

Glendale Heights Police Department

GENERAL ORDER # 1010

SUBJECT: Fitness and Wellness Program

ACTIVE DATE: 11-21-2019

RESCINDS: GO #1010, issued 08-08-2018

AUTHORITY: Douglas R. Flint, Chief of Police

RELATED DOCUMENTS: ILETSB Peace Officer Wellness Evaluation Report; Collective Bargaining Agreements between the Village of Glendale Heights and the FOP Labor Council (Patrolmen Local 52 and Sergeants Local 52)

.01 Purpose

The purpose of this order is to provide members with the Department policy for medical and psychological exams, and describe the Department's fitness and wellness program. It is the goal of the Department to increase the overall health and wellness of all members within the Department.

.02 CALEA Standards

22.3.1, 22.3.2

.03 Policy

The Glendale Heights Police Department recognizes the importance of member wellness and the impact it has on their performance. It is the policy of the Glendale Heights Police Department to provide a voluntary fitness and wellness program to all members of the department in an effort to encourage them to achieve and maintain general well-being.

.04 Definitions

Illinois Law Enforcement Training and Standards Board (ILETSB)—The Illinois state agency mandated to promote and maintain a high level of professional standards for law enforcement and correctional officers. Its purpose is to promote and protect citizen health, safety and welfare by encouraging municipalities and other local governmental agencies of this state in their efforts to upgrade and maintain a high level of training and standards for law enforcement personnel. Responsibilities of the Board include: developing and providing quality training and education, setting standards, aiding in the establishment of adequate training facilities, and providing financial assistance.

Peace Officer Wellness Evaluation Report (POWER)—A physical fitness standards test designed by the ILETSB as a fitness entrance requirement for the police academy, to ensure candidates are physically fit for the academy.

Physical Fitness—The ability to carry out daily tasks with vigor and alertness, without undue fatigue and with ample energy to engage in leisure time pursuits and to meet the above average physical stresses encountered in emergency situations. (President's Council on Physical Fitness and Sports)

ORDER

.10 Medical Physical Examination

A. During the applicant testing process for police officers, all applicants, after receiving a conditional offer of employment, will undergo a complete medical examination by a doctor prescribed by the Village of Glendale Heights, in a medical facility. The applicant will not be charged for this examination.

B. Other job applicants shall be required to take a drug screening test at a medical facility prescribed by the Village of Glendale Heights, in accordance with collective bargaining agreements. The applicant will not be charged for this examination.

C. The Village encourages all members to see their personal physicians for annual physical examinations, or as often as their personal physician recommends.

.15 Wellness and Fitness Program Participation

Participation in the wellness and fitness program will be strictly on a voluntary basis.

.20 Fitness Coordinator

A. The Fitness Coordinator shall be a member of the Department designated by the Chief of Police and trained as a certified fitness instructor.

B. The Fitness Coordinator will be available to advise and assist members of the department who are in need of advice and/or mentoring in overall fitness.

C. At the member's request, the Fitness Instructor is available to assist members with individual education and goal setting to improve their overall fitness and quality of life.

D. It is the goal of the Department to offer ongoing support and evaluation for all members in relation to physical fitness.

.25 Fitness Evaluation Program

The Glendale Heights Police Department has adopted the Illinois Law Enforcement Training and Standards Board's Peace Officer Wellness Evaluation Report (POWER) test (see Appendix A). To encourage sworn patrol officers and sergeants to maintain and improve their level of fitness and health, officers and sergeants will be offered a voluntary annual POWER test. Those officers and sergeants who pass the test will receive eight (8) hours of regular pay in accordance with the collective bargaining agreements. Officers and sergeants who choose to not take the test, or those who do not pass the test, will not be penalized. This test will be administered following the guidelines of the ILETSB by the Chief of Police or his/her designee.

.30 Department Exercise Facility

A. The Department exercise facility is available twenty-four (24) hours a day.

B. Members that utilize the Department exercise facility are to adhere to the posted rules. All exercise equipment shall be wiped down and put back in its proper location after each use. Any damaged equipment shall be reported to the Fitness Coordinator.

D. Officers are allowed to access this facility during their meal period in accordance with the applicable collective bargaining agreement.

.35 Fitness and Wellness Resources

A. Resources on wellness topics such as health, nutrition, fitness, safety, stress reduction, lifestyle changes, alcohol and drug abuse, suicide, divorce and other critical incident management will be available to all members of the Department through the fitness and wellness program and the personnel support services listed in GO#1000-Benefits.

B. Members are encouraged to attend the Village's annual Health Fair to receive health and wellness screening

.40 Fitness for Duty

Given the nature of police work, the Glendale Heights Police Department requires its members to maintain their level of fitness and mental condition so that they are able to perform the duties of their position. If it appears that a member is unable to perform his/her duty due to physical or mental issues, the Chief of Police may require the member to submit to a physical or psychological examination by a Department prescribed physician or psychologist, at no cost to the member, when his/her job performance is limited or lessened by impaired physical or mental health. The Chief of Police may require the member to follow the physician or psychologist's recommendation as a condition of continued employment with the Glendale Heights Police Department.