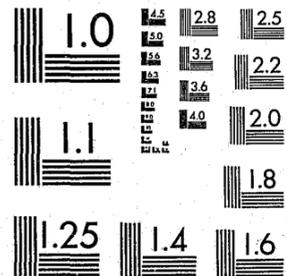


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Development of Methods and Programs to Promote  
Physical Fitness Among Police Officers

REPORT 3

PHYSICAL FITNESS PRACTICES, ATTITUDES & PERCEPTIONS

44118

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Prepared for the Law Enforcement Assistance Administration  
U. S. Department of Justice  
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# PHYSICAL FITNESS PRACTICES, ATTITUDES & PERCEPTIONS

by

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and  
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International Association of Chiefs of Police  
Technical Research Services Divisions  
Human Factors Division

## PREFACE

In recent years scientific interest and concern about the relationship of coronary heart disease (CHD) and physical fitness, and the relationship of other physiological and socio/psychological benefits of exercise, has increased significantly. Numerous population studies have been conducted on various age and occupational groups to determine the value of physical activity as a means of preserving or enhancing health. These would include studies of London transport employees, (1) Los Angeles City civil service employees, (2) farmers, (3) postal workers, (4) and railroad workers (5) to name a few. Additionally, studies to determine the physiological effects of exercise training have been conducted on sedentary men 49 to 65 years of age, (6) track athletes 40 to 75 years of age, (7) and numerous other individual's who voluntarily and individually participate in exercise training. (8)

As extensive as the general literature is on physical fitness, few references could be found regarding physical fitness and the police. This is unfortunate considering the fact that the sedentary nature of police work, coupled with shift work, job-related stress, and numerous other factors contribute to a high rate of coronary heart disease among police officers. (9) To a certain extent the police have been and are cognizant of the need for their members to be physically fit. In the year 1900, at the seventh annual convention of the Police Chiefs of the United State and Canada, the conference program contained information promoting physical fitness for police officers. (10) In 1924, the National Committee on Police Welfare conducted a nationwide survey to determine the types of sports and recreation programs and facilities existing in police agencies. (11)

The related studies and past and present interest of the police, however, have not provided a systematic determination of what the fitness and programmatic needs of the police are. A clinical and analytical examination of the physiological fitness of police deputies was conducted by the Los Angeles County Sheriff's Department, (12) but the study did not include a consideration of the socio/psychological effects of exercise, nor did it consider different approaches to implement, organize and administer police fitness programs. The lack of much evidence concerning fitness standards and programs for the police indicated the need for further inquiry and provided the impetus for the undertaking of the research conducted.

The police are enigmatic in terms of their apparent attitudes and practices relative to physical fitness. There is universal agreement that there are times when on-the-job physical requirements are extremely high and that the patrol officer has to be capable of performing these physical feats when the occasion arises. Yet, available indicators point to the generalization that after the completion of recruit training, individual police officers show little initiative to keep themselves prepared to perform the varied physical requirements of the job. Furthermore, few police administrators have approached this problem programmatically.

Consequently, what is needed in the field of law enforcement is the systematic development and evaluation of programs and methods that can be used to ensure a high level of physical fitness among police personnel. This is the objective of this project.

To accomplish the project objective, three broad areas relative to physical fitness and physical fitness programming were investigated. First, a variety of

exercise programs were designed and conducted in controlled environments to assess the physiological effects of exercise on selected police personnel. Particular attention was given to the cardiovascular condition of the subjects since heart and circulatory diseases are two of the leading causes of non-accidental disability retirement among police officers.

Secondly, socio/psychological factors were assessed in terms of how these factors influence an individual's decision to participate in a fitness program, how they influence the degree of the individual's adherence to a fitness program, and how they influence the overall effectiveness of a fitness program.

The third area investigated in this study was a survey of the type and quality of physical fitness programs already in existence in various police departments. Information relative to the nature of the programs, methods of program organization and administration, levels of participation, legal aspects such as liability, and measures of effectiveness will be obtained. In conjunction with the national survey of police agencies, a survey of police officers was conducted for the purpose of obtaining individualistic responses to a number of questions which impact on the effectiveness of fitness programming and fitness program administration.

This is the third of four reports which will be produced in connection with this project, and deals with the results of the national surveys conducted by the International Association of Chiefs of Police. Specifically, the Current Practices, Attitudes, and Perceptions of Physical Fitness.

Report Number One, The Nature of Specific Exercise, and Report Two, Methods Police Departments Can Utilize to Determine the Need for Physical Fitness: Recommended Program Implementation, were previously submitted.

The final report will be a manual including program guidelines for police administrators concerning the relevance of fitness programs, their organization, implementation and evaluation.

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SECTION 1  
Survey of Physical Fitness Programs  
in  
State and Local Police Agencies

CHAPTER 1  
METHODOLOGY

One of the major aspects of the current physical fitness project consisted of the determination of the extent to which various types of physical and medical fitness or conditioning programs are available to police officers at the present time. This task was accomplished by means of a survey administered to a nationally representative sample of police agencies. Part I of this report discusses the results of this survey.

Sample Selection

The operational definition of a "nationally representative sample" of police agencies necessitated the identification of a stratified, random probability sample of agencies to receive the survey instrument. Five groups or strata of police agencies were identified, as follows:

- Stratum I - police agencies in cities with populations of 100,000 or more.
- Stratum II - police agencies in cities with populations between 25,000 and 99,999.
- Stratum III - police agencies in cities with populations between 2,500 and 24,999.
- Stratum IV - state police agencies.
- Stratum V - county police and sheriff agencies.

Municipality populations for those agencies to be included in Strata I, II, and III were derived from the 1970 United States Census summary tables. County police and sheriff agencies were identified with the assistance of the Criminal Justice Agencies in Regions 1 Through X reports (LEAA, 1975). The total number of jurisdictions identified in each stratum then was as follows:

- Stratum I - 153 large cities<sup>1</sup>
- Stratum II - 731 medium-sized cities<sup>2</sup>
- Stratum III - 4972 small cities<sup>3</sup>
- Stratum IV - 49 states<sup>4</sup>
- Stratum V - 3096 counties

Since, for purposes of this project, it was both unnecessary and impossible to survey all 9000 jurisdictions indicated by the above categorization, a smaller sample of jurisdictions had to be selected to receive the survey instrument. Random sampling techniques based upon the sample size and the estimated response rate were deemed appropriate.

It was decided that approximately 100 completed survey questionnaires per stratum would provide an adequate basis for analysis. Based on previous experience, a response rate of about 70% was considered attainable. Therefore, it was necessary to select approximately 150 jurisdictions in each stratum to receive surveys (70% of 150 yields approximately 100 surveys). Subsampling, then, was necessary in three of the five strata; all agencies in Strata I and IV received surveys.

<sup>1</sup>The four burroughs of New York City which are listed separately in the Census reports were combined as one entry.

<sup>2</sup>All unincorporated places listed in the Census tables were excluded from the sample, as it is unlikely that they provide their own public services.

<sup>3</sup>Towns of less than 2,500 in population were excluded, since it is unlikely that they provide their own public services.

<sup>4</sup>Hawaii does not have a state police agency.

To maintain the randomness of subsample selection, all potential respondents in each of Strata II, III, and V were listed in alphabetical order within states, and states were then arranged geographically from east to west according to meridian. The sampling rates utilized varied, of course, in the three strata. Stratum II agencies were selected at a rate of 1 in 5; Stratum III agencies were chosen at a rate of 1 in 29; and Stratum V agencies were selected at a rate of 1 in 21.

The final sample selected to receive the surveys, then, consisted of the following number of agencies:

- Stratum I - 153 large city agencies
- Stratum II - 146 medium-sized city agencies
- Stratum III - 162 small city agencies
- Stratum IV - 49 state agencies
- Stratum V - 145 county police and sheriff agencies

#### Questionnaire Development and Pre-Testing

A draft of the survey instrument was pre-tested in six police agencies in the states of Maryland and Virginia. None of these departments was included in the final sample. As a result of the pre-testing, a number of revisions in the questionnaire were made to insure greater clarity.

The final questionnaire consisted in part of 11 screening questions with a total of 108 follow-up items. These questions addressed current physical fitness training programs, discontinued physical fitness training programs, sports activities, special group rates, funding, weight maintenance programs, periodic medical examinations, periodic physical performance tests, entrance level medical examinations, entrance level physical performance tests, and recruit training. Forty-two additional questions concerned number of employees, selection requirements, performance evaluation, retirement, and administrative and legal issues.

A copy of the entire survey instrument will be found in Appendix A.

#### Survey Administration

Final printed forms of the survey instrument were mailed to the 655 randomly-selected police agencies. Completed questionnaires were returned to the IACP, where each survey was reviewed for completeness and accuracy prior to computer data analysis. Responding agencies were assured individual confidentiality regarding specific data reported.

#### Orientation to the Reader

It is not possible to discuss all of the data within the confines of this report. Therefore, the data presented in the following chapters represent the most cogent sections of the survey instrument in terms of project objectives.

Chapter 2 discusses the survey response rates and the results of the initial screening questions.

Chapters 3 through 10 present results of the follow up questions completed by those agencies who responded affirmatively to the screening questions. (The screening question concerning requests for funding required response to one additional item even if that question was answered negatively.)

Chapters 11 through 13 present additional data collected from all agencies regardless of responses to the screening questions.

Throughout these chapters, the five strata of police agencies are referred to primarily by number. The composition of these strata should perhaps be re-emphasized here.

- Stratum I - police departments in cities of 100,000 or more persons.
- Stratum II - police departments in cities of 25,000 to 99,999 persons.
- Stratum III - police departments in cities of 2,500 to 24,999 persons.
- Stratum IV - state police agencies.
- Stratum V - county police and sheriff agencies.

CHAPTER 2  
QUESTIONNAIRE RETURNS AND SCREENING QUESTIONS

Questionnaire Returns

As can be seen in Table 1.1, response rates varied widely among the five strata of police agencies. Response rate was highest for state police agencies (Stratum IV), followed by the largest municipal agencies (Stratum I). Very low response rates occurred among the smallest municipal agencies (Stratum III) and county police or sheriff agencies (Stratum V). The overall response rate of 46.1% is low for surveys of this nature and probably resulted at least in part from the length and complexity of the questionnaire. Nevertheless, the sample size is considered adequate for analysis of responses from three of the strata; data from Strata III and V, however, should be treated with caution.

Appendix B presents additional data on the number of respondents by state. The total number of respondents indicated in this table (N=306) is larger than the total number included in the statistical analysis presented in this chapter. Several surveys were not included in the statistical analysis because they were not a part of the original random sample group or they were received too late in the survey analysis process. It should also be noted here that data from New York City were eliminated to prevent widely skewed responses on numerical items.

Appendices C through G provide a list of all those agencies from whom surveys are received.

Table 1.1 Response Rate of Agencies Within Each of the Five Strata

Stratum	Questionnaires Forwarded	Questionnaires Returned	
	Number	Number	Percent
I. Cities over 100,000	153	98	64.1
II. Cities between 25,000 and 99,999	146	73	50.0
III. Cities between 2,500 and 24,999	162	62	38.3
IV. States	49	41	83.7
V. Counties	145	28	19.3
Total	655	302	46.1

Screening Questions

To facilitate responses to the survey instrument, eleven initial screening questions were devised. These questions concerned primarily the presence or absence of a variety of fitness-related programs on which more detailed information was obtained in later sections of the questionnaire. Data resulting from these screening questions are presented in Tables 1.2, 1.3, and 1.4.

Table 1.2 presents the number and percent of responding agencies in each stratum which currently provide any of five types of fitness-related programs for sworn police personnel. Police agencies in the largest cities are more likely to provide a physical fitness training program (N=23 or 23.5%) and organized individual or team sports programs (N=32 or 32.7%) than agencies in the other four strata. State police agencies, on the other hand, more frequently indicated provision of a weight maintenance program and a periodic medical examination (N=22 or 53.7% for both) than agencies in the other four strata, although over 50% of the large city agencies also indicated that periodic medical examinations are provided for sworn police personnel. Such medical exams were the most frequently reported type of program among agencies in Strata I, II, and IV.

In general, it can be seen that as the size of the city decreases, the likelihood of having any of these five programs also decreases, with the exception of periodic physical performance tests, which are most frequently reported by agencies in Stratum II. Additionally, county police and sheriff agencies are least likely to provide any of these programs for sworn personnel.

Table 1.2 Number and Percent of Agencies in Each of Five Strata Currently Providing a Variety of Programs for Sworn Police Personnel

Type of Program	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Physical fitness training program	23	23.5	10	13.7	4	6.4	6	14.6	0	-
Organized team/racket sports	32	32.7	17	23.3	12	19.4	7	17.1	5	17.9
Weight maintenance program	20	20.4	11	15.1	6	9.7	22	53.7	1	3.6
Periodic medical examinations	50	51.0	29	39.7	12	19.4	22	53.7	1	3.6
Periodic physical performance tests	5	5.1	8	11.0	1	1.6	2	4.9	0	-

Table 1.3 indicates the number and percent of responding agencies in each stratum which require entrance level medical and physical performance (i.e., agility, strength, endurance) tests for applicants as well as some form of basic training or academy courses for recruits. Entrance medical examinations are required by all responding agencies in Strata I, II, and IV; these three strata also reported the largest percentages requiring entrance physical performance tests. Over 90% of state agencies and city agencies of all sizes require new sworn personnel to complete basic training/academy courses. Again, agencies in Stratum V are least likely to require any of these entrance tests and recruit level courses.

Table 1.4 presents information from the three remaining screening questions. It can be seen that 5% or more of the responding agencies in Strata I, II, and IV have had physical fitness training programs in the past which have subsequently been discontinued for one reason or another. In addition, these three strata more frequently reported having requested financial assistance from an outside agency for physical fitness programs and/or equipment. County agencies are slightly more likely than small municipal agencies to have requested such financial assistance. And finally, special group rates for the use of "outside" fitness or health facilities were reported in nearly 25% of the large city agencies, more than 10% of medium and small city agencies, and less than 10% of state and county agencies.

Taken together, these three tables may be summarized with several obvious statements. It is clear, for example, that the number of programs for assessing the medical conditions and physical abilities of potential officers (i.e., applicants) is far in excess of the number of programs for the assessment,

Table 1.3 Number and Percent of Agencies in Each of Five Strata Requiring Entrance Level Medical and Physical Tests and Basic Training or Academy Courses

Requirements	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Entrance level medical examination	98	100	73	100	55	88.7	41	100	13	46.4
Entrance level physical performance test	75	76.5	50	68.5	20	32.3	29	70.7	4	14.3
Basic training or academy	97	99.0	71	97.3	57	91.9	41	100	19	67.9

Table 1.4 Additional Information Concerning Physical Fitness Related Activities for Agencies in Five Strata

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Have had physical fitness training program in past	5	5.1	6	8.2	1	1.6	3	7.3	0	-
Have requested funding for program or equipment	35	35.7	17	23.3	3	4.8	8	19.5	2	7.1
Receive special group rates for outside facilities	24	24.5	10	13.7	7	11.3	3	7.3	1	3.6

improvement, and/or maintenance of medical and physical condition of current officers. The single most frequently reported program for the implementation of these latter functions involves organized individual or team sports. Further, the largest of departments, both large city departments and state agencies, tend to provide programs with greater frequency and greater variability than do either the smaller city departments or the county agencies. Whether these conditions reflect the rather small number of agencies across all strata which have requested funding for programs and/or equipment is difficult to determine, but there is probably at least some connection between financial assistance and program establishment.

What is most surprising about the data, however, is the large number of agencies that do not provide any specific type of physical or medical fitness programs for their personnel. Certain of the data from Table 1.2 can be used to illustrate this point.

If the category of "organized team/racket sports" is eliminated and the data from the other four types of programs are combined within each stratum, the following data for the total number of programs indicated result:

Stratum I = 98  
 Stratum II = 58  
 Stratum III = 23  
 Stratum IV = 52  
 Stratum V = 2

Further, if individual survey returns are examined for determination of the kind or kinds of programs existing in each, the following data for the total number of police agencies involved result:

Stratum I	=	64
Stratum II	=	39
Stratum III	=	16
Stratum IV	=	28
Stratum V	=	2

It is clear from these data that many of the responding agencies are providing more than one type of program for their personnel. In fact, the 223 total number of programs indicated in the first set of data above can be accounted for by only 149 of the responding agencies. Thus, of the original 302 total respondents, over 50% (N=153) provide no such programs at all for sworn police personnel. This last figure gives an indication of the extent of the problem addressed in the total project, i.e., the general lack of existing programs concerning the medical and physical well-being of police officers nationwide.

The following chapters present additional data on those programs which reportedly do exist.

### CHAPTER 3 PHYSICAL FITNESS TRAINING PROGRAMS

Existing physical fitness training programs were reported by 43 of the 302 responding agencies. As indicated in Table 1.1, these programs are distributed as follows:

Stratum I	=	23
Stratum II	=	10
Stratum III	=	4
Stratum IV	=	6
Stratum V	=	0

A number of detailed questions concerning the development, administration, content, and evaluation of these programs were asked in Section II of the survey instrument (See Appendix A). The following sections discuss the major results within these areas. A note of caution is warranted here. While reading these discussions, it should be remembered that because the number of programs involved is small, the data are descriptive of the kinds of conditions and results which apply to this sample only.

#### Development

Table 1.5 indicates the frequency with which various reasons for program implementation were cited by the responding agencies. It can be seen that all of the reasons provided were checked by at least one agency.

The most frequently indicated reasons for implementing a physical fitness training program are "administrative decision to improve overall physical fitness" and "desire to improve overall job performance." More specific conditions within the department including obese appearance, evidence of stress, and high injury rate are cited with less frequency across all strata. The

Table 1.5 Frequency of Reported Reasons for Program Implementation Among Agencies Having Physical Fitness Training Programs.

Reasons for Implementation	I		II		III		IV	
	N	%	N	%	N	%	N	%
Administrative decision to improve overall physical fitness	17	73.9	7	70.0	4	100	6	100
Desire to improve overall job performance	15	65.2	4	40.0	4	100	5	83.3
General obese appearance	7	30.4	4	40.0	2	50.0	3	50.0
Lack of fitness relative to citizens	8	34.8	2	20.0	2	50.0	2	33.3
Evidence of stress	4	17.4	4	40.0	2	50.0	2	33.3
High injury rate	4	17.4	3	30.0	2	50.0	1	16.7
Desire to reduce absenteeism	4	17.4	2	20.0	2	50.0	0	-
Number of heart attacks	4	17.4	1	10.0	1	25.0	1	16.7
Civil Service Commission regulation	1	4.3	1	10.0	0	-	0	-
City or county council/State legislative action	0	-	1	10.0	0	-	0	-

number of heart attacks is fairly low on the list, while "lack of fitness relative to citizens" is surprisingly high.

It is apparent that these programs have been implemented primarily through the use of top administrative level decisions based more on appearance and "general feelings" than on specific studies of conditions within the department. Outside impetus from either local civil service commissions or local governments has not been a factor.

Table 1.6 presents data on the extent to which "outside" assistance (i.e., non-departmental) was received in any phase of the development of these physical fitness programs. While approximately half of the large and medium-sized city departments received such assistance, only one small city department and two state agencies obtained non-departmental aid.

The specific sources of assistance are more diverse for large city agencies; many of these agencies received aid from more than one source. Local groups and organizations (e.g., schools, doctors and medical associations, and businesses) seem to be prime sources of aid for city agencies of all sizes. The "other" category consists of specific segments of local government such as the personnel department.

Finally, Table 1.7 indicates the year in which these physical fitness training programs were implemented. Although the earliest fitness training program was begun as long ago as 1955, the majority of programs have been established within the past five years. If length of time is an indication of experience, there has been relatively little collective experience with police department physical fitness training programs.

Table 1.6 Number and Percent of Agencies Receiving Assistance from Outside Sources in the Development of Their Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
	Received outside assistance	12	52.2	5	50.0	1	25.0	2
<u>Sources of assistance</u>								
Local public/private school	4	33.3	1	20.0	1	100	0	-
Local doctor/medical association	2	16.7	1	20.0	1	100	0	-
Local business/industry	2	16.7	2	40.0	0	-	0	-
Local community group	2	16.7	1	20.0	0	-	0	-
Other criminal justice agency	1	8.3	1	20.0	0	-	1	50.0
LEAA	2	16.7	0	-	0	-	0	-
Local consulting agency	1	8.3	0	-	0	-	0	-
Insurance company	0	-	0	-	0	-	0	-
Other	5	41.7	0	-	0	-	1	50.0

Table 1.7 Year of Physical Fitness Training Program Implementation

Year	I	II	III	IV
	N	N	N	N
1955				1
1960				1
1963	1			
1967	1			
1968	1			
1969	2			
1970	3			
1971	1	1		
1972		1		
1973	1	2		1
1974	3		2	
1975	7	4	2	1
1976	1	1		2

### Administration

Items included under the general heading "administration" primarily concern the way in which these programs are run and the types of requirements which are associated with them.

Table 1.8 presents data on the frequency of mandatory programs and the types of exemptions allowed. The majority of physical fitness training programs are voluntary rather than mandatory. Most of the exemptions allowed are for medical reasons, which generally means anything the doctor will certify as an incapacity. Why medical exemptions would be needed for voluntary programs, as among Stratum I agencies, is unclear.

Regardless of whether programs are voluntary or mandatory, less than half of them require that an officer satisfactorily complete a medical exam before participating (see Table 1.9). Stratum III agencies require pre-participation examinations most frequently (i.e., in 50% of the programs). Those agencies which do require such exams generally utilize several medical measurements, including blood pressure, resting Ekg, blood series, and pulmonary measures. "Other" responses consisted primarily of a general medical exam by the individual's doctor.

Instruction in the program content and/or the use of equipment is usually provided for participants. As can be seen in Table 1.10, these instructors most often consist of academy or other police training personnel, rather than outside individuals. Several agencies indicated that orientation and instruction are provided merely through the posting of the departmental policy statement and specific written guidelines for equipment use.

Table 1.8 Frequency of Mandatory and Voluntary Programs and Certain Exemptions Among Agencies Having Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
Program is mandatory	3	13.0	3	30.0	1	25.0	2	33.3
Program is voluntary	20	87.0	7	70.0	3	75.0	3	50.0
<u>Reasons for Exemptions</u>								
Medical problem	7	30.4	2	20.0	2	50.0	1	16.7
Age attained	1	4.3	0	-	0	-	0	-
Rank attained	0	-	0	-	0	-	0	-

Table 1.9 Number and Percent of Agencies Having Physical Fitness Training Program in Which Pre-Participation Medical Exams are Required

	I		II		III		IV	
	N	%	N	%	N	%	N	%
	Medical exam required	8	34.8	2	20.0	2	50.0	1
<u>Content of Medical Exam</u>								
Blood pressure	5	62.5	2	100	2	100	1	100
Resting EKg	4	50.0	1	50.0	2	100	1	100
Blood Series	2	25.0	1	50.0	2	100	1	100
Pulmonary Measures	2	25.0	1	50.0	2	100	1	100
Recovery EKg	1	12.5	1	50.0	1	50.0	0	-
Treadmill EKg	1	12.5	1	50.0	1	50.0	0	-
Bench Step EKg	0	-	0	-	0	-	0	-
Other	4	50.0	1	50.0	1	50.0	0	-

Table 1.10 Types of Personnel Who Instruct Participants in Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
Academy/training personnel	17	73.9	5	50.0	2	50.0	1	16.7
"Outside" physical fitness counselors	4	17.4	1	10.0	1	25.0	0	-
Equipment sellers/marketers	2	8.7	1	10.0	0	-	0	-
Local public/private school coaches	0	-	0	-	0	-	0	-
Other	5	21.7	2	20.0	1	25.0	4	66.7

Due to the voluntary nature of the majority of these programs, very few require officers to participate a minimum number of hours per week. Only two agencies in Stratum I and one agency in Stratum III regulate minimum participation. Officers in these three agencies must complete between one and three hours of physical fitness training per week.

Records of participation are maintained, however, in many of these agencies. Table 1.11 indicates the extent and types of record maintenance. Over 60% of the Stratum I agencies and half of the Stratum III agencies keep records of participation in these physical fitness training programs. Most frequently used mechanisms among Stratum I agencies include simple sign in - sign out procedures and a more complete exercise activity log.

Although most of these programs are voluntary, the maintenance of participation records allowed some of the agencies to provide estimates of the number of regular participants per month. These data are presented in Table 1.12. While great variety in per agency average data is to be expected because of the sample stratification, it is apparent that there is no direct relationship between size of agency and number of participants on an individual department basis. For example, among Stratum I agencies, one department reported two regular participants per month while another reported approximately 2,000 regular participants. Ranges of participants are considerably smaller in the other three strata, i.e., from 3 to 30 offices among Stratum II agencies; from 4 to 31 officers in Stratum III agencies; and from 33 to 168 officers in Stratum IV agencies. Total department data are presented for comparison.

Table 1.11 Number and Percent of Agencies With Physical Fitness Training Programs in Which Various Types of Records of Participation are Kept

	I		II		III		IV	
	N	%	N	%	N	%	N	%
Records are kept of participation	14	60.9	2	20.0	1	25.0	3	50.0
<u>Types of Records</u>								
Sign in & out when participating	9	64.3	1	50.0	0	-	0	-
Exercise activity log used	7	50.0	1	50.0	0	-	0	-
Verify own participation	3	21.4	1	50.0	1	100	1	33.3
Administrators verify participation	3	21.4	1	50.0	1	100	0	-
Specific participation times are assigned	1	7.1	1	50.0	1	100	0	-
Other	1	7.1	0	-	0	-	2	66.7
			.25					

Table 1.12 Number and Percent Per Agency of Officers Who Participate Regularly in Physical Fitness Training Programs

	I	II	III	IV
	N=19	N=8	N=4	N=3
Total Number of Participants	4144	142	50	356
Per Agency Average	218	8	13	119
Range	2 - 2000	3 - 30	4 - 31	33 - 168
Total Number of Sworn Officers	32,255	778	94	1387
Per Agency Average	1698	97	24	462
Range	153 - 13,149	47 - 178	4 - 36	95 - 1124
Range of Percent Per Agency	0.6 - 36.8	5.4 - 51.2	21.7 - 100.	13.8 - 100.
Average Percent Per Agency <sup>a</sup>	14.1	21.6	62.4	49.5

<sup>a</sup> Calculated as the average of the percent of officers who participate in each department

The most striking figures, however, concern the percent of officers participating in each individual program. The range of percent per agency (calculated on an individual department basis) indicates the great variability of participation rates among agencies of similar size. Among the nineteen Stratum I agencies providing data, participation rates range from less than 1% to nearly 37% of the total number of sworn personnel. Among Stratum II agencies, participation rates range from 5% to over 50% of sworn personnel. One agency in Stratum III and two agencies in Stratum IV reported total participation, i.e., all of the sworn personnel are regular participants.

In addition, the average percent per agency data suggest that there is an inverse relationship between size of municipality and participation rate. Small city agencies reported the highest average percent per agency (i.e., 62.4%), followed by state agencies (49.5%), medium sized city agencies (21.6%), and large city agencies (14.1%). The effects of the small number of agencies providing data and the stratification by size of jurisdiction rather than by size of agency cannot be determined, but larger participation rates among smaller agencies are reasonable results, at least in terms of the feasibility of program organization and management.

#### Content

The content of these physical fitness training programs involves the types of program emphasis, equipment, and facilities utilized. Diversity in all three of these areas was found among the responding agencies.

Table 1.13 presents data on the overall content emphasis of these programs. The majority of programs consist of running/jogging, weightlifting, and/or

Table 1.13 Content Emphasis of Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
Running/Jogging	21	91.3	6	60.0	3	75.0	3	50.0
Weightlifting	17	73.9	8	80.0	3	75.0	1	16.7
Calisthenics	15	65.2	5	50.0	2	50.0	6	100
Organized Team Sports	11	47.8	3	30.0	2	50.0	1	16.7
Self Defense Skills	11	47.8	1	10.0	2	50.0	3	50.0
Racket Sports/Handball	8	34.8	1	10.0	1	25.0	1	16.7
Swimming	5	21.7	0	-	0	-	2	33.3
Other	5	21.7	1	10.0	0	-	3	50.0

calisthenics, although self-defense skills and organized sports are also mentioned with some frequency. It is apparent that many departments offer several types of activities to their program participants.

The equipment available to participants does not differ to as great an extent as content emphasis, perhaps because programs involving running or calisthenics do not require special equipment. As can be seen in Table 1.14, while a variety of equipment may be utilized (particularly among large city agencies), most of the equipment focuses on weight and strength training. State agency programs, which more frequently involve calisthenics, tend not to use any special equipment. "Other" equipment available to participant includes jump ropes, track and field equipment, and saunas.

Variation in the types of facilities utilized in these programs is also apparent (see Table 1.15). State agencies and large city departments tend to use academy or other training facilities most often; medium-sized city departments reported more frequent use of departmental headquarters; and small city departments cited local schools most often. Local YMCA's appear more often among state agency programs than among any sized city department programs. As can be seen in Table 1.16, most of these facilities are open 24 hours per day. Four Stratum I agencies and one Stratum II agency reported that their physical fitness training facilities are open to participants less than twelve hours per day. Shorter hours of facility and equipment availability may result in lower participation rates.

Table 1.14 Types of Equipment Utilized in Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
Weight Training	19	82.6	8	80.0	3	75.0	2	33.3
Universal Gym	14	60.9	5	50.0	2	50.0	2	33.3
Exercycles	11	47.8	4	40.0	1	25.0	1	16.7
Cables	10	43.5	3	30.0	2	50.0	1	16.7
Treadmills	3	13.0	0	-	0	-	0	-
Nautilus	2	8.7	0	-	0	-	0	-
No Special Equipment	1	4.3	1	10.0	0	-	5	83.3
Other	7	30.4	1	10.0	0	-	0	-
			30					

Table 1.15 Types of Facilities Utilized in Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
Police Academy/Training Facility	16	69.6	1	10.0	1	25.0	3	50.0
Local Public/Private School	8	34.8	4	40.0	3	75.0	2	33.3
Facilities in Department Headquarters	9	39.1	6	60.0	1	25.0	0	-
Local YMCA	7	30.4	2	20.0	0	-	3	50.0
Police Department Gym/Track	8	34.8	2	20.0	1	25.0	0	-
Facilities in Department Sub-Stations	5	21.7	1	10.0	1	25.0	0	-
Local Commercial Facilities	2	8.7	3	30.0	0	-	0	-
Local Health Club	1	4.3	3	30.0	0	-	1	16.7
No Special Facilities Available	1	4.3	0	-	0	-	2	33.3
Other	1	4.3	1	10.0	0	-	2	33.3
			31					

Table 1.16 Number of Hours Per Day That Facilities are Available for Use by Participants

	I	II	III	IV
24 hrs. per day	14	6	3	4
12 to 15 hrs. per day	4	2	1	0
7 to 11 hrs. per day	4	1	0	0
Not applicable	1	0	0	2
No response	0	1	0	0
Total	23	10	4	6

Evaluation

When asked if the physical fitness training program had ever been formally evaluated for effectiveness and/or job relatedness, only one of the 43 responding agencies indicated "yes." All agencies in Strata II, III, and IV and all but one Stratum I agency reported that no formal evaluations have been conducted on these programs. Under these conditions, it is difficult to assess the overall value of these programs.

Some indications of effectiveness, however, can be obtained by examination of the types of problems which these agencies have faced in relation to their physical fitness training programs. Table 1.17 presents data on a variety of administrative or departmental problems.

Less than half of the responding agencies indicated that problems have resulted from the implementation of physical fitness training programs; most of the agencies reporting problems consisted of large and medium-sized city police departments.

The single most frequently reported problem was "lack of interest or participation in this program by sworn personnel." Additional problems occurring in agencies in several strata involved inadequate funding, inadequate facilities, and increased absenteeism due to injuries suffered as a result of participation in the programs. "Other" problems mentioned by Stratum I agencies concerned objections from individual officers and difficulties in attempting to schedule male and female officers separately.

Due to the possible deleterious effects of injuries suffered in these programs on the overall operation of the police agency, the number and extent of participant injuries were explored in greater detail. Tables 1.18 and 1.19 present data from these questions.

Table 1.17 Types of Special Administrative or Departmental Problems Resulting from Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
Have had special problems	10	43.5	3	30.0	1	25.0	1	16.7
<u>Types of Problems</u>								
Lack of interest	5	50.0	2	66.7	0	-	1	100
Budgetary	3	30.0	1	33.3	1	100	0	-
Increased absenteeism due to injuries	4	40.0	1	33.3	0	-	0	-
Lack of adequate facilities	3	30.0	0	-	1	100	0	-
Scheduling of personnel	2	20.0	2	66.7	0	-	0	-
Assignment of personnel to administer	1	10.0	1	33.3	0	-	0	-
Union/association objections	1	10.0	1	33.3	0	-	0	-
Lack of adequate equipment	0	-	0	-	1	100	0	-
Increased absenteeism due to sick leave	0	-	0	-	0	-	0	-
Lack of cooperation from "outside"	0	-	0	-	0	-	0	-
Local government questioned legality	0	-	0	-	0	-	0	-
Other	4	40.0	0	-	0	-	0	-

Table 1.18 Injuries to Participants in Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
Have injuries occurred?								
Yes	6	26.1	2	20.0	0	-	2	33.3
No	17	73.9	8	80.0	4	100.	4	66.7
Did working time lost result?								
Yes	6	100.	2	100.	-	-	2	100.
No	0	-	0	-	-	-	0	-
Were insurance claims filed?								
Yes	5	83.3	1	50.0	-	-	2	100.
No	1	16.7	1	50.0	-	-	0	-

Table 1.19 Number and Range of Officers Injured and Time Lost

	I	II	IV
	N = 6	N = 2	N = 2
Total number of officers injured	256	14	2
Range	1-223	4-10	1-1
Total number of days lost	808	145	93
Range	4-620	50-95	2-91

It can be seen that less than one-third of the agencies reported the occurrence of injuries to physical fitness training program participants over the previous twelve months. However, nearly all of these agencies indicated that the loss of working time and the filing of insurance claims resulted from one or more of the injuries suffered.

Nearly all of the injuries reported by Stratum I agencies occurred in a single police department (see Table 1.19). It should be noted that these 223 injuries occurred in the department that reported 2,000 regular participants. The two Stratum II agencies indicated that injuries had been suffered by four and ten officers and that these injuries resulted in losses of 50 and 95 total working days. Both of the state agencies reported single injuries, but one injury resulted in loss of two days while the other required 91 days.

Information on the types of injuries was also received, although it is not reported in the tables. Great variety was found among the reporting agencies, but the majority of injuries involved sprains (e.g., ankle, knee, back, shoulder, hand, etc.) and contusions (e.g., leg, elbow, head, neck, face, back, etc.). Other types of injuries mentioned much less frequently included broken bones, torn ligaments, hemotoma, eye injury, foot injuries, stroke, and heart attack. It is not possible to determine the seriousness of each of these injuries. Sprains, however, can range from minor, temporary injuries (e.g., sprained ankle) to quite serious, prolonged injuries (e.g., sprained back).

Additional Information

The preceding discussion of the responses to specific survey items present interesting and informative descriptions of various segments of physical fitness training programs in operation within police agencies of differing size and type.

Great variety exists in all phases of these programs, particularly in the administrative and content-related aspects. Due to the limitations of the survey technique, however, these data cannot provide a full picture of the programs.

To supplement these data, however, several site visits to specific responding police agencies were conducted during the course of this project. Such visits are useful because they yield more detailed and complete information on the actual functioning program and thus present a more unified picture of the program from an organizational viewpoint. These site visit reports are presented in Section III.

#### CHAPTER 4

#### DISCONTINUED PHYSICAL FITNESS TRAINING PROGRAMS

In addition to those agencies having a current physical fitness training program, 15 police agencies in the sample reported having implemented such a program within the past 10 years and, subsequently, being forced to discontinue that program. Several questions addressed the reasons for both implementation and discontinuance of these programs.

The 15 agencies having had physical fitness training programs in the past are distributed as follows:

Stratum I	=	5
Stratum II	=	6
Stratum III	=	1
Stratum IV	=	3
Stratum V	=	0

Most of these programs were implemented in the late 1960's and early 1970's and remained in operation for less than five years.

Table 1.20 presents data concerning the reasons for implementation of these programs. The two most frequently reported reasons for original implementation were "desire to improve overall job performance" and "administrative decision to improve overall physical fitness." Four other reasons were also mentioned with some frequency; these concern obesity, lack of fitness relative to citizens, absenteeism, and stress. Other reasons provided by two agencies consisted of "requested by the officers" and "used as a substitute for lack of physical activity."

Table 1.21 presents data on the reasons for discontinuing these physical fitness training programs. Lack of interest on the part of sworn personnel

Table 1.20 Frequency of Reported Reasons for Initial Implementation of Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
	Desire to improve overall job performance	4	80.0	5	83.3	1	100	3
Administrative decision to improve overall physical fitness	4	80.0	5	83.3	0	-	3	100
General obese appearance	2	40.0	4	66.7	1	100	2	66.7
Lack of fitness relative to citizens	0	-	2	33.3	1	100	1	33.3
Desire to reduce absenteeism	0	-	2	33.3	0	-	2	66.7
Evidence of stress	0	-	3	50.0	0	-	1	33.3
Number of heart attacks	0	-	1	16.7	0	-	0	-
High injury rate	0	-	0	-	0	-	0	-
Civil Service Commission regulation	0	-	0	-	0	-	0	-
City or county council/state legislative action	0	-	0	-	0	-	0	-
Other	1	20.0	0	-	0	-	1	33.3
			40					

Table 1.21 Frequency of Reported Reasons for Discontinuance of Physical Fitness Training Programs

	I		II		III		IV	
	N	%	N	%	N	%	N	%
	Lack of interest	4	80.0	3	50.0	1	100	3
Lack of funding	1	20.0	4	66.7	0	-	1	33.3
Inadequate facilities/equipment	2	40.0	2	33.3	0	-	2	66.7
Lack of command level support	0	-	2	33.3	0	-	2	66.7
High number of injuries	0	-	1	16.7	0	-	0	-
Need to reassign administrator	0	-	0	-	0	-	0	-
Studies showed was not beneficial	0	-	0	-	0	-	0	-
Legal action	0	-	0	-	0	-	0	-
Collection bargaining	0	-	0	-	0	-	0	-
Other	1	20.0	1	16.7	1	100	1	33.3
			41					

and inadequate funding, facilities, and/or equipment were most frequently cited, but lack of support from command level personnel was indicated by two agencies each in Strata II and IV. The number of injuries to participants was a factor in the decision of only one agency. "Other" reasons concerned facilities (e.g., time conflict with regularly scheduled high school activities and too widely scattered facilities) and the amount of time required (i.e., taking officers off the street).

It is interesting to note that reasons for program implementation reported most frequently by these agencies are the same as the most frequently mentioned reasons of those agencies with current programs (see Table 1.5). In addition, the most often reported reasons for discontinuing physical fitness training programs parallel the responses concerning administrative/departmental problems existing in current programs (see Table 1.7). These facts suggest two things. First, agencies face similar situations and use similar methods in the implementation of fitness programs. Second, the extent of resulting problems and the agency's ability to cope with those problems may be more important than the problems themselves in the determination of whether a program survives.

Finally, it should also be noted that no agency cited "studies showed the program was not beneficial or effective" as a reason for discontinuing the fitness program. This fact was reiterated by the total lack of affirmative response to an additional question, i.e., "Was your physical fitness training program formally evaluated for effectiveness and/or job relatedness before being discontinued?" It is clear from the results presented in this chapter and the previous chapter that, regardless of whether or not a program is continued, departmental studies do not contribute to either the initiation or the continuation of physical fitness training programs.

For a more detailed discussion of the conditions leading to the discontinuing of one physical fitness training program, the reader is directed to the site visit report section.



Table 1.23 Administration of Weight Maintenance Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Program is mandatory	17	85.0	7	63.6	6	100	21	91.5	0	-
Program is voluntary	2	10.0	4	36.4	0	-	0	-	1	100
<u>Reasons for Exemptions</u>										
Medical problems	4	24.0	3	43.0	0	-	2	10.0	0	-
Age attained	0	-	0	-	0	-	0	-	0	-
Rank attained	1	6.0	1	14.0	0	-	0	-	0	-
<u>Frequency of Weigh-In</u>										
Every 3 months	0	-	0	-	1	16.7	1	4.5	0	-
Every 6 months	4	20.0	1	9.1	0	-	6	27.3	0	-
Every year	8	40.0	5	45.5	2	33.3	8	36.4	0	-
Every 2 years	1	5.0	0	-	1	16.7	0	-	0	-
Varies with rank	0	-	0	-	0	-	0	-	0	-
Varies with age	1	5.0	1	9.1	0	-	1	4.5	0	-
Other	6	30.0	3	27.3	2	33.3	6	27.3	1	-
Program has been evaluated	0	-	0	-	0	-	0	-	0	-

It is also obvious that none of these weight maintenance programs has been formally evaluated in terms of job relatedness or effectiveness. Weight maintenance programs were included in the site visits (see Chapter 15).

CHAPTER 6

PERIODIC MEDICAL AND PHYSICAL PERFORMANCE EXAMINATIONS

Periodic Medical Examinations

Over one-third of the 302 responding agencies require medical examinations at some time during an officer's career other than on return to duty following illness or injury. The following distribution by stratum resulted:

Stratum I	=	50
Stratum II	=	29
Stratum III	=	12
Stratum IV	=	22
Stratum V	=	1

Table 1.24 presents a variety of data describing administrative features of these medical examinations. It can be seen that nearly all examinations are mandatory in all five strata. Many of the exemptions granted are based on the officer's age; requirements vary in these agencies, as officers may be exempted up to the age of 40, depending upon the department. Large city agencies require medical examinations for eligibility for promotion 72% of the time; small city agencies require exams for promotion nearly 60% of the time; and medium-sized city departments and state agencies require exams for promotion less than 50% of the time. That this is the most frequent reason for giving medical exams can be substantiated by the data in Table 1.25. Although over 40% of the large and medium-sized city departments indicated the use of annual medical exams, the largest single category of response was "other"; most of these "other" responses stated that medical exams are required at the time of promotion only.

