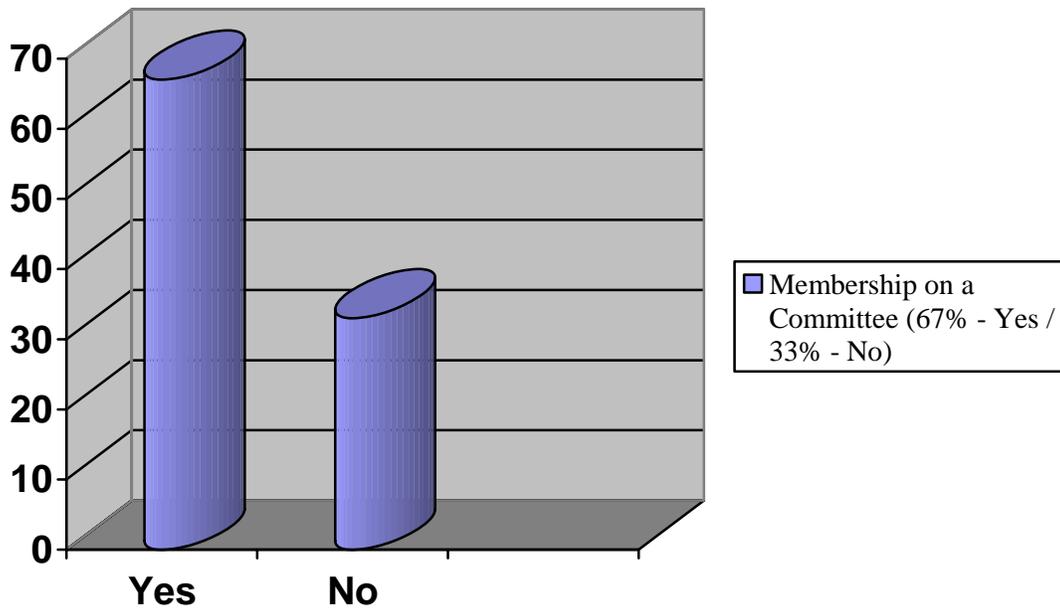
- | | |
|---------------------------|--------------------------------|
| No action should be taken | Letter of Commendation |
| Physical Fitness Pin | ½ day off on paid leave |
| 1 day off on paid leave | 1 ½ day off on paid leave |
| 2 days off on paid leave | Other (Please describe): _____ |

27. Your comments regarding physical fitness testing for Police Officers are welcome: _____

Thank You for participating in this survey.

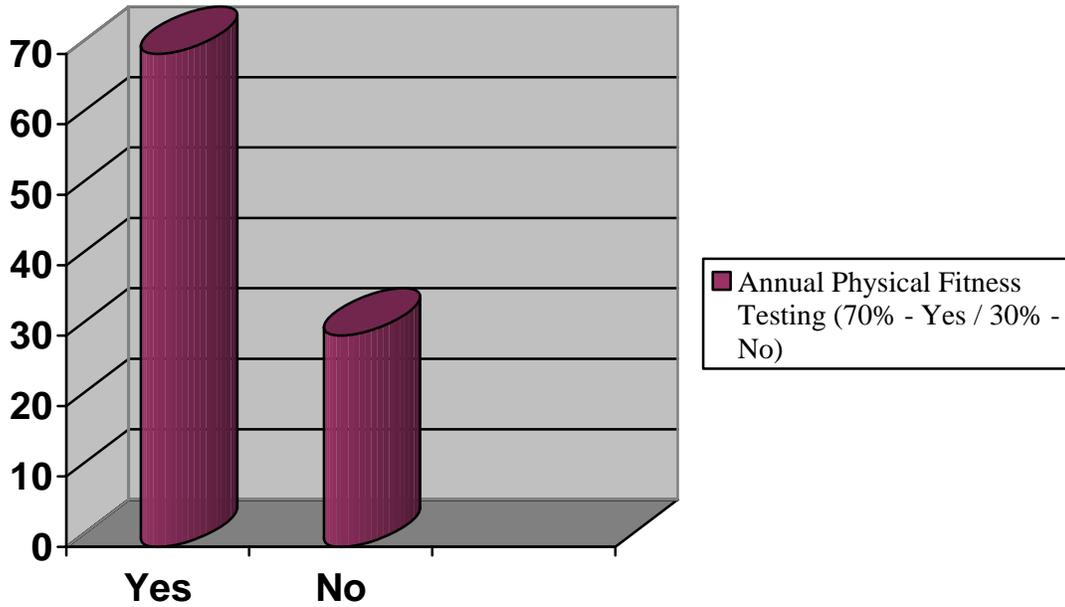
Wade Keeney, Lieutenant
City of Deer Park, Texas Police Department

