

**Policy  
1022**

**EFFECTIVE  
DATE  
4-6-22**

**Eugene  
Police Department**



## **ON-DUTY EXERCISE PILOT PROGRAM**

### **1022.1 PURPOSE AND SCOPE**

This policy establishes guidelines for employees participating in the Eugene Police Department's On-Duty Exercise Pilot Program (ODEPP.) The Department encourages a high level of physical fitness among Police personnel. To assist employees in achieving this goal, the Department has implemented a *voluntary* On-Duty Exercise Pilot Program that is offered to all employees of the Eugene Police Department (EPD.)

The ODEPP is provided for all employees of EPD and is designed to:

- Motivate and assist individuals in achieving and maintaining optimal levels of physical fitness and mental well-being.
- Improve the employee's ability to perform their job assignment.
- Reduce the risk of injury during training sessions and at work through professional training.
- Improve teamwork and community through group activities.

Exercise programs authorized by the Eugene Police Department (e.g. HIIT Class and yoga) qualify for on-duty participation in the On-Duty Exercise Pilot Program.

### **1022.2 DEFINITIONS**

*ODEPP:* The On-Duty Exercise Pilot Program established by the Eugene Police Department.

*On-Duty Participation:* One hour of on-duty time, a maximum of four days per work week, for the purpose of exercise. The one hour of time includes changing, exercise, and shower.

*Authorized Fitness Facilities:* Participation in the On-Duty Exercise Pilot Program is limited to four City-owned facilities:

- Fitness Room and exercise areas at EPD Headquarters
- 2<sup>nd</sup> – Chambers facility
- City's Fitness Facility at 10<sup>th</sup> Avenue and Oak Street
- Public Works facility
- Additional City-owned facilities may be authorized with prior supervisory approval.

### **1022.3 EMPLOYEE RESPONSIBILITIES**

- a. The Department requires all those electing to participate in the ODEPP and/or using any of the authorized fitness facilities to adhere to the conditions as described in this policy. Persons who do not meet the conditions as described in this directive will be deemed to be engaging in activities outside the scope of their employment and the City shall not incur any liability for injuries or losses resulting from such activities.
- b. Although the City encourages employees to participate in extra-curricular athletic activities, the City does not assume any responsibility for injuries or personal losses resulting from training for, or competing in, recreational or competitive events that are not a part of the On-Duty Exercise Pilot Program as described in this policy.

### **1022.4 REQUESTING ON-DUTY EXERCISE TIME**

- a. Qualifying employees wishing to participate in the pilot program must request participation in the program from their supervisor. On-duty exercise time is approved only as staffing levels will allow. Due consideration must be given to deployment, staffing and activity level.
- b. Exercise time may be changed, cancelled, or recalled while in progress at the discretion of an on-duty supervisor based on call for service demands. The number of employees who may utilize on-duty exercise time during a shift shall be determined by the on-duty supervisor based upon staffing levels and shift needs. Reports, calls for service, and meal breaks have priority over exercise time. If an employee's approved one-hour exercise time is cancelled or limited due to service demands, the time is not transferable to another time or date.
- c. Employees will be available for contact during work out time. Such contacts may include radio, cell phone, workout room phone, or any combination thereof as approved by the Watch Commander, or Division Supervisor.

### **1022.5 USE OF FACILITY**

- a. The authorized fitness facilities are the only approved and authorized exercise sites for the On-duty Exercise Pilot Program. No private gyms or fitness centers will be approved as part of the ODEPP.
- b. The exercise rooms must be used in a safe and acceptable manner. Failure to do so may result in the loss of the privilege to use the exercise facility. All non-full time employees (Volunteers, Retirees, Part-Time, and employee family members) who utilize the EPD fitness facility must have a signed "Release From Liability Agreement" on file. (Refer to Policy 203 – Facility.)
- c. Exercise periods which take the employee away from the facility to which they are assigned (i.e., jogging, running, bicycling, walking, etc.), must start and finish at their assigned work facility to fall within the ODEPP. Exercise sessions which do not begin and end at an employee's assigned work facility will be deemed to be outside the scope of the individual's employment, and the City will not assume any liability for injuries or personal loss resulting from such exercise.

**1022.6 INJURIES AND/OR SERIOUS ILLNESS**

- a. Wellness and ODEPP program participants are required to immediately report all injuries or serious illnesses requiring medical attention to their supervisor
- b. Following an injury, participation privileges may be suspended immediately until further notice. Determination of when an injured participant may resume activities will be at the discretion of the Chief of Police, or designee, following a complete review of the injury report. This determination will be based on the nature of the injury and the health and fitness needs of the individual. An injured or seriously ill employee may be required to submit a memo detailing the injury or illness and obtain clearance in writing from an attending physician prior to resuming activities.
- c. Once cleared to resume fitness activities, the injured or seriously ill participant will follow the exercise prescribed by their physician or physical therapist without deviation. Deviation from the prescribed exercise program may result in disqualification from the ODEPP.
- d. Participants whose injury/illness requires “light duty” status may participate in ODEPP only following clearance by an attending physician. Exercise activity will be limited to the fitness program prescribed by their physician or physical therapist. Failure to immediately report any injury or illness resulting from participation in ODEPP may result in suspension or expulsion from the program and loss of the exercise facility use privileges, both on- and off-duty.

**1022.7 SUPERVISORY AND COMMAND RESPONSIBILITIES**

- a. Supervisors shall approve requests for participation in the On-Duty Exercise Pilot Program after reviewing the staffing levels, deployment and activity level of their team or work unit. Supervisors shall ensure participants have a signed “Release from Liability Agreement” on file.
- b. Exercise time may be changed, cancelled, or recalled while in progress at the discretion of an on-duty supervisor based on call for service demands. Supervisors shall determine the number of employees who may utilize on-duty exercise time during a shift based upon staffing levels and shift needs. Reports, calls for service, time-sensitive projects, and meal breaks have priority over exercise time.
- c. Determination of when an injured or seriously ill participant may resume activities will be at the discretion of the Chief of Police, or designee, following a complete review of the injury report.

**Chris Skinner**  
**Chief of Police**