Seventy-five percent or more of the agencies in each stratum indicated that the periodic medical exams include tests of vision. Relatively few of these

Table 1.24 Description of Periodic Medical Examinations

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Exams are mandatory	48	96.0	27	93.1	11	91.7	19	86.4	1	100
Exemptions are granted	10	20.0	3	10.3	0	-	6	27.3	0	-
Required for promotion	36	72.0	13	44.8	7	58.3	10	45.5	1	100
Include a visual acuity test	43	86.0	25	86.2	9	75.0	19	86.4	1	100
Standards differ by age	5	10.0	1	3.4	2	16.7	1	4.5	0	-
Standards are based on job/task analyses	3	6.0	1	3.4	0	-	1	4.5	0	-
Have been formally evaluated	0	-	0	-	0	-	0	-	0	-

Table 1.25 Frequency of Medical Examinations

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Every 6 months	0	-	0	-	0	-	0	-	0	-
Every year	23	46.0	13	44.8	4	33.3	5	22.7	0	-
Every 18 months	0	-	0	-	0	-	0	-	0	-
Every 2 years	3	6.0	3	10.3	0	-	1	4.5	0	-
Every 3 years	0	-	1	3.4	1	8.3	2	9.1	0	-
Varies with age	3	6.0	1	3.4	2	16.7	5	22.7	0	-
Other	21	42.0	11	37.9	4	33.3	8	36.4	1	100

exams, however, utilize standards which have been based on either age or job analysis. Thus, all officers within a department presumably obtain the same type of medical exam, without regard to the officer's age or job activities. None of these exams has been evaluated for effectiveness or job relatedness.

Table 1.26 indicates that agencies are dissimilar concerning who conducts these medical exams. Large city departments and state agencies seem fairly equally distributed among the three possible responses. The smaller percentages of Strata II and III agencies requiring that exams be given by police department doctors is probably reflective of reduced likelihood of these agencies to employ departmental physicians.

In addition, some disparity is seen regarding the question of who pays for these exams. Seventy-five percent or more of agencies in Strata II, III, IV, and V pay these expenses through the departmental budget, while only half of the large city agencies do so. Most of the "other" responses indicated that costs are borne by the city or state government, personnel department, or health department. Few agencies require officers to pay for their medical exams, and only one agency's exams are paid through group health insurance.

Periodic Physical Performance Examinations

Only 16 of the 302 responding agencies provide for periodic tests of the physical performance of their sworn personnel; these agencies are distributed as follows:

Stratum I	=	5
Stratum II	=	8
Stratum III	=	1
Stratum IV	=	2
Stratum V	=	0

Table 1.26 Conduct and Financing of Periodic Medical Examinations

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Who conducts the exams?										
Police department approved doctor	18	36.0	13	44.8	4	33.3	7	31.8	0	-
Other doctor/local clinic	15	30.0	14	48.3	4	33.3	5	22.7	0	-
Police department doctor	17	34.0	2	6.9	2	16.7	5	22.7	1	100
Who pays for the exams?										
Police department	25	50.0	22	75.9	10	83.3	18	81.8	1	100
Individual police officer	1	2.0	2	6.9	1	8.3	1	4.5	0	-
Group health insurance	0	-	1	3.4	0	-	0	-	0	-
Other	24	48.0	4	13.8	0	-	3	13.6	0	-

Table 1.27 provides general descriptive information concerning these physical performance examinations. The majority of these testing programs are mandatory, and over-half grant exemptions, typically for doctor-certified medical incapacities. Stratum I agencies are least likely to require these tests for promotional eligibility. Although three agencies in both Stratum I and Stratum II utilize standards that differ according to the age of the officer, no agencies have based the standards on job/task analyses. Two agencies indicated that their programs have been formally evaluated.

Typically, these tests are conducted by academy/training personnel or a combination of academy personnel and departmental physicians (see Table 1.28). Most such tests are given every six months, every year, or on promotion.

Most of these agencies provided descriptions of the actual content of the periodic physical performance tests. From these descriptions, it is apparent that the majority of periodic tests for current sworn personnel are similar to the more traditional entrance level physical tests, i.e., they emphasize tests of agility, strength, and endurance primarily through various calisthenics and running. Three agencies specifically mentioned the Cooper 12-minute run or similar treadmill aerobic testing.

Table 1.27 Description of Periodic Physical Performance Examinations

	I		II		III		IV	
	N	%	N	%	N	%	N	%
Exams are mandatory	4	80.0	7	87.5	0	-	2	100
Exemptions are granted	4	80.0	4	50.0	1	100	1	50
Required for promotion	1	20.0	5	62.5	1	100	1	50
Standards differ by age	3	60.0	3	37.5	0	-	0	-
Standards are based on job/ task analysis	0	-	0	-	0	-	0	-
Have been formally evaluated	1	20.0	1	12.5	0	-	0	-

Table 1.28 Conduct and Frequency of Periodic Physical Performance Examinations

	I		II		III		IV	
	N	%	N	%	N	%	N	%
<u>Who conducts the exams?</u>								
Academy/training personnel	2	40.0	3	37.5	1	100	1	50.0
Other police personnel	1	20.0	0	-	0	-	1	50.0
Local college instructors	0	-	1	12.5	0	-	0	-
Other	2	40.0	4	50.0	0	-	0	-
<u>Frequency of Exams</u>								
Every 6 months	3	60.0	1	12.5	0	-	0	-
Every year	1	20.0	3	37.5	0	-	2	100
Less often than every year	0	-	0	-	0	-	0	-
Varies with age	0	-	0	-	0	-	0	-
Other	1	20.0	3	37.5	1	100	0	-



Table 1.30 Types of Facilities Utilized in Sports Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Police Academy/Training	12	37.5	1	5.9	1	8.3	3	42.9	0	-
Local YMCA	5	15.6	6	35.3	1	8.3	4	57.1	0	-
Local Commercial	8	25.0	4	23.5	2	16.7	1	14.3	0	-
Department Gym/Track	10	31.2	2	11.8	0	-	0	-	0	-
Department Headquarters	8	25.0	1	5.9	1	8.3	0	-	1	20.0
Department District/Sub Stations	5	15.6	1	5.9	1	8.3	0	-	0	-
Local Health Club	1	3.1	3	17.6	2	16.7	0	-	0	-
Local Public/Private School	0	-	0	-	0	-	0	-	0	-
No Special Facilities Available	4	12.5	0	-	0	-	1	14.3	1	20.0
Other	5	15.6	5	29.4	3	25.0	1	14.3	2	40.0

Table 1.31 Number of Regular Participants in Sports Programs

	I	II	III	IV	V
Total number of regular participants	1762	285	109	660	101
Total number of departments	24	13	12	6	5
Range of regular participants	12 - 540	10 - 45	4 - 31	15 - 250	6 - 35

numbers of officers and most of the reported figures are merely estimates.

Special Group Rates

Only 45 of 302 agencies reported receiving any special group rates at local commercial facilities outside the police agency. Not surprisingly, over half of these are large city agencies; the distribution is as follows:

Stratum I = 24  
Stratum II = 10  
Stratum III = 7  
Stratum IV = 3  
Stratum V = 1

Some differences among the five strata emerged from the question concerning specific special rate programs. Stratum I agencies, for example, mentioned discount membership rates at local YMCA's much more frequently than agencies in the other four strata. Generally, the responses from these other four strata concerned local health or racket clubs and/or city recreational facilities. Additional infrequently mentioned facilities included high school, military, or community gyms, pools, etc. which are provided free of charge to anyone who wishes to use them.

Most of the responding agencies had no way of knowing how many officers utilize these group rates on a regular basis. The figures provided in Table 1.32 represent estimates from some of these agencies.

Table 1.32 . Number of Regular Participants in Special Group Rate Programs

	I	II	III	IV	V
Total number of regular participants	425	132	47	300	35
Total number of departments	11	8	7	3	1
Range of regular participants	4 - 100	5 - 40	2 - 20	17 - 250	35

CHAPTER 8

FUNDING

Responses to the screening question concerning requests for funding revealed that the majority of agencies in each stratum have not requested financial support for physical fitness related programs and/or equipment over the past ten years. The distribution of both affirmative and negative responses was as follows:

	Have Requested	Have Not Requested
Stratum I	35	63
Stratum II	17	56
Stratum III	3	59
Stratum IV	8	33
Stratum V	2	26

A single follow-up question sought to determine the reasons for not having requested financial assistance. Perhaps because of the physical placement of this question in the survey instrument, a number of agencies failed to respond to this item. Nevertheless, responses from those agencies which did answer this question are presented in Table 1.33.

Fairly even distribution among the possible response categories is found for each of the five strata. "Low on the list of priorities" and "lack of interest" seem to be the most frequently indicated reasons, but "local government would never approve the request" was also cited by substantial percentages of agencies in Strata II, III, IV, and V. Although availability of equipment/facilities within the department was affirmed by over 20% of the large city agencies, access to equipment/facilities outside the agency is apparently sufficient for many police agencies.

Table 1.33 Reasons for Never Having Requested Funding for Physical Fitness Program

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Low on the list of departmental priorities	13	20.6	14	25.0	16	27.1	9	27.3	7	26.9
Sworn personnel have indicated a lack of interest	12	19.0	10	17.9	12	20.3	6	18.2	2	7.7
Currently have access to adequate equipment/facilities	11	17.4	10	17.9	12	20.3	4	12.1	2	7.7
Local government would never approve the request	6	9.5	10	17.9	11	18.6	5	15.2	5	19.2
Currently have sufficient equipment/facilities in the department	13	20.6	1	1.8	2	3.4	2	6.1	0	-
Outside the department	9	14.3	7	12.5	7	11.7	9	27.3	5	19.2

"Other" responses to this question were equally varied. Some of these reasons included the following:

- "It's already included in the corporate budget."
- "Problem has just recently surfaced."
- "Will be included in next year's budget."
- "Don't have enough officers to take any off the street for such a program."
- "Department is too small to justify such a request."
- "Geographic dispersion across entire state would make such a program difficult to administer."
- "Didn't know funding was available for such programs."

All of these responses suggest rather clearly that there is no single reason or problem which discourages agencies from requesting financial assistance for physical fitness related programs and/or equipment. Some problems are local (e.g., "government would never approve"), while others are specific to certain types of agencies (e.g., "since personnel are scattered across state, the administration of a program would be very difficult"). It would seem, however, that the two most frequently mentioned reasons (i.e., "low on the list of priorities" and "lack of interest") are interrelated internal departmental problems which could be dealt with at the command or administrative level. It is difficult to assess what the effects of a concerted departmental effort to establish a program with outside funding might be on the funding sources themselves.

Additional follow-up questions were asked of those agencies which have requested financial assistance for physical fitness related programs and/or

equipment over the past ten years. It can be seen from Table 1.34 that the majority of these requests were made to local government or the Law Enforcement Assistance Administration. Local businesses and community organizations have been approached by a few city agencies, but no state police agency has requested funding from the state planning association. "Other" sources of possible funding consisted of, surprisingly, police officer associations.

The substance of the overwhelming majority of these requests for financial assistance consisted of universal gym sets and other weight training equipment. Less frequently mentioned equipment included rowing machines, exercycles, mats, jump ropes, and softball and basketball equipment and uniforms. Less than five agencies indicated that funding was requested for program development or implementation.

Table 1.35 presents data indicative of the pattern of request success. Diversity in the success rates of agencies in the five strata is apparent. Generally, county agencies have the best success rate; but, of course, the total number of requests made is very small. Among city agencies, it appears that as the size of the jurisdiction decreases, so does the likelihood of obtaining the requested funding. Regardless of size or type of agency, however, it is obvious that agencies receiving funding use that funding; the two departments which indicated that funds have not been used provided the further explanation that these funds are being used at the present time.

Table 1.34 Sources From Which Funds Were Requested

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Local or State Government	25	71.4	13	76.5	3	100	5	62.5	1	50.0
LEAA	11	31.4	3	17.6	0	-	3	37.5	1	50.0
Local Business or Industry	3	8.6	2	11.8	0	-	0	-	0	-
Police Foundation	3	8.6	1	5.9	0	-	0	-	0	-
Local Community Organization	2	5.7	2	11.8	0	-	0	-	0	-
State Planning Association	2	5.7	1	5.9	0	-	0	-	0	-
Other Criminal Justice Agency	0	-	2	11.8	0	-	0	-	0	-
Private Foundation	0	-	0	-	0	-	0	-	0	-
Insurance Company	0	-	0	-	0	-	0	-	0	-
Other	4	11.4	1	5.9	0	-	0	-	0	-

Table 1.35 Granting and Utilization of Requested Funds

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Funding was granted	24	68.6	9	52.9	1	33.3	5	62.5	2	100.
Funds have been used	23	95.8	8	88.9	1	100.	5	100.	2	100.

CHAPTER 9

ENTRANCE LEVEL MEDICAL AND PHYSICAL PERFORMANCE EXAMINATIONS

Entrance Level Medical Examinations

As can be seen from the following figures, nearly all of the responding agencies in Strata I, II, III, and IV, but less than half of those in Stratum 5, require applicants to complete an entrance level medical examination:

Stratum I	=	98
Stratum II	=	73
Stratum III	=	55
Stratum IV	=	41
Stratum V	=	13

A variety of agencies and personnel were mentioned as having responsibility for establishment of specific disqualifying factors on these entrance medical exams (see Table 1.36). Not surprisingly, the two most frequently cited responsible organizations are the local civil service commission and the police department policy, rules, and regulations; the percentages of agencies indicating these two organizations vary across the five strata. For example, while 63% of the large city agencies indicated "local civil service commission", 63% of state agencies indicated "police department."

State or local law and central personnel agencies play a role in medical exam establishment to varying degrees across the five strata of agencies. Among the "other" responses were similar types of organizations such as merit commission, police and fire commission, state training council/commission, and police pension board; authority apparently rests with the chief of police in a number of additional agencies.

Most noteworthy here, however, is the large number of agencies which responded that no specific disqualifying standards exist and, therefore,

Table 1.36 Responsibility for Establishment of Disqualifying Factors on the Entrance Level Medical Examination

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Civil Service Commission	62	63.3	31	42.5	16	29.1	5	12.2	3	23.1
Police Department Policy	27	27.6	27	37.0	21	38.2	26	63.4	4	30.8
Discretion of Physician	14	14.3	29	39.7	29	52.7	10	24.4	4	30.8
State or Local Law	25	25.5	13	17.8	15	27.3	4	9.8	4	30.8
Central Personnel Agency	28	28.6	8	11.0	1	1.8	9	22.0	1	7.7
Other	13	13.3	7	9.6	7	12.7	11	26.8	2	15.4

applicant medical examinations are left to the discretion of the examining physician. Over half of the small city agencies chose this alternative, and between approximately 25% and 40% of agencies in Strata II, IV, and V responded in this manner.

Responses to several questions concerning administration of these exams are summarized in Table 1.37. Again, it can be seen that substantial numbers of agencies in all strata indicated that medical exam scoring is left to the discretion of the examining physician. On the other hand, applicants must pass every specific standard in over 60% of large city agencies, nearly 50% of state agencies, and between 20% and 30% of other city and county agencies. Other responses indicated that the chief or merit board has the authority for final evaluation and approval of medical exam results.

In the overwhelming majority of agencies, medical examinations are used as a qualifying standard only. This means, of course, that regardless of how the test itself is scored, the final result is presented in terms of pass/fail distinctions. Few agencies use medical exam results as part of the final eligibility weighting or ranking procedures.

Applicants are allowed retests in 60% or more of agencies in all but Stratum III. The conditions for retest vary widely; some of the common ones include through successful appeal to civil service commission or similar agency, after waiting a period of time (e.g., 1 month, 2 months, etc.), after correcting the deficiency (e.g., overweight), if applicant is willing to pay for a second exam, and only during the next applicant testing session.

Table 1.37 Administration of Entrance Level Medical Examination

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
How is the exam scored?										
Discretion of physician	28	28.6	42	57.5	31	56.4	19	46.3	10	76.9
Pass every standard	61	62.2	21	28.8	16	29.1	19	46.3	3	23.1
Minimum total score	5	5.1	5	6.8	4	7.3	2	4.9	0	-
Other	4	4.1	3	4.1	4	7.3	1	2.4	0	-
How is the exam used?										
Qualifying standard	90	91.8	70	95.9	49	89.1	39	95.1	11	84.6
Weighted in total eligibility	9	9.2	4	5.5	8	14.5	4	9.8	2	15.4
Ranking purposes	4	4.1	4	5.5	4	7.3	3	7.3	0	-
Other	0	-	0	-	1	1.8	2	4.9	0	-
Applicant is allowed retest	78	79.6	45	61.6	22	40.0	36	87.8	8	61.5

Table 1.38 presents data on applicant failure rate on the medical examination. Substantial numbers of agencies could not provide such data, particularly in relation to female applicants. Nevertheless, the information that is available provides interesting contrasts. Differences in average failure rate are seen among the five strata and between male and female applicants in the same stratum. Although average male and female applicant failure rates are similar in large city departments and county agencies, female applicants fail at nearly twice the rate of male applicants (i.e., 11.9% compared to 6.0%) in medium-sized cities. In addition, all 18 agencies in Stratum III reported no failures at all for female applicants. Whether or not these statistics reflect differences in relative numbers of female and male applicants cannot be determined. One might expect, however, that where the number of female applicants is greater (as, for example, in city and county agencies), the failure rate on the medical examination will probably be more similar to that of male applicants. These data also seem to suggest that an applicant's chances of success on the medical exam are best in county police and sheriff agencies, although the effects of sample size cannot be assessed.

Seven of these agencies (i.e., 4 in Stratum I, 1 in Stratum III, and 2 in Stratum IV) indicated that their entrance level medical examinations have been formally validated; since no copies of these studies were available, discussion of the results is not possible.

#### Entrance Level Physical Performance Tests

A total of 178 of the 302 responding agencies require physical performance (i.e., agility, strength, endurance, etc.) tests at the entrance or selection stage. The agencies are distributed among the five strata as follows:

Table 1.38 Failure Rates of Female and Male Applicants on the Entrance Level Medical Examination.

	I	II	III	IV	V
<u>Female Applicants</u>					
Number of departments	53	25	18	21	9
Average percent per agency	10.2	11.9	0.0	6.3	2.8
Median percent	0.0	0.0	0.0	0.0	0.0
Range of percent	0.0- 66.0	0.0- 100.	0.0	0.0- 50.0	0.0- 25.0
<u>Male Applicants</u>					
Number of departments	62	46	40	29	10
Average percent per agency	11.5	6.0	4.2	8.0	1.5
Median percent	5.0	0.0	0.0	5.0	0.0
Range of percent	0.0- 85.0	0.0- 55.0	0.0- 85.0	0.0- 29.0	0.0- 10.0

**CONTINUED**

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Stratum I	=	75
Stratum II	=	50
Stratum III	=	20
Stratum IV	=	29
Stratum V	=	4

Similar to the situation with regard to medical examinations, responsibility for the establishment of specific standards for these physical performance tests rests primarily with local civil service commissions and police departments (see Table 1.39). Academy and/or training personnel have particular importance in large city, state, and county agency tests, while departmental policy is somewhat more important in medium and small city agencies. State or local law is considerably less significant to development of physical performance tests than of medical examination disqualifiers. Among the "other" responses were police and fire commissions, state training councils/commissions, university instructors, and personnel departments.

Table 1.40 presents data on the administration of these tests in terms of facilities and scoring mechanisms. Agencies in Strata I, IV, and V tend to administer entrance physical performance tests in academy or departmental facilities; local school gyms and/or tracks are used much more frequently by agencies in Strata II and III. Other responses consisted of city recreational facilities, fire department facilities, and such local clubs as Elks Club facilities.

Although the majority of entrance tests given by agencies in Strata I, III, and V require applicants to complete successfully every event, 25% or more of agencies in all strata require attainment of a minimum total score only. Combinations of minimum total score and minimum number of events constituted most of the "other" responses.

Table 1.39 Responsibility for Establishment of Disqualifying Scores on the Entrance Level Physical Performance Tests

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Civil Service Commission	31	41.3	27	54.0	7	35.0	3	10.3	1	25.0
Academy/Training Personnel	32	42.7	11	22.0	5	25.0	18	62.1	3	75.0
Police Department Policy	17	22.7	16	32.0	6	30.0	12	41.4	1	25.0
Central Personnel Agency	20	26.7	8	16.0	1	5.0	5	17.2	1	25.0
State or Local Law	3	4.0	5	10.0	1	5.0	0	-	0	-
Other	21	28.0	12	24.0	3	15.0	7	24.1	0	-

Table 1.40 Administration of Entrance Level Physical Performance Tests

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
<u>Facilities Used</u>										
Academy/Departmental Training	35	46.7	11	22.0	2	10.0	14	48.3	4	100.
Local School Gym/Track	19	25.3	24	48.0	15	75.0	6	20.7	0	-
YMCA	3	4.0	6	12.0	0	-	0	-	0	-
Other	16	21.3	9	18.0	2	10.0	9	31.0	0	-
<u>How is the exam scored?</u>										
Must pass each event	38	50.7	19	38.0	11	55.0	13	44.8	2	50.0
Must attain minimum total score	27	36.0	20	40.0	6	30.0	9	31.0	1	25.0
Must pass certain number of events	5	6.7	4	8.0	1	5.0	4	13.8	0	-
Other	4	5.3	7	14.0	1	5.0	2	6.9	1	25.0
<u>How is the exam used?</u>										
Qualifying standard	68	90.7	19	38.0	16	80.0	27	93.1	4	100.
Weighted in total eligibility	11	14.7	15	30.0	7	35.0	2	6.9	0	-
Ranking purposes	7	9.3	12	24.0	2	10.0	3	10.3	0	-
Other	0	-	0	-	0	-	1	3.4	0	-

With the exception of Stratum II, the great majority of agencies in all strata use the results of these tests as qualifying standards only, i.e., applicants either pass or fail. Weighting the results in the total eligibility score is a more common practice among the responding agencies in Strata II and III.

Additional information on test administrative issues is presented in Table 1.41. Entrance level physical performance tests are identical for male and female applicants in a range of from 50% of the county agencies to 90% of the smallest city agencies. A variety of explanations of the differences between tests for men and women were provided; the most common ones included the following:

- women are not required to take physical agility tests
- women do modified/fewer push-ups, pull-ups, and/or chin-ups
- wall climb tests involve walls of different heights
- timed course allows longer time for women

Within the total selection process, physical performance tests are given after medical examinations in less than half of the agencies in each stratum; and medical personnel (i.e., emergency medical technicians, doctors, and paramedics) are in attendance in 25% or less of agencies in each stratum.

Although it would appear that applicants are most frequently allowed retests in state, county, and large city agencies, the conditions specified for retesting change this picture somewhat. One of the most often cited conditions is that applicants must wait until the next selection cycle; in many of these cases, it is not possible to determine whether or not applicants may retest on this phase without having to complete the entire selection process again. Some agencies indicated, however, that applicants are allowed retests if weather conditions were bad or if a medical problem existed at the time of original testing; one

Table 1.41 Additional Information on Entrance Level Physical Performance Tests

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Test is same for male and female applicants	64	85.3	44	88.0	18	90.0	21	72.4	2	50.0
Test is given after entrance medical examination	28	37.3	19	38.0	9	45.0	9	31.0	1	25.0
Medical personnel are in attendance	10	13.3	11	22.0	2	10.0	7	24.1	1	25.0
Applicants are allowed re-test	48	64.0	20	40.0	6	30.0	23	79.3	3	75.0
Test has been validated	14	18.7	7	14.0	1	5.0	6	20.7	0	-

retest is automatically provided in a few agencies.

Twenty-eight of the agencies reported that their entrance level physical performance tests have been validated. Since little specific validation information was received, the quality of these studies and/or their results cannot be determined.

Data on failure rates of female and male applicants on physical performance tests are presented in Table 1.42. As with similar data concerning the medical examination, few agencies were able to provide statistical information on this question. However, the tremendous differences in average per agency failure rates of female and male applicants are obvious. While average failure rates of male applicants are fairly consistent across strata (ranging from 11.0% in Stratum V to 16.8% in Stratum IV), average failure rates for female applicants range from 30.9% among Stratum IV agencies to 82.5% among Stratum V agencies. The median failure rate for females is 50% or more in four of the five strata compared to a median failure rate for males of 10.5% or less in all five strata. In Strata I and II, where the numbers of reporting agencies are largest, average failure rates for female applicants were 47.6% and 59.5%, respectively. At least one agency in each of the first four strata indicated that all female applicants taking the entrance physical performance tests had failed.

Table 1.42 Failure Rates of Female and Male Applicants on the Entrance Level Physical Performance Tests

	I	II	III	IV	V
<b>Female Applicants</b>					
Number of departments	39	20	7	12	2
Average percent per agency	47.6	59.5	50.7	30.9	82.5
Median percent	50.0	81.0	60.0	16.0	71.0
Range of percent	0.0-100.	0.0-100.	0.0-100.	0.0-100.	70.0-95.0
<b>Male Applicants</b>					
Number of departments	43	24	13	16	2
Average percent per agency	12.1	15.3	16.2	16.8	11.0
Median percent	6.0	4.5	10.0	10.5	10.5
Range of percent	0.0-60.0	0.0-100.	0.0-60.0	0.0-50.0	10-12

CHAPTER 10  
RECRUIT TRAINING

Of all the topics covered in the screening questions, the requirement of academy or other training for recruits is a provision of the largest percentage of responding agencies. The following number of agencies by stratum require recruit training:

Stratum I	=	97
Stratum II	=	71
Stratum III	=	57
Stratum IV	=	41
Stratum V	=	19

The primary concern in the follow-up questions on recruit training involved the amount and kind of physical fitness training provided for recruit officers. Table 1.43 presents data on the amount of training required.

In terms of average total hours, state agencies require more recruit training than other agencies; averages range from 763 hours in Stratum IV to 284 hours in Stratum V. Although the number of departments reporting data varies within strata, it is clear that the number of hours devoted to physical fitness training averages less than 10% of the total training time among agencies in all five strata.

However, in 50% or more of agencies in Strata I, II, and IV, physical fitness training is a part of a recruit's daily routine (see Table 1.44). Many other agencies indicated such training occurred two or three times a week. Physical fitness is specifically evaluated in a majority of agencies in only two strata, i.e., Stratum I and Stratum IV.

Table 1.43 Number of Hours of Training and Physical Fitness for Recruits in the Five Strata of Agencies

	I	II	III	IV	V
<u>Total Hours of Training</u>					
Number of departments	97	71	53	41	18
Average number of hours	594	391	344	763	284
Range of hours	120- 2080	120- 800	120- 600	250- 1608	120- 550
<u>Total Hours of Physical Fitness Training</u>					
Number of departments	95	69	50	39	18
Average number of hours	44	26	22	70	24
Range of hours	0- 156	0- 140	0- 100	0- 180	0- 120

Table 1.44 Evaluation of Physical Fitness of Recruits

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Physical fitness is daily routine	59	60.8	38	53.5	28	49.1	39	95.1	7	36.8
Physical fitness is evaluated	72	74.2	35	49.3	23	40.4	34	82.9	7	36.8
<u>Frequency of Evaluation</u>										
At end of training only	18	25.0	11	31.4	9	39.1	4	11.8	2	28.6
Daily	9	12.5	5	14.3	2	8.7	6	17.6	2	28.6
Weekly	19	26.4	10	28.6	9	39.1	12	35.3	2	28.6
Every two weeks	2	2.8	1	2.9	0	-	2	5.9	1	14.3
Monthly	4	5.6	4	11.4	0	-	3	8.8	0	-
Every six weeks	4	5.6	0	-	0	-	1	2.9	0	-
Every two months	2	2.8	0	-	0	-	1	2.9	0	-
Other	14	19.4	2	5.7	2	8.7	5	14.7	0	-
<u>Methods of Evaluation</u>										
Supervisor/instructor evaluation	56	77.8	30	85.7	21	91.3	31	91.2	7	100.
Performance on calisthenics/events	59	81.9	24	68.6	7	30.4	28	82.4	3	42.9
Performance on job/work samples	10	13.9	4	11.4	2	8.7	5	14.7	1	14.3
Peer ratings	3	4.2	3	8.6	2	8.7	4	11.8	1	14.3
Self-evaluations	4	5.6	3	8.6	0	-	5	14.7	1	14.3
Other	4	5.6	0	-	0	-	4	11.8	1	14.3

Among those agencies in which recruit fitness is evaluated, great diversity is apparent in the frequency of these evaluations. Largest percentages of agencies in each stratum report such evaluations are conducted weekly or only at the end of the training time. Other responses most often consisted of every three weeks or at pre, mid, and post academy times. Typically, evaluations involve supervisor/instructor appraisals and/or recruit performance on calisthenics or similar events. Performance on job/work samples is utilized in less than 15% of agencies in each stratum. Aerobic performance was indicated by most agencies reporting "other."

Some indication of the overall effects of these evaluations can be obtained from examination of the data in Table 1.45. In large city agencies, voluntary terminations averaged less than three per agency and involuntary terminations averaged slightly over one per agency. State agencies averaged nearly five voluntary and slightly over one involuntary terminations per agency. Among agencies in these two strata, where recruit termination is greatest, physical ability reasons accounted for, on the average, one termination per state agency and one termination for every four large city agencies. It is obvious that termination for any reason is much less frequent among agencies in Strata II, III, and V.

Table 1.46 presents data on various administrative factors concerning recruit training programs. As expected, large city and state agencies most frequently conduct their own training programs, but it can be seen that many agencies both conduct their own programs and share facilities and programs with other agencies (i.e., the sums of these two questions exceed 100% in four of the five strata).

Table 1.45 Academy/Training Program Terminations for Previous Twelve Months

	I	II	III	IV	V
<u>Voluntary Terminations</u>					
Number of departments	94	69	55	41	19
Total number of recruits	253	9	0	195	3
Average number of recruits	2.69	0.13	0	4.76	0.16
Range	0-79	0-3	0	0-37	0-3
<u>Involuntary Terminations</u>					
Number of departments	94	69	55	41	19
Total number of recruits	127	9	2	48	1
Average number of recruits	1.35	0.1	0.04	1.17	0.05
Range	0-16	0-2	0-1	0-12	0-1
<u>Total Terminations</u>					
Number of departments	94	70	55	41	19
Total number of recruits	380	26	2	243	4
Average number of recruits	4.04	0.37	0.04	5.93	0.21
Range	0-84	0-8	0-1	0-44	0-4
<u>Terminations for Physical Ability Reasons</u>					
Number of departments	95	70	55	41	19
Total number of recruits	23	9	0	52	0
Average number of recruits	0.24	0.01	0	1.27	0
Range	0-9	0-9	0	0-37	0

Table 1.46 Administration of Recruit Training Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Department conducts own training	71	73.2	26	36.6	8	14.0	40	97.6	6	31.6
Department shares training facilities	53	54.6	61	85.9	41	71.9	20	48.8	17	89.5
Recruits can be recycled	57	58.8	34	47.9	21	36.8	18	43.9	12	63.2
Recycling includes physical training	46	80.7	22	64.7	11	52.4	15	83.3	6	50.0
Requirements are same for male and female recruits	60	83.3	32	91.4	21	91.3	28	82.4	6	85.7

The possibility of unsuccessful recruits being "recycled" through all or parts of the training programs is greatest among agencies in Strata V and I. Among those agencies which give recruits a second chance, the majority in all strata include physical fitness training in this recycling.

Not all of the agencies require attainment of specific physical ability standards at the end of the recruit training period. However, among those that do, better than 80% in each stratum indicated that these standards are identical for male and female recruits. Standards, of course, vary from department to department; but, generally, running, obstacle courses, and various calisthenics constitute the majority of recruit activity in physical fitness.

CHAPTER 11

PERFORMANCE EVALUATIONS

In addition to the topics covered by the initial screening questions, several other areas were explored through items directed toward all responding agencies. One of these areas involves the evaluation of physical fitness of current sworn police personnel. For purposes of this and the next two chapters, the following base figures are appropriate:

Stratum I	=	98
Stratum II	=	73
Stratum III	=	62
Stratum IV	=	41
Stratum V	=	28

Table 1.47 presents data on the extent to which the physical fitness of police officers is evaluated as a part of the overall job performance evaluations conducted. The data clearly show that while physical fitness of probationary officers is evaluated in 40% or more of the responding agencies in Strata I and IV, no stratum reaches this percentage with either officers in field training programs or regular police officers. In fact, physical fitness of police officers is specifically and regularly evaluated in less than one-fifth of the agencies in Strata I, II, and V.

Despite these facts, however, informal evaluations of physical condition can be made; in these cases, the evaluator probably most often rates overall appearance rather than physical fitness per se. Tables 1.48 through 1.50 present data on the types of evaluative methods used and the kinds of administrative actions which can be taken regarding the physical fitness of probationary officers, officers in field training programs, and regular ("tenured") police officers.

Table 1.47 Extent to Which Physical Fitness of Officers is Evaluated in Agencies in the Five Strata

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Physical fitness of probationary officers is specifically and regularly evaluated	40	40.8	28	38.4	15	24.2	18	43.9	2	7.1
Physical fitness of officers in field training programs is specifically and regularly evaluated	21	21.4	21	28.8	11	17.7	16	39.0	3	10.7
Physical fitness of police officers is specifically and regularly evaluated	18	18.4	23	31.5	10	16.1	16	39.0	3	10.7

Table 1.48 Evaluative Methods and Consequent Administrative Actions in Relation to Physical Fitness of Probationary Officers

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
<u>Methods of Evaluation</u>										
Supervisory Evaluations	46	46.9	37	50.7	22	35.5	22	53.7	4	14.3
Performance on Specific Tasks	27	27.6	17	23.3	13	21.0	12	29.3	1	3.6
Job/Work Samples	13	13.3	17	23.3	9	14.5	7	17.1	1	3.6
Self-Evaluations	6	6.1	5	6.8	10	16.1	1	2.4	2	7.1
Peer Ratings	4	4.1	8	11.0	6	9.7	1	2.4	1	3.6
Other	3	3.1	5	6.8	1	1.6	5	12.2	0	-
<u>Administrative Actions</u>										
Notation on Evaluation Form	49	50.0	39	53.4	19	30.6	27	65.9	2	7.1
Individual Counseling	45	45.9	31	42.5	20	32.3	23	56.1	3	10.7
Dismissal	35	35.7	31	42.5	12	19.4	19	46.3	2	7.1
Extension of Probationary Period	18	18.4	30	41.1	15	24.2	12	29.3	2	7.1
Suspension	13	13.3	17	23.3	7	11.3	14	34.1	0	-
Recycling Through Training Program	19	19.4	10	13.7	10	16.1	5	12.2	0	-
Loss of Annual Leave Days	2	2.0	2	2.7	0	-	0	-	0	-
Other	1	1.0	2	2.7	0	-	2	4.9	0	-

Table 1.49 Evaluative Methods and Consequent Administrative Actions in Relation to Physical Fitness of Officers in Field Training Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
<u>Methods of Evaluation</u>										
Supervisory Evaluations	32	32.7	28	38.4	17	27.4	22	53.7	3	10.7
Performance on Specific Tasks	13	13.3	12	16.4	10	16.1	12	29.3	1	3.6
Job/Work Samples	8	8.2	13	17.8	8	12.9	6	14.6	1	3.6
Self-Evaluations	6	6.1	5	6.8	10	16.1	2	4.9	2	7.1
Peer Ratings	3	3.1	5	6.8	2	3.2	1	2.4	1	3.6
Other	4	4.1	2	2.7	1	1.6	2	4.9	0	-
<u>Administrative Actions</u>										
Notation on Evaluation Form	39	39.8	32	43.8	17	27.4	25	61.0	2	7.1
Individual Counseling	34	34.7	24	32.9	19	30.6	23	56.1	3	10.7
Dismissal	13	13.3	18	24.7	7	11.3	13	31.7	1	3.6
Suspension	14	14.3	16	21.9	7	11.3	11	26.8	0	-
Extension of Probationary Period	8	8.2	12	16.4	9	14.5	5	12.2	1	3.6
Recycling through Training Program	8	8.2	7	9.6	7	11.3	2	4.9	0	-
Loss of Annual Leave Days	2	2.0	3	4.1	0	-	0	-	0	-
Other	3	3.1	3	4.1	0	-	2	4.9	0	-

Table 1.50 Evaluative Methods and Consequent Administrative Actions in Relation to Physical Fitness of Police Officers

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
<u>Methods of Evaluation</u>										
Supervisory Evaluation	31	31.6	30	41.1	18	29.0	23	56.1	5	17.9
Performance on Specific Tasks	13	13.3	11	15.1	12	19.4	11	26.8	2	7.1
Job/Work Samples	7	7.1	12	16.4	9	14.5	6	14.6	1	3.6
Self-Evaluations	4	4.1	5	6.8	11	17.7	3	7.3	4	14.3
Peer Ratings	1	1.0	5	6.8	3	4.8	1	2.4	1	3.6
Other	2	2.0	4	5.5	1	1.6	3	7.3	0	-
<u>Administrative Actions</u>										
Notation on Evaluation Form	39	39.8	35	47.9	18	29.0	22	53.7	3	10.7
Individual Counseling	36	36.7	27	37.0	23	37.1	25	61.0	5	17.9
Suspension	15	15.3	20	27.4	10	16.1	12	29.3	1	3.6
Dismissal	13	13.3	21	28.8	9	14.5	11	26.8	3	10.7
Extension of Probationary Period	3	3.1	8	11.0	7	11.3	3	7.3	3	10.7
Recycling through Training Program	3	3.1	3	4.1	4	6.5	3	7.3	3	10.7
Loss of Annual Leave Days	2	2.0	4	5.5	0	-	1	2.4	1	3.6
Other	5	5.1	5	6.8	0	-	2	4.9	0	-
			92							

Examination of these three tables reveals several interesting comparisons. First, the rank orders in terms of frequency of use of both categories (i.e., evaluative methods and administrative actions) are nearly identical for all five strata and for all three categories of police officers. By far the most frequently utilized evaluative method is supervisory evaluations, with performance on specific tasks less often cited. The two most typical administrative actions which are available are "notation on the evaluation form" and "individual counseling."

Second, the percentages of departments utilizing these methods and actions, particularly those mentioned above, tend to be larger than the percentages of agencies which responded affirmatively to the items presented in Table 1.47. For example, nearly 41% of the large city agencies indicated that physical fitness of probationary officers is regularly and specifically evaluated (see Table 1.47). However, nearly 47% of this same group of agencies indicated that supervisory evaluations regarding the physical fitness of probationary officers are utilized (see Table 1.48). These same types of comparisons may be made for other categories of officers and other strata of agencies.

A third comparison across these tables is possible. With few exceptions, as the subject under consideration moves from probationary officer to regular officer, the frequencies with which evaluative methods and administrative actions are cited decrease. This, too, is not a surprising result in view of the fact that formal evaluation of physical fitness is an infrequent occurrence. The exceptions to this trend generally result from two factors. First, the sample size of county agencies (Stratum V) is very small and data must, therefore, be

treated with caution. Second, some confusion may have appeared with regard to the term "field training programs." It should also be noted that dismissal and suspension reverse their positions from Table 1.48 to Table 1.50.

Taken together, these data tend to support the earlier statement that physical condition is often evaluated in an informal manner. Informal, observational assessments of necessity focus on overt characteristics which generally reflect negative qualities, or, in this case, lack of good physical condition. As a consequence, most informal evaluations probably assess such things as obvious weight problems and result in little more than individual advice to "lose weight."

## CHAPTER 12 LOSS OF PERSONNEL

Many of the responding agencies were able to provide a variety of statistical information on both current employees and those personnel who left the department during the previous 12 months. Such statistics are the subject of this chapter. Of particular interest in relation to physical fitness are available statistics on the number of officers who died, retired early, or were placed on limited duty (for medical/health reasons) during this 12-month period. Before examining these data, however, it may be useful to look at the general employment picture in the responding agencies.

Table 1.51 presents data on the number of full-time male and female sworn and non-sworn personnel employed by those agencies responding to the survey. Since the five strata were originally defined on the basis of type of agency and size of jurisdiction, differences in numbers of employees are to be expected, e.g., decreasing value from Stratum I through Stratum III. It should be noted, however, that there is considerable overlap in number of employees across strata, as indicated by the ranges. This product of basing the random sample on size of jurisdiction rather than on size of agency tends to confound the data in this chapter and, perhaps, throughout this report.

A second expected result here is the fact that large city agencies tend to employ more full time female sworn officers, on the average, than any other stratum of agencies. County and state agencies have higher per agency average numbers of female sworn personnel than the other two strata of city agencies, and the smallest city agencies are the only stratum with less than one female officer per agency (on the average).

Table 1.51 Patterns of Employment of Full-time Sworn and Nonsworn Male and Female Personnel in the Five Strata

	I	II	III	IV	V
<u>Full-time Sworn Males</u>					
Number of departments	96	73	60	41	25
Number of officers	86,891	6052	1016	34317	1486
Per agency average	905.1	82.9	16.9	837.0	59.4
Range	107-12,939	28-302	3-63	95-3932	2-548
<u>Full-time Sworn Females</u>					
Number of departments	95	73	60	41	24
Number of officers	2157	109	10	110	86
Per agency average	22.7	1.5	0.2	2.7	3.6
Range	0-336	0-10	0-3	0-26	0-21
<u>Full-time Nonsworn Males</u>					
Number of departments	90	72	60	38	24
Number of employees	7223	292	47	5223	97
Per agency average	80.3	4.1	0.8	137.4	4.0
Range	0-1398	0-17	0-8	0-587	0-65
<u>Full-time Nonsworn Females</u>					
Number of departments	90	71	60	38	24
Number of employees	10,722	872	137	4557	196
Per agency average	119.1	12.3	2.3	119.9	8.2
Range	0-1563	0-72	0-9	0-454	0-94

Table 1.52 presents a categorization of total number of sworn officers by rank. Taking into consideration the diversity in personnel titles and departmental organization, the similarities across strata are striking. Certainly it is not surprising, however, that the largest percentages of officers in each stratum are patrol officers and sergeants. The high percentage of "other" responses in Stratum V reflects positions such as matron and bailiff which generally are unique to county police and sheriff agencies.

An overall distribution of sworn personnel by age group, presented in Table 1.53, indicates somewhat greater variability. The percentages of officers in each age group are quite similar for agencies in Strata I, II, and V; between one-third and two-fifths of officers in these agencies are found in each of the two categories of under 30 and from 30 to 40 years of age. The smallest city agencies have a larger percentage of officers under age 30, while officers in state agencies are more highly concentrated between the ages of 30 and 50. Over 10% of the large city agency sworn personnel and nearly 10% of the county agency sworn personnel are aged 51 and over.

Tables 1.54 through 1.58 present percentage breakdowns of sworn personnel by age and rank for responding agencies in each of the five strata. This background data on the number and distribution of sworn employees may help to make the following information on retirement more meaningful.

Table 1.59 presents data on the number of officers who left police agencies during the previous 12 months. Although scheduled retirement for reasons of age or length of service and "other" (e.g., personal reasons, better job, etc.) together account for the majority of lost personnel, the remaining three categories are of primary interest here.

