

**UPPER MERION TOWNSHIP POLICE DEPARTMENT**  
**POLICY AND PROCEDURE**

No. 1600

Supersedes: NA

Effective: March 14, 2003

Page: NA Section: NA

Page: 1 OF 3

Dated: January 20, 2003

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**GENERAL HEALTH AND PHYSICAL FITNESS**

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- I. **PURPOSE:** The purpose of this policy is to provide employees of the Upper Merion Township Police Department with guidelines on general health and physical fitness requirements.
- II. **POLICY:** The Upper Merion Township Police Department believes that having a physically fit workforce increases attendance and reduces medical costs which benefits both the department and its employees. For employees, it also increases their ability to cope with the demands that a career in law enforcement presents. Therefore, employees of the department are encouraged to establish and maintain a personal program of physical fitness.
- III. **CROSS-REF:** Policy #1000, SELECTION AND HIRING PROCEDURES  
Memo #1000A, APPLICANT PHYSICAL FITNESS TESTING  
PROTOCOL
- IV. **PROCEDURE:**
- A. GENERAL HEALTH AND PHYSICAL FITNESS:
1. The very nature of law enforcement requires that employees should maintain a high level of physical fitness in order to meet the physical demands of their profession.
  2. Although the Upper Merion Township Police Department does not have a mandatory physical fitness program or requirement, employees are expected to maintain their general health and fitness to a level which would allow them to perform their essential job functions in accordance with their position's job description.

3. To encourage physical fitness, the department provides employees with an on-site fitness center with both cardiovascular and weight training equipment. The fitness center is available to all employees 24 hours a day.
  - a. In accordance with the Police Contract, a set amount per year may be designated by an officer from the unused portion of the Preventive Health Care Allowance to purchase new equipment for the fitness center.
4. The department also encourages officers to maintain their general health and physical fitness by paying a bonus for two or less periods of lost time due to illness (see the Police Contract).

**B. WELLNESS PROGRAM:**

1. Wellness is a state of optimum health and well-being achieved through the active pursuit of good health and the removal of barriers to healthy living.
2. 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 department encourages employees to adopt behaviors that will improve their health.

**C. PHYSICAL FITNESS TESTING:**

1. All applicants for the position of police officer must pass a rigid physical examination and physical fitness test in accordance with Policy #1000, SELECTION AND HIRING PROCEDURES.
2. The physical fitness test is administered by members of the Police Department in accordance with the procedures outlined in Attachment A to this policy, APPLICANT PHYSICAL FITNESS TESTING PROTOCOL. This physical fitness test is recommended by the PA Municipal Police Training and Education Committee. The individual events are "pass" or "fail".
3. After the offer of conditional employment is made, the applicant will be notified to report to a doctor selected by Upper Merion Township for a physical examination and a psychological examination. The applicant must pass both tests to be considered for probationary employment (refer to Policy #1000, Section V-B-10).

APPROVED: \_\_\_\_\_

DATE: \_\_\_\_\_

APPROVED: \_\_\_\_\_

DATE: \_\_\_\_\_

TO BE REVIEWED: ANNUALLY

DISTRIBUTION: All police officers  
All civilian employees  
Township Manager  
File