APPENDIX 19



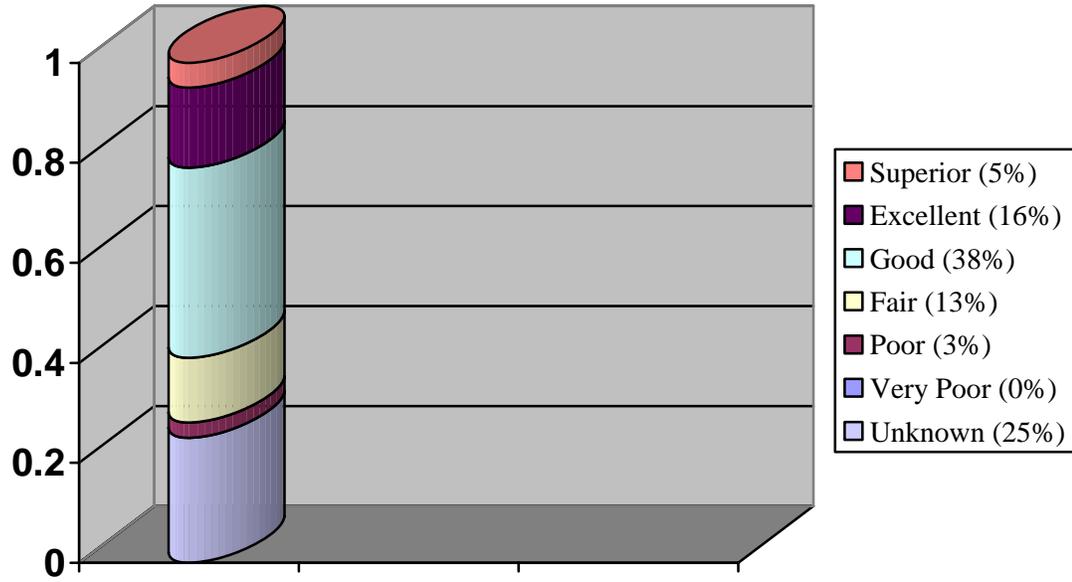
This figure depicts the percentage of 37 Deer Park Police Officers that would be willing to serve on a committee to discuss the issue of physical fitness testing for Deer Park Police Officers and make recommendations on this issue

APPENDIX 20



**This figure depicts the percentage of 37 Deer Park Police Officers that believe
Police Officers should be required to take part in and pass a
Physical Fitness Test at least once each year**

APPENDIX 21



This figure depicts the percentage of self-reported physical fitness conditions of 37 Deer Park Police Officers

APPENDIX 22

1. "It is a good investment to maintain an excellent physical condition. It is good for mental health, stress, medical conditions and most of all it portrays a good image to the public."
2. "Test are needed and should be mandatory. Program needed to assist officers with training, diet, nutrition. Failure should mean officer needs help with above and assisted on his overall health."
3. "Physical fitness for law enforcement is very important due to the fact, at any given moment an officer may be needed to exert or use an extraordinary amt. of energy to detain a subject. If there is no basis of general level of fitness this task will probably not be achieved. I believe being a Patrolman should require a minimum standard of physical fitness that is tested annually. Doing this could result in a lower number of job related injuries, a lower number in sick occurances and a higher level of appearance and professionalism."
4. "We should have a plan similar to the military. I feel that we should be on the same scale on gender, but only age determines differences."
5. "I would agree with a program but we need on duty time to train."
6. "If there is a physical fitness standard there should be time allocated, paid by the city to train for the testing. If a test is done it needs to be the same for everyone regardless of age or gender."
7. "Training programs should be made available. Also time should be allotted to work out on duty if the department is going to make an officer pass a physical test. If time is not allotted then there should be no requirements."

8. "I think that we should spend/dedicate some time to physical fitness, and more intensive training for firearms. We should have a device in order to allocate pt time to the officers at work. The test should be as simple as push-ups, situps, and run."
9. "This issue is under emphasized. If prerequisites are put in place for currently employed officers, the department will have to support them on and off duty. Everyone will need to be included, if they are a sworn peace officer."
10. "Testing requirements should be job related, age and gender sensitive, reasonable, corrective measures, example – medical assistance should be available and part of plan."
11. "There has to be a good incentive to keep us motivated to do physical fitness around work time, family time, and church/study time. Increase the days off on paid leave for the older guys since it will be extremely hard for them."
12. "Should apply to every officer regardless of assignment position and be judged by age and gender."
13. "All should be required to test from the Chief on down."
14. "All test should have validity as foundation, otherwise it should be voluntary. Voluntary would avoid litigation."
15. "I believe that every one should have the same standards. A crook is not going to give an officer a "fight allowance" because of their age or gender."

16. "Physical fitness in and of itself is subjective. Why would we provide rewards to those that excel yet / save those out that are unable to excel due to inherent health problems that are at no fault of the employee. Physical fitness is important but I feel a department would be getting into a real gray area when requiring the passing of required testing."
17. "This will never work in the real world, the policy makers are the oldest and most out of shape they would never put the standard higher than they could achieve. Any test should be equal regardless of age or gender; if you have to fight someone on the street he/she will not hit you softer because you are female or older. In fact they would exploit any weakness!"