Table 1.52 Number and Percent of Officers by Rank for Agencies Within Each Stratum

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Patrol Officer	40394	65.5	3583	65.5	610	63.5	15202	70.1	786	72.8
Corporal	2679	4.3	78	1.4	12	1.2	1102	5.1	13	1.2
Investigator/Detective	7257	11.8	516	9.4	58	6.0	1156	5.3	44	4.1
Sergeant	7420	12.0	632	11.6	139	14.5	2525	11.6	72	6.7
Lieutenant	2271	3.7	334	6.1	42	4.4	841	3.9	48	4.4
Captain	930	1.5	168	3.1	21	2.2	435	2.0	13	1.2
Major/Inspector	291	0.5	18	0.3	2	0.2	113	0.5	5	0.5
Deputy Chief	194	0.3	37	0.7	9	0.9	42	0.2	14	1.3
Chief	68	0.1	65	1.2	58	6.0	31	0.1	20	6.0
Other	169	0.3	38	0.7	10	1.0	242	1.1	65	6.0
Total	61673	100	5469	100	961	99.9	21689	99.9	1080	100

Table 1.53 Distribution of Officers by Age in Each of Five Strata

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Under 30	19897	32.3	1918	35.1	407	42.4	6265	28.9	415	38.4
30 to 40	23106	37.5	2172	39.7	332	34.5	9385	43.3	400	37.0
41 to 50	12111	19.6	973	17.8	147	15.3	4639	21.4	161	14.9
51 and over	6559	10.6	406	7.4	75	7.8	1400	6.4	104	9.6
Total	61673	100	5469	100	961	100	21689	100	1080	99.9

Table 1.54 Distribution of Officers by Rank and Age for Responding Agencies in Stratum I

Rank	Under 30		30 to 40		41 to 50		51 and Over	
	Total	Average	Total	Average	Total	Average	Total	Average
Patrol Officer	17,661	271.7	14,089	216.7	5512	84.8	3132	48.2
Corporal	932	14.3	1,475	22.7	165	2.5	107	1.6
Investigator/Detective	926	14.2	3,444	53.0	1919	29.5	968	14.9
Sergeant	338	5.2	3,171	48.8	2701	41.6	1210	18.6
Lieutenant	10	0.2	674	10.4	1034	15.9	553	8.5
Captain	2	0.0	154	2.3	476	7.2	298	4.5
Major/Inspector	0	-	32	0.5	135	2.0	124	1.9
Deputy Chief	0	-	16	0.2	95	1.4	83	1.2
Chief	0	-	4	0.1	33	0.5	31	0.5
Other	28	0.4	47	0.7	41	0.6	53	0.8

Table 1.55 Distribution of Officers by Rank and Age for Responding Agencies in Stratum II

Rank	Under 30		30 to 40		41 to 50		51 and Over	
	Total	Avg.	Total	Avg.	Total	Avg.	Total	Avg.
Patrol Officer	1745	26.0	1368	20.1	335	4.9	135	2.0
Corporal	24	0.4	46	0.7	6	0.1	2	0.0
Investigator/Detective	86	1.3	258	3.8	133	2.0	39	0.6
Sergeant	49	0.7	306	4.5	221	3.3	56	0.8
Lieutenant	7	0.1	110	1.6	149	2.2	68	1.0
Captain	0	-	48	0.7	73	1.1	47	0.7
Major/Inspector	0	-	2	0.0	8	0.1	8	0.1
Deputy Chief	0	-	4	0.1	17	0.3	16	0.2
Chief	1	0.0	9	0.1	25	0.4	30	0.4
Other	6	0.1	21	0.3	6	0.1	5	0.1
			101					

Table 1.56 Distribution of Officers by Rank and Age for Responding Agencies in Stratum III

Rank	Under 30		30 to 40		41 to 50		51 and Over	
	Total	Avg.	Total	Avg.	Total	Avg.	Total	Avg.
Patrol Officer	343	5.8	195	3.3	52	0.9	20	0.3
Corporal	7	0.1	4	0.1	0	-	1	0.0
Investigator/Detective	20	0.3	24	0.4	13	0.2	1	0.0
Sergeant	24	0.4	69	1.2	32	0.5	14	0.2
Lieutenant	2	0.0	15	0.3	18	0.3	7	0.1
Captain	2	0.0	5	0.1	11	0.2	3	0.1
Major/Inspector	0	-	0	-	0	-	2	0.0
Deputy Chief	1	0.0	5	0.1	2	0.0	1	0.0
Chief	3	0.1	15	0.3	17	0.3	23	0.4
Other	5	0.1	0	-	2	0.0	3	0.1
			102					

Table 1.57 Distribution of Officers by Rank and Age for Responding Agencies in Stratum IV

Rank	Under 30		30 to 40		41 to 50		51 and Over	
	Total	Avg.	Total	Avg.	Total	Avg.	Total	Avg.
Patrol Officer	5985	193.1	6875	221.8	1898	61.2	444	14.3
Corporal	84	2.7	616	19.9	345	11.1	57	1.8
Investigator/Detective	115	3.8	544	18.1	423	14.1	74	2.5
Sergeant	58	1.9	1044	33.7	1110	35.8	313	10.1
Lieutenant	5	0.2	164	5.1	470	14.7	202	6.3
Captain	0	-	36	1.1	236	7.4	163	5.1
Major/Inspector	0	-	5	0.2	54	1.7	54	1.7
Deputy Chief	0	-	0	-	18	0.6	24	0.8
Chief	1	0.0	1	0.0	10	0.3	19	0.6
Other	17	0.5	100	3.1	75	2.3	50	1.6
			103					

Table 1.58 Distribution of Officers by Rank and Age for Responding Agencies in Stratum V

Rank	Under 30		30 to 40		41 to 50		51 and Over	
	Total	Avg.	Total	Avg.	Total	Avg.	Total	Avg.
Patrol Officer	383	17.4	296	13.5	68	3.1	39	1.8
Corporal	3	0.1	9	0.4	1	0.0	0	-
Investigator/Detective	3	0.1	26	1.2	13	0.6	2	0.1
Sergeant	4	0.2	33	1.5	22	1.0	13	0.6
Lieutenant	1	0.0	10	0.5	23	1.0	14	0.6
Captain	0	-	7	0.3	2	0.1	4	0.2
Major/Inspector	0	-	1	0.0	3	0.1	1	0.0
Deputy Chief	3	0.1	2	0.1	4	0.2	5	0.2
Chief	2	0.1	4	0.2	5	0.2	9	0.4
Other	16	0.7	12	0.5	20	0.9	17	0.8
			104					

Table 1.59 Total and Per Agency Average Number of Sworn Police Personnel Who Left Police Agencies for Various Reasons

	I	II	III	IV	V
	N=92	N=72	N=61	N=40	N=25
<u>Death In Line of Duty</u>					
Number of officers	45	6	0	18	1
Per agency average	0.5	0.1	0	0.5	0.4
Range	0-4	0-1	0	0-2	0-1
<u>Death Off-Duty</u>					
Number of officers	206	11	4	64	6
Per agency average	2.2	0.2	0.1	1.6	0.2
Range	0-59	0-2	0-1	0-11	0-3
<u>Scheduled Retirement-Age</u>					
Number of officers	404	22	5	170	14
Per agency average	4.4	0.3	0.1	4.3	0.6
Range	0-77	0-6	0-3	0-72	0-12
<u>Scheduled Retirement-Service</u>					
Number of officers	918	60	1	232	16
Per agency average	10.0	0.8	0.0	5.8	0.6
Range	0-167	0-8	0-1	0-42	0-16
<u>Early Retirement</u>					
Number of officers	647	26	4	99	6
Per agency average	7.0	0.4	0.1	2.5	0.2
Range	0-85	0-4	0-1	0-12	0-4
<u>Other</u>					
Number of officers	1640	220	72	547	80
Per agency average	17.8	3.1	1.2	13.7	3.2
Range	0-148	0-24	0-10	0-79	0-20

It can be seen that state and large city agencies are fairly similar in terms of per agency average number of deaths both in line of duty and off-duty. For this sample, one police officer died in line of duty for every two large city and state agencies, and approximately two police officers died off-duty for every state and large city agency. Fewer on-duty and off-duty deaths were reported by agencies in Strata II, III, and V, in which death claimed a total of 17, 4, and 7 officers respectively.

Great variability is apparent in the figures for early retirement, i.e., retirement before the scheduled time by reason of age or length of service. Early retirement affected 647 officers in Stratum I, or an average of seven police officers for every large city agency providing data, and 99 officers in Stratum IV, for an average of over two officers in every state agency providing data. Again, per agency averages are much lower in the other three strata of agencies, in which a total of 26, 4, and 6 officers, respectively, retired early.

Table 1.60 addresses the causes of the deaths reported in terms of two categories, i.e., accidental (shootings, traffic accidents, etc.) and medical/health (heart attack, terminal disease, etc.). It can be seen that although the majority of deaths in line of duty in Strata I, II, and IV resulted from accidents, the majority of deaths off-duty in all strata resulted from medical/health conditions.

Considering deaths for medical/health reasons only, Table 1.61 presents data on the ages of the officers. Medical/health deaths in line of duty appear to involve officers of all ages rather than any particular age group. Those medical/health deaths which occurred among off-duty officers, on the other hand, primarily involved officers over the age of 40. This age group constitutes some 23% to 30%

Table 1.60 Number and Percent of Deaths In Line of Duty and Off-Duty Which Resulted from Accidents and Medical/Health Reasons

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
<u>Deaths in Line of Duty</u>										
Accidental	30	66.7	6	100	0	-	16	88.9	0	-
Medical/Health	12	26.7	0	-	0	-	2	11.1	1	100
No Explanation	3	6.7	0	-	0	-	0	-	0	-
Total	45	100.1	6	100	0	-	18	100	1	100
<u>Deaths Off-Duty</u>										
Accidental	30	14.6	2	18.2	1	25.0	12	18.8	1	16.7
Medical/Health	106	51.4	9	81.8	3	75.0	51	79.7	5	83.3
No Explanation	70	34.0	0	-	0	-	1	1.6	0	-
Total	206	100	11	100	4	100	64	100.1	6	100

Table 1.61 Number and Percent of Medical/Health Deaths In Line of Duty and Off-Duty by Age of Officer

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
<u>Medical/Health Deaths in Line of Duty</u>										
Under 30	4	33.3	0	-	0	-	0	-	0	-
30 to 40	3	25.0	0	-	0	-	1	50.0	0	-
41 to 50	3	25.0	0	-	0	-	1	50.0	0	-
51 and over	2	16.7	0	-	0	-	0	-	1	100
Total	12	100	0	-	0	-	2	100	1	100
<u>Medical/Health Deaths Off-Duty</u>										
Under 30	3	2.8	0	-	0	-	3	5.9	1	20.0
30 to 40	15	14.2	0	-	0	-	9	17.6	0	-
41 to 50	37	34.9	7	77.8	2	66.7	19	37.3	1	20.0
51 and over	51	48.1	2	22.2	1	33.3	20	39.2	3	60.0
Total	106	100	9	100	3	100	51	100	5	100

of the personnel in each stratum of agencies (see Table 1.53). Seventeen percent or more of the medical/health deaths off-duty in Strata I, IV, and V occurred among officers 40 years old or less, the age group constituting 70% or more of the personnel in this study (see Table 1.53).

Turning to the subject of early retirement, Table 1.62 presents data indicative of the variety of causes of loss of personnel prior to reaching retirement age or length of service. The column totals for each stratum are not always the same as the total number of early retirees given in Table 1.59. Agencies in Strata III and V only were able to provide specific reasons for all of their early retiring officers; the total numbers of early retirements in these two strata are quite small. Agencies in the other three strata indicated that the information requested on early retirees was not available. Nevertheless, for comparative purposes, percentages have been based upon the available data, i.e., the strata totals in Table 1.62.

It is apparent that back trouble, permanent injury suffered in line of duty, and heart attacks were responsible for nearly half of the early retirements for which reasons were provided by agencies in each stratum. Back trouble alone accounted for 23% of the early retirees in Strata I and IV and 16% of those in Stratum II. Permanent injury suffered in line of duty caused between 20% and 25% of early retirements (for which reasons are provided) in city agencies of all sizes and in state agencies. Early retirement resulting from heart attacks ranged from 8% in Stratum II to 50% in Stratum III.

Table 1.62 Number and Percent of Officers Who Retired Early for a Variety of Reasons

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Back Trouble	90	22.6	4	16.0	0	-	20	22.7	0	-
Permanent Injury In Line of Duty	88	22.1	6	24.0	1	25.0	18	20.4	0	-
Heart Attack	70	17.6	2	8.0	2	50.0	13	14.8	2	33.3
Psychological/Psychiatric Reasons	35	8.8	3	12.0	1	25.0	7	8.0	1	16.7
High Blood Pressure	23	5.8	1	4.0	0	-	4	4.5	0	-
Terminal Disease	12	3.0	0	-	0	-	4	4.5	2	33.3
Permanent Injury Off-Duty	14	3.5	1	4.0	0	-	0	-	0	-
Circulatory Disease	11	2.8	1	4.0	0	-	2	2.3	0	-
Arthritis	6	1.5	1	4.0	0	-	5	5.7	0	-
Lung Disease	8	2.0	1	4.0	0	-	2	2.3	0	-
Stroke	2	0.5	0	-	0	-	1	1.1	0	-
Diabetes	1	0.2	0	-	0	-	1	1.1	1	16.7
Peptic Ulcer	1	0.2	1	4.0	0	-	0	-	0	-
Liver Disease	0	-	0	-	0	-	1	1.1	0	-
Other	37	9.3	4	16.0	0	-	10	11.4	0	-
Total	398	99.9	25	100	4	100	88	99.9	6	100

Psychological and/or psychiatric reasons accounted for an additional 8% (Stratum IV) to 25% (Stratum III) of early retirements. High blood pressure was reportedly the cause of between 4% and 6% of the early retirements for which reasons are given in Strata I, II and IV. The other alternatives are cited with much less frequency, although, with the exception of arthritis, these reasons caused similar percentages of early retirements among Strata I, II, and IV agencies.

Table 1.63 presents data on the ages of the officers who retired early for any of the reasons stipulated in Table 1.62. Again, these figures represent only those early retirements for which these data were available. Although comparatively few of these early retiring officers were under the age of 30, they represent some 9% of the early retirees in Stratum I, 8% of those in Stratum II, and 25% of all early retirees in Stratum III. Other patterns emerge which show differences among the five strata. The largest single group of officers retiring early was 30 to 40 years old in Stratum II, 41 to 50 years old in Strata I, IV, and V, and 51 years or older in Stratum III. Only 12% of the early retirees in Stratum II were 51 years of age or older, while 28% to 50% of officers in the other four strata were in this age category. None of the early retirees from county agencies was less than 41 years of age.

Data similar to those in Tables 1.62 and 1.63 are presented in the next two tables in relation to officers placed on limited duty at any time during the previous 12 months.

An examination of Table 1.64 reveals that the largest single cause of limited duty assignments was something other than the specific conditions listed; this "other" category consisted primarily of temporary injuries suffered both on- and

Table 1.63 Age Group of Officers Who Retired Early for Any Reason

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Under 30	36	9.0	2	8.0	1	25.0	1	1.1	0	-
30 to 40	98	24.6	12	48.0	0	-	25	28.4	0	-
41 to 50	154	38.7	8	32.0	1	25.0	34	38.6	4	66.7
51 and Over	110	27.6	3	12.0	2	50.0	28	31.8	2	33.3
Total	398	99.9	25	100	4	100	88	100	6	100

Table 1.64 Number and Percent of Officers Who Were Placed on Limited Duty for a Variety of Reasons

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Back Trouble	301	33.2	13	17.8	1	11.1	31	36.5	0	-
Heart Attack	107	11.8	5	6.8	0	-	5	5.9	1	33.3
Permanent Injury In Line of Duty	106	11.7	6	8.2	1	11.1	4	4.7	0	-
High Blood Pressure	51	5.6	3	4.1	0	-	7	8.2	0	-
Circulatory Disease	47	5.2	3	4.1	1	11.1	0	-	0	-
Permanent Injury Off Duty	37	4.1	2	2.7	0	-	1	1.2	0	-
Psychological/Psychiatric Reasons	34	3.8	2	2.7	0	-	0	-	1	33.3
Peptic Ulcer	29	3.2	1	1.4	0	-	2	2.4	0	-
Arthritis	18	2.0	0	-	1	11.1	0	-	0	-
Terminal Disease	13	1.4	0	-	0	-	1	1.2	0	-
Stroke	6	0.7	1	1.4	0	-	3	3.5	0	-
Lung Disease	9	1.0	0	-	0	-	0	-	0	-
Liver Disease	5	0.6	0	-	0	-	0	-	0	-
Diabetes	3	0.3	0	-	0	-	0	-	0	-
Other	139	15.4	37	50.7	5	55.6	31	36.5	1	33.3
Total	905	100	73	99.9	9	100	85	100.1	3	99.9

off-duty. However, of the specific conditions listed, it is immediately apparent that the three most frequently mentioned causes of limited duty assignment are also the three most frequently mentioned causes of early retirement indicated in Table 1.62, i.e., back trouble, heart attacks, and permanent injury suffered in line of duty. High blood pressure and circulatory disease account for substantial numbers of limited duty assignments, while psychological/psychiatric reasons are not quite as prevalent here as they were regarding early retirement.

Table 1.65 indicates the ages of these officers placed on limited duty. As with the data on early retirement, some differences among strata are apparent here. The largest single group of officers placed on limited duty was under 30 years of age in Stratum III, 30 to 40 years old in Strata I, II, and V, and 51 years or older in Stratum IV. The smallest percentage (above 0) of officers, on the other hand, was under 30 in Strata I and IV, 41 to 50 years in Stratum III, and 51 years and older in Strata II and V. No limited duty assignments were given to officers between 30 and 40 years of age among Stratum III agencies and to officers under 30 or between 41 and 50 years of age among Stratum V agencies.

Finally, Table 1.66 presents additional information on the retirement policies of these agencies. Seventy-four percent or more of the agencies in Strata I, II, III, and IV specify retirement ages, while 73% or more of agencies in Strata I, II, and IV require retirement after a certain number of years on the force. Specific ages and length of service varied a great deal among responding agencies. It is apparent that county police and sheriff agencies are least likely to have specific retirement provisions.

Only three of the responding agencies indicated that their retirement policies were based on studies of the medical/physical condition of older officers.

Table 1.65 Age Group of Officers Who Were Placed on Limited Duty for Any Reason

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Under 30	146	16.1	23	31.5	6	66.7	13	15.3	0	-
30 to 40	278	30.7	25	34.2	0	-	16	18.8	2	66.7
41 to 50	245	27.1	20	27.4	1	11.1	16	18.8	0	-
51 and Over	236	26.1	5	6.8	2	22.2	40	47.1	1	33.3
Total	905	100	73	99.9	9	100	85	100	3	100

Table 1.66 Number and Percent of Agencies Having Specific Retirement Age or Length of Service

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Laws stipulate retirement age	87	88.8	65	89.0	46	74.2	37	90.2	10	35.7
Laws stipulate retirement after specific length of service	83	84.7	59	80.8	32	51.6	30	73.2	6	21.4
Retirement polices are based on studies of medical/physical condition of officers	1	1.0	0	-	2	3.2	0	-	0	-

Summary

It is useful to examine data on loss of personnel for a variety of reasons directly related to the purposes of this study. It is equally helpful to summarize these data in broader terms than were used in discussion of the individual tables.

Off-duty deaths exceeded deaths in line of duty in every stratum of agencies. For these off-duty deaths, medical/health conditions were the cause of more deaths than were accidental occurrences. In fact, medical/health caused deaths off-duty far exceeded accidental deaths in line of duty in terms of raw numbers. For all deaths which occurred in the previous twelve months, both in line of duty and off-duty, officers in all age groups were victims, although among off-duty deaths, officers 41 years of age and older were victims more often than younger officers.

These statements indicate the prevalence of medical/health conditions as the causes of death of police officers in the agencies surveyed. No specific information was obtained on the exact medical/health conditions involved here, but it is clear that accidental occurrences are less frequent than medical/health caused deaths. In addition, medical/health conditions may affect police officers of any age, just as, of course, may accidents. Medical/health caused deaths are not a concern for only older officers.

At the same time, medical/health conditions cause the majority of the progressively less severe results of early retirement and limited duty assignment. Striking similarities in the reasons cited for these two occurrences were found in the present study, particularly in the three reasons mentioned most frequently, i.e., back trouble, permanent injury in line of duty, and heart attack. Although injuries suffered in line of duty are most probably unpredictable occurrences,

back trouble and heart attacks oftentimes are both predictable and preventable. Certainly, back trouble can be predicted in any occupation requiring large percentages of the incumbent's time spent in driving automobiles; and heart attacks have been shown to be directly related to amount of job stress. The amount of stress attendant upon the job of police officer has been documented elsewhere (see, for example, Kroes and Hurrell (Eds.), Job Stress and the Police Officer: Identifying Stress Reduction Techniques.).

Data presented on the ages of officers who retired early or were placed on limited duty indicated that both results may affect officers of any age. Officers under the age of 30 retired early in agencies in four of the five strata. The majority of early retirees were over the age of 40, but retirement in the early 40's represents a loss of perhaps ten to fifteen years at least of active service on the police force. Limited duty assignments seemed to have been more evenly distributed across age groups than were early retirements.

Some further interesting statistics may be gained from combining the available data on heart-related conditions, i.e., heart attack, high blood pressure, circulatory disease, and stroke. Table 1.67 presents data on the number of officers who were retired early or given limited duty assignments for these four reasons. These data indicate that heart-related conditions were the single greatest cause of early retirement and the second greatest cause of limited duty assignments among the agencies responding to this survey. Further, Table 1.68 presents data which indicate that heart-related conditions may cause both early retirement and limited duty assignments among officers of any age.

These data, then, suggest the seriousness of medical/health conditions in

Table 1.67 Number of Officers Who Retired Early or Were Placed on Limited Duty because of Heart Related Conditions

	I	II	III	IV	V
<u>Early Retirement</u>					
Heart Attack	70	2	2	13	2
High Blood Pressure	23	1	0	4	0
Circulatory Disease	11	1	0	2	0
Stroke	2	0	0	1	0
Total	106	4	2	20	2
<u>Limited Duty</u>					
Heart Attack	107	5	0	5	1
High Blood Pressure	51	3	0	7	0
Circulatory Disease	47	3	1	0	0
Stroke	6	1	0	3	0
Total	211	12	1	15	1

Table 1.68 Number of Officers in Each Age Group Who Retired Early or Were Placed on Limited Duty Assignment for Heart-Related Reasons

	I	II	III	IV	V
<u>Early Retirement</u>					
Under 30	13	0	0	0	0
30 to 40	16	1	0	4	0
41 to 50	35	2	1	6	2
51 and over	42	1	1	10	0
Total	106	4	2	20	2
<u>Limited Duty</u>					
Under 30	4	0	0	1	0
30 to 40	29	3	0	0	0
41 to 50	75	5	0	5	0
51 and over	103	4	1	9	1
Total	211	12	1	15	1

general and heart-related conditions in particular in terms of the numbers of officers who die or are retired early or are placed on limited duty assignment among the agencies responding to this survey.

CHAPTER 13  
ADMINISTRATIVE/LEGAL ISSUES

The final section of the survey questionnaire to be discussed here concerned a variety of administrative and legal issues related to physical fitness programs. Included in this section are questions on personnel policy, disciplinary procedures, recent legal actions, and unions.

Table 1.69 presents data on the number of agencies whose personnel policies provide for five types of physical fitness programs. A majority of agencies in four of the five strata indicated that their policies provide for none of the programs listed. With the exception of periodic medical examinations in Strata I and IV and weight maintenance programs in Stratum IV, no program is stipulated by personnel policy in more than 20% of the agencies in each stratum. In every case, the number of agencies indicated is less than that shown in Table 1.2 as actually having programs.

As shown in Table 1.70, variety exists in the provisions for disciplinary actions in agencies in the five strata. Nearly half of the small city agencies and over 43% of the state agencies provide for disciplinary actions to be taken against officers who fail to comply with the provisions of the specific program in question. Less than 25% of large and medium-sized city agencies and no county agencies provide for such disciplinary actions. Most of these administrative/disciplinary actions apply to periodic medical examinations and/or weight maintenance programs.

Table 1.69 Number and Percent of Agencies Whose Personnel Policies Provide for a Variety of Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Personnel Policies Provide For:										
Periodic Medical Examination	35	35.7	13	17.8	9	14.5	13	31.7	2	7.1
Weight Maintenance Program	13	13.3	6	8.2	4	6.5	17	41.5	1	3.6
Individual/Team Sports	10	10.2	6	8.2	2	3.2	1	2.4	2	7.1
Physical Fitness Training Program	7	7.1	4	5.5	3	4.8	5	12.2	0	-
Periodic Physical Performance Test	5	5.1	3	4.1	0	-	2	4.9	0	-
None of These	50	51.0	47	64.4	45	72.6	15	36.6	23	82.1

Table 1.70 Number and Percent of Agencies With Disciplinary Actions Applicable to a Variety of Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Personnel policies provide for disciplinary actions	24	24.5	11	15.1	29	46.8	18	43.9	0	-
Disciplinary actions apply to:										
Periodic Medical Examination	18	75.0	8	72.7	4	13.8	11	61.1	-	-
Weight Maintenance Program	12	50.0	5	45.5	4	13.8	15	83.3	-	-
Physical Fitness Training Program	4	16.7	3	27.3	0	-	1	5.6	-	-
Periodic Physical Performance Test	2	8.3	1	9.1	1	3.4	1	5.6	-	-
Individual/Team Sports	0	-	0	-	0	-	0	-	-	-
			124							

Many types of administrative actions, of varying severity, are included in the agencies' repertoires, as can be seen from Table 1.71. Most frequently mentioned were letter in personnel file and individual counseling; however, suspension, dismissal, and ineligibility for promotion were also cited by substantial percentages of agencies in Strata I, II, and IV. It is impossible to discern any particular pattern of relationship between program and administrative action, except for that between weight maintenance program and more frequent weigh-ins, but it is obvious that most agencies utilize more than one type of administrative/disciplinary action with their various programs.

Available data on the extent to which application of these administrative actions was necessary during the previous 12 months is presented in Table 1.72. State agencies more frequently utilized such action than did city agencies of any size. Nine of the eighteen agencies (or 50%) having disciplinary actions available actually used them, in relation to 223 state police officers. Only 7 of the 24 large city agencies with provisions for disciplinary actions actually applied these actions, to a total of 113 officers. Finally, two of the 11 medium-sized city agencies and one of the 29 small city agencies actually made use of their disciplinary procedures in relation to their programs; these actions involved 16 and 5 officers, respectively. It would seem, then, that few agencies find it necessary to make use of their disciplinary procedures in relation to these specific programs, but those that do use them do so with more than one officer.

A related topic concerns the extent to which agencies have undergone legal action in areas which may affect physical fitness programs. Data relative to the previous 12 months are presented in Table 1.73. The great majority of agencies

Table 1.71 Frequency of Various Types of Administrative Actions

Types of Administrative Actions	I		II		III		IV	
	N	%	N	%	N	%	N	%
Letter in Personnel File	18	75.0	10	90.9	2	6.9	17	94.4
Individual Counseling	12	50.0	10	90.9	3	10.3	15	83.3
Suspension	15	62.5	8	72.7	4	13.8	12	66.7
Verbal Reprimand	14	58.3	8	72.7	2	6.9	14	77.8
Dismissal	11	45.8	8	72.7	4	13.8	9	50.0
Ineligibility for Promotion	12	50.0	5	45.5	1	3.4	7	38.9
More Frequent Weight-Ins	8	33.3	3	27.3	2	6.9	9	50.0
Reassignment	6	25.0	6	54.5	0	-	3	16.7
Transfer	6	25.0	5	45.5	0	-	2	11.1
Monetary Fine	5	20.8	3	27.3	0	-	1	5.6
Loss of Annual Leave	2	8.3	1	9.1	0	-	3	16.7
Other	2	8.3	2	18.2	0	-	1	5.6

Table 1.72 Extent to Which Administrative Actions Were Utilized During Previous Twelve Months

	I	II	III	IV
Number of agencies having applied any administrative action in previous 12 months	7	2	1	9
Number of officers affected	113	16	5	223

Table 1.73 Number and Percent of Agencies in Which Legal Actions on a Variety of Subjects were Filed, Heard, or Decided During the Previous Twelve Months

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Retirement Policy/Provisions	7	7.1	0	-	1	1.6	5	12.2	0	-
Entrance Level Physical Performance Test	9	9.2	2	2.7	0	-	2	4.9	0	-
Probationary Procedures/Evaluations	9	9.2	0	-	0	-	2	4.9	0	-
Entrance Level Medical Examination	7	7.1	0	-	0	-	1	2.4	0	-
Training/Academy Program/Procedures	7	7.1	0	-	0	-	1	2.4	0	-
Individual/Team Sports Program	1	1.0	0	-	0	-	0	-	0	-
Periodic Physical Performance Tests	1	1.0	0	-	0	-	0	-	0	-
Weight Maintenance Program	0	-	0	-	0	-	1	2.4	0	-
Physical Fitness Training Program	0	-	0	-	0	-	0	-	0	-
Periodic Medical Examination	0	-	0	-	0	-	0	-	0	-
Other	2	2.0	0	-	0	-	4	9.8	2	7.1
No Legal Actions	60	61.2	64	87.7	54	87.1	22	53.7	21	75.0
			128							

in every stratum have not been affected by such legal activity during this time period; 54% or more of agencies in each stratum indicated "no legal action." Among those agencies which have faced recent legal action, some diversity across strata is apparent. Large city departments and state agencies have been involved in a greater variety of legal action than agencies in the other three strata. These actions have focused on phases of personnel assessment at all times in an officer's career, i.e., entrance level medical examination and physical performance test, training program/procedures, probationary procedures/evaluations, and retirement policy/provisions. Few actions, however, have involved any of the specific types of physical/medical fitness or conditioning programs addressed in this survey. Nevertheless, the extent to which other factors related to physical fitness may become a source of legal action must be an area of concern to police administrators. Legal actions are treated in greater detail in another section of this report (see

Various officer organizations and health care plans may also affect the establishment of programs in specific agencies. The extent to which this was true in the present sample of police agencies is indicated by the data in Table 1.74. Although officers in city agencies of all sizes are more likely to engage a union or some other collective bargaining agent to represent them than are officers in state or county agencies, agreements made between these agents and the departments are seen as neutral to the issue of program establishment. No agency indicated that such an agreement actually establishes any kind of physical fitness program, and only two agencies indicated that such agreements might prohibit program establishment. By way of explanation, both of these agencies

Table 1.74 Extent to Which Union, Collective Bargaining, and/or Health Insurance Plans May Affect Program Establishment

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Police personnel are members of union or other collective bargaining agency	73	74.5	55	75.3	29	46.8	15	36.6	6	21.4
Contractual agreements exist that would prohibit physical fitness training program	2	2.7	0	-	0	-	0	-	0	-
Contractual agreements exist that would establish physical fitness training program	0	-	0	-	0	-	0	-	0	-
Police personnel are covered by group health insurance program	93	94.9	72	98.6	57	91.9	41	100	24	85.7
Provisions exist in group health insurance program that would affect establishment of physical fitness training program	0	-	0	-	0	-	0	-	0	-

suggested that before any program could be implemented, it would have to be approved by the membership, which does not necessarily mean that these agreements are prohibitive.

Officers in all strata are much more likely to belong to some form of group health insurance. No agency indicated that group health insurance plans contain any provision that might affect the establishment of a physical fitness training program.

## CHAPTER 14

### SUMMARY OF DEPARTMENTAL SURVEY DATA

The previous chapters have reported the results of a national sample survey which addressed the availability of various physical and medical fitness-related programs to police officers. These data can be summarized in both general and program-specific terms.

In a general sense, one of the most telling facts was revealed by the responses to the screening questions. Many of the responding agencies have no physical fitness programs at all for current police officers. In fact, over 50% of the responding agencies provide none of the four types of programs of particular interest to this project, i.e., physical fitness training programs, weight maintenance programs, periodic medical examinations, and periodic physical performance tests. The most widely reported type of program consisted of individual/team sports. While sports are certainly a popular form of physical activity, they are of limited value in terms of specific medical/physical conditioning.

It is clear, too, that agencies place much greater emphasis on evaluation of physical and medical condition of applicants than on similar evaluations of current police officers. Entrance level medical and physical performance tests are administered by at least twice as many agencies in every stratum as provide similar tests to current police officers. In addition, although nearly all agencies require recruit training, not all of these recruit programs include specific physical fitness training. This declining emphasis on physical condition was further demonstrated by the responses to those items addressing performance

evaluation. Results here suggested that, while probationary officers may face specific evaluative methods and administrative actions, current police officers face little more than observational impressions of their supervisors.

Those agencies providing various types of programs have not evaluated program effectiveness or job-relatedness. Table 1.75 presents clear evidence of this conclusion. Without follow-up evaluations of current programs, little progress can be made in the development of better programs for the future. It is not surprising that entrance level physical performance tests have been examined most often; these tests have recently been subjected to legal scrutiny in many jurisdictions.

Turning to the specific programs identified, further conclusions seem warranted. Physical fitness training programs, both existing and discontinued, have been implemented primarily through administrative decision-making processes; pre-establishment feasibility studies have not been conducted. Further reliance upon in-house resources is evidenced by the lack of assistance received in developing these programs as well as by the utilization of departmental facilities and personnel in administering these programs. These programs emphasize running and weight-training; they are voluntary rather than mandatory; and not many officers participate. The problems occurring in existing programs are the same as the conditions which resulted in discontinuing similar programs in other agencies.

Weight maintenance programs, on the other hand, are more often mandatory. These programs seem to require little more than annual or semi-annual weigh-ins.

Periodic medical examinations and physical performance tests are also mandatory, but they are frequently required only at the time of promotion.

Table 1.75 Number and Percent of Agencies Having Conducted Evaluations of Specific Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Physical Fitness Training Program	1	4.3	0	-	0	-	0	-	0	-
Discontinued Physical Fitness Training Program	0	-	0	-	0	-	0	-	0	-
Weight Maintenance Program	0	-	0	-	0	-	0	-	0	-
Periodic Medical Examination	0	-	0	-	0	-	0	-	0	-
Periodic Physical Performance Tests	1	20.0	1	12.5	0	-	0	-	0	-
Entrance Level Medical Examination	4	4.1	0	-	1	1.8	2	4.9	0	-
Entrance Level Physical Performance Tests	14	18.7	7	14.0	1	5.0	6	20.7	0	-

These programs, therefore, apply to limited numbers of personnel in each agency.

Of all the data presented in Part I of this report, perhaps the most compelling are the statistics concerning loss of personnel. While not overwhelming, these data are at least suggestive of an existing problem in relation to physical fitness of police officers. The number of medical/health caused deaths far exceeded the number of accidental deaths in this sample. In addition, major causes of both early retirement and limited duty assignment were back trouble and heart-related conditions. Furthermore, all of these eventualities affected officers of all ages. It cannot be concluded that physical fitness should be of greater concern to older officers than to younger ones.

One indication of an increasing awareness of the need for some kind of physical fitness training is the number of agencies that indicated they are currently developing programs. These data are presented in Table 1.76. Although a number of agencies in all strata reported developmental efforts, it can be concluded that the need for programs is still great. Until the tri-fold problem of diminishing funds, lack of interest, and lack of direction can be addressed more comprehensively, programs are not likely to achieve major success.

Table 1.76 Number and Percent of Agencies Currently Developing Programs

Programs Currently Being Developed	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Physical Fitness Training Program	28	28.6	14	19.2	8	12.9	14	34.1	5	17.9
Periodic Medical Examination	21	21.4	13	17.8	7	11.3	13	31.7	3	10.7
Periodic Physical Performance Test	12	12.2	8	11.0	4	6.5	12	29.3	13	46.4
Individual/Team Sports Program	14	14.3	11	15.1	11	17.7	2	4.9	0	-
Weight Maintenance Program	0	-	0	-	0	-	0	-	0	-

CHAPTER 15

SITE VISITS

During the planning stages of this project, it was determined that considerable information and insight could be gained by visiting departments which had unique physical fitness programs. The main objective would be to glean information from these departments which would be beneficial to police administrators to avoid problem areas and to learn of successful programmatic experiences.

The secondary goal was to learn of negative experiences in physical fitness programs in those departments which had implemented programs but had discontinued these activities.

The selection of the agencies which would be visited was largely determined by the return of the national police department survey. As returns were received, it was carefully noted which agencies had (1) a physical fitness training program, (2) discontinued a physical fitness training program, (3) conducted a mandatory weight maintenance program, (4) conducted an annual physical exam or, (5) required all sworn personnel to qualify in a physical agility examination.

As was shown in Section I of this report, very few of the responding departments indicated they had an established physical fitness training program for sworn police personnel. Even fewer departments indicated they had a physical fitness program during the last ten years which was discontinued for any reason. Because of the limited number of departments which had experience in physical fitness programs, it was determined that size of agency, geographic location, and type of experience would all be factors in selecting agencies for site visits.

SAN FRANCISCO

The departmental survey indicated that the following programs were currently conducted in the San Francisco Police Department (SFPD):

- Mandatory physical fitness training program
- Mandatory weight maintenance program
- Mandatory periodic medical examination
- Mandatory physical performance test

Physical Fitness Training Program

There is no ongoing mandatory physical fitness training program in the SFPD. There is, however, a voluntary program for officers interested in maintaining some degree of physical fitness. Most of the personnel participating in this voluntary program are members of the SFPD Police Olympic team. Facilities available for participants consist of the police gymnasium, the San Francisco State College track facility, and other appropriate places contacted by the individual officer. This latter group includes local high school tracks, swimming pools, gym facilities, and the like.

This voluntary program is unique in that it apparently was developed and is administered entirely by one person, the academy physical fitness instructor who is at once the sole authority for this exercise program, the sole counselor for those interested in physical fitness; the sole source for obtaining assistance (including equipment, facilities, specialized instructors, etc.), and coach of the Police Olympic team.

Participation is encouraged only by "word of mouth" communication. As indicated above, most regular participants are members of the SFPD Police Olympic

team who, presumably, already possess an interest in maintaining physical fitness as well as a desire to improve specific physical skills. Temporary participants generally involve officers who have problems complying with the semi-annual weight maintenance standards and/or the semi-annual physical performance test.

Any officer who wishes to participate in this voluntary program must first successfully complete a cursory examination administered by the academy physical fitness instructor. Blood pressure and heart rate are measured by means of a treadmill test. Those who fail this examination are directed to a physician and are not allowed to use departmental facilities for physical fitness exercise. Medical exams are not required because the younger officers already must meet weight standards and the older officers who are interested in the program have a history of "taking better care of themselves." Those who pass this exam and are "accepted" into the program may receive special counseling or instruction concerning exercise programs and/or equipment from the department physical fitness instructor. No other SFPD instructors are available.

The estimated number of regular participants indicated in the survey (i.e., 200) is a bit high; actually the figure is closer to 135 officers each month, or somewhat less than 10% of the department. Most of these officers engage in sports activities related to the Police Olympics, e.g., wrestling, judo, softball, volleyball, handball, swimming, and track and field. No records of participation are kept and the number of persons utilizing the facilities fluctuates almost daily. In an effort to increase participation, a variety of workshops, clinics, and seminars utilizing personnel outside the police department, including Weight Watchers, Alcoholics Anonymous, the Health Institute (Aerobics), anti-smoking

groups, etc., have been conducted. These methods appear to draw additional participants for only a short period of time.

The police gymnasium, located in the headquarters building, is the only facility available for exercise workouts. The equipment includes one universal gym, a sauna bath, a whirlpool, one exercycle, several exercise mats, a set of free weights, and the necessities for volleyball and ping-pong. The universal gym was purchased with monies from the training fund, which is reimbursed from the city. The rest of the equipment is owned by the Police Athletic Club, an incorporated membership association which sponsors the SFPD Police Olympic team. Some of the exercise mats are owned by the Police Activities League, which is primarily responsible for sports programs for juveniles. The SFPD allocates \$100.00 per year for the upkeep of the equipment and facility; both are in good condition.

Department personnel indicated that two major problem areas surround this physical fitness program. The first of these is the voluntary nature of the program itself. Nearly every possible method of meetings, dialogues, cajoling, persuasion, and personal interest on the part of the department physical fitness instructor has resulted in less than 10% of the department participating. Even more frustrating is the large number of officers who show up for one week, or perhaps two, and then lose interest. Monetary compensation does not appear to be a workable incentive at the present time; it would not result in significant increases in participation. For example, in a recent program run for the tactical unit, 36 officers were given overtime pay for four hours of mandatory fitness training per week; even under these conditions, interest waned after six months and officers began to drop out of the unit. Besides a specialized interest

(e.g., Police Olympics), the only real incentive for participation in a fitness program is a medical or health crisis in an individual's life. Such a crisis results in physical fitness activities over varying periods of time, depending on the severity and/or correctability of the specific medical condition involved.

The second major problem area concerns insurance. Technically, the SFPD is liable for any injuring which occurs on the police premises including, of course, the gym. In fact, three separate cases involving such gym injuries have gone to the retirement board this year. However, the SFPD has been unable to identify any insurance company willing to write a policy covering injuries suffered during voluntary sports activities.

#### Weight Maintenance Program

The SFPD does administer a mandatory weight maintenance program. Here again, the program was proposed by the academy physical fitness instructor. Although the idea was originally suggested in 1968, the program was not implemented for several years. This recommendation was not based on any specific study or evaluation; however, a combination of factors, including heart attacks, poor physical fitness performance, general obesity, and a lessening of standards for entrance requirements, created the need for weight maintenance standards. A supplementary decision to conduct regular physical fitness agility performance evaluations was made at the same time.

Specific standards for weight maintenance originally consisted of the Civil Service Commission height/weight requirements for selection, which were derived from the New York Life and Prudential Insurance Company. Officers over 40 years of age were allowed an extra 4 pounds. Immediately after the implementation of these standards, the Police Officers' Association (POA) filed a grievance with

the Board of Police Commissioners. The grievance resulted in an agreement allowing a 10% leeway in maintaining weight, e.g., an officer who, according to the chart, should weigh 180 pounds was allowed leeway up to 198 pounds. At the present time attempts are being made to rescind this 10% leeway.

When the program was implemented, an administrative decision was made to exempt all officers hired before March 16, 1970, from the weight maintenance requirements. At the present time, 580 officers, most of whom are assigned to patrol, are required to weigh-in twice a year.

Disciplinary actions are attached to this mandatory program. If an officer fails to meet the prescribed weight limit, he/she is given a three week "grace period" to lose enough weight to comply. If at the end of this time the officer is still overweight, he/she is ordered to report to the police surgeon. The surgeon must decide if the officer is in fact overweight or if his/her body frame permits the additional weight; he may also order any special medical treatment required, e.g., for hypertension, and/or a special exercise program. Progress reports are sent to the Director of Personnel.

If an officer still fails to meet the required weight standard, then disciplinary action can result in suspension, loss of days off, or dismissal. It is the Chief's policy to favor required, supervised exercise workouts over suspension. In one recent case, for example, an officer appearing before the Board of Police Commissioners for the third time for failure to meet the weight standards was given the choice of being suspended for five days or participating in three supervised workouts per week with weekly weigh-in until the standard was met; further, he was told that another appearance before the Board on the same charge would result in a six-month suspension.

Approximately 3% of the 580 officers currently under this program fail to meet the semi-annual weight standard. Most of these, however, comply within the three-week grace period; disciplinary action is necessitated with less than 1% of the officers. No studies have been conducted on the effectiveness of this program.

It was the institution of disciplinary actions which caused the major objection from police officers. The official position of the POA, as stated by their president, is that it is unrealistic for the SFPD to require maintenance of certain weight standards (which may be unrealistic themselves because of differing body types, bone structure, etc.) without at the same time providing proper equipment for officers to use more conveniently. He suggests that at minimum, one universal set should be provided in each district station; the SFPD should institute a minimum number of hours per week of supervised physical fitness training and at the same time address related medical/health problems such as alcoholism.

The mandatory periodic medical exam is a requirement of the promotional process only.

#### Periodic Physical Performance Test

As stated earlier, the SFPD decided to institute mandatory periodic physical performance tests in conjunction with the semi-annual mandatory weight maintenance program. The same exemptions are allowed, i.e., all officers hired before March 16, 1970, are exempt from program requirements.

The periodic physical performance test is administered twice a year at the same time as the weight maintenance program. The test itself is basically the same as the entrance examination administered by the Civil Service Commission

during the selection process, although some modifications have been made.

Tests and standards differ for male and female officers.

The recent addition of a 500-yard shuttle run/obstacle course to this periodic testing resulted in legal actions by the POA. Apparently, the officers were not informed of the additional requirement until they reported for testing, at which time they were asked to sign a waiver. Objections to both this procedure and the content change itself resulted in a departmental resolution eliminating the possibility of disciplinary action against any officer who refused to perform this obstacle course task.

The combination of weight maintenance and physical performance requirements also seems to be of some concern to the POA. Indications were given that problems could arise if an officer passes one test and fails the other. This is particularly true in the case of an officer who might be overweight according to the weight chart and yet successfully completes the physical performance test.

#### Selection Related Legal Actions

Much of the SFPD's current situation with respect to physical fitness stems from legal actions occurring over the past three or four years. The initial action was a class action suit filed by representatives of racial and ethnic minority groups against the Civil Service Commission's entrance examination and promotional examinations. The case was resolved in favor of the plaintiffs and resulted in quota hiring of applicants and quota promotions of the sergeant's level until new and validated exams were available. (See *Officers for Justice, et al., v. Civil Service Commission, et al.*, USDC (ND. Cal), 6 Feb 1285, November 26, 1973.)

The second legal action involved class action suit against the Civil Service Commission's entrance level height/weight standards and physical agility test. (See *Officers for Justice, et al., v. Civil Service Commission, et al.*, USDC (ND. Cal.), 395 FS 378, May 2, 1975.) A prima facie case of discrimination against women and certain ethnic minorities was established with respect to the 5'6" height requirement; insufficient evidence of validity was presented, because of lack of data for officers under 5'7". Similarly, a prima facie case was also established against the physical agility test, particularly with regard to the wall and sandbag segments of the test. Although the test itself had been specifically based upon the job performance, the court found this developmental effort to be inadequate.

Dr. Frank Verducci of San Francisco State University utilized the critical incident technique in a job analysis study with the SFPD. Questionnaires were distributed to 350 police officers (no random sampling technique used); only approximately 150 were returned. Two of the four questions on the survey were eliminated from the analysis because they had apparently been misinterpreted, and the remainder were categorized according to the physical skill required. A crude rating scale, developed with the help of kinesiologists to determine which muscle groups were utilized, led to description of specific tasks for the physical agility test. This test measures only those skills required in emergency situations.

In addition to poor sampling and crude categorization techniques, lack of validity was cited by the court. Accordingly, 100 current police officers were ordered to take the test. Only 65 officers actually completed it; all obtained

"scores comparable to those of male applicants." However, inasmuch as no relationship between test performance and job performance was shown, little could be concluded from these results.

For all these reasons, the court enjoined the SFPD from using both the height requirement and the physical agility test for selection purposes. At the same time, the SFPD was ordered to hire 15 women for each of the next four academy classes, for a total of 60 female police recruits. These women were to be retained for a period of two years for the purpose of study; any women who failed to complete the academy or probationary period were to be replaced by others on the list. In addition, all those male applicants who had attained the same eligibility score as the pool of eligible women, as defined by the court, would also be considered eligible.

#### KANSAS CITY, MISSOURI

The departmental survey indicated that the following programs were in effect in the Kansas City, Missouri, Police Department:

- Mandatory physical fitness program
- Mandatory weight maintenance program
- Mandatory physical performance test
- Mandatory medical examinations

#### Physical Fitness Program

The physical fitness training program was initiated in November 1974 as a result of an administrative decision to improve the overall physical fitness of police officers. The administrative analysis section and police academy personnel joined forces to explore various programs and approaches to the problem. The program selected as a year-round fitness program based upon the New Aerobics approach, and was implemented in three phases.

#### Phase I - Indoctrination

Officers were assigned to one in-service training day at the regional police academy where they informed of the need for physical fitness, introduced to the Aerobics System of exercise, and provided with reading and study material concerning fitness.

#### Phase II

Consisted of an EKG treadmill stress test conducted at a local medical facility. These tests are conducted for a fee of \$25.00 each. All officers must pass the examination prior to participation in Phase III of the program.

Phase III

A 12-minute run conducted at the regional police academy and at a local high school track. Performance is based on the distance ran. This test is conducted every six months and officers are eligible to receive from one to three additional days off during each six-month period. Officers who are rated in the poor or very poor category are required to attend supervised exercise sessions one hour each week, off-duty, until improvement is noted.

Program Results

All sworn personnel completed Phase I of the project by March 1975 and well encouraged to begin independent fitness programs.

As of January 1976, 493 officers had taken the Ekg examination. Seven percent or 39 officers failed to pass the stress Ekg and an additional 45 or 9% of the officers had been excused by the department physician because of medical problems. The 493 officers that have taken the test represents 40% of the law enforcement strength of the department.

As of January, 1976, 166 officers had concluded the first Aerobics Proficiency Test. Only 34 officers tested performed in the poor or very poor category. Eight percent of the officers tested earned from one to three days off.

Program Difficulties

The major difficulty encountered in this program has been the availability of funds to conduct the Ekg treadmill stress test. Due to department budget limitations these tests were stopped in January 1976. They were resumed in July 1976 and the testing is continuing. Additional problems were encountered with scheduling officers to receive the tests. During 1975, 710 officers were

AEROBICS

Twelve-Minute Test for Men

Fitness Categories	Age			
	Under 30	30-39	40-49	50+
I Very Poor	Less 1.0	Less .95	Less .85	Less .80
II Poor	1.0-1.24	.95-1.14	.85-1.04	.80-.99
III Fair	1.25-1.49	1.15-1.39	1.05-1.29	1.0-1.24
IV Good	1.50-1.74	1.40-1.64	1.30-1.54	1.25-1.49
V Excellent	1.75+	1.65+	1.55+	1.50+

Twelve-Minute Test for Women

I Very Poor	Less .95	Less .85	Less .75	Less .65
II Poor	.95-1.14	.85-1.04	.75-.94	.65-.84
III Fair	1.15-1.34	1.05-1.24	.95-1.14	.85-1.04
IV Good	1.35-1.64	1.25-1.54	1.15-1.44	1.05-1.34
V Excellent	1.65+	1.55+	1.45+	1.35+

Fractions One-Hundreths

1-.01	11-.11	
2-.02	12-.12	21-.21
3-.03	13-.13	22-.22
4-.04	14-.14	23-.23
5-.05	15-.15	24-.24
6-.06	16-.16	25-.25
7-.07	17-.17	
8-.08	18-.18	1/4 mile
9-.09	19-.19	
10-.10	20-.20	

1/10 mile

2/10 mile

One Mile = 1760 yards = 5280 feet  
 Quarter Mile = 440 yards = 1320 feet  
 Tenth Mile = 176 yards = 528 feet  
 One-Hundreth Mile = 52.8 feet

scheduled to report for tests, however, only 493 tests were conducted. Scheduling problems were the result of court appearances, illness, and other individual difficulties.

Although this program has not progressed as rapidly as was anticipated, the administrative and operating personnel support the concept and believe it to be worthwhile. The decision to continue the program as designed indicates the department's satisfaction with the limited results. The discovery that 7% of those tested required medical treatment for heart related problems, two of which were cases requiring open heart surgery, are seen as most beneficial to administrative and line personnel.

Weight Maintenance Program

The weight maintenance program in Kansas City began in March 1974. Overweight was viewed by the department as a health and public image problem. The police physician and the police surgeon conducted investigations which resulted in the attached height/weight chart. Officers were scheduled for initial weight checks during the first two weeks of March 1974. At the initial weight check, any officer who was found to be overweight was assigned follow-up weight checks at four week intervals. At least a 10% reduction of the original excess weight was expected at each weight check.

Officers who, after three follow-up weight checks, were not achieving a satisfactory weight loss were referred to the department physician for diet counseling and complete medical examination.

If the physician ruled that there was no physical reason to hinder weight loss a letter was placed in the officer's personnel file. Those overweight

IDEAL WEIGHT SPAN

HEIGHT NO SHOES	AGE GROUPS	MALE					
		21-24	25-29	30-39	40-49	50-59	60-63
5'5"		137-158	143-166	149-173	153-177	154-178	151-169
5'6"		141-162	147-170	153-177	157-181	158-182	155-173
5'7"		145-166	151-174	157-181	161-185	162-186	159-177
5'8"		149-171	155-178	161-185	165-190	166-191	163-187
5'9"		153-176	159-183	165-190	169-194	170-196	168-193
5'10"		157-181	163-187	170-196	174-200	175-201	173-199
5'11"		161-185	167-193	174-200	178-205	180-207	178-205
6'0"		166-191	172-198	179-206	183-210	185-213	183-210
6'1"		170-196	177-204	183-210	187-215	189-217	188-216
6'2"		174-200	182-209	188-216	192-221	194-223	193-222
6'3"		178-205	186-214	193-222	197-227	199-229	198-228
6'4"		181-208	190-219	199-229	203-233	205-236	204-235
6'5"		214	224	235	239	242	241
6'6"		222	229	241	245	248	247
6'7"		228	234	247	251	254	253
6'8"		234	239	253	257	260	259
6'9"		240	244	259	263	266	265

IDEAL WEIGHT SPAN

HEIGHT NO SHOES	AGE GROUPS	FEMALE					
		21-24	25-29	30-39	40-49	50-59	60-63
5'2"		115-132	119-137	126-145	133-153	136-156	137-158
5'3"		118-136	122-140	129-148	136-156	140-161	141-162
5'4"		121-139	125-144	132-152	140-161	144-166	145-167
5'5"		125-144	129-148	135-155	143-164	148-170	149-171
5'6"		129-148	133-153	139-160	147-169	152-175	153-176
5'7"		132-152	136-156	142-163	151-174	156-179	157-181
5'8"		136-156	140-161	146-168	155-178	160-184	161-185
5'9"		140-161	144-166	150-173	159-183	164-189	165-190
5'10"		144-166	148-170	154-177	164-189	169-194	169-194
5'11"		149-171	153-176	159-183	169-194	174-200	173-198
6'0"		154-177	158-182	164-189	174-200	180-207	177-200
6'1"		158-181	162-186	168-193	178-204	184-210	184-211
6'2"		162-185	166-190	170-201	180-208	180-210	180-212
6'3"		164-189	170-194	174-205	185-213	185-214	184-213

officers who had no medical problems were required to weigh-in every four weeks until their goal weight was attained. At that time they were scheduled for weigh-in on an annual basis.

Results

This procedure was in effect until 1976. At that time, only 18 officers in the department had failed to comply with the weight requirements. A general order was issued establishing the weight maintenance program as a permanent program.

The following penalties were included in this general order:

Members who are found to be overweight may elect to not participate in the Weight Control Program. In such event, those members shall be ineligible for the next scheduled anniversary salary increase; shall be ineligible for promotion; shall revert to permanent rank, if in temporary ranks, and shall be ineligible for department-sponsored schools or institutes.

Members who are found to be overweight and who seek to be exempted from the Program must obtain exemption from the department physician. The member's commanding officer will notify the Personnel Division, in writing, to schedule an appointment for the member with the department physician. The department physician may establish a different weight range or different rate of reduction to be followed by an individual officer. The department physician will notify the Personnel Division of action taken pertaining to exemption. Notification will be placed in the member's Personnel Records Section jacket, and another copy shall be forwarded to the member's commanding officer and be placed in the member's unit personnel jacket. Any member who prefers to consult a private physician at his own expense may do so, but all exemptions from and modifications

to the Weight Control Program will be certified by the department physician.

Members who are found to be overweight and elect to participate shall be enrolled in the Weight Control Program. The commanding officer shall weigh each enrolled member on a regular monthly basis, and shall record progress which is to be filed in the member's unit personnel jacket. The commanding officer will submit monthly to the Personnel Division a list of all members enrolled in the Weight Control Program and their respective heights and weights. Members enrolled in the Weight Control Program shall achieve a reduction which averages no less than two pounds per month until the desired weight range is attained.

A member shall remain enrolled in the Weight Control Program until he is within his desired range. At the weight check when the desired range is achieved, the member shall report to the Personnel Division to be weighed and be excused from further regular participation in the Weight Control Program.

Any member who negligently fails to weigh-in or to keep an appointment with the department physician as scheduled, or who fails to achieve a weight reduction at the established rate each month, until he is excused from regular participation in the Weight Control Program, shall receive the following disciplinary action:

- First occurrence - Forfeit one regular day
- Second and each subsequent occurrence - Forfeit two regular days

After two years from the date of the last disciplinary action, any failure to weigh-in, to keep an appointment, or to lose weight at the established rate will be regarded as a first occurrence.

#### Mandatory Physical Examination

The Kansas City, Missouri, Police Department has required officers to undergo annual physical examinations for over 20 years. These tests traditionally consisted of chest X-ray and blood series tests, blood pressure, and general examination by the department physician.

In July 1976, the physical examination policy was revised as follows:

All officers under 30 years of age will be scheduled for an annual chest X-ray for two consecutive years. Then, on the third year, they will be scheduled for a complete physical examination including the chest X-ray.

All officers age 30 years through 39 years will be scheduled for an annual chest X-ray which will be accompanied by a complete physical examination every other year.

All officers age 40 and over, including those of age 60 and over requesting waiver for continued employment, will be scheduled to take a physical examination annually. In addition, they will be scheduled for an electrocardiogram (EKG) every other year; they will be scheduled for a chest X-ray on the alternate years.

LYNCHBURG, VIRGINIA

The Lynchburg, Virginia, Police Department began a mandatory weight maintenance program and a voluntary physical fitness program in July 1975. This program was instituted as the result of an administrative decision to improve the overall fitness and appearance of sworn police personnel.

All officers are required to weigh-in two times each year and must be within the weight requirements for their height as indicated in the following chart. All officers failing to meet the standard weight are required to lose 5 pounds per month. Their progress is checked at required monthly weigh-ins conducted by administrative personnel.

Any officer who fails to achieve a minimum weight reduction of 5 pounds per month is subject to the following disciplinary action:

- First Occurrence - written reprimand
- Second Occurrence - written reprimand and suspension for two days
- Third Occurrence - written notice of prolonged suspension, demotion or dismissal

Voluntary Physical Fitness Program

All officers who are not engaged in a personal physical fitness program are encouraged to meet with the administrative staff for assistance in establishing a voluntary personal fitness program. Upon request by the individual officer, administrative personnel will conduct a 12-minute walk-run test to determine the current fitness status, and then assist the officer to develop a program directed at his personal need.

Results of the Program

In July 1975, at the initial weigh-in, 42 officers were found to be overweight. In July 1976, after one year, only 6 members of the department had not

WEIGHT CHART (MAXIMUM)

MALE OFFICERS

<u>HEIGHT</u>	<u>SMALL</u>	<u>MEDIUM</u>	<u>LARGE</u>
5'1" or 61"	122	133	145
5'2" or 62"	134	146	153
5'3" or 63"	139	150	161
5'4" or 64"	144	156	168
5'5" or 65"	150	162	176
5'6" or 66"	156	167	181
5'7" or 67"	161	172	188
5'8" or 68"	165	178	193
5'9" or 69"	167	182	198
5'10" or 70"	178	189	204
5'11" or 71"	181	193	209
6' or 72"	184	198	214
6'1" or 73"	191	205	221
6'2" or 74"	197	212	227
6'3" or 75"	203	218	234
6'4" or 76"	208	225	240
6'5" or 77"	215	233	248
6'6" or 78"	221	239	255
6'7" or 79"	230	246	261

Female Officers: Subtract ten pounds from above chart to obtain maximum weight.

attained the required weight. During the first 12 months this program was in effect, only 2 officers were suspended for failure to comply with the program. Of the 6 members who were overweight in July 1976, the average amount of excess was 12 pounds.

OAKLAND

Discontinued Physical Fitness Training Program

The Oakland Police Department (OPD) program described in the departmental survey as a physical fitness training program actually consisted of a mandatory training session in defensive tactics. The program was in effect from April 1967 to November 1968, at which time it was discontinued because of manpower requirements.

Original departmental interest rested on improvement of defensive tactical skills. Although no studies had been conducted, indications apparently pointed to the need for a refresher course in this area for patrol officers. Accordingly, a decision of the training division commander resulted in the refresher course.

Since the OPD already required periodic range training for patrol officers, it was a relatively simple task to develop the defensive tactics program along similar lines. Training sessions were provided at the beginning of the day shift only. One officer from each of the five patrol squads reported to the police gym for a period of one hour, instead of attending roll call. The training division assumed responsibility for developing and posting the training schedule for all patrol personnel. Based on the number of officers per squad, it was intended that each officer would participate in three such training sessions during the normal six-weeks shift rotation schedule. Maximum participation during the one hour session was limited by the facilities to eight officers. One defensive tactics officer was assigned full-time to the gym to act as counselor/instructor; in addition, several officers with extensive judo training were available on a part-time basis.

No exemptions from this program were allowed, except for medical disability on approval. Bureau commanders were responsible for the participation of their subordinates according to the training schedule. Although no disciplinary actions attached to non-participation, records were to be maintained concerning both the participation and the proficiency of each patrol officer.

The problems which eventually led to the discontinuance of this program surfaced almost immediately. At the time of program implementation, day shifts began at 7:00 a.m. and 8:00 a.m. only. It soon became apparent that the one-hour time period allocated for each training session was inadequate for the training plus the necessary showering and dressing before the officers could report for regular patrol duty. Thus, while the officers from the 7:00 shift were completing their session and preparing for duty, the officers from the 8:00 shift were reporting for their training session. At this time, then, there could be as many as 16 officers off the streets. Although no specific studies were conducted, it was apparent that officers who participated in this program were reporting for duty between 30 and 45 minutes late. A substantial number of officers, therefore, were not on duty during the critical early-morning rush hours. Difficulties were encountered with both traffic situations and the normal reports (e.g., burglaries) resulting from the opening of businesses. For these reasons, the defensive tactics training program was discontinued in November 1968.

No other administrative problems occurred during this program. No injuries were reported. Informal comments from both patrol officers and sergeants indicated general satisfaction with the program, its content and instructor.

#### Additional Information Related Programs

Attempts were made in 1974 to reinstitute a mandatory physical training

program for patrol officers. A rather extensive outline/proposal encompassing defensive tactics, baton training, and general exercises, all under the heading "physical fitness training," was developed by the Personnel and Training Division and submitted to the Chief of Police. Although some departmental changes had occurred since the first such program (e.g., shifts were no longer locked into such rigid time periods), no method had been designed to correct the manpower deployment situation. The Chief, therefore, rejected this proposal.

Some success has been achieved, however, in a limited physical fitness program with the Special Operations Services Unit (SOS). In 1974, a low-key, self-improvement aerobics program was created as a pilot program for SOS. An evaluative study of this program was conducted after five months. Substantial improvement was noted in the 12-minute run test as well as in officer activity level. In addition, opinion survey results from 82% (N=27) of the participants provided broad support for the program. An unsolicited testimonial from a doctor indicated that one participant's excellent physical condition had significantly reduced recovery time required following a knee injury. A sharp decrease in sick leave taken was also attributed to improved physical fitness.

Although the Personnel and Training Division would like to establish a similar physical fitness/aerobics conditioning program department-wide, estimated costs in terms of man-hours lost from regular duty are prohibitive at this time. General support has been obtained in theory from top administrative personnel, but the issue of taking officers off the street remains determinant. At present, a limited aerobics program has been added to the recruit academy; it consists primarily of a two-hour orientation presentation by the police surgeon.

A recent questionnaire distributed to uniformed patrol officers resulted in the startling conclusion that a 10-mile platoon-type run would produce the best physical conditioning. The only workable incentive for participation in a physical fitness training program appears to be compensatory time off.

It should be noted finally that the OPD has also eliminated its former entrance level height requirement of 5'7", as the result of a court case brought by a woman applicant. (See Hardy v. Strumpf, et. al., 70 PD 7425, California State Court of Appeals, March 15, 1974.)

#### COLORADO SPRINGS, COLORADO

The Colorado Springs, Colorado, Police Department indicated that they conducted an established physical fitness training program for police personnel. Our subsequent visit to this department revealed that this program, although voluntary in nature, had many unique qualities which warranted discussion in this report.

The program was established in November 1975, as the result of observations reported by line personnel pertaining to the increase in the rate of incidences of a violent nature and the awareness of the officers that fitness was required to handle these situations.

Department personnel began a campaign with the support of the new Chief of Police to encourage participation in a running and weight lifting program. Efforts were made by this group to obtain the use of a city building formerly used as a military police station. Once permission was granted, officers cleaned and painted the interior and began construction of weight lifting equipment.

The vast majority of the free weights, racks, bench press, and other equipment was constructed by department personnel. Other equipment was donated by individual officers.

Several department members who had previously engaged in weight lifting and running programs assisted others in the development of their individual programs.

#### Results

At the present time, approximately 50% of the department's law enforcement personnel exercise regularly. Efforts are being made to encourage additional

participation. The police academy classes also use this facility, and officers volunteer their time to act as exercise leaders for the academy class. This is done on their own time and there is no compensation for this service.

#### PENNSYLVANIA STATE POLICE

The Pennsylvania State Police indicated in the national survey that their agency conducted a mandatory weight maintenance program.

The Pennsylvania State Police issued a special order in March 1973, pertaining to the correction of medical deficiencies. The attached height and weight chart was included to this order, and instructions were given for all personnel to be weighed.

If a member of the state police was found to be overweight, his commanding officer determined if this weight adversely affects the officer's appearance or performance. In the event the commander determined the officer should lose weight, he was instructed to record weight on a monthly basis until the officer achieved the desired weight.

This order is still effective, however, there is no disciplinary action taken against those who do not comply.

#### Results of the Program

Records are maintained on each officer's physical condition, including his weight. In the event that an unusual gain or loss of weight is recorded, the officer may be required to submit to a complete medical checkup. This, however, has not occurred.

MAXIMUM WEIGHT STANDARDS FOR STATE POLICE PERSONNEL:

a. FEMALES

FRAME

<u>Height</u>	<u>Small</u>	<u>Medium</u>	<u>Large</u>
5'6"	125	135	145
5'7"	130	140	150
5'8"	135	145	155
5'9"	140	150	160
5'10"	145	155	165
5'11"	150	160	170
6'0"	155	165	175

b. MALES

FRAME

<u>Height</u>	<u>Small</u>	<u>Medium</u>	<u>Large</u>
5'6"	140	150	160
5'7"	145	155	165
5'8"	150	160	170
5'9"	155	165	175
5'10"	160	170	180
5'11"	165	175	185
6'0"	170	180	190
6'1"	175	185	195
6'2"	180	190	200
6'3"	185	195	205
6'4"	190	200	210
6'5"	195	205	215

READING, PENNSYLVANIA

The Reading, Pennsylvania, Police Department reported that they had initiated a physical fitness program in December of 1975, and had discontinued the activity in April 1976.

We discovered that this program was an experimental exercise activity developed by the commander of the uniform division in cooperation with a private corporation. The private company is in the business of selling an isotonic exercise device.

The program began with 10 officers participating. Only 5 of the original 10 completed the program. Each officer was to complete a series of exercises with the prescribed exercise device which required approximately 20 to 30 minutes per day. Although the officers who completed the program showed physical improvement, there were a number of injuries which resulted in loss of work. This was also the major reason that 50% of the officers failed to complete the program.

The uniform commander recommended that the program be modified to include careful instructions in exercise methods and be implemented for all members of the department. However, due to lack of funds to purchase the exercise equipment for each officer, and because of the high attrition rate in the experimental program, the recommendation was not approved.

VIRGINIA BEACH, VIRGINIA

The Virginia Beach, Virginia, Police Department conducts a voluntary physical conditioning program. At the time a new public safety building was constructed, an exercise facility for the use of all public safety personnel was designed. Located on the lower level of the building, the exercise room is accessible to personnel 24 hours a day. Locker and shower facilities for both male and female are utilized. The gym is equipped with a multi-station weight lifting machine, free weights, and exercise mats. Personnel have been encouraged through department memorandums to participate in the program.

The facility is not, however, being used as often or by as many officers as was originally anticipated. Officers are required to record name, time-in and time-out of the exercise room. From July through August 1975, the facility was used 120 times by only 38 persons for a total of 103 hours. From January 1976 through September 1976, the facility was used 890 times. A check of the facility log indicated that only about 40 officers out of 295 sworn personnel use the facility on a regular basis.

CHARLOTTE, NORTH CAROLINA

The Charlotte, North Carolina, Police Department has a program similar to Virginia Beach, Virginia. Facilities in the police administration building are available, however, records are not kept concerning participation, and approximately 10% of the officers indicate they actually use the equipment provided.

The police academy does emphasize physical fitness as part of the recruit training regimen and some officers do participate in individual physical fitness programs.

**CONTINUED**

**2 OF 5**

## SUMMARY

As was shown in the first section of this report, the vast majority of police agencies do not have a formalized physical fitness program for their personnel. Many of the agencies which indicate they conduct a mandatory fitness program, in reality, have mandatory testing without requiring regular exercise for those who pass the periodic examination.

Most of the departments which were visited were greatly concerned with physical ability performance for entry level personnel, and most were devoting time and personnel to this facet of fitness. We discovered a very broad base of interest in physical fitness programs. This interest, however, is hampered with issues such as necessary funds, time, facilities, and personnel. There appears to be three administrative methods for police physical fitness currently practiced.

One is the revolutionary approach. With this approach, the administration indicates that officers will meet certain criteria within specified times to show they are capable to perform their duties. Failure to comply with the requirements within specified periods of time result in a negative disciplinary action.

The second method is the evolutionary approach. With this method, officers receive indoctrination concerning the program, testing to determine their current status, and assistance in meeting the requirements. After a time when all personnel have had the opportunity to comply, the program becomes one of mandatory compliance.

The third method, and the one most often practiced, is the voluntary approach.

Departments provide exercise equipment and through departmental memos encourage their officers to keep in shape. Although the most widely used approach, it appears to be the least effective.

Police agencies continue to recruit physically capable personnel. Their training programs are likely to include regular physical conditioning. However, once transferred to a regular assignment, the majority of departments do not require their officers to remain physically fit.

Weight maintenance is more frequently employed than fitness programs. They are easier to administer and require less time and personnel. We must keep in mind, however, that proper weight is not in and by itself an indicator of good conditioning. It is though a step in the right direction.

We did not discover any unusual methods to finance physical fitness programs. The Law Enforcement Assistance Administration has provided funds to many departments for the purchase of exercise equipment. Although desirable, sophisticated equipment is not necessary to the maintenance of physical conditioning. Report 2 of the study described programs which require limited equipment to begin an effective program.

The most important finding from the site visits is that in those agencies with physical fitness programs that are enjoying some success, the chief administrator and his staff are actively engaged in the program. The involvement of the department's leaders cannot be overemphasized. A chief administrator who complies with weight and conditioning requirements, and requires his command staff to conform, has much greater success and participation from line personnel. As with any program, the leadership displayed is responsible for the success or lack of support for the program.

SECTION 2  
Survey of Physical Fitness Attitudes  
Among Sworn Police Personnel

CHAPTER 1  
DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS

In conjunction with the survey of the physical fitness programs provided by police departments, a description of the individual police officer's attitudes toward this type of program and of their assessment of their own state of physical fitness was sought. In order to obtain this information, a questionnaire was mailed to a stratified, random probability sample of 3,814 sworn police officers from the 302 departments responding to the initial survey.

Stratification

Since the sample of police officers was drawn from the list of police departments responding to the first phase of the study, the strata remain the same; that is, the sample of police officers is stratified by the size and type of police department of employment.

The population of the first stratum were all the full-time sworn personnel from the 98 police departments from cities of over 100,000 inhabitants which responded to the departmental survey. The population of the second stratum were the full-time sworn officers of the 73 responding police departments of cities with 25,000 to 100,000 residents. The third stratum included the full-time police officers from the 62 responding police departments of communities ranging from 2,500 to 24,999 in population size. Likewise, the fourth stratum included all the full-time sworn personnel from the 41 state-wide police departments completing the initial questionnaire, and the population of the fifth stratum was composed of all police officers from the 28 county police departments which returned a questionnaire.

### Sampling Rates

The next phase of the sampling process involved considering sample size and estimated response rates, in order to determine the sampling rate of each stratum.

Approximately 2,000 completed questionnaires - at least 100 to 150 in the smallest strata - can provide the precision required in this phase of the project. The response rate was estimated to be about 50%, based on previous experience with mailed questionnaires. Accordingly, it was necessary to select at least 300 departments from each stratum in order to have a minimum of about 150 returned questionnaires per stratum to analyze. Since subsampling was required within each stratum, officers were listed in sequential order by numbers assigned by their department within departments and the departments were arranged in order as the questionnaires were returned.

Stratum I contained 77,547 police officers. Sampling at the base rate of 1 in 45 yielded a sample of 1,819 officers.

Stratum II had 5,908 police officers. Sampling at the base rate of 1 in 45 would have resulted in less than 300 cases. Therefore, this stratum was over-sampled at a rate of 3 in 45, giving a sample of 463 officers.

Stratum III had 1,019 police officers. Oversampling at a rate of 15 in 45 was necessary to yield a sample of sufficient size. At that rate, 395 officers were selected.

Stratum IV had 34,280 police officers. Sampling at the base rate of 1 in 45 was adequate and resulted in a sample of 801 officers.

Stratum V had 1,572 police officers. Oversampling at the rate of 9 in 45 was necessary. A sample of 336 officers from this stratum was selected and mailed a questionnaire.

### Response Rate

Of the 3,814 officers who were sent the questionnaires, 1,905 responded, for an overall rate of response of 50 percent. However, the response rate varied greatly from stratum to stratum. Stratum III and Stratum IV had the highest rate at 69% each, followed by Stratum II where 271 out of 463, or 59%, of the officers responded. The response rates for Stratum I and Stratum V were lowest with only 38% of the officers who were sent the questionnaire responding.

### Demographic Characteristics of Respondents

A total of 1,904 officers responded to the questionnaire; 682 from cities of over 100,000 population (Stratum I), 271 from cities with a population between 25,000 and 100,000 (Stratum II), 274 from cities with less than 25,000 population (Stratum III), 550 from state law enforcement agencies (Stratum IV), and 127 from county police departments (Stratum V). Table 2.1 indicates the number and sex of the respondents by strata. Tables 2.2, 2.3, and 2.4 show the ethnic or racial background, marital status, and religious preference of the respondents. The overwhelming majority of officers in all strata are married white males with a Protestant background.

The majority of persons who returned the questionnaire have college training (Table 2.5). Thirty-five percent of the officers in Strata I have acquired an Associate, Bachelor, or Masters degree and, 44% have some college credits. Thirty-nine and one-half percent of the officers in Strata II have at least two years of college and an additional 39.9% have some college training, while 28.4% of the officers in Strata III have an Associate degree; 67.8% of the

Table 2.1 Sex of Respondents

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Male	649	95.2	265	97.8	266	97.1	544	98.9	116	91.3
Female	26	3.8	4	1.5	4	1.5	4	0.7	8	6.3
No Response	7	1.0	2	0.7	4	1.5	2	0.4	3	0.2
			175							

Table 2.2 Ethnic or Racial Background of Respondents

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Hispanic	32	4.7	7	2.6	4	1.5	10	1.8	2	1.6
White, not of Hispanic origin	601	88.1	253	93.4	246	89.8	514	93.5	109	85.8
Black, not of Hispanic origin	28	4.1	5	1.8	5	1.8	11	2.0	7	5.5
Asian or Pacific Islander	1	0.1	-	-	1	0.4	-	-	-	-
American Indian or Alaskan Native	10	1.5	4	1.5	5	1.8	12	2.2	3	2.4
No Response	10	1.5	2	0.7	13	4.7	3	0.5	6	4.7
					176					



Table 2.5 Educational Attainment of Respondents

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Less than high school	7	1.0	8	3.0	9	3.3	2	0.4	2	1.6
High school graduate	135	19.8	47	17.3	79	28.8	168	30.5	30	23.6
Some college	300	44.0	108	39.9	107	39.1	234	42.5	61	48.0
Associate degree	125	18.3	56	20.7	50	18.2	82	14.9	13	10.2
Bachelors degree	102	15.0	47	17.3	28	10.2	57	10.4	20	15.7
Masters	12	1.8	4	1.5	-	-	5	0.9	-	-
Other (Trade school, etc.)	1	0.1	1	0.4	-	-	2	0.4	1	0.8
No Response	-	-	-	-	1	0.4	-	-	-	-

officers in state law enforcement agencies have attended college and 73.9% of the respondents from county police agencies (Strata V) have some college training. Of the total 1,904 respondents in all strata, only 28 had less than a high school education. Only one individual failed to indicate his educational attainment.

The survey sample was designed to obtain a random sample of officers. As indicated in Table 2.6, the rank of the respondents was quite representative. The majority of officers in all strata are patrol officers, deputies or state troopers. However, returns were received from officers in all ranks and in all assignments. Table 2.7 reports the distribution of officers by assignment who responded to the survey. As expected, the vast majority in all strata are assigned to the patrol function.

One very interesting statistic is shown in Table 2.8. While the majority of the officers who responded to the questionnaire were assigned to the patrol function, only those employed in state agencies and in communities under 25,000 population were likely to be assigned to a rotating shift. Officers in Strata I and Strata V were more likely to be assigned permanent hours while officers in Strata II were almost evenly split between permanent and rotating hours of work. One might conclude that these data indicate a trend toward stabilization of working hours in an occupation which traditionally alternated working hours. The problem of shift work versus permanent hours, and the correct formula for frequency of shift rotation has been one of continued controversy in the police community for a long time. The physical, mental and attitudinal affects of shift rotation continue to be debated while apparently a great number of departments have stabalized the working hours in many assignments including, in

Table 2.6 Current Rank of Respondents

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Patrol Officer	434	63.6	165	60.9	166	60.6	366	66.5	71	55.9
Detective/Investigator	95	13.9	35	12.9	13	4.7	24	4.4	11	8.7
Corporal	9	1.3	9	3.3	2	0.7	35	6.4	8	6.3
Sergeant	92	13.5	25	9.2	44	16.1	82	14.9	19	15.0
Lieutenant	27	4.0	18	6.6	20	7.3	21	3.8	6	4.7
Captain	14	2.1	14	5.2	11	4.0	14	2.5	4	3.1
Above Captain	4	.6	3	1.1	10	3.6	5	.9	4	3.1
Other	5	.7	2	.7	6	2.2	3	.5	3	2.4
No Response	2	.3	-	-	2	.7	-	-	1	

Table 2.7 Primary Assignment of Respondents

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Administrative Function	55	8.1	26	9.6	30	10.9	96	17.5	17	13.4
Patrol	387	56.7	156	57.6	179	65.3	152	27.6	55	43.3
Traffic	54	7.9	19	7.0	16	5.8	212	38.5	3	2.4
Criminal Investigation	107	15.7	40	14.8	22	8.0	50	9.1	22	17.3
Juvenile	20	2.9	15	5.5	2	0.7	-	-	1	0.8
Courts	8	1.2	2	0.7	-	-	1	.2	15	11.8
Staff Functions	41	6.0	10	3.7	9	3.3	23	4.2	10	7.9
No Response	10	1.5	3	1.1	16	5.8	16	2.9	4	3.1

Table 2.7 Primary Assignment of Respondents

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Administrative Function	55	8.1	26	9.6	30	10.9	96	17.5	17	13.4
Patrol	387	56.7	156	57.6	179	65.3	152	27.6	55	43.3
Traffic	54	7.9	19	7.0	16	5.8	212	38.5	3	2.4
Criminal Investigation	107	15.7	40	14.8	22	8.0	50	9.1	22	17.3
Juvenile	20	2.9	15	5.5	2	0.7	-	-	1	0.8
Courts	8	1.2	2	0.7	-	-	1	.2	15	11.8
Staff Functions	41	6.0	10	3.7	9	3.3	23	4.2	10	7.9
No Response	10	1.5	3	1.1	16	5.8	16	2.9	4	3.1
			182							

some cases, those within the patrol division. As is shown in Table 2.9, the majority of persons working a rotating shift generally rotate every month or every 4 weeks. The difficulties involved in a physical fitness program is believed to have a direct bearing upon the individuals' desire and ability to regularly exercise. This problem was one target area in our experimental exercise program conducted in the Dallas, Texas, area. (See Report 1 - Nature of Specific Exercise Programs). However, the Dallas Police Department assigned all patrol officers to a permanent shift in January 1966, and sufficient data could not be obtained to draw conclusions concerning the affects of shift work on physical fitness program adherence.

With very little difference between the various stratum, the average responding officer was a white male, 35 years and 7 months old, six feet tall, 189 pounds, married, Protestant, and had more than a high school education. He was more likely to be a patrolman, assigned to patrol function, and had a better than average chance to be working permanent hours. If he worked a rotating shift he was most likely to rotate every month or every 4 weeks.

Table 2.9 Frequency of Shift Rotation

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Every week	60	21.7	40	29.6	34	19.8	120	34.7	18	33.3
Every 2 weeks	10	3.6	9	6.7	13	7.6	76	22.0	4	7.4
Every month (or every 4 weeks)	111	40.2	42	31.1	88	51.2	81	23.4	17	31.5
Every 6 weeks	3	1.1	1	0.7	-	-	3	0.9	-	-
Every 2 months	34	12.3	2	1.5	3	1.7	3	0.9	-	-
Every 3 months	21	7.6	20	14.8	23	13.4	-	-	4	7.4
Every 4 months	9	3.3	4	3.0	-	-	-	-	-	-
Other	26	9.4	16	11.9	9	5.2	63	18.2	9	16.7
No Response	2	.7	1	0.7	2	1.2	-	-	2	3.7
			185							

CHAPTER 2

PERCEPTION OF CURRENT STATE OF HEALTH

At the outset of this study, we attempted to determine if the majority of police officers responding to the survey questionnaire had similarity of experience, or attitudes, or habits in various areas concerning health, attitude toward physical fitness, and perception of ability to adequately perform their duties. This chapter will discuss the responses concerning the officer's current state of health.

One factor which is frequently attributed to poor physical conditioning is lack of energy, sluggishness, or tiredness. We asked each respondent to indicate how he generally feels upon waking up. Four choices were available:

- (1) Completely Rested
- (2) Somewhat Rested
- (3) Somewhat Tired
- (4) Very Drowsy

The vast majority of officers in all stratum indicated they were completely or somewhat rested when they woke up. In Stratum I for instance, 32.8% of the officers said they were completely rested when they woke up, compared to 21.4% who indicated they were somewhat tired or drowsy (Table 2.10). This pattern is consistent throughout all strata. We may conclude, therefore, that proper rest is not a problem among our respondents. This pattern is also consistent with the experimental studies conducted in Dallas (Report 1) where the vast majority of officers reported they obtained 7 to 8 hours of sleep per day.

Among the many illnesses and ailments often attributed to the sedentary nature of police work, coupled with shift rotation and job related stress is chronic back problems. Therefore, we endeavored to discover the number of police

Table 2.10 How Do You Generally Feel When You Wake Up?

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Completely Rested	224	32.8	95	35.1	99	36.1	175	31.8	42	33.1
Somewhat Rested	311	45.6	115	42.4	120	43.8	259	47.1	60	47.2
Somewhat Tired	124	18.2	52	19.2	46	16.8	95	17.3	19	15.0
Very Drowsy	22	3.2	9	3.3	6	2.2	18	3.3	3	2.4
No Response	1	.1	-	-	3	1.1	3	.5	3	2.4

officers who encounter this problem. The question was asked, "At any time in your life did you suffer a traumatic or serious back injury"? The majority of the officers in all strata indicated they had not. Table 2.11 shows that only approximately 20% of the respondents in all categories had ever had a back injury. The exception was in Stratum V where only 11% of the officers had this problem. We also asked the question, "How frequently do you experience lower back pain in the following situations"? Five choices were available for each situation:

- Almost Continually
- Frequently
- Occasionally
- Rarely
- Never

The respondents were asked to check only one response for each of the following situations:

- On waking up
- While driving
- While sitting
- While lifting objects
- While walking or standing

Tables 2.12 through 2.16 depict the results of the responses. Although the majority of responses indicated that lower back pain was never or only rarely a problem, a number of persons did report that back problems were more likely to be encountered while driving an automobile than in any of the other given situations (Table 2.13). Since a large period of the police officer's working day is likely to be behind the wheel of an automobile, this statistic is quite interesting. Many lower back problems are attributed to lack of proper exercise of lower back muscles. Poor posture caused by overweight also contributes to lower back discomfort. Tables 1. and 1. in section one of this report

Table 2.11 Incidence of Serious or Traumatic Back Injury  
(At any time - not limited to years on force)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	138	20.2	54	19.9	47	17.2	109	19.8	14	11.0
No	543	79.6	217	80.1	225	82.1	439	79.8	111	87.4
No Response	1	.1	-	-	2	.7	2	.4	2	1.6
			189							

Table 2.12 Frequency of Back Pain on Waking

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Almost Continually	11	1.6	4	1.5	3	1.1	12	1.1	1	.8
Frequently	24	3.5	8	3.0	11	4.0	31	5.6	3	2.4
Occasionally	110	16.1	35	12.9	24	8.8	84	15.3	17	13.4
Rarely	198	29.0	66	24.4	79	28.9	146	26.5	32	25.2
Never	277	40.6	135	49.8	118	43.2	214	38.9	53	41.7
No Response	62	9.1	23	8.5	38	13.9	63	11.5	21	16.5
			190							

Table 2.13 Frequency of Back Pain While Driving

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Almost Continually	6	.9	3	1.1	4	1.5	8	1.5	-	-
Frequently	40	5.9	10	3.7	8	2.9	40	7.3	8	6.3
Occasionally	196	28.7	60	22.1	73	26.6	153	27.8	24	18.9
Rarely	201	29.5	87	32.1	67	24.5	156	28.4	29	22.8
Never	182	26.7	87	32.1	89	32.5	141	25.6	45	35.4
No Response	57	8.4	24	8.9	33	12.0	52	9.5	21	16.5
					191					

Table 2.14 Frequency of Back Pain While Sitting

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Almost Continually	5	.7	3	1.1	3	1.1	7	1.3	-	-
Frequently	24	3.5	8	3.0	4	1.5	22	4.0	4	3.7
Occasionally	123	18.0	40	14.8	49	17.9	112	20.4	19	15.0
Rarely	215	31.5	76	28.0	73	26.6	167	30.4	31	24.4
Never	244	35.8	118	43.5	101	36.9	175	31.8	50	39.4
No Response	71	10.4	26	9.6	44	16.1	67	12.2	23	18.1
							192			

Table 2.14a Frequency of Back Pain While Lifting Objects

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Almost Continually	11	1.6	5	1.8	5	1.8	11	2.0	1	.8
Frequently	39	5.7	9	3.3	8	2.9	23	4.2	3	2.4
Occasionally	112	16.4	51	18.8	42	15.3	125	22.7	21	16.5
Rarely	223	32.7	77	28.4	86	31.4	158	28.7	31	24.4
Never	234	34.3	110	40.6	98	35.8	175	31.8	49	38.6
No Response	63	9.2	19	7.0	35	12.8	58	10.5	22	17.3
			193							

Table 2.14b Frequency of Back Pain While Walking or Lifting

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Almost Continually	6	0.9	3	1.1	2	0.7	7	1.3	1	0.8
Frequently	32	4.7	8	3.0	1	0.4	25	4.5	5	3.9
Occasionally	123	18.0	40	14.8	44	16.1	116	21.1	13	10.2
Rarely	195	28.6	71	26.2	73	26.6	148	26.9	29	22.8
Never	270	39.6	127	46.9	112	40.9	197	35.8	57	44.9
No Response	56	8.2	22	8.1	42	15.3	57	10.4	22	17.3
			194							



Table 2.16 Days of Sick Leave 1975

	I	II	III	IV	V
Number of Officers	677	267	269	542	125
Average Number of Days	6.053	9.28	4.80	4.09	4.28
Median Number of Days	3.0	3.0	3.0	2.0	2.0
Range of Days	00 - 120	00 - 365	00 - 120	00 - 65	00 - 54
No Response	5	4	5	8	2

could be reduced by one day within each stratum, the total savings to the departments for 12 months would be 5.1 man years.

This is, of course, conjecture and no data are available to support these figures. The median number of sick days reported is not, however, excessive and is likely to be better than other occupational groups.

The number of medical treatments and frequency of voluntary medical checkups is reported in Tables 2.17 and 2.18.

Table 2.17 Number of Medical Treatments During 1975

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
None	184	27.0	83	30.6	84	30.7	181	32.9	46	36.2
1-3 Times	387	56.7	155	57.2	159	58.0	320	58.2	70	55.1
4-6 Times	53	7.8	17	6.3	16	5.8	26	4.7	6	4.7
7-9 Times	20	2.9	3	1.1	4	1.5	5	0.9	2	1.6
10-12 Times	9	1.3	3	1.1	1	0.4	3	0.5	-	-
12-15 Times	8	1.2	5	1.8	3	1.1	5	0.9	-	-
More Than 15 Times	17	2.5	4	1.5	3	1.1	7	1.3	1	0.8
No Response	4	0.6	1	0.4	4	1.5	3	0.5	2	1.6
			199							

Table 2.18 Frequency of Voluntary Medical Check-ups

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Every 6 months	28	4.1	10	3.7	7	2.6	15	2.7	6	4.7
Every year	253	37.1	78	28.8	82	29.9	125	22.8	41	32.3
Every 2 years	115	16.9	53	19.6	48	17.5	115	20.9	26	20.5
Every 3 years	54	7.9	32	11.8	27	9.9	53	9.5	9	7.1
Never	202	29.6	83	30.6	97	35.4	209	38.1	39	30.7
Other	27	4.0	14	5.2	10	3.6	27	4.9	5	3.9
No Response	3	.4	1	.4	3	1.1	5	0.9	1	0.8
			200							

CHAPTER 3  
PERCEPTIONS OF STRESS

Research over the past several years has implicated psychological stress as an important causal factor in coronary heart disease, gastro-intestinal malfunction, dermatological problems, severe nervous conditions, neurosis and various other physical and mental disorders. In comparison to workers in other occupations, police officers seem to have unusually high rates of many apparently stress related illnesses. Our survey questionnaire asked the respondents to reply to many of the areas of concern attributed to psychological stress among police officers. This chapter reports the responses of the officers who completed these questions. Marital difficulties, problems with neighbors, raising a family, alcohol and, in at least one reported case, overeating, job stress has been named as the causative factor. We asked each of the officers to respond to the question, "Of the five police officers in your agency with whom you work most closely, how many have had serious problems with the following"? Frequency of alcohol problems; the majority of respondents indicated that none of their five closest associates had difficulties with alcohol. This series of questions also had the greatest number of No Response, which may be indicative of the fact that police officers do not like to respond to questions of this nature. However, 32.9%, 42.5%, 34%, 28.6%, and 29.2% of the officers in strata 1 through 5, respectfully, acknowledged at least one of their five closest police associates had problems with alcohol (Table 2.19). Those who knew of marital problems was even greater. Table 2.20 shows that in the respective strata, only 23.8%, 23.6%, 30.3%, 36.9%, and 26% of the

Table 2.19 Frequency of Serious Alcohol Problems  
(of five closest associates in department)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
None	373	54.7	139	51.3	153	55.8	365	66.4	72	56.7
One	132	19.4	56	20.7	43	15.7	107	19.5	27	21.3
Two	80	11.7	39	14.4	27	9.9	32	5.8	6	4.7
Three	31	4.5	11	4.1	15	5.5	12	2.2	3	2.4
Four	7	1.0	5	1.8	-	-	4	0.7	-	-
Five	9	1.3	4	1.5	8	2.9	2	0.4	1	0.8
No Response	50	7.3	17	6.3	28	10.2	28	5.1	18	14.2

Table 2.20 Frequency of Serious Marital Problems  
(of five closest associates in department)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
None	162	23.8	64	23.6	83	30.3	203	36.9	33	26.0
One	173	25.4	66	24.4	72	26.3	167	30.4	25	19.7
Two	150	22.0	60	22.1	45	16.4	101	18.4	26	20.5
Three	93	13.6	41	15.1	31	11.3	33	6.0	14	11.0
Four	43	6.3	13	4.8	7	2.6	13	2.4	6	4.7
Five	22	3.2	13	4.8	11	4.0	10	1.8	7	5.5
No Response	39	5.7	14	5.2	25	9.1	23	4.2	16	12.6
			203							

respondents had no knowledge of marital problems within their five closest associates. Here again, the number of officers who did not respond was greater than appeared in questions concerning personal medical history. The frequency of problems in child rearing and neighborhood problems are reported in Table 2.21 and 2.22. The majority of officers report that none of their associates have encountered problems in these areas. Financial problems, on the other hand, is quite prevalent among the associates of the officers completing the survey. As shown in Table 2.23, almost 60% of all officers have known of at least one officer who has encountered financial problems. Although financial difficulty is certainly a problem leading to stress, it is not uncommon for persons in any occupation to know of at least one colleague who has faced money difficulties. It would be most unusual if the opposite was the case.

Reported drug problems of police officers are almost non-existent according to our responses. Only 41 of the 1,904 officers who completed the survey knew officers who had serious drug problems. Table 2.24 shows the responses to this question.

Suicide or suicide attempts is often the route taken by those overburdened with stress and frustration. In an effort to determine if suicide plays a significant role in the life of police officers, we asked the number of officers known by our respondents to have attempted or successfully committed suicide. Table 2.25a shows the number of attempts or successful suicides reported. The range of these incidents is from 0 to 15 in Stratum I, 0 to 4 in Stratum II, 0 to 3, 0 to 11, and 0 to 4 in Stratum III, IV, and V. (Table 2.25b.) The highest average of known incidents is in Stratum I where .95% of the officers

Table 2.21 Frequency of Serious Problems With Neighbors  
(of closest five associates in department)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
None	442	64.8	182	67.2	173	63.1	358	65.1	78	61.4
One	115	16.9	40	14.8	42	15.3	104	18.9	17	13.4
Two	40	5.9	18	6.6	10	3.6	40	7.3	8	6.3
Three	19	2.8	4	1.5	8	2.9	8	1.5	3	2.4
Four	5	0.7	1	0.4	-	-	1	0.2	-	-
Five	5	0.7	4	1.5	5	1.8	4	0.7	3	2.4
No Response	56	8.2	22	8.1	36	13.1	35	6.4	18	14.2
			205							

Table 2.22 Frequency of Serious Children Problems  
(of five closest associates in department)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
None	404	59.2	171	63.1	158	57.7	363	66.0	79	62.2
One	135	19.8	48	17.7	56	20.4	99	18.0	17	13.4
Two	49	7.2	23	8.5	18	6.6	36	6.5	7	5.5
Three	17	2.5	2	0.7	1	0.4	9	1.6	3	2.4
Four	9	1.3	1	0.4	2	0.7	1	0.2	1	0.8
Five	5	0.7	4	1.5	3	1.1	4	0.7	-	-
No Response	63	9.2	22	8.1	36	13.1	38	6.9	20	15.7
			206							

Table 2.23 Frequency of Serious Finance Problems  
(of five closest associates in department)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
None	223	32.7	97	35.8	72	26.3	211	38.4	41	32.3
One	125	18.3	42	15.5	71	25.9	118	21.5	17	13.4
Two	102	15.0	50	18.5	35	12.8	81	14.7	18	14.2
Three	70	10.3	18	6.6	23	8.4	39	7.1	11	8.7
Four	47	6.9	15	5.5	10	3.6	24	4.4	4	3.1
Five	72	10.6	34	12.5	37	13.5	55	10.0	21	16.5
No Response	43	6.3	15	5.5	26	9.5	22	4.0	15	11.8

Table 2.24 Frequency of Serious Drug Problems  
(of five closest associates in department)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
None	606	88.9	237	87.5	225	82.1	503	91.5	105	82.7
One	8	1.2	7	2.6	7	2.6	5	0.9	1	0.8
Two	1	0.1	-	-	-	-	-	-	-	-
Three	-	-	-	-	-	-	-	-	-	-
Four	-	-	-	-	-	-	-	-	-	-
Five	2	0.3	4	1.5	3	1.1	2	0.4	1	0.8
No Response	65	9.5	23	8.5	39	14.2	40	7.3	20	15.7

Table 2.25a Number of Suicides or Attempts by Police Officers

Number of Suicides or Attempts Known	Responses	Sub-Total
0	1271	0
1	347	347
2	158	316
3	65	195
4	18	72
5	12	60
6	5	30
7	1	7
8	1	8
9	1	9
10	0	0
11	2	22
12	1	12
13	0	0
14	0	0
15	1	15

Total 1093

Table 2.25b Average, Median, and Range of Suicide Attempts by Strata

	I	II	III	IV	V
Number of Responses	679	265	267	549	123
Average Number of Suicide Attempts	.95	.41	.02	.45	.29
Median	0	0	0	0	0
Range	00-15	00-4	00-3	00-11	00-4
No Response	3	6	7	1	4

reported knowledge of at least one attempt by a fellow officer.

Although 1,271 of the respondents knew no one who had attempted this act, 633 officers had knowledge of 1,093 occurrences. Although data by age or years of police service were not compared for this response item, the authors observed that the likelihood of known attempts of suicide greatly increased as years of police experience increased.

The question now becomes one of conjecture and opinion. However, we asked each respondent if they felt that the incidents of suicide were precipitated by the effects of the police job. The majority of those who responded to the question felt that police employment did play a role in the police officer suicides. Table 2.26 shows that at least 50% of the officers in Strata I, II, and IV believed the police job definitely or probably contributed to the suicide attempts.

The reader must keep in mind, however, that in a study of this kind many responses are from officers employed in the same police agency. Therefore, it is reasonable to assume that in an agency which had ten officers respond that know of three incidents each, the total suicides or attempts in that agency may only be three if each officer knew the same victims. This also is true of those cases of marital, family, alcohol, and neighborhood difficulties. In this study, therefore, we will not attempt to draw any conclusions based on this data concerning stress, but report it only as a factor that is prevalent in the police community.

The officers perception of his own state of health is quite revealing. As has been shown in the study conducted in Dallas, Texas, by the Institute for Aerobic Research (Report 1, Nature of Specific Exercise Programs), police

Table 2.26 Job Influence on Suicide (or Attempted Suicide)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Definitely Yes	97	30.9	27	32.1	9	17.6	44	28.4	7	24.1
Probably Yes	93	29.6	23	27.4	11	21.6	46	29.7	6	20.7
Not Sure	72	22.9	16	19.0	7	13.7	32	20.6	8	27.6
Probably No	34	10.8	10	11.9	11	21.6	20	12.9	3	10.3
Definitely No	13	4.1	4	4.8	7	13.7	10	6.5	2	6.9
No Response	5	1.6	4	4.8	6	11.8	3	1.9	3	10.3

officers tested which were between 20-29 years of age were average in all coronary risk variables except body fat in comparison with general population groups. However, officers 30-31 years of age scored significantly lower in cardiorespiratory endurance and other coronary risk variables. Overall, younger police officers were found to be of average risk, and older officers were in higher risk categories.

#### CHAPTER 4 CONCERNS OF CORONARY HEART DISEASE

The officers who responded to this survey questionnaire generally perceive themselves as healthy. Sixty percent of the officers in each stratum rate their health as better than the average officer their own age (Table 2.27).

Since the average age of the respondents is slightly more than 35 years, that age group which is more likely to have greater coronary risk than others their own age, this Chapter will grant some insight into the perceptions of officers as they see themselves.

As can be seen in Table 2.28, 71% or more of the officers within each stratum are at least moderately concerned about their general health. Fifty-eight percent or more of the officers in each stratum believe an individual can control his general state of health (Table 2.29). A majority of officers in each group also believe there is a likelihood that a person in his age group could suffer from a heart attack (Table 2.30), however, more than half of the respondents reported that it was unlikely that they themselves would suffer a heart attack within the next ten years (Table 2.31). To a certain degree this may indicate that the respondents are burying their head in the sand. Not unlike those persons who, although they are aware of the effects of smoking, continue to use cigarettes or other smoking materials, they have adopted the attitude that, "It can't happen to me." When asked to respond to the question, "Do you think you get enough exercise?", less than one-half of the officers in each stratum reported "yes" (Table 2.32).

The responses also indicate a perception about the entrance level medical standards. If 50% of the officers feel that they do not exercise enough to

Table 2.27 Rate Health Compared to Age

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very High	132	19.4	62	22.9	64	23.4	107	19.5	25	19.7
Better than Average	270	39.6	121	44.6	108	39.4	249	45.3	53	41.7
Above Average	234	34.3	73	26.9	84	30.7	166	30.2	46	36.2
Less than Average	43	6.3	12	4.4	15	5.5	24	4.4	3	2.4
Very Low	2	0.3	2	0.7	-	-	1	0.2	-	-
No Response	1	0.1	1	0.4	3	1.1	3	0.5	-	-
					215					

Table 2.28 Amount of Concern About Health

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very Concerned	189	27.7	79	29.2	77	28.1	156	28.4	41	32.3
Moderately Concerned	325	47.7	139	51.3	131	47.8	255	46.4	49	38.6
Neither Concerned Nor Unconcerned	107	15.7	31	11.4	38	13.9	89	16.2	26	20.5
Moderately Unconcerned	31	4.5	7	2.6	12	4.4	22	4.0	6	4.7
Nor Concerned at All	29	4.3	15	5.5	14	5.1	26	4.7	4	3.1
No Response	1	0.1	-	-	2	0.7	2	0.4	1	0.8
					216					

Table 2.29 Extent of Control Over Own Health

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
A great deal	454	66.6	185	68.3	159	58.0	367	66.7	79	62.2
A moderate amount	184	27.0	71	26.2	85	31.0	138	25.1	40	31.5
Somewhat	36	5.3	13	4.8	24	8.8	36	6.5	6	4.7
Little	4	0.6	1	0.4	3	1.1	7	1.3	1	0.8
Not at all	-	-	-	-	-	-	1	0.2	-	-
No response	4	0.6	1	0.4	3	1.1	1	0.2	1	0.8

Table 2.30 Likelihood of Heart Attack in Age Group

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very likely	95	13.9	36	13.3	37	13.5	72	13.1	16	12.6
Somewhat likely	333	48.8	139	51.3	132	48.2	324	58.9	66	52.0
Not very likely at all	249	36.5	94	34.7	101	36.9	153	27.8	43	33.9
No response	5	0.7	2	0.7	4	1.5	1	0.2	2	1.6

Table 2.31 Likelihood of Heart Attack  
1-10 Years

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very likely	53	7.8	14	5.2	14	5.1	30	5.5	8	6.3
Somewhat likely	280	41.1	121	44.6	124	45.3	249	45.3	54	42.5
Not likely at all	342	50.1	135	49.8	131	47.8	270	49.1	62	48.8
No response	7	1.0	1	0.4	5	1.8	1	0.2	3	2.4

Table 2.32 Do You Get Enough Exercise to Maintain Good  
Physical Condition?

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Definitely Yes	104	15.2	49	18.1	53	19.3	105	19.1	25	19.7
Probably Yes	175	25.7	67	24.7	54	19.7	147	26.7	35	27.6
Not Sure	51	7.5	24	8.9	21	7.7	29	5.3	11	8.7
Probably No	245	35.9	94	34.7	104	38.0	189	34.4	42	33.1
Definitely No	104	15.2	36	13.3	41	15.0	79	14.4	14	11.0
No Response	3	0.4	1	0.4	1	0.4	1	0.2	-	-

maintain good physical condition, one might be led to believe that they would have difficulty passing an entrance level medical and physical fitness exam for police service.

However, Table 2.33 shows that with the exception of officers employed by state agencies, over 50% of the responses in all other strata indicate that present medical standards are easy, and Table 2.34 lists only 10% to 15% of the officers doubt their ability to pass these exams at the present time.

The majority of officers view the entrance level medical exam as important (Table 2.35). As will be seen in the next Chapter, the majority of officers also view themselves as physically capable of performing their duties and believe good physical condition is important.

Table 2.33 Rate Present Medical Standards Required for Entrance Into Police Agency

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very easy	109	16.0	47	17.3	55	20.1	44	8.0	35	27.6
Easy	278	40.8	124	45.8	135	49.3	182	33.1	63	49.6
Difficult	214	31.4	73	26.9	46	16.8	230	41.8	18	14.2
Very difficult	26	3.8	10	3.7	6	2.2	69	12.5	2	1.6
Don't know what the standards are.	49	7.2	16	5.9	28	10.2	24	4.4	7	5.5
No response	6	0.9	1	0.4	4	1.5	1	0.2	2	1.6

Table 2.34 Probability of Passing Present Medical Standards

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Definitely yes	345	54.4	163	63.9	169	68.7	274	52.1	81	67.5
Probably Yes	198	31.2	67	26.3	57	23.2	182	34.6	38	31.7
Probably No	68	10.7	19	7.5	13	5.3	51	9.7	-	-
Definitely No	20	3.2	5	2.0	5	2.0	18	3.4	-	-
No Response	3	0.5	1	0.4	2	0.8	1	0.2	1	0.8

Table 2.35 Importance of Required Medical Standards in the Performance of Job

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Definitely Important	420	66.7	174	68.5	179	73.7	377	72.4	84	71.8
Probably Important	144	22.9	64	25.2	42	17.3	112	21.5	24	20.5
Not Sure	23	3.7	9	3.5	8	3.3	10	1.9	2	1.7
Probably Unimportant	39	6.2	6	2.4	11	4.5	21	4.0	5	4.3
Definitely Unimportant	-	-	-	-	-	-	-	-	-	-
No Response	4	0.6	1	0.4	3	1.2	1	0.2	2	1.7

CHAPTER 5

PERCEPTIONS OF PHYSICAL PERFORMANCE AND JOB REQUIREMENTS

Officers completing the survey questionnaire were asked to respond to a series of questions concerning the frequency of performance in certain job related activities. As is seen in Tables 2.36 through 2.44, the vast majority of officers are rarely required to perform these activities, i.e., chasing a suspect on foot; climbing a fence in pursuit of a suspect; running up a flight of stairs; pushing a stalled car by hand; lifting a sick or injured person; struggling with a resisting suspect; separating two or more fighters; climbing a ladder, or lifting a heavy object.

These activities are often among those that police applicants are required to perform in specified periods of time to demonstrate their physical ability. In general, police officers completing the survey seem to have a great deal of confidence in their ability to perform the physical requirements of their job. As in shown in Tables 2.45 through 2.49, officers rate their speed, endurance, agility, strength, and combat skills as average or better. They are inclined to believe that entrance level physical standards are more likely to be easy than difficult (Table 2.50), and have confidence that they could pass the entry level physical requirements of their department (Table 2.51). More than 50% of the officers in each stratum rate their physical condition higher than that of the officers with whom they work (Tables 2.52, 2.53, and 2.54). The respondents also felt that police work was more physically and emotionally dangerous than other public safety occupations (Table 2.55 and 2.56).

These perceptions of the respondents toward their physical ability and their fellow officers' capabilities is probably overrated.

Table 2.36 Frequency of Foot Chase of Suspect (in present assignment)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very often	15	2.2	1	0.4	4	1.5	4	0.7	-	-
Often	124	18.2	41	15.1	41	15.0	27	4.9	18	14.2
Rare	433	63.5	197	72.7	209	76.3	426	77.5	84	66.1
Never	105	15.4	31	11.4	20	7.3	92	16.7	22	17.3
No Response	5	0.7	1	0.4	-	-	1	0.2	3	2.4

Table 2.37 Frequency of Fence Climbing in Pursuit of Suspect

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very Often	13	1.9	1	0.4	2	0.7	-	-	-	-
Often	80	11.7	22	8.1	16	5.8	13	2.4	11	8.7
Rarely	441	64.7	200	73.8	203	74.1	370	67.3	77	60.6
Never	143	21.0	46	17.0	52	19.0	166	30.2	36	28.3
No Response	5	0.7	2	0.7	1	0.4	1	0.2	3	2.4
					227					

Table 2.38 Frequency of Running Up Flight of Stairs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very Often	43	6.3	10	3.7	9	3.3	16	2.9	7	5.5
Often	214	31.4	82	30.3	70	25.5	69	12.5	35	27.6
Rarely	342	50.1	152	56.1	168	61.3	320	58.2	65	51.2
Never	80	11.7	24	8.9	24	8.8	144	26.2	17	13.4
No Response	3	0.4	3	1.1	3	1.1	1	0.2	3	2.4
					228					

Table 2.39 Frequency of Pushing a Stalled Car by Hand

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very Often	50	7.3	20	7.4	31	11.3	44	8.0	1	0.8
Often	170	24.9	82	30.3	103	37.6	196	35.6	42	33.1
Rarely	305	44.7	121	44.6	108	39.4	270	49.1	54	42.5
Never	152	22.3	46	17.0	32	11.7	39	7.1	26	20.5
No Response	5	0.7	2	0.7	-	-	1	0.2	4	3.1

Table 2.40 Frequency of Lifting a Sick/Injured Person

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very Often	34	5.0	21	7.7	30	10.9	48	8.7	4	3.1
Often	189	27.7	88	32.5	117	42.7	235	42.7	52	40.9
Rarely	357	52.3	140	51.7	112	40.9	233	42.4	53	41.7
Never	96	14.1	21	7.7	14	5.1	33	6.0	15	11.8
No Response	6	0.9	1	0.4	1	0.4	1	0.2	3	2.4

Table 2.41 Frequency of Struggling With Suspect

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very Often	51	7.5	15	5.5	24	8.8	16	2.9	8	6.3
Often	233	34.2	98	36.2	104	38.0	103	18.7	41	32.3
Rarely	329	48.2	142	52.4	130	47.4	385	70.0	64	50.4
Never	64	9.4	15	5.5	13	4.7	44	8.0	12	9.4
No Response	5	0.7	1	0.4	3	1.1	2	0.4	2	1.6
			231							

Table 2.42 Frequency of Separating Fighters

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very Often	27	4.0	10	3.7	12	4.4	5	0.9	1	0.8
Often	169	24.8	64	23.6	82	29.9	49	8.9	32	25.2
Rarely	391	57.3	172	63.5	159	58.0	406	73.8	75	59.1
Never	91	13.3	23	8.5	19	6.9	87	15.8	16	12.6
No Response	4	.6	2	0.7	2	0.7	3	0.5	3	2.4
			232							

Table 2.43 Frequency of Climbing a Ladder

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very Often	8	1.2	-	-	9	3.3	6	1.1	1	0.8
Often	56	8.2	19	7.0	24	8.8	27	4.9	11	8.7
Rarely	437	64.1	184	67.9	182	66.4	321	58.4	81	63.8
Never	175	25.7	65	24.0	54	19.7	194	35.3	31	24.4
No Response	6	0.9	3	1.1	5	1.8	2	0.4	3	2.4

Table 2.44 Frequency of Lifting a Heavy Object

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very Often	28	4.1	6	2.2	17	6.2	28	5.1	6	4.7
Often	155	22.7	56	20.7	72	26.3	160	29.1	29	22.8
Rarely	415	60.9	172	63.5	168	61.3	322	58.5	73	57.5
Never	77	11.3	34	12.5	15	5.5	39	7.1	16	12.6
No Response	7	1.0	3	1.1	2	0.7	1	0.2	3	2.4

Table 2.45 Rate of Speed Compared to Age Group

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very fast	51	7.5	21	7.7	28	10.2	46	8.4	12	9.4
Faster than average	236	34.6	98	36.2	82	29.9	192	34.9	48	37.8
About average	332	48.7	134	49.4	141	51.5	271	49.3	55	43.3
Slower than average	51	7.5	13	4.8	18	6.6	35	6.4	7	5.5
Very slow	10	1.5	3	1.1	2	0.7	2	0.4	1	0.8
No response	2	0.3	2	0.7	3	1.1	4	0.7	4	3.1
			235							

Table 2.46 Endurance Compared to Age Group

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very good	83	12.2	33	12.2	39	14.2	15	13.6	16	12.6
Better than average	217	31.8	98	36.2	68	24.8	185	33.6	40	31.5
About average	314	46.0	115	42.4	144	52.6	248	45.1	56	44.1
Less than average	58	8.5	19	7.0	13	4.7	33	6.0	10	7.9
Limited	8	1.2	4	1.5	7	2.6	5	0.9	1	0.8
No Response	2	0.3	2	0.7	3	1.1	4	0.7	4	3.1
							236			

Table 2.47 Agility Compared to Age Group

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very high	79	11.6	35	12.9	35	12.8	74	13.5	17	13.4
Better than average	268	39.3	117	43.2	99	36.1	217	39.5	42	33.1
About average	291	42.7	104	38.4	123	44.9	232	42.2	60	47.2
Less than average	31	4.5	13	4.8	9	3.3	22	4.0	4	3.1
Very low	10	1.5	1	0.4	4	1.5	1	0.2	-	-
No Response	3	0.4	1	0.4	4	1.5	4	0.7	4	3.1
			237							

Table 2.48 Physical Strength Compared to Age Group

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very high	75	11.0	32	11.8	40	14.6	72	13.1	13	10.2
Better than average	263	38.6	107	39.5	88	32.1	219	39.8	49	38.6
About average	306	44.9	121	44.6	134	48.9	237	43.1	57	44.9
Less than average	28	4.1	9	3.3	8	2.9	18	3.3	3	2.4
Very low	8	1.2	-	-	-	-	2	0.4	1	0.8
No Response	2	0.3	2	0.7	4	1.5	2	0.4	4	3.1
			238							

Table 2.49 Physical Combat Skills Compared to Age Group

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very high	80	11.7	27	10.0	33	12.0	55	10.0	17	13.4
Better than average	238	34.9	100	36.9	85	31.0	174	31.6	45	35.4
About average	329	48.2	132	48.7	143	52.2	285	51.8	56	44.1
Less than average	30	4.4	11	4.1	10	3.6	34	6.2	5	3.9
Very low	3	0.4	-	-	-	-	-	-	-	-
No response	2	0.3	1	0.4	3	1.1	2	0.4	4	3.1
			239							

Table 2.50 Rate Present Required Physical Standards (recruit training for new officers)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very easy	84	12.3	49	18.1	45	16.4	31	5.6	28	22.0
Easy	230	33.7	92	33.9	106	38.7	119	21.6	59	46.5
Difficult	248	36.4	79	29.2	57	20.8	258	46.9	19	15.0
Very difficult	49	7.2	14	5.2	12	4.4	97	17.6	2	1.6
Don't know what standards are	69	10.1	35	12.9	51	18.6	43	7.8	14	11.0
No response	2	0.3	2	0.7	3	1.1	2	0.4	5	3.9
			240							

Table 2.51 Ability to Pass Present Physical Standards for Recruit Training

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Definitely yes	286	41.9	142	52.6	138	50.4	192	34.9	57.5	73.0
Probably yes	250	36.7	84	31.1	91	33.2	229	41.6	44.0	34.6
Probably no	110	16.1	30	11.1	27	9.9	102	18.5	4.0	3.1
Definitely no	21	3.1	5	1.9	4	1.5	26	4.7	-	-
No response	15	2.2	9	3.3	14	5.1	1	0.2	6.0	4.7
			241							

Table 2.52 Rate Own Physical Condition

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very high	74	10.9	29	10.7	35	12.8	55	10.0	10	7.9
Better than average	287	42.1	139	51.3	100	36.5	264	48.0	58	45.7
About average	271	39.7	90	33.2	122	44.5	204	37.1	48	37.8
Less than average	45	6.6	11	4.1	13	4.7	22	4.0	8	6.3
Very low	-	-	1	0.4	-	-	4	0.7	1	0.8
No response	5	0.7	1	0.4	4	1.5	1	0.2	2	1.6
					242					

Table 2.53 Physical Condition of Officers With Whom You Most Closely Work

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very high	18	2.6	5	1.8	16	5.8	17	3.1	5	3.9
High	193	28.3	90	33.2	79	28.8	180	32.7	42	33.1
Moderate	412	60.4	149	55.0	148	54.0	305	55.5	67	52.8
Low	49	7.2	24	8.9	24	8.8	40	7.3	10	7.9
Very low	5	0.7	1	0.4	2	0.7	6	1.1	1	0.8
No response	5	0.7	2	0.7	5	1.8	2	0.4	2	1.6
					243					

Table 2.54 Physical Condition of All Sworn Personnel

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very high	7	1.0	4	1.5	12	4.4	10	1.8	2	1.6
High	135	19.8	53	19.6	58	21.2	160	29.1	23	18.1
Moderate	357	52.3	160	59.0	157	57.3	289	52.5	71	55.9
Low	158	23.2	52	19.2	36	13.1	83	15.1	25	19.7
Very low	18	2.6	1	0.4	6	2.2	6	1.1	4	3.1
No response	7	1.0	1	0.4	5	1.8	2	0.4	2	1.6
					244					

Table 2.55 Comparison of Police Work to Other Public Service Organizations in Terms of Emotional Danger

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Much less dangerous	-	-	-	-	-	-	3	0.5	1	0.8
Less dangerous	5	0.7	-	-	5	1.8	2	0.4	1	0.8
Slightly less dangerous	5	0.7	6	2.2	6	2.2	5	0.9	2	1.6
Slightly more dangerous	69	10.1	33	12.2	37	13.5	57	10.4	23	18.1
More dangerous	232	34.0	110	40.6	102	37.2	245	44.5	45	35.4
Much more dangerous	365	53.5	122	45.0	119	43.4	237	43.1	53	41.7
No response	6	0.9	-	-	5	1.8	1	0.2	2	1.6

Table 2.56 Comparison of Police Work to Other Public Service Organizations in Terms of Physical Danger

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Much less dangerous	4	0.6	2	0.7	1	0.4	2	0.4	-	-
Less dangerous	5	0.7	3	1.1	5	1.8	5	0.9	2	1.6
Slightly less dangerous	8	1.2	5	1.8	3	1.1	4	0.7	1	0.8
Slightly more dangerous	77	11.3	48	17.7	44	16.1	64	11.6	21	16.5
More dangerous	300	44.0	115	42.4	113	41.2	244	44.4	50	39.4
Much more dangerous	280	41.1	97	35.8	103	37.6	230	41.8	52	40.9
No response	8	1.2	1	0.4	5	1.8	1	0.2	1	0.8

The officers involved in the physical fitness program conducted by Aerobics Research (Report 1) reported similar perceptions of themselves and their fellow officers prior to completing the initial physical ability tests and engaging in a conditioning program. These attitudes changed, however, once the officers were tested and their actual capabilities were known. Based upon the infrequency the majority of officers are required to demonstrate their physical abilities even to themselves, they are likely to believe that they can perform satisfactorily. The number of police agencies which require officers to demonstrate physical skills on a regular basis are rare. (See Section 1 of this report.) Therefore, their point of reference is possibly the last time they were required to exert themselves which may have been in the distant past. If entrance level fitness requirements were required when they entered police work, and they have been employed for five years, their point of reference could be their condition and ability demonstrated at that time. Periodic physical testing would perhaps provide the officer with a proper assessment and become an incentive to maintain proper physical conditioning.

## CHAPTER 6

## PARTICIPATION IN CURRENT PHYSICAL FITNESS PROGRAMS

The number of police agencies which provide physical fitness programs are very limited in number. (See Section 1 of this report.) Consequently, the majority of officers who responded to the survey, over 85%, were not employed by an agency which provided physical fitness activities. (See Table 2.57.) Of the 12% who indicated their department did provide a program in Stratum I, only 26 or 30.2% stated they participated in the program. Seven of sixteen (43.8%) in Stratum II participated, 12 of 15 (80%) in Stratum III, 41 of 57 (69.5%) in Stratum IV, and 8 of 14 in Stratum V (57.1%). (See Table 2.58.)

It was believed that an explanation of the reasons for non-participation in physical fitness programs would provide us with negative forms of information which could be utilized in changing attitudes and motivating police officers to exercise. A series of responses was solicited to learn the reasons for non-participation. Table 2.59 shows the responses of the officers. The majority of persons stated that their passive role was because they engaged in their own program, there was no departmental incentive, or it would interfere with their off-duty responsibilities.

We likewise inquired of those who do participate and their reasons for doing so. Table 2.60 indicates that the greatest number of persons engage in physical fitness to improve their physical and medical condition or to maintain their present physical condition. Also listed as a reason was the program is mandatory. Compensatory time off was not a major cause for participation and no responses indicated they received additional pay for participation. The

Table 2.57 Agencies with Physical Fitness Training Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	84	12.3	16	5.9	13	4.7	57	10.4	14	11.0
No	597	87.5	255	94.1	259	94.5	491	89.3	113	89.0
No Response	1	0.1	-	-	2	0.7	2	0.4	-	-
			249							

Table 2.58 Officer Participation in Physical Fitness Training Program

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	26	30.2	7	43.8	12	80.0	41	69.5	8	57.1
No	59	68.6	9	56.3	-	-	14	23.7	6	42.9
No Response	1	1.2	-	-	3	20.0	4	6.8	-	-
			250							

Table 2.59 Number and Percent of Officers in Each Stratum Who Do Not Participate in their Agencies Current Physical Fitness Training for the Reasons Indicated

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Have a medical disability	5	8.5	-	-	-	-	1	5.6	-	-
Have a physical disability	2	3.4	-	-	-	-	2	10.5	-	-
Have no interest in this program	25	42.4	3	33.3	-	-	4	22.2	-	-
Have no interest in physical fitness	8	13.6	-	-	-	-	1	5.6	1	16.7
I am presently physically fit	15	25.4	4	44.4	-	-	5	27.8	1	16.7
Engage in my own program	30	50.8	7	77.8	-	-	8	44.4	3	50.0
Department provides no incentive	31	52.5	3	33.3	-	-	7	38.9	1	16.7
Would interfere with on-duty responsibilities	8	13.6	1	11.1	-	-	3	16.7	3	50.0
Would interfere with off-duty responsibilities	34	57.6	6	66.7	-	-	2	11.1	4	66.7
Possibility of injury discourages me	1	1.7	-	-	-	-	2	11.1	-	-
Live too far from facility	17	28.8	1	11.1	-	-	2	11.1	1	16.7

Table 2.60 Number and Percent of Officers in Each Stratum Who Indicated They Participated in Existing Departmental Physical Fitness Programs for the Listed Reasons

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Program is mandatory	12	44.4	1	14.3	4	26.7	23	51.1	1	12.5
To improve physical condition	22	81.5	5	71.4	11	73.3	36	80.0	6	75.0
To improve medical condition	16	59.3	3	42.9	6	40.0	31	68.9	5	62.5
To maintain physical condition	19	70.4	5	71.4	5	33.3	31	68.9	7	87.5
To receive compensatory time off	4	14.8	-	-	1	6.7	-	-	-	-
To receive compensatory pay	-	-	-	-	-	-	-	-	-	-
Supervisor's suggestion	2	7.4	-	-	3	20.0	5	11.1	1	12.5
Participation is fun	22	81.5	3	42.9	8	53.3	22	48.9	4	50.0

majority in each stratum did indicate that participation was personally enjoyable to them.

Most of the officers engage in physical conditioning programs more than once a week, Table 2.61, and have been involved for more than one year. Forty-six percent of the officers from state law enforcement agencies have participated in these programs for more than three years, Table 2.62. The personal benefits gained from their involvement are shown in Table 2.63. Building strengths, endurance, good health, and providing a release from the pressure of their jobs were all indicated as positive benefits. Less than 10% of the officers indicated they gained no particular benefits from participating in physical exercise.

In contrast to the benefits, perception of problems, either work related or personal, associated with physical fitness training programs were very rare, being mentioned by less than 10% of those who participated. Tables 2.64 and 2.65 show the responses to the questions concerning encountered difficulties caused by participating in physical fitness programs. Table 2.66 shows the distance traveled from home to the facility where participation takes place.

Table 2.61 Frequency of Participation in Physical Fitness Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Once a month	-	-	-	-	-	-	4	9.1	2	25.0
More than once a month, but less than weekly	1	3.8	2	28.6	1	6.7	2	4.5	-	-
Once a week	2	7.7	1	14.3	3	20.0	2	4.5	2	25.0
More than once a week, but less than daily	9	34.6	1	14.3	7	46.7	11	25.0	4	50.0
Daily	2	7.7	1	14.3	-	-	9	20.5	-	-
Other	10	38.5	2	28.6	1	6.7	10	22.7	-	-
No Response	2	7.7	-	-	3	20.0	6	13.6	-	-

Table 2.62 Length of Participation in Physical Fitness Training Program

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Less than one month	1	3.7	1	14.3	3	20.0	1	2.2	-	-
Between one and 6 months	5	18.5	4	57.1	2	13.3	9	20.0	-	-
Between 6 months and 1 yr	6	22.2	1	14.3	3	20.0	1	2.2	1	12.5
Between 1 and 3 yrs	8	29.6	-	-	4	26.7	8	17.8	4	50.0
More than 3 yrs	5	18.5	1	14.3	-	-	21	46.7	3	37.5
No Response	2	7.4	-	-	3	20.0	5	11.1	-	-

Table 2.63 Number and Percent of Officers in Each Stratum Who Indicated that the Listed Personal Benefits Were Gained by Participating in Physical Fitness Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Socialization	11	40.7	2	28.6	9	60.0	24	53.3	5	62.5
Means at knowing others	8	29.6	2	28.6	4	26.7	19	42.2	4	50.0
Release from pressures	14	51.9	4	57.1	9	60.0	30	66.7	4	50.0
Builds strength	22	81.5	5	71.4	10	66.7	34	75.6	6	75.0
Increases endurance	21	77.8	6	85.7	11	73.3	38	80.0	6	75.0
Good for health	22	81.5	6	85.7	10	66.7	37	82.2	8	100
Enjoy participating	19	70.4	5	71.4	6	40.0	31	68.9	5	62.5
No benefit gained	1	3.7	-	-	1	6.7	6	13.3	-	-

Table 2.64 Problems with Work as a Result of Participation

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	-	-	-	-	-	-	2	4.4	-	-
No	26	92.9	7	100.0	12	80.0	38	84.4	8	100.0
No response	2	7.1	-	-	3	20.0	5	11.1	-	-

Table 2.65 Problems with Personal Life as a Result of Participation

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	-	-	1	14.3	-	-	5	11.1	-	-
No	26	92.9	6	85.7	12	80.0	35	77.8	8	100.0
No response	2	7.1	-	-	3	20.0	5	11.1	-	-

Table 2.66 Distance from Residence to Physical Fitness Facilities

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Within a couple of blocks	1	3.6	1	14.3	1	6.7	8	17.8	1	12.5
Less than 1 mile	-	-	-	-	4	26.7	4	8.9	-	-
Between 1-3 miles	2	7.1	1	14.3	4	26.7	4	8.9	3	37.5
Between 3-5 miles	3	10.7	2	28.6	1	6.7	3	6.7	1	12.5
Between 5-10 miles	11	39.3	2	28.6	2	13.3	3	6.7	2	25.0
More than 10 miles	9	32.1	1	14.3	-	-	15	33.3	1	12.5
No response	2	7.1	-	-	3	20.0	8	17.8	-	-

CHAPTER 7  
ATTITUDES TOWARDS PHYSICAL FITNESS PROGRAMS

As was shown in the previous chapter, few police officers responding to the survey were currently involved in a regular physical fitness training program. This chapter will show the attitudes and perceptions of the officers towards a physical fitness program, and their opinions concerning the department's responsibility in the administration of these programs.

The question, "Do you believe that your police agency should provide a physical fitness program for sworn police personnel?", received an overwhelming affirmative response. Table 2.67 shows that 90% of the respondents in all stratum were in favor of department-sponsored physical fitness programs. Less than 10% of the respondents replied that departments should not provide physical fitness programs. These officers indicated: (1) it was the individual's responsibility to maintain proper physical condition, (2) participation would interfere with the officers off-duty responsibilities and, (3) they currently engaged in a personal fitness program to their own likeness and did not desire departmental interference.

In general, the officers appeared to be serious about the prospect of a physical fitness program. Over 90% of the officers in each stratum indicated they would participate if their department provided such a program, Table 2.68. In addition, 73% or more of the officers in each stratum thought that participation in physical fitness training should be mandatory. This data, shown in Table 2.69, is somewhat surprising since only about half of the eligible officers reported they participated in the few physical training programs currently offered.

Table 2.67 Should Agency Provide Physical Fitness Training Program?

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	634	93.0	251	93.0	241	88.3	470	85.5	121	95.3
No	38	5.6	18	6.7	26	9.5	76	13.8	4	3.1
No response	10	1.5	1	0.4	6	2.2	4	0.7	2	1.6
			261							

Table 2.68 Would You Participate in a Physical Fitness Training Program if Offered by Your Department?

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	622	91.2	248	91.5	258	94.2	518	94.2	123	96.9
No	56	8.2	20	7.4	14	5.1	28	5.1	2	1.6
No response	4	0.6	3	1.1	2	0.7	4	0.7	2	1.6
					262					

Table 2.69 Should a Physical Fitness Training Program be Mandatory?

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	511	74.9	201	74.2	201	73.4	404	73.5	102	80.3
No	169	24.8	69	25.5	71	25.9	144	26.2	23	18.1
No response	2	0.3	1	0.4	2	0.7	2	0.4	2	1.6

The officers were then asked to respond "yes" or "no" to several statements which would most likely stimulate interest in physical fitness programs for police officers. Table 2.70 shows their responses. Orientation and information, publication of the medical/physical condition of police officers, and participation by first line supervisors and administrators all received majority responses. However, over 85% of the respondents indicated that officer involvement in program development would be most likely to stimulate interest.

As might be expected, Tables 2.71 and 2.72 show that compensatory time off and additional salary were listed as incentives which would encourage officer participation in physical fitness programs. Salary increases and extra points on promotional exams, Tables 2.73 and 2.74, were listed as incentives by about half of the respondents. Formal recognition and preference in special assignments received less response, Tables 2.75 and 2.76.

One of the most frequent questions asked by department administrators considering the implementation of a physical fitness program is what type of disciplinary action should be taken against those officers who refuse to participate in physical fitness programs. We asked the officers responding to the survey to indicate "yes" or "no" to several administrative actions common to police discipline. Among these were: loss of annual leave days; monetary fine; suspension; dismissal; reassignment; transfer; ineligibility for promotion; verbal reprimand; letter in personnel file; individual counseling to develop a remedial program and, no administrative action should be taken. Tables 2.77 through 2.87 show the responses received. While approximately 25% of the officers in each strata indicated that no action should be taken, there was no mandate for any of the given disciplinary actions. However, individual

**CONTINUED**

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Table 2.70 Number and Percent of Officers in Each Stratum Who Felt That Interest in Physical Fitness Programs Would be Stimulated by the following

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Information and orientation for police officers	439	64.4	183	67.5	154	56.2	372	67.6	68	53.5
Information and orientation for police officers' spouses	204	29.9	85	31.4	77	28.1	186	33.8	34	26.8
Newsletter	210	30.8	75	27.7	56	20.4	166	30.2	43	33.9
Publication of statistics on the medical/physical condition of police officers	402	58.9	165	60.9	164	60.1	342	62.3	79	62.2
Participation by the Chief/Sheriff	363	53.2	146	53.9	142	51.8	306	55.6	81	63.8
Participation by first line supervisors	509	74.6	201	74.2	179	65.3	404	73.5	88	69.3
Participation in the development of the program by interested officers	584	85.6	241	88.9	232	84.7	482	87.6	113	89.0
			265							

Table 2.71 Compensatory Time Off Would be an Incentive for Participation

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	468	68.6	178	65.7	147	53.6	291	52.9	64	50.4
No	211	30.9	93	34.3	125	45.6	259	47.1	59	46.5
No response	3	0.4	-	-	2	0.7	-	-	4	3.1
							266			

Table 2.72 Compensatory Overtime Pay Would Encourage Participation

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	458	67.2	190	70.1	168	61.3	286	52.0	64	50.4
No	221	32.4	81	29.9	104	38.0	264	48.0	59	46.5
No response	3	0.4	-	-	2	0.7	-	-	4	3.1

267

Table 2.73 Salary Increase Would Encourage Participation

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	432	63.3	179	66.1	162	59.1	339	61.6	73	57.5
No	246	36.1	92	33.9	110	40.1	211	38.4	50	39.4
No response	4	0.6	-	-	2	0.7	-	-	4	3.1

268

Table 2.74 Extra Points in Promotional Process Would Encourage Participation

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	335	52.1	157	57.9	140	51.1	317	57.6	74	56.7
No	324	47.5	114	42.1	132	48.2	233	42.4	51	40.2
No response	3	0.4	-	-	2	0.7	-	-	4	3.1

269

Table 2.75 Formal Recognition or Commendation Would Encourage Participation

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	229	33.6	107	39.5	107	39.1	224	40.7	60	47.2
No	450	66.0	164	60.5	165	60.2	326	59.3	63	49.6
No response	3	0.4	-	-	2	0.7	-	-	4	3.1

270

Table 2.76 Preference in Special Assignments Would Encourage Participation

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	305	44.7	133	49.1	134	48.9	244	44.4	66	52.0
No	374	54.8	138	50.9	138	50.4	306	55.6	57	44.9
No response	3	0.4	-	-	2	0.7	-	-	4	3.1

Table 2.77 Administrative Action Suggested For Non-Participants Loss of Annual Leave Days

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	54	7.9	33	12.2	25	9.1	64	11.6	16	12.6
No	624	91.5	238	87.8	249	90.9	486	88.4	107	84.3
No response	4	0.6	-	-	-	-	-	-	4	3.1

Table 2.78 Administrative Action Suggested For Non-Participants Monetary Fine

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	46	6.7	22	8.1	19	6.9	42	7.6	17	13.4
No	632	92.7	249	91.9	255	93.1	508	92.4	106	83.5
No response	4	0.6	-	-	-	-	-	-	4	3.1
			273							

Table 2.79 Administrative Action Suggested For Non-Participants Suspension

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	115	16.9	56	20.7	63	23.0	100	18.2	30	23.6
No	561	82.3	215	79.3	211	77.0	450	81.8	93	73.2
No response	6	0.9	-	-	-	-	-	-	4	3.1
							274			

Table 2.80 Administrative Action Suggested For Non-Participants Dismissal

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	58	8.5	27	10.0	38	13.9	56	10.2	22	17.3
No	619	90.8	244	90.0	235	85.8	494	89.8	101	79.5
No response	5	0.7	-	-	1	0.4	-	-	4	3.1
				275						

Table 2.81 Administrative Action Suggested For Non-Participants Reassignment

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	224	32.8	84	31.0	68	24.8	104	18.9	54	42.5
No	454	66.6	187	69.0	206	75.2	446	81.1	69	54.3
No response	4	0.6	-	-	-	-	-	-	4	3.1
						276				

Table 2.82 Administrative Action Suggested For Non-Participants Transfer

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	191	28.0	56	20.7	41	15.0	57	10.4	39	30.7
No	487	71.4	215	79.3	233	85.0	493	89.6	84	66.1
No response	4	0.6	-	-	-	-	-	-	4	3.1
			277							

Table 2.83 Administrative Action Suggested For Non-Participants Ineligibility for Promotion

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	237	34.8	100	36.9	107	39.1	245	44.5	49	38.6
No	441	64.7	170	62.7	167	60.9	304	55.3	74	58.3
No response	4	0.6	1	0.4	-	-	1	0.2	4	3.1
			278							

Table 2.84 Administrative Action Suggested For Non-Participants  
Verbal Reprimand

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	235	34.5	110	40.6	115	42.0	243	44.3	52	40.9
No	443	65.0	161	59.4	159	58.0	306	55.7	71	55.9
No response	4	0.6	-	-	-	-	-	-	4	3.1
			279							

Table 2.85 Administrative Action Suggested For Non-Participants  
Letter in Personnel File

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	283	41.5	133	49.1	134	48.9	300	54.6	68	53.5
No	393	57.6	138	50.9	140	51.1	249	45.4	55	43.3
No response	6	0.9	-	-	-	-	-	-	4	3.1
					280					

Table 2.86 Administrative Action Suggested For Non-Participants Counseling for Remedial Program

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	382	56.0	150	55.4	121	44.2	316	57.5	64	50.4
No	295	43.3	121	44.6	153	55.8	234	42.5	59	46.5
No response	5	0.7	-	-	-	-	-	-	4	3.1
			281							

Table 2.87 No Administrative Action Should Be Taken

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	178	26.1	87	32.1	81	29.6	156	28.4	21	16.5
No	499	73.2	184	67.9	193	70.4	392	71.3	102	80.3
No response	5	0.7	-	-	-	-	2	0.4	4	3.1
					282					

counseling to develop a remedial program was preferred by more than half of the respondents in all strata.

More police officers think that participation in a physical fitness program should be more than once per week, but less than daily, and for sessions of approximately 60 minutes. (Tables 2.88 and 2.89.)

The type of exercise facility that is preferred is as varied as the personalities of each of the respondents. Table 2.90 indicates that officers have no particular preference toward the facilities to be utilized. The responses do indicate the need for some type of facility other than the officer's home.

The activities which the officers preferred were quite varied: jogging/running, calisthenics or gymnastics, and self-defense were listed most often by the majority of officers, although almost any traditional physical fitness program activity would have support, Table 2.91. The majority of officers also indicated (Table 2.92) that calisthenics and running/jogging were best for creating and maintaining good physical condition.

The majority of the respondents reported that personal benefits gained by participation in fitness programs are: greater overall fitness for the individual and his fellow officers, increased feelings of well-being, and greater confidence in one's partner and other officers. Additional benefits indicated by at least 75% of respondents are: decreased number of heart attacks, decrease in injury rate and sick time and, decreased feelings of tension with the increased ability to relax. (Table 2.93.)

The problems perceived most often by the officers in the establishment of a physical fitness program were obtaining the interest and motivating the police

Table 2.88 Frequency of Participation in Physical Fitness Training Program

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Once a month	23	3.4	17	6.3	29	10.6	33	6.0	11	8.7
More than once a month, but less than weekly	69	10.1	30	11.1	34	12.4	51	9.3	17	13.4
Once a week	178	26.1	74	27.3	77	28.1	146	26.5	31	24.4
More than once a week, but less than daily	325	47.7	122	45.0	94	34.3	244	44.4	53	41.7
Daily	45	6.6	11	4.1	26	9.5	43	7.8	5	3.9
Other	36	5.3	14	5.2	11	4.0	32	5.8	6	4.7
No response	6	0.9	3	1.1	3	1.1	1	0.2	4	3.1

Table 2.89 Length of Time of Each Physical Fitness Training Session

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
About 10 min. or less	7	1.0	1	0.4	7	2.6	3	0.5	1	0.8
About 15-20 minutes	41	6.0	16	5.9	13	4.7	50	9.1	4	3.1
About 30 minutes	135	19.8	64	23.6	63	23.0	138	25.1	27	21.3
About 45 minutes	70	10.3	37	13.7	16	5.8	59	10.7	12	9.4
About 60 minutes	294	43.1	103	38.0	111	40.5	223	40.5	52	40.9
About 90 minutes	93	13.6	37	13.7	45	16.4	51	9.3	26	20.5
More than 90 minutes	33	4.8	10	3.7	13	4.7	23	4.2	1	0.8
No response	9	1.3	3	1.1	6	2.2	3	0.5	4	3.1
			285							

Table 2.90 Number and Percent of Officers in Each Stratum Who Indicated the Following Types of Facilities Should be Utilized for Department Physical Fitness Programs

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Department headquarters	261	38.3	133	49.1	94	34.3	136	24.7	35	27.6
Substations or district station	303	44.4	82	30.3	62	22.6	267	48.5	31	27.4
Academy or training facilities	499	73.2	157	57.9	151	55.1	360	65.5	78	61.4
Local YMCA or similar facility	376	55.1	179	66.1	157	57.3	417	75.8	78	61.4
Public facilities, e.g., parks, schools	280	41.4	152	56.1	159	58.0	344	62.5	61	48.0
Personal facilities	173	25.4	63	23.2	87	31.8	218	39.6	34	26.8
			286							

Table 2.91 Number and Percent of Officers in Each Stratum Who Would Prefer a Physical Fitness Program Involving the Listed Activities

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Bicycling	375	55.0	168	62.2	160	58.4	330	60.0	64	50.4
Calisthenics/slimnastics	572	83.9	226	83.4	204	74.5	467	84.9	101	79.5
Golf	104	20.5	59	21.8	64	23.4	151	27.5	28	2.2
Handball or racquet sports	468	68.6	185	68.3	178	65.0	381	69.4	86	67.7
Hiking/backpacking	184	27.0	69	25.5	81	29.6	169	30.7	37	29.1
Individual sports (e.g., swimming, bowling, skating)	382	56.0	172	63.5	164	59.9	350	63.8	80	63.0
Jogging/running	590	86.5	230	84.9	216	78.8	489	88.9	104	81.9
Self-defense - physical combat skills	539	79.0	219	80.8	226	82.5	435	79.1	106	83.7
Team sports	488	71.6	205	75.6	198	72.3	426	77.5	86	67.7
Weight lifting	520	76.2	209	77.1	212	77.4	401	72.9	100	78.7

Table 2.92 Number and Percent of Officers in Each Stratum Who Believe the Activities Listed are Best Creating and Maintaining Physical Fitness

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Bicycling	417	61.1	181	66.8	183	67.0	372	67.8	69	54.3
Calisthenics/slimnastics	582	85.3	229	84.5	218	79.6	480	87.3	104	81.9
Golf	108	15.9	36	13.3	44	16.1	99	18.0	22	17.3
Handball or racquet sports	502	73.6	203	74.9	180	65.7	410	74.5	90	70.9
Hiking/backpacking	248	36.4	99	36.5	108	39.4	219	39.8	46	36.2
Individual sports (e.g., swimming, bowling, skating)	422	62	179	65.7	177	64.6	379	68.9	81	63.8
Jogging/running	617	90.5	244	90.0	233	85.0	506	92.0	110	86.6
Self-defense - physical combat	474	69.5	187	69.0	204	74.5	372	67.6	91	71.7
Team sports	492	72.1	190	70.1	190	69.3	44	75.3	86	67.7
Weightlifting	516	75.7	218	80.4	210	76.6	416	75.6	98	77.2

Table 2.93 Number and Percent of Officers in Each Stratum Who Indicated the Following Benefits Would be Gained by Establishing a Physical Fitness Training Program in Their Agency

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Greater overall physical fitness in me	631	92.5	254	93.7	245	89.4	513	93.3	113	89.0
Greater overall physical fitness among all officers	658	96.5	264	97.4	255	93.1	530	96.4	122	96.1
Decrease in injury rate	537	78.7	207	76.4	192	70.1	421	76.5	85	66.9
Decrease in amount of sick leave	502	73.6	178	65.7	172	62.8	389	70.7	80	63.0
Greater confidence in partners or other officers	581	85.2	242	89.3	231	84.3	468	85.1	105	82.7
Increased feeling of well-being	626	91.8	251	92.6	235	85.8	512	93.1	108	
Increased social contacts and friendships	306	44.9	118	43.5	119	43.6	275	50.0	47	37.0
Decreased number of heart attacks	586	85.9	230	84.9	203	74.4	475	86.4	105	82.7
Fewer early retirements	329	48.2	129	47.6	110	40.3	238	43.3	51	40.2
Better labor - management relations	200	29.3	74	27.3	86	31.4	178	32.4	35	27.6
Greater management awareness of physical nature and demands of your job	452	66.3	193	71.2	179	65.3	359	65.3	85	66.9
Increased ability to relax	533	78.2	198	73.1	179	65.3	428	77.8	92	72.4
Decreased feelings of tension and stress	535	78.4	209	77.1	194	70.8	443	80.5	98	77.2
Greater responsiveness to the needs of community	264	38.7	110	40.6	108	39.4	235	42.7	48	37.8
Better public relations	295	43.3	122	45.0	125	45.6	282	51.3	59	
			289							

officers. Surprisingly, establishing rewards for participation and penalties for non-participation were not seen as major obstacles by 50% of the officers responding. (Table 2.94.)

Table 2.95 shows that 69% or more of the officers in each stratum favor periodic requalification of physical fitness testing, while Table 2.96 shows that the majority indicate that requalification should be conducted every 12 months. Periodic requalification on proportional weight to height standards was also favored by the majority of the officers, Tables 2.97 and 2.98.

Table 2.94 Number and Percent of Officers in Each Stratum Who Indicated that Solutions to the Below Problems Would be Necessary before a Physical Fitness Program could be Implemented

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Scheduling of personnel	490	71.8	188	69.4	168	61.3	446	81.1	71	56.3
Motivating officers	638	93.5	251	92.6	233	85.0	473	86.0	102	80.3
Obtaining interest and cooperation of management	573	84.0	223	82.3	186	67.9	448	81.5	89	70.1
Obtaining the interest of officers	596	87.4	242	89.3	220	80.3	472	85.8	104	81.9
Possibility of injuries	212	31.1	92	33.9	86	31.4	220	40.0	28	22.0
Obtaining financial support	524	76.8	202	74.5	195	71.2	369	67.1	86	67.7
Obtaining equipment	538	78.9	210	77.5	207	75.5	431	78.4	91	71.7
Finding facilities	416	61.0	167	61.6	164	59.9	393	71.5	82	64.6
Obtaining instructors	299	43.8	126	46.5	125	45.6	232	42.2	52	39.8
Establishing standards	474	69.5	188	69.4	156	56.9	385	70.0	76	59.8
Establishing rewards	353	51.8	143	52.8	111	40.5	234	42.5	56	44.1
Establishing penalties for non-participation	319	46.8	130	48.0	117	42.7	258	46.9	50	39.4
Obtaining consent from labor union	126	18.5	51	18.8	44	16.1	73	13.3	5	3.9
Obtaining consent from insurance agency	224	35.8	104	38.4	84	30.7	142	25.8	21	16.5
Obtaining legal consent	188	27.6	73	26.9	60	21.9	105	19.1	20	15.7
Obtaining support from local government	382	56.0	158	58.3	151	55.1	139	25.3	58	45.7
Obtaining support from civil service or central personnel officer	270	39.6	91	33.6	66	24.1	157	28.5	31	24.4
Obtaining community support	167	24.5	57	21.0	60	21.9	87	15.8	27	21.3
			291							

Table 2.95 Periodic Requalification on a Physical Fitness Test for Police Officers

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	507	74.3	198	73.1	190	69.3	417	75.8	101	79.5
No	169	24.8	70	25.8	80	29.2	130	23.6	24	18.9
No response	6	0.9	3	1.1	4	1.5	3	0.5	2	1.6
			292							

Table 2.96 Frequency of Requalifying on a Physical Fitness Test

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
More often than every 6 months	43	8.4	14	7.0	9	4.7	23	5.5	8	7.8
Every 6 months	131	25.7	61	30.7	62	31.1	131	31.3	42	40.8
Every year	251	49.2	84	42.2	86	44.6	196	46.9	46	44.7
Every 18 months	8	1.6	5	2.5	2	1.0	7	1.7	1	1.0
Every 2 years	57	11.2	28	14.1	19	9.8	42	10.0	2	1.9
Only when a particular problem arises	6	1.2	3	1.5	10	5.2	7	1.7	-	-
Only at time of promotion	2	0.4	1	0.5	1	0.5	5	1.2	2	1.9
Other	6	1.2	-	-	-	-	3	0.7	-	-
No response	6	1.2	3	1.5	4	2.1	4	1.0	2	1.9
			293							

Table 2.97 Favor Periodic Requalification on Proportional Weight to Height Standards

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	519	76.1	202	74.5	195	71.2	455	82.7	98	77.2
No	156	22.9	66	24.4	75	27.4	92	16.7	27	21.3
No response	7	1.0	3	1.1	4	1.5	3	0.5	2	1.6
			294							

Table 2.98 Frequency in Which Officers Should "Weigh-In" to Meet Weight/Height Standards

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
More often than every 6 months	52	9.9	28	13.8	20	10.1	67	14.7	19	19.0
Every 6 months	204	39.0	66	32.5	84	42.4	181	39.7	48	48.0
Every year	213	40.7	79	38.9	67	33.8	162	35.5	23	23.0
Every 18 months	4	0.8	2	1.0	2	1.0	-	-	2	2.0
Every 2 years	25	4.8	16	7.9	13	6.6	15	3.3	1	1.0
Only when a particular problem	14	2.7	7	3.4	7	3.5	7	1.5	2	2.0
Only at time of promotion	-	-	-	-	-	-	2	0.4	-	-
Other	7	1.3	3	1.5	2	1.0	18	3.9	1	1.0
No response	4	0.8	2	1.0	3	1.5	4	0.9	4	4.0
			295							

CHAPTER 8

PARTICIPATION IN SPORTS ACTIVITIES

As has been shown, very few police agencies provide a physical fitness training program for their police officers. However, sports activities sponsored by the police agency is not uncommon. The officers were asked if their agency provided sports programs. Table 2.99 shows the number of officers indicating these types of programs are available. While the number of sports programs available are considerably higher than physical fitness training programs, the proportion of officers participating in available sports programs is less than those participating in available physical fitness programs. Compare Table 2.100 concerning participation in sports with Table 2.58, participation in physical fitness programs. As can be seen, county departments most frequently provide sports programs, however officers from the smallest cities are most likely to participate. The officers responses indicate that while almost all who participate in sports programs do so because they have always enjoyed sports, participation also eases job pressures, is healthy, and helps to increase their endurance. (See Table 2.101.).

Most officers would like their department to provide a sports program. Table 2.102 shows that over 75% of the respondents favor department-sponsored sports activities

The types of activities most often mentioned were team sports, such as basketball and football.

The majority of the officers have an interest in sports, over 81% or more of the officers from each stratum participated in sports while they were students. (See Table 2.03.). Football, basketball, softball, and baseball are the sports

Table 2.99 Police Agency Provides Sports Programs for Police Officers

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	295	43.3	68	25.1	36	13.1	49	8.9	63	49.6
No	383	56.2	202	74.5	235	85.8	497	90.4	64	50.4
No response	4	0.6	1	0.4	3	1.1	4	0.7	-	-
			297							

Table 2.100 Do You Participate in Sports Programs?

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	82	27.4	24	34.8	23	59.0	25	47.2	25	39.7
No	213	71.2	44	63.8	12	30.8	24	45.3	38	60.3
No response	4	1.3	1	1.4	4	10.3	4	7.5	-	-
					298					

Table 2.101 Number and Percent of Officers in Each Stratum who Indicated they Benefited from the Sports Program for the Reasons Listed

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Enjoy socialization	66	76.7	24	96.0	25	92.6	22	81.5	21	84.0
Provides way to know other people	56	65.1	20	80.0	20	74.1	14	51.9	19	76.0
Provides release from job pressures	69	80.2	21	84.0	22	81.5	19	90.4	20	80.0
Helps to build strength	64	74.4	16	64.0	22	81.5	16	59.3	18	72.0
Helps to increase endurance	72	83.7	20	80.0	20	74.1	20	74.1	20	80.0
Good for health	80	93.0	22	88.0	25	92.6	23	85.2	23	92.0
I enjoy sports participation	82	95.3	23	92.0	24	88.9	23	85.2	22	88.0
No particular benefit	2	2.3	1	4.0	1	3.7	-	-	-	-
			299							

Table 2.102 Would You Like a Sports Program for Police Officers to be Provided by Your Police Agency?

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	481	81.8	188	76.7	196	78.4	406	77.8	80	80.0
No	69	11.7	44	18.0	46	18.4	109	20.9	13	13.0
No response	38	6.5	13	5.3	8	3.2	7	1.3	7	7.0
			300							

Table 2.103 Participation in School (High School and/or College) Team or Individual Sports

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	558	81.9	229	84.5	221	81.0	470	85.5	111	87.4
No	120	17.6	42	15.5	52	19.0	78	14.2	14	11.0
No response	3	0.4	-	-	-	-	2	0.4	2	1.6

in which the officers most commonly participated. (See Table 2.104.)

Over 50% of the officers in each stratum continue to participate in sports activities, Table 2.105, and 47% or more have become involved in new sports since leaving school, Table 2.106.

Golf, tennis, bicycling, hiking, and hand-to-hand combat were the sports most often listed as new interests among the respondents. Their participation in hand-to-hand combat skills, shown in Table 2.107, most frequently took place during their service in the military.

Very few of the respondents currently hold membership in a sports or health club, Table 2.108. The frequency of use for those officers belonging to such clubs is recorded in Table 2.109.

The majority of the officers watch sports activities on television, Table 2.110, and Tables 2.111, 2.112, and 2.113 indicate that the majority of respondents do read magazine articles on sports, physical fitness and medicine occasionally.

The majority of officers also indicate that they engage in a regular exercise program in their home, Table 2.114, and exercise more than once per week, Table 2.115. The majority developed their exercise program themselves, Table 2.116.

The officer's spouse was less likely to exercise at home or belong to a health club, Tables 2.117, 2.118, and 2.119. Those that did exercise were inclined to do so more than once per week, Table 2.120.

Even greater percentages of the officers' children exercise in formal sports programs, Table 2.121, but were more likely to receive formal instruction in school physical education classes. However, the overwhelming majority of officers felt their children received sufficient amounts of exercise to remain healthy, Table 2.122.



Table 2.106 Involvement in New Sports or Exercise Activities Since Completion of Formal Education

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	353	51.8	153	56.7	128	46.7	267	48.5	61	48.0
No	323	47.4	115	42.6	142	51.8	279	50.7	64	50.4
No response	6	0.9	2	0.7	4	1.5	4	0.7	2	1.6
			305							

Table 2.107 Participation in Single or Hand-to-hand Combat Programs (other than in police academy)

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	268	39.3	115	42.6	113	41.2	180	32.7	49	38.6
No	411	60.3	153	56.7	157	57.3	366	66.5	77	60.6
No response	3	0.4	2	0.7	4	1.5	4	0.7	1	0.8
					306					

Table 2.108 Membership in Sports or Health Club

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	124	18.2	59	21.9	31	11.3	95	17.3	28	22.0
No	557	81.7	211	78.1	241	88.0	453	82.4	97	76.4
No response	1	0.1	-	-	2	0.7	2	0.4	2	1.6
			307							

Table 2.109 Frequency of Use of Facilities or Participation in Programs Provided by Clubs/Organizations

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Once a month	7	1.0	6	2.2	1	0.4	8	1.5	4	3.1
More than once a month, but less than weekly	13	1.9	9	3.3	3	1.1	10	1.8	4	3.1
Once a week	25	3.7	12	4.4	6	2.2	20	3.6	4	3.1
More than once a week, but less than daily	57	8.4	27	10.0	17	6.2	48	8.7	10	7.9
Daily	8	1.2	2	0.7	1	0.4	2	0.4	2	1.6
Other	11	1.6	3	1.1	3	1.1	6	1.1	4	3.1
No response	4	0.6	1	0.4	2	0.7	3	0.5	2	1.6
Appropriate response	557	81.7	211	77.9	241	88.0	453	82.4	97	76.4
			308							

Table 2.110 Hours Per Week that Sports Activities are Watched on TV

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
0	112	19.8	37	17.0	51	20.7	62	14.4	15	12.6
1	89	15.7	41	18.8	35	14.2	75	17.4	15	12.6
2	96	17.0	40	18.3	42	17.1	96	22.3	31	26.1
3	78	13.8	24	11.0	33	13.4	59	13.7	14	11.8
4	66	11.7	23	10.6	33	13.4	41	9.5	15	12.6
5	31	5.5	14	6.4	12	4.9	20	4.7	4	3.4
6	40	7.1	19	8.7	12	4.9	23	5.8	13	10.9
7	6	1.1	-	-	2	0.8	8	1.9	1	0.8
8	18	3.2	4	1.8	9	3.7	11	2.6	4	3.4
9	-	-	2	0.9	1	0.4	4	0.9	1	0.8
10	18	3.2	5	2.3	7	2.8	19	4.4	3	2.5
11	-	-	-	-	-	-	1	0.2	-	-
12	2	0.4	1	0.5	4	1.6	5	1.2	1	0.8
13	1	0.2	2	0.9	1	0.4	1	0.2	1	0.8
14	-	-	-	-	1	0.4	-	-	-	-
15	3	0.5	3	1.4	-	-	1	0.2	-	-
16	1	0.2	-	-	-	-	1	0.2	-	-
20	5	0.9	1	0.5	3	1.2	1	0.2	-	-
25	-	-	1	0.5	-	-	-	-	1	0.8
40	-	-	1	0.5	-	-	-	-	-	-
			309							

Table 2.11 Frequency of Reading Books, Magazine Articles, Etc. About Sports

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Very frequently	112	16.4	48	17.7	52	19.0	91	16.5	30	23.6
Frequently	147	21.6	56	20.7	51	18.6	139	25.3	31	24.4
Occasionally	238	34.9	88	32.5	93	33.9	176	32.0	41	32.3
Rarely	123	18.0	53	19.6	52	19.0	96	17.5	16	12.6
Never	54	7.9	24	8.9	23	8.4	41	7.5	6	4.7
No response	8	1.2	2	0.7	3	1.1	7	1.3	3	2.4
			310							



Table 2.114 Engage in Regular Exercise Program at Home

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	369	54.1	127	46.9	131	47.8	299	54.4	68	53.5
No	313	45.9	144	53.1	140	51.1	250	45.5	57	44.9
No response	-	-	-	-	3	1.1	1	0.2	2	1.6
			313							

Table 2.115 Frequency of Exercise at Home

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Once a month	7	1.9	6	4.7	6	4.5	7	2.3	2	2.9
More than once a month, but less than weekly	18	4.9	7	5.5	10	7.5	14	4.7	7	10.0
Once a week	34	9.2	12	9.4	13	9.7	25	8.3	7	10.0
More than once a week, but less than daily	201	54.5	61	48.0	56	41.8	172	57.3	29	41.4
Daily	99	26.8	36	28.3	43	32.1	77	25.7	22	31.4
Other	9	2.4	5	3.9	2	1.5	4	1.3	1	1.4
No response	1	0.3	-	-	4	3.0	1	0.3	2	2.9
					314					

Table 2.116 Developer of Exercise Program

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Developed it myself	256	69.4	84	66.1	91	67.9	212	70.7	45	64.3
Saw it on local TV show	5	1.4	-	-	1	0.7	3	1.0	2	2.9
Learned it in military	28	7.6	7	5.5	15	11.2	14	4.7	9	12.9
Learned it at school	17	4.6	7	5.5	7	5.2	15	5.0	6	8.6
Developed at YMCA or other club	11	3.0	7	5.5	3	2.2	3	1.0	1	1.4
Read it in a book or magazine	7	1.9	6	4.7	3	2.2	22	7.3	2	2.9
Other	41	11.1	15	11.8	9	6.7	30	10.0	2	2.9
No response	4	1.1	1	0.8	5	3.7	1	0.3	3	
					315					

Table 2.117 Spouse Engage in Regular Home Exercise Program

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	163	28.2	70	28.9	74	31.2	153	29.6	37	33.3
No	411	71.1	171	70.7	160	67.5	363	70.2	72	64.9
No response	4	0.7	1	0.4	3	1.3	1	0.2	2	1.8
					316					

Table 2.118 Developer of Spouse's Exercise Program

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Developed his/her self	83	49.7	39	55.7	36	46.8	88	57.1	24	61.5
Saw it on local TV show	14	8.4	5	7.1	9	11.7	7	4.5	1	2.6
Learned it in the military	2	1.2	-	-	1	1.3	-	-	1	2.6
Learned it in school	8	4.8	1	1.4	3	3.9	7	4.5	-	-
Developed at YMCA or similar club	9	5.4	4	5.7	2	2.6	10	6.5	2	5.1
Read it in a book or magazine	23	13.8	7	10.0	11	14.3	24	15.6	5	12.8
Other	23	13.8	13	18.6	9	11.7	14	9.1	4	10.3
No response	5	3.0	1	1.4	6	7.8	4	2.6	2	

317

Table 2.119 Spouse Belong to Sports or Health Club

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	80	13.9	37	15.3	27	11.4	50	9.7	17	15.3
No	491	85.2	201	83.1	208	87.8	464	89.7	92	82.7
No response	5	0.9	4	1.7	2	0.8	3	0.6	2	1.8

318



Table 2.122 Do Children Get Sufficient Amount of Exercise or Physical Activity?

	I		II		III		IV		V	
	N	%	N	%	N	%	N	%	N	%
Yes	461	90.2	182	86.7	171	85.5	430	90.5	77	88.5
No	46	9.0	24	11.4	20	10.0	41	8.6	7	8.0
No response	4	0.8	4	1.9	9	4.5	4	0.8	3	3.4

SUMMARY

In general, police officers perceive themselves as healthy. This perception of themselves as healthy seems to be substantiated by the fact that the number of sick days taken by officers in a twelve-month period is relatively low.

While most officers are only moderately concerned about their general health, the majority feel they can control their health to some degree. They rate their physical condition as above average or better and indicate that the majority of officers with whom they work are also in good condition. This perception, however, is contradicted by the majority of officers. When asked if they exercise sufficiently to maintain good health, over half of the officers indicated they did not.

Over 85% of the officers surveyed believe that the police agency should provide a physical fitness program. Most, over 90%, indicated they would participate in such a program if it were established in their agency. This finding is somewhat surprising in that less than half of the officers employed by an agency which has a program at this time participate.

The officers believe that a mandatory physical fitness program involving all department members would be more effective than a voluntary program. They acknowledge that problems such as motivating officers to participate would require solutions, however, they believe that officer involvement in the planning process would stimulate interest.

The survey results indicate that most officers have a long term interest in sports and are aware of the benefits that physical activity presents to them.

Based upon this survey, one may be led to believe that police officers are eager to participate in physical fitness and the implementation of these programs would be an easy task to accomplish. What must be kept in perspective, however, is that all of us have a tendency to acknowledge what is good for us. The actual practice is, of course, a very different thing.

Police officers are, for the most part, very aware of the physical and psychological demands of law enforcement. They realize that good physical condition is a necessity in their work and most believe they are capable of performing. Acknowledgement of one's deficiencies is, of course, another matter. Only when officers are required to perform on a regular basis will they begin to work towards maintaining fitness. Most officers accept the requirement that they qualify with a firearm on a periodic basis. Even though they may never be required to use their firearms in their careers, they want to be prepared in the event such action is called for. The task that lies before the police administrator is to transfer this same attitude to physical fitness.

APPENDIX

SURVEY OF  
PHYSICAL FITNESS PROGRAMS  
IN STATE AND LOCAL POLICE AGENCIES



Professional Standards Division  
International Association of Chiefs of Police  
Eleven Firstfield Road  
Gaithersburg, Maryland 20760

I. IDENTIFICATION

Name of your Agency: \_\_\_\_\_

Address: \_\_\_\_\_  
(STREET)

\_\_\_\_\_  
(CITY/TOWN) (STATE) (ZIP CODE)

County in which your agency is located: \_\_\_\_\_

Official designation of your jurisdiction (e.g., state, county, city, village, town, borough, etc.): \_\_\_\_\_

Your Name: \_\_\_\_\_  
(PERSON COMPLETING QUESTIONNAIRE)

Your Title: \_\_\_\_\_

Your Telephone Number: \_\_\_\_\_  
(AREA CODE) (EXCHANGE-NUMBER) (EXTENSION)

	FOR IACP USE ONLY
.63 ____ 01	STUDY, ID, CARD NO.
/09	STRATUM <input type="checkbox"/> <input type="checkbox"/>
/10-11	STATE <input type="checkbox"/> <input type="checkbox"/>

## INSTRUCTIONS FOR COMPLETING QUESTIONNAIRE

This survey is one part of a larger project dealing with the physical fitness of police officers. While the focus of this survey is, therefore, physical fitness programs, it is difficult to separate this issue from other areas relating to the medical and physical condition of police officers. Due to this lack of precise distinction, this questionnaire addresses a variety of medical and physical programs and procedures covering the whole of a police officer's career from selection through retirement. In this way, we hope to obtain as complete a picture as possible of the present availability of medical and physical programs in police agencies across the nation.

This survey questionnaire consists of 17 separate sections, which are listed below in the order in which they appear in this booklet. The numbers in parentheses indicate the question numbers which are found in each section.

I.	IDENTIFICATION	
II.	CURRENT PHYSICAL FITNESS PROGRAMS	( 1 - 31)
III.	DISCONTINUED PHYSICAL FITNESS PROGRAMS	(32 - 36)
IV.	SPORTS ACTIVITIES	(37 - 39)
V.	SPECIAL GROUP RATES	(40 - 41)
VI.	FUNDING	(42 - 46)
VII.	WEIGHT MAINTENANCE PROGRAMS	(47 - 55)
VIII.	PERIODIC MEDICAL EXAMINATIONS	(56 - 66)
IX.	PERIODIC PHYSICAL PERFORMANCE TESTS	(67 - 76)
X.	ENTRANCE LEVEL MEDICAL EXAMINATION	(77 - 82)
XI.	ENTRANCE LEVEL PHYSICAL PERFORMANCE TESTS	(83 - 92)
XII.	RECRUIT TRAINING	(93 - 108)
XIII.	NUMBER OF EMPLOYEES	(109 -116)
XIV.	SELECTION REQUIREMENTS	(117 -119)
XV.	PERFORMANCE EVALUATION	(120 -122)
XVI.	RETIREMENT	(123 -135)
XVII.	ADMINISTRATIVE AND LEGAL ISSUES	(136 -150)

We realize this questionnaire is lengthy and complex. To facilitate responses, therefore, we have developed some 11 initial screening questions, which begin on the pages immediately following these instructions. Please answer these questions first. Your responses to these questions will determine which sections of this booklet are appropriate for you.

Each of these 11 questions identifies either a particular type of physical and/or medical procedure or program or a related subject such as requests for funding. We are seeking detailed information on the specific aspects of physical fitness which are relevant to your police agency. Therefore, for each question where a "yes" is appropriate for your agency, there is a group of follow-up questions in the booklet which you should complete. For each question where a "no" response is indicated, that group of follow-up questions will not be completed. (Note: A "no" response to Screening Question E requires a response to one item in Section VI.)

Preceding page blank

For example, if your police agency has a physical fitness training program at the present time, then you would answer "yes" to Screening Question A and complete the follow-up Questions 1 - 31. If your agency has had such a program within the past 10 years but it has been discontinued, then you would answer "no" to Screening Question A and "yes" to Screening Question B; you would then skip Questions 1 - 31, and answer Questions 32 - 36. Finally, if your agency has not had a physical fitness training program at any time during the past 10 years, you would answer "no" to both Screening Questions A and B and skip Questions 1 through 36.

Please answer all 11 of these Screening Questions first. Not only will this ensure completeness, but it will also help you determine the amount of further effort necessary to complete this questionnaire. As you complete each section of the survey, please return to these initial Screening Questions to determine the next section which you should answer.

These Screening Questions cover the first 108 questions in this survey. Regardless of your answers to the 11 Screening Questions, all agencies should complete Questions 109 through 150. Thus, if your agency utilizes none of the programs mentioned in the 11 Screening Questions, you would answer "no" to Questions A through K and then complete Question 42 on page 20 and Questions 109 - 150.

Please do not separate the pages of this booklet in order to use a typewriter. Please respond to all questions in ink and print where descriptive answers are appropriate.

The left hand margin of every page as well as the individual answer boxes for most questions contain numbers. Please disregard these numbers. This survey is being scored in part by computer, and the numbers represent directions for the computer key-punch operators. Please respond to each question by placing a check (✓) or an X in the appropriate box.

There are several questions throughout this survey which require responses to more than one statement (see, for example, Question 3 on page 8). The directions to these questions state "Check whether or not each applies." In answering these questions, please check the "Yes" box for those statements which are true of your police agency, and check the "No" box for those statements which are not true of your police agency.

Throughout this questionnaire we have indicated requests for certain written documents which describe specific programs, policies, or issues. A complete list of all requested documents is provided at the end of the questionnaire.

In the directions for answering or skipping questions, Q stands for "question" and Qs stands for "questions."

Finally, we suggest that you make a photocopy of the completed questionnaire for your own records. This will aid us, as well, should we wish to contact you for further information regarding specific questions in the survey.

#### DEFINITIONS OF TERMS

For purposes of this questionnaire, the following definitions have been developed. You should refer to these definitions when responding to the Screening Questions.

##### PHYSICAL FITNESS TRAINING PROGRAM

Any fairly regular program of exercise designed to develop and/or maintain good physical conditioning. The program may be voluntary or mandatory and may be administered either with or without instruction.

##### WEIGHT MAINTENANCE PROGRAM, POLICY OR REGULATION

Any voluntary or mandatory program, policy or regulation designed to develop and/or maintain "proper" weight. Standards may involve a specific weight or a proportional weight to height requirement.

##### MEDICAL EXAMINATION

Any examination of body functions performed by a qualified physician in the doctor's office, a hospital or clinic, or other facilities.

##### PHYSICAL PERFORMANCE TEST

Any test of muscular activities, including physical agility, strength, endurance, coordination, speed, etc. This test may be administered by a variety of people.

NOTE: For purposes of this survey, the term "patrol officers" (or "police officers") includes deputy sheriffs, and the term "chief" includes sheriff.

## PLEASE ANSWER THESE QUESTIONS FIRST

## SCREENING QUESTIONS

- 01/12 A. Does your police agency currently have an established physical fitness training program for sworn police personnel?
- 1 Yes (Answer Qs. 1 - 31, beginning on page 8).
- 2 No
- /13 B. During the past ten years, has your police agency had a physical fitness training program for sworn police personnel which was later discontinued for any reason?
- 1 Yes (Answer Qs. 32 - 36, beginning on page 16).
- 2 No
- /14 C. Does your police agency provide any organized team or racket sports activities for sworn police personnel?
- 1 Yes (Answer Qs. 37 - 39 on page 18).
- 2 No
- /15 D. Does your police agency receive any special group rates for the use of local "outside" facilities such as the YMCA/YWCA, health clubs, community sports facilities, etc.?
- 1 Yes (Answer Qs. 40 and 41 on page 19).
- 2 No
- /16 E. During the past ten years, has your police agency requested funding from any source for a physical fitness program or for physical fitness training equipment?
- 1 Yes (Answer Qs. 43 - 46, beginning on page 20).
- 2 No (Answer Q. 42 on page 20).
- /17 F. Does your police agency currently have any kind of weight maintenance program, policy, or regulation for sworn police personnel?
- 1 Yes (Answer Qs. 47 - 55, beginning on page 22).
- 2 No

- 01/18 G. Other than on return to duty following illness or injury, are sworn police personnel in your agency required to have medical examinations during their careers? (For example, on an annual basis, at the time of promotion, periodically, etc.)
- 1 Yes (Answer Qs. 56 - 66, beginning on page 24).
- 2 No
- /19 H. Are sworn police personnel in your agency required to take physical performance tests (i.e., test of agility, strength, endurance, etc.) during their careers? (For example, on an annual basis, at the time of promotion, periodically, etc.)
- 1 Yes (Answer Qs. 67 - 76, beginning on page 27).
- 2 No
- /20 I. Does your police agency require a medical examination for applicants to the position of sworn police officer (i.e., at the entrance level or selection stage)?
- 1 Yes (Answer Qs. 77 - 82, beginning on page 29).
- 2 No
- /21 J. Does your police agency require a physical performance test (i.e., agility, strength, endurance, etc.) for applicants to the position of sworn police officer (i.e., at the entrance level or selection stage)?
- 1 Yes (Answer Qs. 83 - 92, beginning on page 31).
- 2 No
- /22 K. Does your police agency require new sworn police personnel to complete a basic training or academy course of instruction?
- 1 Yes (Answer Qs. 93 - 108, beginning on page 34).
- 2 No

ALL AGENCIES PLEASE ANSWER QUESTIONS 109 TO 150  
BEGINNING ON PAGE 37

II. CURRENT PHYSICAL FITNESS PROGRAMS

1. Is this physical fitness training program mandatory for sworn police personnel?

01/23

- 1 YES
- 2 NO

2. Are any sworn police personnel exempt from participating in this physical fitness training program?

/24

- 1 YES (ANSWER Q.3-6)
- 2 NO (SKIP TO Q.7)

3. What is (are) the basis (bases) for exemption from participation in the physical fitness training program for sworn police personnel? (CHECK WHETHER OR NOT EACH APPLIES)

/25

YES NO

1  2 EXEMPTIONS ARE BASED ON RANK ATTAINED (ANSWER Q.4)

/26

1  2 EXEMPTIONS ARE BASED ON AGE ATTAINED (ANSWER Q.5)

/27

1  2 EXEMPTIONS ARE BASED ON MEDICAL REASONS (ANSWER Q.6)

/28

1  2 PROGRAM IS VOLUNTARY (SKIP TO Q.7)

/29

1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

4. If exemptions are based on rank attained, which sworn police personnel are exempt? (CHECK ONLY ONE)

/30

- 1 ALL SWORN POLICE PERSONNEL ABOVE SERGEANT
- 2 ALL SWORN POLICE PERSONNEL ABOVE LIEUTENANT
- 3 ALL SWORN POLICE PERSONNEL ABOVE CAPTAIN
- 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_

5. If exemptions are based on age attained, what is the age above which sworn police personnel are exempt?

/31-32

Age above which sworn personnel are exempt: \_\_\_\_\_

6. If exemptions are based on medical reasons what types of medical disabilities allow exemption from participation in the physical fitness training program?

\_\_\_\_\_  
\_\_\_\_\_

7. When did your police department implement this physical fitness training program?

01/33-36

Date of program implementation: \_\_\_\_\_

8. What reasons or conditions existing in your department led to the implementation of this physical fitness training program? (CHECK WHETHER OR NOT EACH APPLIES)

YES NO

/37

1  2 NUMBER OF HEART ATTACKS AMONG POLICE PERSONNEL

/38

1  2 HIGH INJURY RATE AMONG POLICE PERSONNEL

/39

1  2 LACK OF FITNESS RELATIVE TO COMBATTING/ARRESTING CITIZENS

/40

1  2 DESIRE TO IMPROVE OVERALL JOB PERFORMANCE OF POLICE PERSONNEL

/41

1  2 DESIRE TO REDUCE ABSENTEEISM AMONG POLICE PERSONNEL

/42

1  2 GENERAL OBESE APPEARANCE OF POLICE PERSONNEL

/43

1  2 EVIDENCE OF STRESS AMONG POLICE PERSONNEL

/44

1  2 ADMINISTRATIVE DECISION TO IMPROVE OVERALL PHYSICAL FITNESS OF POLICE OFFICERS

/45

1  2 CIVIL SERVICE COMMISSION REGULATION

/46

1  2 CITY OR COUNTY COUNCIL/STATE LEGISLATIVE ACTION

/47

1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

9. Did your police department receive any "outside" help in developing, establishing, or equipping this physical fitness training program?

/48

- 1 YES (ANSWER Q.10)
- 2 NO (SKIP TO Q.11)

10. What was (were) the source (sources) of this help?  
(CHECK WHETHER OR NOT EACH APPLIES)

- |       | YES                      | NO                       |                                       |
|-------|--------------------------|--------------------------|---------------------------------------|
| 01/49 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL PUBLIC OR PRIVATE SCHOOL        |
| /50   | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL BUSINESS OR INDUSTRY            |
| /51   | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL COMMUNITY GROUP OR ASSOCIATION  |
| /52   | <input type="checkbox"/> | <input type="checkbox"/> | INSURANCE COMPANY                     |
| /53   | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL CONSULTING OR COUNSELING AGENCY |
| /54   | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL DOCTORS OR MEDICAL ASSOCIATION  |
| /55   | <input type="checkbox"/> | <input type="checkbox"/> | LEAA                                  |
| /56   | <input type="checkbox"/> | <input type="checkbox"/> | OTHER CRIMINAL JUSTICE AGENCY         |
| /57   | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____         |

11. Have any special administrative or departmental problems arisen as a result of establishing this physical fitness training program?

- /58             YES (ANSWER Q.12)  
               NO (SKIP TO Q.13)

12. What types of problems have resulted from establishing this program?  
(CHECK WHETHER OR NOT EACH APPLIES)

- |     | YES                      | NO                       |   |
|-----|--------------------------|--------------------------|---|
| /59 | <input type="checkbox"/> | <input type="checkbox"/> | SCHEDULING OF PERSONNEL PARTICIPATION   |
| /60 | <input type="checkbox"/> | <input type="checkbox"/> | ASSIGNMENT OF PERSONNEL TO ADMINISTER THE PROGRAM   |
| /61 | <input type="checkbox"/> | <input type="checkbox"/> | BUDGETARY PROBLEMS  |
| /62 | <input type="checkbox"/> | <input type="checkbox"/> | LACK OF ADEQUATE FACILITIES   |
| /63 | <input type="checkbox"/> | <input type="checkbox"/> | LACK OF COOPERATION FROM SCHOOL OFFICIALS, PARK OFFICIALS, OR OTHERS OVER THE USE OF THEIR FACILITIES/EQUIPMENT |
| /64 | <input type="checkbox"/> | <input type="checkbox"/> | LACK OF ADEQUATE EQUIPMENT  |
| /65 | <input type="checkbox"/> | <input type="checkbox"/> | LACK OF INTEREST OR PARTICIPATION IN THIS PROGRAM BY SWORN PERSONNEL  |
| /66 | <input type="checkbox"/> | <input type="checkbox"/> | INCREASED ABSENTEEISM DUE TO SICK LEAVE   |
| /67 | <input type="checkbox"/> | <input type="checkbox"/> | INCREASED ABSENTEEISM DUE TO INJURIES SUFFERED  |
| /68 | <input type="checkbox"/> | <input type="checkbox"/> | OBJECTIONS FROM POLICE OFFICERS ASSOCIATION OR UNION  |
| /69 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL GOVERNMENT OFFICIALS QUESTION THE NECESSITY AND/OR LEGALITY OF THE PROGRAM                                |
| /70 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____   |

13. What does your physical fitness training program consist of or emphasize?  
(CHECK WHETHER OR NOT EACH APPLIES)

- |     | YES                      | NO                       |                                     |
|-----|--------------------------|--------------------------|-------------------------------------|
| /09 | <input type="checkbox"/> | <input type="checkbox"/> | RUNNING/JOGGING                     |
| /10 | <input type="checkbox"/> | <input type="checkbox"/> | CALISTHENICS                        |
| /11 | <input type="checkbox"/> | <input type="checkbox"/> | WEIGHTLIFTING                       |
| /12 | <input type="checkbox"/> | <input type="checkbox"/> | SELF-DEFENSE/PERSONAL COMBAT SKILLS |
| /13 | <input type="checkbox"/> | <input type="checkbox"/> | ORGANIZED TEAM SPORTS               |
| /14 | <input type="checkbox"/> | <input type="checkbox"/> | RACKET SPORTS AND/OR HANDBALL       |
| /15 | <input type="checkbox"/> | <input type="checkbox"/> | SWIMMING                            |
| /16 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____       |

14. What facilities are available for this physical fitness training program?  
(CHECK WHETHER OR NOT EACH APPLIES)

- |     | YES                      | NO                       |  |
|-----|--------------------------|--------------------------|--|
| /17 | <input type="checkbox"/> | <input type="checkbox"/> | POLICE ACADEMY OR TRAINING FACILITIES                            |
| /18 | <input type="checkbox"/> | <input type="checkbox"/> | SPECIAL FACILITIES IN POLICE DEPARTMENT HEADQUARTERS             |
| /19 | <input type="checkbox"/> | <input type="checkbox"/> | SPECIAL FACILITIES IN POLICE DEPARTMENT DISTRICT OR SUB-STATIONS |
| /20 | <input type="checkbox"/> | <input type="checkbox"/> | POLICE DEPARTMENT GYMNASIUM/TRACK                                |
| /21 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL COMMERCIAL FACILITIES                                      |
| /22 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL PUBLIC/PRIVATE SCHOOL FACILITIES                           |
| /23 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL YMCA OR SIMILAR FACILITIES                                 |
| /24 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL HEALTH CLUB OR SIMILAR FACILITIES                          |
| /25 | <input type="checkbox"/> | <input type="checkbox"/> | NO SPECIFIC FACILITIES ARE AVAILABLE (SKIP TO Q.16)              |
| /26 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____                                    |

15. During what hours are these facilities available to sworn police personnel?

/27-30            Hours when facilities are open: \_\_\_\_\_

16. What types of equipment, if any, are utilized in this physical fitness training program? (CHECK WHETHER OR NOT EACH APPLIES)
- |       | YES                      | NO                       |                                  |
|-------|--------------------------|--------------------------|----------------------------------|
| 02/31 | <input type="checkbox"/> | <input type="checkbox"/> | WEIGHT TRAINING EQUIPMENT        |
| /32   | <input type="checkbox"/> | <input type="checkbox"/> | CABLES                           |
| /33   | <input type="checkbox"/> | <input type="checkbox"/> | EXERCYCLES                       |
| /34   | <input type="checkbox"/> | <input type="checkbox"/> | TREADMILLS                       |
| /35   | <input type="checkbox"/> | <input type="checkbox"/> | UNIVERSAL GYM                    |
| /36   | <input type="checkbox"/> | <input type="checkbox"/> | NAUTILUS EQUIPMENT               |
| /37   | <input type="checkbox"/> | <input type="checkbox"/> | NO SPECIAL EQUIPMENT IS UTILIZED |
| /38   | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____    |
17. Who instructs the participants in this physical fitness training program and/or in the use of the training equipment? (CHECK WHETHER OR NOT EACH APPLIES)
- |     | YES                      | NO                       |   |
|-----|--------------------------|--------------------------|---|
| /39 | <input type="checkbox"/> | <input type="checkbox"/> | POLICE ACADEMY OR TRAINING PERSONNEL                      |
| /40 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL PUBLIC OR PRIVATE SCHOOL OR UNIVERSITY COACHES      |
| /41 | <input type="checkbox"/> | <input type="checkbox"/> | SELLERS OR MARKETERS OF THE EQUIPMENT                     |
| /42 | <input type="checkbox"/> | <input type="checkbox"/> | PHYSICAL FITNESS COUNSELORS FROM "OUTSIDE" THE DEPARTMENT |
| /43 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____                             |
18. How many sworn police personnel participate on a regular basis in this physical fitness program during each month?
- /44-48 Number of regular participants per month: \_\_\_\_\_
19. Are sworn police personnel required to complete any kind of medical examination prior to entering the physical fitness training program?
- /49  YES (ANSWER Q.20)  
 NO (SKIP TO Q.21)

20. What does this medical examination include? (CHECK WHETHER OR NOT EACH APPLIES)
- |       | YES                      | NO                       |                                   |
|-------|--------------------------|--------------------------|-----------------------------------|
| 02/50 | <input type="checkbox"/> | <input type="checkbox"/> | RESTING EKG                       |
| /51   | <input type="checkbox"/> | <input type="checkbox"/> | EKG DURING "BENCH STEP" TEST      |
| /52   | <input type="checkbox"/> | <input type="checkbox"/> | EKG DURING TREADMILL OR EXERCYCLE |
| /53   | <input type="checkbox"/> | <input type="checkbox"/> | RECOVERY PERIOD EKG               |
| /54   | <input type="checkbox"/> | <input type="checkbox"/> | BLOOD PRESSURE MEASURES           |
| /55   | <input type="checkbox"/> | <input type="checkbox"/> | PULMONARY MEASURES                |
| /56   | <input type="checkbox"/> | <input type="checkbox"/> | BLOOD SERIES                      |
| /57   | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____     |
21. Are sworn police personnel required to participate a minimum number of hours per week in the physical fitness training program?
- /58-59  YES (PLEASE SPECIFY THE NUMBER OF HOURS PER WEEK): \_\_\_\_\_  
 NO
22. Do you keep any kind of record of the participation of individual sworn persons in this program?
- YES (ANSWER Q.23)  
 NO (SKIP TO Q.24)
23. How do you record the participation of individual sworn persons in this program? (CHECK WHETHER OR NOT EACH APPLIES)
- |     | YES                      | NO                       |  |
|-----|--------------------------|--------------------------|--|
| /61 | <input type="checkbox"/> | <input type="checkbox"/> | OFFICERS ARE ASSIGNED A SPECIFIC PARTICIPATION TIME            |
| /62 | <input type="checkbox"/> | <input type="checkbox"/> | OFFICERS MUST SIGN IN AND OUT WHEN PARTICIPATING               |
| /63 | <input type="checkbox"/> | <input type="checkbox"/> | OFFICERS MUST VERIFY THEIR PARTICIPATION                       |
| /64 | <input type="checkbox"/> | <input type="checkbox"/> | TRAINING PROGRAM ADMINISTRATORS VERIFY OFFICERS' PARTICIPATION |
| /65 | <input type="checkbox"/> | <input type="checkbox"/> | EXERCISE ACTIVITY LOG  |
| /66 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____                                  |

24. What types of incentives, if any, are employed to encourage sworn personnel to participate in the physical fitness training program? (CHECK WHETHER OR NOT EACH APPLIES)

YES NO

02/67

COMPENSATORY TIME OFF

/68

COMPENSATORY OVERTIME PAY

/69

SALARY INCREASES

/70

EXTRA POINTS IN PROMOTIONAL PROCESS

/71

FORMAL COMMENDATIONS/RECOGNITION

/72

PREFERENCE IN SPECIAL ASSIGNMENTS

/73

NO SPECIAL INCENTIVES ARE EMPLOYED

/74

OTHER (PLEASE SPECIFY): \_\_\_\_\_

25. During the past twelve months (January 1, 1975 through December 31, 1975) have any sworn police personnel been injured while participating in this physical fitness training program?

/75

YES (ANSWER Qs. 26-30)

NO (SKIP TO Q.31)

26. How many sworn personnel have been injured while participating in this physical fitness training program during the past twelve months?

/76-77

Number of participants who have been injured: \_\_\_\_\_

27. What was the nature of the injury suffered by each injured participant in the physical fitness training program? (PLEASE LIST INJURIES SEPARATELY FOR EACH PERSON)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

28. Did any of these sworn police personnel lose any working time as the result of injuries suffered in this physical fitness training program?

/78

YES (ANSWER Q.29)

NO (SKIP TO Q.30)

.63 \_\_\_ 03

03/09-11

/12

/13

29. What was the total number of days of working time lost by injured participants in the physical fitness program during the past twelve months?

Total number of working days lost: \_\_\_\_\_

30. Have any claims against group or individual health insurance been filed during the past twelve months as the result of injuries suffered in this physical fitness training program?

YES

NO

31. Has your physical fitness training program ever been formally evaluated for its effectiveness and/or job relatedness?

YES (PLEASE ENCLOSE A COPY OF THIS STUDY OR EVALUATION)

NO

NOTE: PLEASE ENCLOSE COPIES OF ANY GENERAL ADMINISTRATIVE ORDERS, STUDIES, OR OTHER DOCUMENTS WHICH DESCRIBE THE PHYSICAL FITNESS TRAINING PROGRAM.

PLEASE RETURN TO QUESTION B, p.6

III. DISCONTINUED PHYSICAL FITNESS PROGRAMS

32. When was this physical fitness training program for sworn police personnel implemented?

03/14-17

Date physical fitness training program implemented: \_\_\_\_\_

33. When was this physical fitness training program for sworn police personnel discontinued?

/18-21

Date physical fitness training program discontinued: \_\_\_\_\_

34. What reasons or conditions existing in your department led to the implementation of this physical fitness training program? (CHECK WHETHER OR NOT EACH APPLIES)

YES NO

- /22   NUMBER OF HEART ATTACKS AMONG POLICE PERSONNEL
- /23   HIGH INJURY RATE AMONG POLICE PERSONNEL
- /24   LACK OF FITNESS RELATIVE TO COMBATTING/ARRESTING CITIZENS
- /25   DESIRE TO IMPROVE OVERALL JOB PERFORMANCE OF POLICE PERSONNEL
- /26   DESIRE TO REDUCE ABSENTEEISM AMONG POLICE PERSONNEL
- /27   GENERAL OBESE APPEARANCE OF POLICE PERSONNEL
- /28   EVIDENCE OF STRESS AMONG POLICE PERSONNEL
- /29   ADMINISTRATIVE DECISION TO IMPROVE OVERALL PHYSICAL FITNESS OF POLICE OFFICERS
- /30   CIVIL SERVICE COMMISSION REGULATION
- /31   CITY OR COUNTY COUNCIL/STATE LEGISLATIVE ACTION
- /32   OTHER (PLEASE SPECIFY): \_\_\_\_\_

35. Why was this physical fitness training program for sworn police personnel discontinued? (CHECK WHETHER OR NOT EACH APPLIES)

YES NO

- 03/33
- /34
- /35
- /36
- /37
- /38
- /39
- /40
- /41
- /42

- LACK OF INTEREST ON THE PART OF SWORN PERSONNEL
- LACK OF SUPPORT FROM TOP MANAGEMENT/COMMAND PERSONNEL
- LACK OF FUNDING
- INADEQUATE FACILITIES AND/OR EQUIPMENT
- HIGH NUMBER OF INJURIES TO PARTICIPANTS
- NEEDED TO REASSIGN THE PERSON RESPONSIBLE FOR ADMINISTERING THE PROGRAM
- STUDIES SHOWED THE PROGRAM WAS NOT BENEFICIAL OR EFFECTIVE
- LEGAL ACTION
- COLLECTIVE BARGAINING RESULTED IN DISCONTINUANCE
- OTHER (PLEASE SPECIFY): \_\_\_\_\_

36. Was your physical fitness training program formally evaluated for effectiveness and/or job relatedness before being discontinued?

- YES (PLEASE ENCLOSE A COPY OF THIS STUDY OR EVALUATION)
- NO

NOTE: PLEASE ENCLOSE COPIES OF ANY GENERAL ADMINISTRATIVE ORDERS, STUDIES, OR OTHER DOCUMENTS WHICH DESCRIBE THIS PHYSICAL FITNESS TRAINING PROGRAM.

PLEASE RETURN TO QUESTION C, p.6.

IV. SPORTS ACTIVITIES

37. What sports activities does your police department provide for sworn police personnel? (CHECK WHETHER OR NOT EACH APPLIES)

- |       | YES                      | NO                       |                               |
|-------|--------------------------|--------------------------|-------------------------------|
| 03/44 | <input type="checkbox"/> | <input type="checkbox"/> | BASKETBALL                    |
| /45   | <input type="checkbox"/> | <input type="checkbox"/> | FOOTBALL                      |
| /46   | <input type="checkbox"/> | <input type="checkbox"/> | SOFTBALL/BASEBALL             |
| /47   | <input type="checkbox"/> | <input type="checkbox"/> | SOCCER                        |
| /48   | <input type="checkbox"/> | <input type="checkbox"/> | HANDBALL                      |
| /49   | <input type="checkbox"/> | <input type="checkbox"/> | BOWLING                       |
| /50   | <input type="checkbox"/> | <input type="checkbox"/> | SWIMMING                      |
| /51   | <input type="checkbox"/> | <input type="checkbox"/> | TENNIS                        |
| /52   | <input type="checkbox"/> | <input type="checkbox"/> | HOCKEY                        |
| /53   | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____ |

38. What facilities are available for participants in these sports? (CHECK WHETHER OR NOT EACH APPLIES)

- |     | YES                      | NO                       |  |
|-----|--------------------------|--------------------------|--|
| /54 | <input type="checkbox"/> | <input type="checkbox"/> | POLICE ACADEMY OR TRAINING FACILITIES                            |
| /55 | <input type="checkbox"/> | <input type="checkbox"/> | SPECIAL FACILITIES IN POLICE DEPARTMENT HEADQUARTERS             |
| /56 | <input type="checkbox"/> | <input type="checkbox"/> | SPECIAL FACILITIES IN POLICE DEPARTMENT DISTRICT OR SUB-STATIONS |
| /57 | <input type="checkbox"/> | <input type="checkbox"/> | POLICE DEPARTMENT GYMNASIUM/TRACK                                |
| /58 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL COMMERCIAL FACILITIES                                      |
| /59 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL PUBLIC/PRIVATE SCHOOL FACILITIES                           |
| /60 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL YMCA OR SIMILAR FACILITIES                                 |
| /61 | <input type="checkbox"/> | <input type="checkbox"/> | LOCAL HEALTH CLUB OR SIMILAR FACILITIES                          |
| /62 | <input type="checkbox"/> | <input type="checkbox"/> | NO SPECIFIC FACILITIES ARE AVAILABLE                             |
| /63 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____                                    |

39. During each month, how many sworn police personnel participate regularly in these sports programs?

/64-68 Number of regular participants per month: \_\_\_\_\_

PLEASE RETURN TO QUESTION D, p.6

V. SPECIAL GROUP RATES

40. Please describe the nature of these group rates and indicate the facilities or organization to which they apply (e.g. YMCA, etc.)

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03/69-71

41. During each month, how many sworn police personnel take advantage of these group rates by regularly using the facilities provided?

Number of officers who participate regularly: \_\_\_\_\_

PLEASE RETURN TO QUESTION E, p.6.

VI. FUNDING

.63 \_\_\_ 04

42. Why have you never requested funding for physical fitness training programs or physical fitness training equipment for sworn police personnel? (CHECK WHETHER OR NOT EACH APPLIES. DO NOT ANSWER THE OTHER QUESTIONS IN THIS SECTION)

YES NO

04/09   THE COUNCIL, MANAGER, MAYOR, OR STATE LEGISLATURE WOULD NEVER APPROVE IT

/10   THIS IS LOW ON THE LIST OF DEPARTMENTAL PRIORITIES

/11   WE ALREADY HAVE SUFFICIENT PHYSICAL FITNESS FACILITIES AND EQUIPMENT IN OUR DEPARTMENT

/12   WE HAVE ACCESS TO SUFFICIENT PHYSICAL FITNESS FACILITIES AND EQUIPMENT OUTSIDE THE POLICE DEPARTMENT

/13   SWORN PERSONNEL HAVE INDICATED A LACK OF INTEREST IN SUCH PROGRAMS OR EQUIPMENT

/14   OTHER (PLEASE SPECIFY): \_\_\_\_\_

43. From whom did you request this funding for physical fitness programs or equipment? (CHECK WHETHER OR NOT EACH APPLIES)

YES NO

/15   LOCAL OR STATE GOVERNMENT (i.e., CITY OR COUNTY COUNCIL OR LEGISLATURE)

/16   STATE PLANNING ASSOCIATION

/17   LEAA

/18   POLICE FOUNDATION

/19   OTHER CRIMINAL JUSTICE AGENCY

/20   PRIVATE FOUNDATION

/21   LOCAL BUSINESS OR INDUSTRY

/22   LOCAL COMMUNITY ORGANIZATION

/23   INSURANCE COMPANY

/24   OTHER (PLEASE SPECIFY): \_\_\_\_\_

44. For what specifically did you request this funding? (e.g., if funding was requested for equipment, list the specific equipment sought; if funding was requested for a program, describe the program.)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

45. Was your request for funding granted?

04/25

YES (ANSWER Q.46)

NO

46. Has the funding been used?

/26

YES

NO

PLEASE RETURN TO QUESTION F, p.6.

VII. WEIGHT MAINTENANCE PROGRAMS

47. Who developed this weight maintenance program, policy, or regulation for sworn police personnel? (CHECK WHETHER OR NOT EACH APPLIES)

YES NO

04/27  
/28  
/29  
/30  
/31  
/32

- 1  2 POLICE ACADEMY OR DEPARTMENTAL TRAINING PERSONNEL
- 1  2 MEDICAL EXAMINER OR MEDICAL DOCTORS
- 1  2 LIFE/HEALTH INSURANCE COMPANY PERSONNEL
- 1  2 LOCAL PUBLIC OR PRIVATE SCHOOL PERSONNEL
- 1  2 LOCAL YMCA, HEALTH CLUB, OR SIMILAR PERSONNEL
- 1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

48. Are these weight maintenance standards mandatory for sworn police personnel?

/33

- 1 YES
- 2 NO

49. Are any sworn police personnel exempt from participation in this weight maintenance program, policy, or regulation?

/34

- 1 YES (ANSWER Qs. 50-53)
- 2 NO (SKIP TO Q.54)

50. What is (are) the basis (bases) for exemption from participation in the weight maintenance program, policy, or regulation for sworn police personnel? (CHECK WHETHER OR NOT EACH APPLIES)

YES NO

/35  
/36  
/37  
/38  
/39

- 1  2 EXEMPTIONS ARE BASED ON RANK ATTAINED (ANSWER Q.51)
- 1  2 EXEMPTIONS ARE BASED ON AGE ATTAINED (ANSWER Q.52)
- 1  2 EXEMPTIONS ARE BASED ON MEDICAL REASONS (ANSWER Q.53)
- 1  2 PROGRAM IS VOLUNTARY (SKIP TO Q.54)
- 1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

04/40

/41-42

/43

/44

51. If exemptions are based on rank attained, which sworn police personnel are exempt? (CHECK ONLY ONE)

- 1 ALL SWORN POLICE PERSONNEL ABOVE SERGEANT.
- 2 ALL SWORN POLICE PERSONNEL ABOVE LIEUTENANT.
- 3 ALL SWORN POLICE PERSONNEL ABOVE CAPTAIN.
- 4 OTHER (PLEASE SPECIFY): \_\_\_\_\_

52. If exemptions are based on age attained, what is the age above which sworn police personnel are exempt?

Age above which sworn personnel are exempt: \_\_\_\_\_

53. If exemptions are based on medical reasons, what types of medical disabilities allow exemption from participation in the weight maintenance program, policy or regulation?

\_\_\_\_\_  
\_\_\_\_\_

54. How often must sworn police personnel "weigh in" to fulfill the requirements of the weight maintenance program, policy, or regulation? (CHECK ONLY ONE)

- 1 EVERY 3 MONTHS.
- 2 EVERY 6 MONTHS.
- 3 EVERY YEAR.
- 4 EVERY 2 YEARS.
- 5 VARIES WITH RANK OF OFFICER.
- 6 VARIES WITH AGE OF OFFICER.
- 7 OTHER (PLEASE SPECIFY): \_\_\_\_\_

55. Has your weight maintenance program ever been formally evaluated for effectiveness and/or job relatedness?

- 1 YES (Please enclose a copy of this study or evaluation.)
- 2 NO

NOTE: PLEASE ENCLOSE COPIES OF ANY GENERAL ADMINISTRATIVE ORDERS, STUDIES, OR OTHER DOCUMENTS WHICH DESCRIBE THE WEIGHT MAINTENANCE PROGRAM, POLICY, OR REGULATION. ALSO ENCLOSE A COPY OF THE SPECIFIC STANDARDS WHICH ARE USED AND INDICATE THE SOURCE OF THOSE STANDARDS (e.g., A WEIGHT/HEIGHT TABLE DEVELOPED BY AN INSURANCE COMPANY, ETC.)

PLEASE RETURN TO QUESTION G, p. 7.

## VIII. PERIODIC MEDICAL EXAMINATIONS

- 04/45 56. Are these periodic medical examinations mandatory for sworn police personnel?
- 1 YES  
 2 NO
- /46 57. Are any current sworn personnel exempt from taking these periodic medical examinations?
- 1 YES (ANSWER Q. 58)  
 2 NO (SKIP TO Q. 59)
58. Who is (are) exempt from taking periodic medical examinations? (e.g., personnel over/under a specific age, personnel above/below a specific rank, etc.)
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- /47 59. How frequently are medical examinations required for sworn police personnel? (CHECK ONLY ONE)
- 1 EVERY 6 MONTHS.  
 2 EVERY YEAR.  
 3 EVERY 18 MONTHS.  
 4 EVERY 2 YEARS.  
 5 EVERY 3 YEARS.  
 6 VARIES WITH THE AGE OF OFFICER.  
 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_
- /48 60. Are satisfactory medical examinations required as a condition for promotion?
- 1 YES  
 2 NO

- 04/49 61. Who conducts the medical examinations for sworn police personnel? (CHECK ONLY ONE.)
- 1 POLICE DEPARTMENT DOCTOR OR MEDICAL EXAMINER.  
 2 POLICE DEPARTMENT APPROVED DOCTOR.  
 3 OTHER DOCTOR OR LOCAL HOSPITAL/CLINIC.
- /50 62. Who pays for the medical examinations for sworn police personnel?
- 1 POLICE DEPARTMENT.  
 2 GROUP HEALTH INSURANCE.  
 3 INDIVIDUAL POLICE OFFICER.  
 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_
- /51 63. Does the medical examination for sworn police personnel include a visual acuity test?
- 1 YES  
 2 NO
- /52 64. Are the standards for passing this medical examination for sworn police personnel "graded" or differentiated by age of the officer?
- 1 YES (PLEASE ENCLOSE A COPY OF THESE STANDARDS.)  
 2 NO
- /53 65. Are the standards for passing the medical examination based upon job/task analysis studies of the various ranks and/or positions in your department?
- 1 YES (PLEASE ENCLOSE A COPY OF THIS STUDY.)  
 2 NO

66. Has your program of medical examinations for sworn police personnel ever been formally evaluated for effectiveness and/or job relatedness?

04/54

- 1 YES (PLEASE ENCLOSE A COPY OF THIS STUDY OR EVALUATION.)
- 2 NO

NOTE: PLEASE ENCLOSE COPIES OF ANY GENERAL ADMINISTRATIVE ORDERS, STUDIES, OR OTHER DOCUMENTS WHICH DESCRIBE THE PERIODIC MEDICAL EXAMINATION.

PLEASE RETURN TO QUESTION H, p. 7.

IX. PERIODIC PHYSICAL PERFORMANCE TESTS

67. Are these periodic physical performance tests mandatory for sworn police personnel?

04/55

- 1 YES
- 2 NO

68. Are any sworn police personnel exempt from taking periodic physical performance tests?

/56

- 1 YES (ANSWER Q.69)
- 2 NO (SKIP TO Q.70)

69. Who is (are) exempt from taking periodic physical performance tests? (e.g., personnel over/under a certain age, personnel above/below a certain rank, etc.)

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70. How frequently are physical performance tests required for sworn police personnel? (CHECK ONLY ONE).

/57

- 1 EVERY 6 MONTHS.
- 2 EVERY YEAR.
- 3 EVERY 18 MONTHS.
- 4 EVERY 2 YEARS.
- 5 EVERY 3 YEARS.
- 6 VARIES WITH THE AGE OF THE OFFICER.
- 8 OTHER (PLEASE SPECIFY) \_\_\_\_\_

71. Are satisfactory physical performance tests required as a condition for promotion?

/58

- 1 YES
- 2 NO

72. What does this physical performance test consist of? (DESCRIBE EVENTS AND EQUIPMENT USED).

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

04/63

/64

/65

/66

/67

/68

73. Who conducts/administers the physical performance tests to sworn police personnel? (CHECK ONLY ONE)

04/59

- 1 POLICE ACADEMY OR DEPARTMENTAL TRAINING PERSONNEL.
- 2 POLICE DEPARTMENT PERSONNEL OTHER THAN ACADEMY OR TRAINING PERSONNEL
- 3 LOCAL COLLEGE/JUNIOR COLLEGE INSTRUCTORS.
- 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_

/69-70

74. Are the standards for passing this physical performance test for sworn police personnel "graded" or differentiated by age of the officer?

/71-72

/60

- 1 YES (PLEASE ENCLOSE A COPY OF THESE STANDARDS.)
- 2 NO

75. Are the standards for passing the physical performance test based upon job/task analysis studies of the various ranks and/or positions in your department?

/73

/61

- 1 YES (PLEASE ENCLOSE A COPY OF THIS STUDY.)
- 2 NO

76. Has your program of physical performance tests for sworn police personnel ever been formally evaluated for effectiveness and/or job relatedness?

/74

/62

- 1 YES (PLEASE ENCLOSE A COPY OF THIS STUDY OR EVALUATION.)
- 2 NO

/75

/76

/77

NOTE: PLEASE ENCLOSE COPIES OF ANY GENERAL ADMINISTRATIVE ORDERS, STUDIES, OR OTHER DOCUMENTS WHICH DESCRIBE THESE PERIODIC PHYSICAL PERFORMANCE TESTS.

PLEASE RETURN TO QUESTION I, p.7.

X. ENTRANCE LEVEL MEDICAL EXAMINATION

77. Who established the specific disqualifying factors on the entrance level medical examination for applicants for sworn police positions? (CHECK WHETHER OR NOT EACH APPLIES.)

YES NO

1  2 POLICE DEPARTMENT POLICY, RULES, OR REGULATIONS.

1  2 CIVIL SERVICE COMMISSION.

1  2 CENTRAL PERSONNEL AGENCY.

1  2 STATE OR LOCAL LAWS.

1  2 NO SPECIFIC DISQUALIFYING STANDARDS EXIST; LEFT TO DISCRETION OF EXAMINING PHYSICIAN.

1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

78. Of those male and female applicants who took the medical examination during the past twelve months (January 1, 1975 through December 31, 1975) approximately what percent of male and female applicants failed?

PERCENT OF MALES TAKING EXAM WHO FAILED: \_\_\_\_\_

CHECK HERE IF NO MALES TOOK THE EXAM  98

PERCENT OF FEMALES TAKING EXAM WHO FAILED: \_\_\_\_\_

CHECK HERE IF NO FEMALES TOOK THE EXAM  98

79. How is the entrance level medical examination scored? (CHECK ONLY ONE)

1 APPLICANT MUST PASS EVERY INDIVIDUAL STANDARD.

2 MINIMUM TOTAL SCORE NECESSARY FOR PASSING.

3 NO STANDARD METHOD; LEFT TO DISCRETION OF EXAMINING PHYSICIAN.

8 OTHER (PLEASE SPECIFY): \_\_\_\_\_

80. How are the results of the entrance level medical examination used? (CHECK WHETHER OR NOT EACH APPLIES.)

YES NO

1  2 AS QUALIFYING STANDARD ONLY.

1  2 WEIGHTED IN TOTAL ELIGIBILITY SCORE.

1  2 USED FOR RANKING APPLICANTS.

1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

04/78

81. Can applicants request and obtain retesting on the medical examination?

YES (PLEASE SPECIFY ANY CONDITIONS, E.G., BY ANOTHER PHYSICIAN, AFTER WAITING ONE MONTH, ETC.): \_\_\_\_\_

NO

82. Has your selection stage medical examination ever been validated, i.e., examined empirically in relation to the job?

YES (PLEASE ENCLOSE A COPY OF THE STUDY.)

NO

/79

NOTE: PLEASE ENCLOSE COPIES OF ANY DOCUMENTS OR STUDIES WHICH DESCRIBE THE ENTRANCE LEVEL MEDICAL EXAMINATION.

PLEASE RETURN TO QUESTION J, p.7.

XI. ENTRANCE LEVEL PHYSICAL PERFORMANCE TEST

05

05/09

/10

/11

/12

/13

/14

/15

/16

/17

83. Is the selection stage physical performance (agility, strength, endurance, etc.) test the same for male and female applicants for sworn police positions?

YES

NO (PLEASE EXPLAIN): \_\_\_\_\_

84. Who developed and established the entrance level physical performance test and the qualifying scores for the applicants for sworn police positions? (CHECK WHETHER OR NOT EACH APPLIES.)

YES NO

POLICE DEPARTMENT RULES, REGULATIONS, OR POLICY.

POLICE ACADEMY OR DEPARTMENTAL TRAINING PERSONNEL.

CIVIL SERVICE COMMISSION.

CENTRAL PERSONNEL AGENCY.

STATE OR LOCAL LAWS.

OTHER (PLEASE SPECIFY) \_\_\_\_\_

85. Is the selection stage physical performance test administered after the medical examination?

YES

NO

86. Are medical personnel in attendance during the selection stage physical performance test?

YES (PLEASE SPECIFY, E.G., DOCTOR, NURSE, ETC.): \_\_\_\_\_

NO

87. Of the male and female applicants who took the physical performance test during the past twelve months (January 1, 1975 through December 31, 1975), approximately what percent of male and female applicants failed?

05/18-19

PERCENT OF MALE APPLICANTS TAKING TEST WHO FAILED: \_\_\_\_\_

CHECK HERE IF NO MALES TOOK THE TEST  98

/20-21

PERCENT OF FEMALE APPLICANTS TAKING TEST WHO FAILED: \_\_\_\_\_

CHECK HERE IF NO FEMALES TOOK THE TEST  98

88. What facilities are used for conducting the selection stage physical performance testing? (CHECK ONLY ONE)

/22

- 1 POLICE ACADEMY OR DEPARTMENTAL TRAINING FACILITIES.  
 2 LOCAL PUBLIC OR PRIVATE SCHOOL GYMNASIUM AND/OR TRACK.  
 3 YMCA FACILITIES.  
 4 OTHER (PLEASE SPECIFY): \_\_\_\_\_

89. How is the selection stage physical performance test scored? (CHECK ONLY ONE.)

/23

- 1 MUST PASS EACH INDIVIDUAL EVENT.  
 2 MUST PASS A CERTAIN NUMBER OF EVENTS (E.G., 4 OUT OF 5).  
 3 MUST ATTAIN A MINIMUM TOTAL SCORE IN ANY MANNER.  
 4 OTHER (PLEASE SPECIFY): \_\_\_\_\_

90. How are the results of the selection stage physical performance test used? (CHECK WHETHER OR NOT EACH APPLIES.)

/24

YES NO

1  2 AS A QUALIFYING STANDARD ONLY.

/25

1  2 WEIGHTED IN TOTAL ELIGIBILITY SCORE.

/26

1  2 USED FOR RANKING APPLICANTS.

/27

1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

91. Can applicants request and obtain retesting on the physical performance test?

/28

1 YES (PLEASE SPECIFY ANY CONDITIONS, E.G., MUST WAIT ONE MONTH, ETC.): \_\_\_\_\_

2 NO

92. Has your selection stage physical performance test ever been validated, i.e., examined empirically in relation to the job?

1 YES (PLEASE ENCLOSE A COPY OF THE STUDY.)

2 NO

NOTE: PLEASE ENCLOSE ANY DOCUMENTS OR STUDIES WHICH DESCRIBE THE ENTRANCE LEVEL PHYSICAL PERFORMANCE TEST.

PLEASE RETURN TO QUESTION K, p.7.

05/29

**CONTINUED**

**4 OF 5**

## XII. RECRUIT TRAINING

93. What is the total number of hours of recruit training for new police officers?

05/30-33

Total number of hours of recruit training: \_\_\_\_\_

94. How many total hours of recruit training time are devoted to physical fitness or conditioning training, not including self-defense or personal combat skills?

/34-36

Number of hours of physical fitness/conditioning: \_\_\_\_\_

95. Is physical fitness or conditioning training a part of the daily routine for recruits in this training or academy program?

/37

1 YES (SKIP TO QUESTION 97)

2 NO (ANSWER QUESTION 96)

96. How frequently are physical fitness/conditioning training sessions held?

Frequency of physical fitness/training sessions: \_\_\_\_\_

97. Is the physical fitness or condition of recruits specifically evaluated during or at the end of the training period?

/38

1 YES (ANSWER QUESTIONS 98 AND 99)

2 NO (SKIP TO QUESTION 100)

98. How frequently is the physical fitness or condition of recruits specifically evaluated? (CHECK ONLY ONE.)

/39

1 ONLY AT THE END OF THE TRAINING PERIOD.

2 DAILY.

3 WEEKLY.

4 EVERY TWO WEEKS.

5 MONTHLY.

6 EVERY SIX WEEKS.

7 EVERY TWO MONTHS.

8 OTHER (PLEASE SPECIFY): \_\_\_\_\_

99. What methods are used to evaluate the physical fitness or condition of recruits? (CHECK WHETHER OR NOT EACH APPLIES.)

YES NO

1  2 SUPERVISOR/INSTRUCTOR EVALUATION.

1  2 PERFORMANCE ON CALISTHENICS OR SIMILAR EVENTS.

1  2 PERFORMANCE ON JOB/WORK SAMPLES.

1  2 PEER RATINGS.

1  2 SELF-EVALUATION.

1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

100. What are the specific abilities required of recruits at the end of the training period? (e.g., run a mile in 6 minutes, do 40 push-ups, get over a 6-foot fence in 10 seconds, etc.) PLEASE ENCLOSE A COPY OF THESE STANDARDS.

101. Are the physical fitness/condition requirements at the end of the training period the same for male and female recruits?

1 YES

2 NO (PLEASE EXPLAIN): \_\_\_\_\_

102. Does your police department conduct its own training program for recruits?

1 YES

2 NO

103. Do you share training facilities with other police agencies in your area or region? (e.g., regional training institute or academy.)

1 YES

2 NO

104. During the past twelve months (January 1, 1975 through December 31, 1975) what is the total number of recruits who entered the training program?

05/49-51 Total number of recruits entering training program: \_\_\_\_\_

105. Of these recruits who entered the training program during the past twelve months, how many did not successfully complete the training program?

/52-53 Number of voluntary terminations: \_\_\_\_\_

/54-55 Number of involuntary terminations: \_\_\_\_\_

/56-57 Total number of terminations: \_\_\_\_\_

NOTE: THE TOTAL NUMBER OF TERMINATIONS SHOULD EQUAL THE SUM OF THE VOLUNTARY AND INVOLUNTARY TERMINATIONS.

106. How many of these terminations were the result of failure to complete the physical ability requirements during or at the end of the training program?

/58-59 Number of terminations for physical ability reasons: \_\_\_\_\_

107. Is it possible for a recruit to be recycled through all or part of the training program?

- /60  YES (ANSWER QUESTION 108)
- NO (SKIP TO QUESTION 109)

108. Does this recycling include retraining on the physical fitness/condition requirements?

- /61  YES
- NO

NOTE: PLEASE ENCLOSE COPIES OF ANY DOCUMENTS OR STUDIES WHICH DESCRIBE THE PHYSICAL FITNESS OR CONDITIONING PROGRAM FOR RECRUITS.

PLEASE CONTINUE TO ANSWER QUESTIONS 109-150

XIII. NUMBER OF EMPLOYEES

109. What is the total number of authorized sworn police positions in your department, as of December 31, 1975?

05/62-66 Total number of authorized sworn positions: \_\_\_\_\_

.63 \_\_\_\_\_ 06

110. How many employees are presently working within your department, as of December 31, 1975? (PLEASE GIVE THE EXACT NUMBER FOR EACH CATEGORY.)

06/09-38

/39-62

.63 \_\_\_\_\_ 07

07/09-32

	Total Employees		Sworn Employees		Non-Sworn Employees	
	Male	Female	Male	Female	Male	Female

Full-time \_\_\_\_\_

Part-time \_\_\_\_\_

Provisional or Temporary \_\_\_\_\_

NOTE: THESE NUMBERS SHOULD ADD ACROSS. FOR EXAMPLE, THE NUMBER OF FULL-TIME, SWORN MALE EMPLOYEES PLUS THE NUMBER OF FULL-TIME NON-SWORN MALE EMPLOYEES SHOULD BE EQUAL TO THE TOTAL NUMBER OF FULL-TIME MALE EMPLOYEES.

111. How many full-time sworn police officers have attained the following ages? Please complete the following table by indicating the exact number of officers in each rank who fall within each age group.

FULL-TIME SWORN EMPLOYEES

	Patrol Officers	Inv. Cpl.	Det.	Sgt.	Lt.	Capt.	Maj./ Insp.	Dep. Chief	Chief	Other
/33-60 Under 30	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
.63 _____ 06 08/09-36 30 - 40	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
/37-64 41 - 50	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____
.63 _____ 06 09/09-36 51 and older	_____	_____	_____	_____	_____	_____	_____	_____	_____	_____

NOTE: THE TOTAL NUMBER IN THIS TABLE SHOULD BE THE SAME AS THE NUMBER OF FULL-TIME SWORN MALE EMPLOYEES PLUS THE NUMBER OF FULL-TIME SWORN FEMALE EMPLOYEES GIVEN IN QUESTION 110.

112. Does your agency have district or sub-stations?

- YES (ANSWER QUESTIONS 113 AND 114)
- NO (SKIP TO QUESTION 115)

/37

113. How many district or sub-stations are there in your agency?  
 09/38-39 Number of stations: \_\_\_\_\_
114. What is the average number of full-time sworn police personnel assigned to each station?  
 /40-43 Average number of sworn personnel per station: \_\_\_\_\_
115. How many full-time sworn police personnel in your department are assigned to each of the following police activities?
- |   | <u>Number</u> |
|---|---------------|
| /44-47 Administrative functions (i.e. planning, research, personnel, training, inspection, community relations, etc.) | _____         |
| /48-52 Patrol (i.e. walk, motor, tactical, etc.)  | _____         |
| /53-56 Traffic (i.e. enforcement, safety, education, etc.)  | _____         |
| /57-60 Criminal investigation (i.e. homicide, robbery, prostitution, narcotics, etc.)                                 | _____         |
| /61-64 Juvenile   | _____         |
| /65-68 Courts, detentions, prisoner transport   | _____         |
| /69-72 Staff functions (i.e. communications, records, identification, laboratory, etc.)                               | _____         |

NOTE: THE TOTAL NUMBER IN THIS CHART SHOULD BE EQUAL TO THE NUMBER OF FULL-TIME SWORN MALE EMPLOYEES PLUS THE NUMBER OF FULL-TIME SWORN FEMALE EMPLOYEES GIVEN IN QUESTION 110

XIV. SELECTION REQUIREMENTS

- 10
- 10/09
116. Are male and female applicants hired for the same entry level sworn position in your police agency?  
 YES  
 NO (PLEASE EXPLAIN): \_\_\_\_\_
117. Which of the following entrance standards or requirements are a part of the selection process for sworn police personnel? Please indicate whether you do or do not have these requirements for male and female applicants for sworn positions. (CHECK WHETHER OR NOT EACH APPLIES.)
- |  | <u>Male Applicants</u>   |                          | <u>Female Applicants</u> |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
|  | <u>Yes</u>               | <u>No</u>                | <u>Yes</u>               | <u>No</u>                |
| /10,11 Age   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| /12,13 Height  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| /14,15 Weight  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| /16,17 Color Vision  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| /18,19 Visual Acuity   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| /20,21 Ability to Swim                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| /22,23 Medical Examination                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| /24,25 Physical Agility, Strength, Endurance or Similar Test | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



121. If the physical fitness or condition of police officers is found to be less than acceptable, what administrative action may be taken? (CHECK WHETHER OR NOT EACH APPLIES)

	Probationary Police Officers		Officers in Field Training Programs		Police Officer	
	YES	NO	YES	NO	YES	NO
11/30,31,32 Recycling through all or part of the training program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
/33,34,35 Extension of the probationary period	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
/36,37,38 Notation on the evaluation form	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
/39,40,41 Loss of annual leave days	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
/42,43,44 Individual counseling to develop a remedial program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
/45,46,47 Suspension	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
/48,49,50 Dismissal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
/51,52,53 Other (PLEASE SPECIFY):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

XVI. RETIREMENT

--- 12

122. During the past 12 months (January 1, 1975 through December 31, 1975), how many sworn police personnel left your police agency for any reason, including retirement? (Do NOT include those recruits who failed to complete the training or probationary period.)

12/09-12 Number of sworn police personnel who left your agency: \_\_\_\_\_

123. Why did these sworn police personnel leave your department? Please indicate the exact number of sworn personnel who left for each of the following reasons.

	Number
/13-16 Death in line of duty	_____
/17-20 Death off-duty	_____
/21-24 Scheduled retirement by reason of age	_____
/25-28 Scheduled retirement by reason of length of service	_____
/29-32 Early retirement for medical/physical disability	_____
33-36 All other reasons	_____

NOTE: THE TOTAL NUMBER IN THIS QUESTION SHOULD BE THE SAME AS THE NUMBER GIVEN IN Q.122

124. Of those sworn police personnel who died either in line of duty or off-duty during the past 12 months, how many were killed as the result of accidental deaths such as shootings and traffic accidents?

/37-40 Number of deaths resulting from accidents in line of duty: \_\_\_\_\_

/41-44 Number of deaths resulting from off-duty accidents: \_\_\_\_\_

125. Of those sworn police personnel who died either in line of duty or off-duty during the past 12 months, how many died as the result of medical or other health disabilities such as heart attacks and terminal diseases?

12/45-48 Number of medical/health deaths in line of duty: \_\_\_\_\_

/49-52 Number of off-duty medical/health deaths: \_\_\_\_\_

NOTE: TWO REASONS FOR DEATHS ARE GIVEN IN Qs. 124 & 125; THESE ARE DEATHS FOR ACCIDENTAL REASONS AND DEATHS FOR MEDICAL/HEALTH REASONS. THE NUMBERS PROVIDED IN Qs. 124 & 125 FOR DEATHS IN LINE OF DUTY AND DEATHS OFF-DUTY SHOULD REFLECT THE NUMBERS OF DEATHS GIVEN IN Q.123.

126. What were the ages of the sworn personnel who died by reason of medical/health reasons (both in line of duty and off-duty) during the past 12 months? (PLEASE INDICATE THE NUMBER OF OFFICERS IN EACH AGE GROUP WHO DIED FOR MEDICAL/HEALTH REASONS)

Number of officers who died for medical/health reasons in line of duty:

/53-55 UNDER 30 YEARS \_\_\_\_\_  
 /56-58 30-40 YEARS \_\_\_\_\_  
 /59-61 41-50 YEARS \_\_\_\_\_  
 /62-64 51 YEARS AND OLDER \_\_\_\_\_

Number of officers who died for medical/health reasons off-duty:

/65-67 UNDER 30 YEARS \_\_\_\_\_  
 /68-70 30-40 YEARS \_\_\_\_\_  
 /71-73 41-50 YEARS \_\_\_\_\_  
 /74-76 51 YEARS AND OLDER \_\_\_\_\_

NOTE: THE TOTAL NUMBER OF DEATHS FOR MEDICAL/HEALTH REASONS SHOULD EQUAL THE NUMBER LISTED IN Q. 125.

.63 \_\_\_ 13

127. Of those sworn police personnel who left your agency on early retirement for medical/physical disabilities, how many left for each of the following reasons and what were their ages? (PLEASE INDICATE THE EXACT NUMBER OF SWORN PERSONNEL WHO RETIRED EARLY FOR EACH OF THESE REASONS BY THE AGE GROUP OF THESE OFFICERS AT THE TIME OF THEIR RETIREMENT.)

		Number			
		Under 30	30-40	41-50	51 and older
13/09-20	Heart attack	_____	_____	_____	_____
/21-32	Stroke	_____	_____	_____	_____
/33-44	Peptic ulcer	_____	_____	_____	_____
/45-56	Circulatory disease (e.g., arteriosclerosis)	_____	_____	_____	_____
/57-68	Lung disease (e.g., TB/emphysema)	_____	_____	_____	_____
/69-80	Liver disease	_____	_____	_____	_____
.63 ___ 14 14/09-20	High blood pressure	_____	_____	_____	_____
/21-32	Diabetes	_____	_____	_____	_____
/33-44	Terminal disease (e.g., cancer)	_____	_____	_____	_____
/45-56	Arthritis	_____	_____	_____	_____
/57-68	Back trouble	_____	_____	_____	_____
/69-80	Permanent injury suffered in line of duty	_____	_____	_____	_____
.63 ___ 15 15/09-20	Permanent injury suffered off-duty	_____	_____	_____	_____
/21-32	Psychiatric/psychological reasons	_____	_____	_____	_____
/33-44	Other (PLEASE SPECIFY): _____	_____	_____	_____	_____

NOTE: THE TOTAL NUMBER OF PEOPLE GIVEN IN Q.127 SHOULD BE THE SAME AS THE NUMBER OF PEOPLE WHO RETIRED EARLY FOR MEDICAL/PHYSICAL REASONS GIVEN IN Q.123

128. In addition to those officers who have left your agency, how many sworn police officers have been assigned permanent desk duty or limited duty during the past 12 months for reasons of medical or physical disabilities?

15/45-48 Number of sworn personnel given desk/limited duty: \_\_\_\_\_

129. Of these sworn police personnel who have been assigned permanent desk duty or limited duty, how many were given these assignments for each of the following reasons? (PLEASE INDICATE THE EXACT NUMBER OF SWORN PERSONNEL GIVEN THESE ASSIGNMENTS FOR THESE REASONS BY THE AGE GROUPS OF THESE OFFICERS AT THE TIME THE ASSIGNMENT WAS GIVEN.)

		Number			
		Under 30	30-40	41-50	51 and older
/49-60	Heart attack	_____	_____	_____	_____
/61-72	Stroke	_____	_____	_____	_____
.63 16/09-20	Peptic ulcer	_____	_____	_____	_____
/21-32	Circulatory disease (e.g. arteriosclerosis)	_____	_____	_____	_____
/33-44	Lung disease (e.g., TB/emphysema)	_____	_____	_____	_____
/45-56	Liver disease	_____	_____	_____	_____
/57-68	High blood pressure	_____	_____	_____	_____
/69-80	Diabetes	_____	_____	_____	_____
.63 17/09-20	Terminal disease (e.g., cancer)	_____	_____	_____	_____
/21-32	Arthritis	_____	_____	_____	_____
/33-44	Back trouble	_____	_____	_____	_____
/45-56	Permanent injury suffered in line of duty	_____	_____	_____	_____
/57-68	Permanent injury suffered off-duty	_____	_____	_____	_____
/69-80	Psychiatric/psychological reasons	_____	_____	_____	_____
.63 18/09-20	Other (PLEASE SPECIFY): _____ _____	_____	_____	_____	_____

130. Do your laws, regulations, or policies stipulate a retirement age for sworn police personnel?

18/21

- YES (ANSWER Q.131)
- NO (SKIP TO Q.132)

131. What are the minimum and maximum retirement ages for sworn police personnel?

/22-23

Minimum retirement age: \_\_\_\_\_

/24-25

Maximum retirement age: \_\_\_\_\_

132. Do your laws, regulations, or policies stipulate rules concerning retirement after a specific length of service on the police force?

/26

- YES (ANSWER Q.133)
- NO (SKIP TO Q.134)

133. What are the minimum and maximum number of years of service for retirement of sworn police personnel?

/27-28

Minimum number of years on the force: \_\_\_\_\_

/29-30

Maximum number of years on the force: \_\_\_\_\_

134. Are the minimum and maximum retirement ages or years on the force based on studies of the medical/physical condition of older or more experienced sworn police personnel?

/31

- YES (PLEASE ENCLOSE A COPY OF THE STUDY)
- NO

## XVII. ADMINISTRATIVE AND LEGAL ISSUES

135. Do your personnel regulations, policies, or general orders provide for any of the following programs for sworn police personnel? (CHECK WHETHER OR NOT EACH APPLIES)

	YES	NO	
18/32	<input type="checkbox"/>	<input type="checkbox"/>	WEIGHT MAINTENANCE PROGRAM
/33	<input type="checkbox"/>	<input type="checkbox"/>	PHYSICAL FITNESS TRAINING PROGRAM
/34	<input type="checkbox"/>	<input type="checkbox"/>	INDIVIDUAL OR TEAM SPORTS PROGRAM
/35	<input type="checkbox"/>	<input type="checkbox"/>	PERIODIC MEDICAL EXAMINATION OR REQUALIFICATION
/36	<input type="checkbox"/>	<input type="checkbox"/>	PERIODIC PHYSICAL PERFORMANCE TEST OR REQUALIFICATION (e.g., agility, strength, endurance, etc.)
/37	<input type="checkbox"/>	<input type="checkbox"/>	NONE OF THESE

136. Do your personnel regulations, policies, or general orders provide for any administrative disciplinary actions to be taken against police personnel who fail to adhere to or comply with any of the programs listed in Q. 135?

/38                     YES (ANSWER Qs. 137-140)  
 NO (SKIP TO Q.141)

137. To which of these programs do the administrative disciplinary actions stated in personnel regulations, policies, or general orders apply? (CHECK WHETHER OR NOT EACH APPLIES)

	YES	NO	
/39	<input type="checkbox"/>	<input type="checkbox"/>	WEIGHT MAINTENANCE PROGRAM
/40	<input type="checkbox"/>	<input type="checkbox"/>	PHYSICAL FITNESS TRAINING PROGRAM
/41	<input type="checkbox"/>	<input type="checkbox"/>	INDIVIDUAL OR TEAM SPORTS PROGRAM
/42	<input type="checkbox"/>	<input type="checkbox"/>	PERIODIC MEDICAL EXAMINATION OR REQUALIFICATION
/43	<input type="checkbox"/>	<input type="checkbox"/>	PERIODIC PHYSICAL PERFORMANCE TEST OR REQUALIFICATION (e.g., agility, strength, endurance, etc.)

138. What types of administrative actions may be taken against sworn police personnel who fail to comply with the programs stipulated in Q.137? (CHECK WHETHER OR NOT EACH APPLIES)

	YES	NO	
18/44	<input type="checkbox"/>	<input type="checkbox"/>	MORE FREQUENT "WEIGH INS"
/45	<input type="checkbox"/>	<input type="checkbox"/>	LOSS OF ANNUAL LEAVE DAYS
/46	<input type="checkbox"/>	<input type="checkbox"/>	MONETARY FINE
/47	<input type="checkbox"/>	<input type="checkbox"/>	SUSPENSION
/48	<input type="checkbox"/>	<input type="checkbox"/>	DISMISSAL
/49	<input type="checkbox"/>	<input type="checkbox"/>	REASSIGNMENT
/50	<input type="checkbox"/>	<input type="checkbox"/>	TRANSFER
/51	<input type="checkbox"/>	<input type="checkbox"/>	INELIGIBILITY FOR PROMOTION
/52	<input type="checkbox"/>	<input type="checkbox"/>	VERBAL REPRIMAND
/53	<input type="checkbox"/>	<input type="checkbox"/>	LETTER IN PERSONNEL FILE
/54	<input type="checkbox"/>	<input type="checkbox"/>	INDIVIDUAL COUNSELING TO DEVELOP REMEDIAL PROGRAM
/55	<input type="checkbox"/>	<input type="checkbox"/>	OTHER (PLEASE SPECIFY): _____

139. During the past twelve months (January 1, 1975 through December 31, 1975), have any of these administrative actions been taken against any sworn police personnel who failed to comply with the programs stipulated in Q.137?

YES (ANSWER Q.140)  
 NO (SKIP TO Q.141)

140. How many individual cases have required the applications of such administrative actions during the past twelve months (January 1, 1975 through December 31, 1975)?

/57-59                    Number of individual cases requiring administrative action: \_\_\_\_\_

141. During the past twelve months (January 1, 1975 through December 31, 1975) have any lawsuits or other legal actions been filed, heard, or decided concerning any of the following programs or procedures? (CHECK WHETHER OR NOT EACH APPLIES)

YES NO

18/60

1  2 WEIGHT MAINTENANCE PROGRAM

/61

1  2 PHYSICAL FITNESS TRAINING PROGRAM

/62

1  2 INDIVIDUAL OR TEAM SPORTS PROGRAM

/63

1  2 PERIODIC MEDICAL EXAMINATION OR REQUALIFICATION FOR SWORN POLICE PERSONNEL

/64

1  2 PERIODIC PHYSICAL PERFORMANCE TEST OR REQUALIFICATION FOR SWORN PERSONNEL (e.g., agility, strength, endurance, etc.)

/65

1  2 RETIREMENT POLICY OR PROVISIONS

/66

1  2 ENTRANCE LEVEL MEDICAL EXAMINATION FOR APPLICANTS

/67

1  2 ENTRANCE LEVEL PHYSICAL PERFORMANCE TEST FOR APPLICANTS (e.g., agility, strength, endurance, etc.)

/68

1  2 TRAINING PROGRAM OR ACADEMY PROCEDURES OR SCORING METHODS

/69

1  2 PROBATIONARY PROCEDURES OR EVALUATION METHODS

/70

1  2 NO LEGAL ACTIONS FILED, HEARD, OR DECIDED

/71

1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

142. Are any or all of the sworn police personnel in your department members of a police union or other collective bargaining agency?

/72

1 YES (ANSWER Qs. 143-146)

2 NO (SKIP TO Q.147)

143. Are there any contractual agreements between sworn police personnel and either the department or the city (county or state) which would prohibit the establishment of a physical fitness training program in your department?

/73

1 YES (ANSWER Q.144)

2 NO (SKIP TO Q.145)

144. Please describe the nature and provisions of this contractual agreement which would prohibit the establishment of a physical fitness training program.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

145. Are there any contractual agreements between sworn police personnel and either the department or the city (county or state) which establish a physical fitness training program in your department?

18/74

1 YES (ANSWER Q.146)

2 NO (SKIP TO Q.147)

146. Please describe the nature and provisions of this contractual agreement which establish a physical fitness training program in your department.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

147. Are all or any of the sworn police personnel in your department covered by a group health insurance program?

/75

1 YES (ANSWER Q.148)

2 NO (SKIP TO Q.150)

148. Are there any provisions of this group health insurance program or policy which might affect the establishment of a physical fitness program in your department?

/76

1 YES (ANSWER Q.149)

2 NO (SKIP TO Q.150)

149. Please describe the particular provisions which might affect the establishment of a physical fitness training program.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

150. Is your police agency currently developing a program for sworn police personnel in any of the following areas? (CHECK WHETHER OR NOT EACH APPLIES)

YES NO

19/09  
/10  
/11  
/12  
/13

- WEIGHT MAINTENANCE
- PHYSICAL FITNESS TRAINING
- INDIVIDUAL OR TEAM SPORTS
- PERIODIC MEDICAL EXAMINATION OR REQUALIFICATION
- PERIODIC PHYSICAL PERFORMANCE TEST OR REQUALIFICATION (e.g., agility, strength, endurance, etc.)

/14-15

PLEASE INDICATE THE TOTAL NUMBER OF HOURS NECESSARY TO COMPLETE THIS QUESTIONNAIRE: \_\_\_\_\_

THANK YOU FOR COMPLETING THIS SURVEY QUESTIONNAIRE.

Please enclose with this questionnaire any general/administrative orders, studies, descriptions, legal or other documents dealing with the following topics relative to your police agency:

- . Physical fitness training program
- . Weight maintenance program
- . Medical requirements/tests during an officer's career
- . Physical requirements/tests during an officer's career
- . Entrance level medical examination
- . Entrance level physical performance test
- . Physical training requirements/tests during academy/training period
- . Physical training requirements/evaluations during probationary period
- . Medical/physical conditions covered in the retirement policy
- . Any validation/evaluative studies of these requirements or procedures
- . Any court cases or other legal actions concerning these requirements or procedures
- . Any collective bargaining agreements which may affect these requirements or procedures
- . Any group health insurance policies which may affect these requirements or procedures

DON'T FORGET TO MAKE A PHOTOCOPY OF THE COMPLETED QUESTIONNAIRE FOR YOUR RECORDS!

APPENDIX B  
QUESTIONNAIRE RETURNS BY STRATUM

State	I		II		III		IV		V	
	For.	Ret.	For.	Ret.	For.	Ret.	For.	Ret.	For.	Ret.
Alabama	4	3	2	0	3	0	1	1	3	1
Alaska	0	-	0	-	0	-	1	1	0	-
Arizona	2	2	2	0	1	0	1	1	0	-
Arkansas	1	1	1	0	2	0	1	1	4	0
California	20	16	21	9	8	4	1	1	3	2
Colorado	2	2	3	3	1	0	1	1	3	2
Connecticut	5	0	6	3	3	1	1	1	0	-
Delaware	0	-	0	-	0	-	1	1	0	-
Florida	7	5	4	2	5	4	1	0	3	0
Georgia	4	1	2	1	4	1	1	1	8	1
Hawaii	1	1	0	-	0	-	0	-	0	-
Idaho	0	-	0	-	1	0	1	1	2	0
Illinois	3	3 <sup>a</sup>	12	9 <sup>a</sup>	10	3	1	1	5	1
Indiana	6	1	3	1	4	2	1	0	4	0
Iowa	2	2	3	1	4	0	1	0	4	0
Kansas	3	2	2	1	3	0	1	1	5	3
Kentucky	2	2	1	0	3	1	1	1	6	0
Louisiana	3	2	2	0	2	0	1	1	3	1
Maine	0	-	1	1	2	1	1	0	1	1
Maryland	1	0	1	0	1	0	1	1	2	1

<sup>a</sup> One of these was not included in the statistical analysis.

APPENDIX B (con't.)

State	I		II		III		IV		V	
	For.	Ret.								
Massachusetts	5	2	11	3	7	3	1	1	1	1
Michigan	7	3	8	4	5	1	1	1	4	1
Minnesota	3	3	4	1	4	2	1	1	4	2
Mississippi	1	1	1	1	3	1	1	1	3	0
Missouri	4	4	2	0	5	2	1	1	6	1
Montana	0	-	1	1	1	0	1	0	2	0
Nebraska	2	2	0	-	1	0	1	1	4	0
Nevada	1	1	1	1	0	-	1	1	1	0
New Hampshire	0	-	1	0	2	1	1	1	0	-
New Jersey	6	2	7	5	7	4	1	0	1	1
New Mexico	1	1	1	0	1	1	1	1	1	0
New York	6	5	5	2	8	3	1	1	3	0
North Carolina	4	3	1	0	3	1	1	1	5	1
North Dakota	0	-	0	-	1	0	1	1	3	1 <sup>a</sup>
Ohio	9	5	8	4	10	4	1	1	4	0
Oklahoma	2	1	2	1	3	1	1	0	4	0
Oregon	1	1	1	1	2	1	1	1	1	0
Pennsylvania	5	1	5	3	12	6	1	1	3	2
Rhode Island	1	0	2	2	1	0	1	1	0	-
South Carolina	1	1	1	1	3	1	1	1	3	0
South Dakota	0	-	1	1	1	0	1	1	3	1
Tennessee	4	2	1	1	3	0	1	1	4	0
Texas	10	8	6	3	9	6	1	1	12	2

APPENDIX B (con't.)

State	I		II		III		IV		V	
	For.	Ret.								
Utah	1	0	0	-	2	1	1	0	2	0
Vermont	0	-	0	-	1	0	1	1	1	0
Virginia	7	7	2	1	2	0	1	1	4	1
Washington	3	3	2	1	2	2	1	1	2	0
West Virginia	0	-	2	2	1	0	1	1	2	0
Wisconsin	2	0	4	4	5	4	1	1	4	1
Wyoming	0	-	0	-	0	-	1	1	2	0
District of Columbia	1	1	-	-	-	-	-	-	-	-

APPENDIX C

STRATUM I: CITIES OVER 100,000

ALABAMA

Birmingham  
Mobile  
Montgomery

ARIZONA

Phoenix  
Tucson

ARKANSAS

Little Rock

CALIFORNIA

Anaheim  
Fremont  
Fresno  
Garden Grove  
Glendale  
Huntington Beach  
Long Beach  
Los Angeles  
Oakland  
Riverside  
Sacramento  
San Bernardino  
San Diego  
San Francisco  
Stockton  
Torrance

COLORADO

Colorado Springs  
Denver

DISTRICT OF COLUMBIA

FLORIDA

Fort Lauderdale  
Hialeah  
Jacksonville  
Miami  
Tampa

GEORGIA

Macon

HAWAII

Honolulu

ILLINOIS

Chicago  
Peoria  
Rockford

INDIANA

Hammond

IOWA

Cedar Rapids  
Des Moines

KANSAS

Kansas City  
Wichita

KENTUCKY

Lexington  
Louisville

APPENDIX C (con't.)

LOUISIANA

New Orleans  
Shreveport

MASSACHUSETTS

Boston  
Worcester

MICHIGAN

Flint  
Lansing  
Livonia

MINNESOTA

Duluth  
Minneapolis  
St. Paul

MISSISSIPPI

Jackson

MISSOURI

Independence  
Kansas City  
Springfield  
St. Louis

NEBRASKA

Lincoln  
Omaha

NEVADA

Las Vegas

NEW JERSEY

Jersey City  
Newark

NEW MEXICO

Albuquerque

NEW YORK

Albany  
New York City  
Rochester  
Syracuse  
Yonkers

NORTH CAROLINA

Charlotte  
Greensboro  
Raleigh

OHIO

Canton  
Cincinnati  
Cleveland  
Columbus  
Toledo

OKLAHOMA

Oklahoma City

OREGON

Portland

PENNSYLVANIA

Philadelphia

SOUTH CAROLINA

Columbia

TENNESSEE

Knoxville  
Memphis

APPENDIX C (con't.)

TEXAS

Amarillo  
Beaumont  
Corpus Christi  
Dallas  
El Paso  
Fort Worth  
Lubbock  
San Antonio

VIRGINIA

Alexandria  
Hampton  
Newport News  
Norfolk  
Portsmouth  
Richmond  
Virginia Beach

WASHINGTON

Seattle  
Spokane  
Takoma

APPENDIX D

STRATUM II: CITIES BETWEEN 25,000 AND 99,999

CALIFORNIA

Arcadia  
Bell Garden  
Bowney  
Fairfield  
Newport Beach  
Orange  
Rialto  
San Carlos  
Upland

COLORADO

Arvada  
Lakewood  
Wheatridge

CONNECTICUT

New Britain  
Shelton  
Vernon

FLORIDA

Key West  
Sarasota

GEORGIA

Albany

ILLINOIS

Arlington Heights  
Calumet City  
Decatur  
Evergreen Park  
Highland Park  
Lombard  
Oak Park  
Quincy  
Wilmette

INDIANA

Bloomington

IOWA

Ames

KANSAS

Hutchinson

MAINE

Bangor

MASSACHUSETTS

Danvers  
Framingham  
Natick

MICHIGAN

Battle Creek  
Hamtramck  
Oak Park  
Roseville

MINNESOTA

Fridley

MISSISSIPPI

Meridian

MONTANA

Missoula

NEVADA

North Las Vegas

NEW JERSEY

Bayonne  
East Orange  
Long Beach  
Paramus  
Westfield

APPENDIX D (con't.)

NEW YORK

Jamestown  
Long Beach

OHIO

Barberton  
Lakewood  
Maple Heights  
Newark

OKLAHOMA

Bartlesville

OREGON

Medford

PENNSYLVANIA

Hazleton  
Reading  
Williamsport

RHODE ISLAND

Newport  
Woonsocket

SOUTH CAROLINA

Greenville

SOUTH DAKOTA

Sioux Falls

TENNESSEE

Jackson

TEXAS

Arlington  
Irving  
Richardson

VIRGINIA

Chesapeake

WASHINGTON

Bremerton

WEST VIRGINIA

Charleston  
Weirton

WISCONSIN

Brookfield  
Janesville  
New Berlin  
Waukesha

APPENDIX E

STRATUM III: CITIES BETWEEN 2,500 AND 24,999

CALIFORNIA

Corning  
Gilroy  
Rio Vista  
Woodland

CONNECTICUT

New Milford

FLORIDA

Cape Canaveral  
Haines City  
Madeira Beach  
Palm Beach Gardens

GEORGIA

Statesboro

ILLINOIS

Chicago Ridge  
Newton  
Schaumburg

INDIANA

Corydon  
North Manchester

KENTUCKY

Columbia

MAINE

Skowhegan

MASSACHUSETTS

Medfield  
Oxford  
Westminster

MICHIGAN

Mount Clemens

MINNESOTA

Apple Heights  
Plymouth

MISSISSIPPI

Tupelo

MISSOURI

Gladstone  
Maryville

NEW HAMPSHIRE

Plymouth

NEW JERSEY

Bordentown  
Egg Harbor  
Haworth  
North Haledon

NEW MEXICO

Lovington

NEW YORK

Amityville  
Hornell  
Manlius

NORTH CAROLINA

Tarboro

APPENDIX E (con't.)

OHIO

Athens  
Ontario  
Seven Hills  
Willowick

OKLAHOMA

Hugo

OREGON

La Grande

PENNSYLVANIA

Aldan  
Brackenridge  
Littlestown  
North Catasauqua  
Towanda  
White Oak

SOUTH CAROLINA

Great Falls

TEXAS

Bowie  
Duncanville  
Live Oak  
New Boston  
Silsbee  
Waxahachie

UTAH

Woods Cross

WASHINGTON

Grandview  
Port Townsend

WISCONSIN

Ashland  
Franklin  
Menomonie  
West Milwaukee

APPENDIX F

STRATUM IV: STATE POLICE AGENCIES

Alabama  
Alaska  
Arizona  
Arkansas  
California  
Colorado  
Connecticut  
Delaware  
Georgia  
Idaho  
Illinois  
Kansas  
Kentucky  
Louisiana  
Maryland  
Massachusetts  
Michigan  
Minnesota  
Mississippi  
Missouri  
Nebraska  
Nevada  
New Hampshire  
New Mexico  
New York  
North Carolina  
North Dakota  
Ohio  
Oregon  
Pennsylvania  
Rhode Island

South Carolina  
South Dakota  
Tennessee  
Texas  
Vermont  
Virginia  
Washington  
West Virginia  
Wisconsin  
Wyoming

APPENDIX G

STRATUM V: COUNTY POLICE AND SHERIFF AGENCIES

ALABAMA

Clarke

CALIFORNIA

Los Angeles<sup>a</sup>  
Placer  
Trinity

COLORADO

La Plata  
Saguache

GEORGIA

Cobb

ILLINOIS

Rock Island

KANSAS

Graham  
Pottawatomie  
Sumner

LOUISIANA

Ouachita

MAINE

Aroostook

MARYLAND

Worcester

MASSACHUSETTS

Middlesex

MICHIGAN

Wayne

MINNESOTA

Clearwater  
Traverse

MISSOURI

Holt

NEW JERSEY

Gloucester

NEW YORK

Alleghany

NORTH CAROLINA

Warren

NORTH DAKOTA

Barnes

PENNSYLVANIA

Fulton  
Perry

SOUTH DAKOTA

Fauk

TEXAS

Grayson  
Refugio

VIRGINIA

Chesterfield  
Northampton<sup>a</sup>

WISCONSIN

Pierce

APPENDIX H

SURVEY OF  
PHYSICAL FITNESS ATTITUDES  
AMONG SWORN POLICE PERSONNEL



International Association of Chiefs of Police  
Eleven Firstfield Road  
Gaithersburg, Maryland 20760

<sup>a</sup> Not in the random sample but received a survey.

## INSTRUCTIONS FOR COMPLETING QUESTIONNAIRE

The physical fitness of police officers is an area of much interest among law enforcement personnel today. While this interest arises from a variety of sources, it is basically reflective of a wide-ranging concern over the total well being of today's police officers. For our purposes, such interest and concern focus on the medical and physical condition of police officers in relation to the rigorous demands and requirements of their job. This survey is one part of a larger project designed to examine the physical fitness of police officers.

Your police agency has already responded to an earlier survey which examined the availability of specific types of programs for the development and maintenance of physical fitness among police officers. From this survey, we have accumulated a great deal of knowledge about the availability and administration of a number of medical and physical programs and procedures from initial selection through retirement. Such general descriptive information is important to our research. Equally important, however, are the opinions of the police officers themselves concerning these programs.

This survey consists of 5 separate sections, which are listed below in the order in which they appear in this booklet. The numbers in parentheses refer to the questions which are found in each section.

- I. IDENTIFICATION (1 - 19)  
Information on your background and your present job assignment.
- II. MEDICAL (20 - 43)  
Information on medical and health related topics.
- III. PHYSICAL PERFORMANCE AND JOB REQUIREMENTS (44 - 56)  
Information on the agility, strength, endurance, and similar requirements of your job.
- IV. PHYSICAL FITNESS/SPORTS PROGRAMS (57 - 94)  
Information on your participation in several types of programs which may be provided by your police agency.
- V. PARTICIPATION IN SPORTS/EXERCISE PROGRAMS (95 - 126)  
Information on your participation in sports or similar programs while in school or in addition to what may be provided by your police agency; includes similar information on your family.

The value of a survey like this, of course, depends in part on the number of people who respond to it. We would greatly appreciate completion and return of this questionnaire at your earliest convenience. Although the questionnaire appears rather lengthy in both number of pages and number of questions, most questions require only a check mark as an answer. Thus, the questionnaire should not take long to complete.

Selection of specific officers to participate in this survey was done on a random basis; in other words, a certain number of police officers were selected from all the police agencies who responded to our earlier survey. Because your police agency granted permission for us to send you this questionnaire, they are aware of the particular people in your department who received this booklet. They will not, however, be made aware of your answers. Under no circumstances will your answers to these questions be released to members of your own or any other agency. The confidentiality is further preserved by the facts that no individual names appear on this booklet and that all surveys are mailed directly to the IACP.

The questions in this survey are a mixture of both factual data and opinions. All questions should be self-explanatory. Directions are provided throughout the booklet for answering or skipping certain questions depending upon how you answered a previous question. Please pay particular attention to these directions.

Please do not separate the pages of this booklet in order to use a typewriter. Please answer all questions in ink and print clearly where descriptive answers are appropriate. When you have completed the survey, please return it to the IACP in the enclosed self-addressed, pre-paid envelope.

Throughout this survey, there are a number of questions which require responses to more than one statement (see, for example, Question 61 on page 17). The directions to these questions state "Check whether or not each statement applies." In answering these questions, please check the "Yes" column for those statements which you consider true or applicable and check the "No" column for those statements which you think are not true or not applicable.

## DEFINITION OF TERMS

For purposes of this questionnaire, the following definitions have been developed. You should refer to these definitions when responding to the questions in this booklet.

### MEDICAL STANDARDS

Standards or requirements relating to an examination of body functions performed by a qualified physician in the doctor's office, a hospital or clinic, or other facilities.

### PHYSICAL PERFORMANCE STANDARDS

Standards or requirements relating to tests of muscular activities, including physical agility, strength, endurance, coordination, speed, etc.

### PHYSICAL FITNESS TRAINING PROGRAM

Any fairly regular program of exercise designed to develop and/or maintain good physical conditioning. The program may be voluntary or mandatory and may be administered either with or without instruction.

## I. IDENTIFICATION

## 1. Sex:

/11

- 1 MALE  
 2 FEMALE

## 2. Ethnic or Racial Background:

/12

- 1 HISPANIC - A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- 2 WHITE, NOT OF HISPANIC ORIGIN - A person having origins in any of the original peoples of Europe, North Africa, the Middle East, or the Indian subcontinent.
- 3 BLACK, NOT OF HISPANIC ORIGIN - A person having origins in any of the black racial groups.
- 4 ASIAN OR PACIFIC ISLANDER - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Phillipine Islands, and Samoa.
- 5 AMERICAN INDIAN OR ALASKAN NATIVE - A person having origins in any of the original peoples of North America.

## 3. Marital Status:

/13

- 1 NEVER MARRIED  
 2 CURRENTLY MARRIED  
 3 SEPARATED  
 4 DIVORCED  
 5 WIDOWED

/14-17

4. Date of Birth: \_\_\_\_\_  
Month, Year

/18-20

5. Height: \_\_\_\_\_ feet and \_\_\_\_\_ inches.

Preceding page blank

/21-23 6. Weight: \_\_\_\_\_ pounds.

/24 7. Current Religious Preference:

- 1 NO PREFERENCE
- 2 JEWISH
- 3 PROTESTANT
- 4 ROMAN CATHOLIC
- 5 OTHER (PLEASE SPECIFY): \_\_\_\_\_

8. Highest educational level attained:

- 1 LESS THAN A HIGH SCHOOL DIPLOMA
- 2 HIGH SCHOOL DIPLOMA OR EQUIVALENCY CERTIFICATE
- 3 SOME COLLEGE BUT NO DEGREE
- 4 ASSOCIATES DEGREE (2 YEARS)
- 5 BACHELOR'S DEGREE
- 6 MASTER'S DEGREE
- 7 OTHER (PLEASE SPECIFY): \_\_\_\_\_

9. On what date did you join the police agency in which you are currently employed?

/26-29 Date joined police agency: \_\_\_\_\_

10. What is your current rank: (CHECK ONLY ONE)

- 1 POLICE/PATROL OFFICER, DEPUTY SHERIFF, OR STATE TROOPER
- 2 DETECTIVE/INVESTIGATOR
- 3 CORPORAL
- 4 SERGEANT
- 5 LIEUTENANT
- 6 CAPTAIN
- 7 ABOVE CAPTAIN (PLEASE SPECIFY): \_\_\_\_\_
- 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_

11. What is your current primary assignment? (CHECK ONLY ONE)

- 1 ADMINISTRATIVE FUNCTIONS (i.e., PLANNING, RESEARCH, PERSONNEL, TRAINING, INSPECTION, COMMUNITY RELATIONS, ETC.)
- 2 PATROL (i.e., WORK, MOTOR, TACTICAL, ETC.)
- 3 TRAFFIC (i.e., ENFORCEMENT, SAFETY, EDUCATION, ETC.)
- 4 CRIMINAL INVESTIGATION (i.e., HOMICIDE, ROBBERY, PROSTITUTION, NARCOTICS, ETC.)
- 5 JUVENILE
- 6 COURTS, DETENTION, OR PRISONER TRANSPORT
- 7 STAFF FUNCTIONS (i.e., COMMUNICATIONS, RECORDS, IDENTIFICATION, LABORATORY, ETC.)

/32-35 12. When did you begin your present assignment? \_\_\_\_\_  
month, year

13. What type of shift do you work? (CHECK ONLY ONE)

- 1 PERMANENT HOURS (ANSWER Q.14)
- 2 ROTATING SHIFT (ANSWER Q.15)
- 8 OTHER (PLEASE SPECIFY AND SKIP TO Q.16): \_\_\_\_\_

14. If you work a permanent shift, what hours do you normally work?

/37-38 Work begins at: \_\_\_\_\_

/39-40 Work ends at: \_\_\_\_\_ (SKIP TO Q.16)

0000

15. If you work a rotating shift, how often is your shift rotated or changed? (CHECK ONLY ONE)

- 1 EVERY WEEK
- 2 EVERY 2 WEEKS
- 3 EVERY MONTH (OR EVERY 4 WEEKS)
- 4 EVERY 6 WEEKS
- 5 EVERY 2 MONTHS
- 6 EVERY 3 MONTHS
- 7 EVERY 4 MONTHS
- 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_
- 0

/42-43

16. At what age do you plan to retire from the police department? \_\_\_\_\_

17. Suppose you are considering leaving the police department before you reach the mandatory retirement age. What would be the most important reasons and/or incentives for you to retire "early"?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

18. At the present time, what do you think you would like to do after you retire from the police department? List the two or three most important things to you.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

19. Suppose you have just retired from the police department. What types of employment, if any, would you seek? Please be as specific as possible.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

/44

/45

/46

/47

/48

/49

/50

/51-52

/53

II. MEDICAL

20. How do you generally feel when you wake up? (CHECK ONLY ONE)

- 1 COMPLETELY RESTED
- 2 SOMEWHAT RESTED
- 3 SOMEWHAT TIRED
- 4 VERY DROWSY

21. At any time in your life, did you suffer a traumatic or serious injury to your back?

- 1 YES (ANSWER Q. 22)
- 2 NO (ANSWER Q.23)

22. What was the nature of this injury? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

23. How frequently do you experience lower back pain in the following situations? (CHECK ONE COLUMN PER ITEM)

	Almost Continually	Frequently	Occasionally	Rarely	Never
On waking up	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
While driving	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
While sitting	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
While lifting objects	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
While walking or standing	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

24. Realistically speaking, how many more years do you expect to live?

\_\_\_\_\_

25. How do you view your current weight? (CHECK ONLY ONE)

- 1 WEIGH LESS THAN I'D LIKE
- 2 WEIGH JUST WHAT I'D LIKE
- 3 1 TO 10 POUNDS OVER WHAT I'D LIKE TO WEIGH
- 4 11 TO 20 POUNDS OVER WHAT I'D LIKE TO WEIGH
- 5 20 POUNDS OR MORE OVER WHAT I'D LIKE TO WEIGH

26. How many days of sick leave did you take during the year 1975?  
(January 1, 1975 through December 31, 1975)

/54-56

\_\_\_\_\_ days

27. During the year 1975 (January 1 through December 31), how many times did you receive medical attention or treatment for any reason?

/57

- 1 NONE
- 2 1 TO 3 TIMES
- 3 4 TO 6 TIMES
- 4 7 TO 9 TIMES
- 5 10 TO 12 TIMES
- 6 12 TO 15 TIMES
- 7 MORE THAN 15 TIMES (PLEASE SPECIFY): \_\_\_\_\_

28. How often do you voluntarily have a medical check-up, even though you feel O.K.? (CHECK ONLY ONE)

/58

- 1 EVERY 6 MONTHS
- 2 EVERY YEAR
- 3 EVERY TWO YEARS
- 4 EVERY THREE YEARS
- 5 NEVER
- 6 OTHER (PLEASE SPECIFY): \_\_\_\_\_

29. Of the five police officers in your agency with whom you work most closely, how many have serious problems with the following? (CHECK ONE NUMBER PER ITEM)

/59

a. Alcohol       0  1  2  3  4  5

/60

b. Marriage       0  1  2  3  4  5

/61

c. Children       0  1  2  3  4  5

/62

d. Finances       0  1  2  3  4  5

/63

e. Drugs       0  1  2  3  4  5

/64

f. Neighbors       0  1  2  3  4  5

30. In your career as a police officer, how many officers have you known personally who have attempted or successfully committed suicide?

/55-66

Number of officers: \_\_\_\_\_ (IF NONE, SKIP TO Q.32)

31. Do you think the effects of the job on the individual played a major role in these attempted or successful suicides? (CHECK ONLY ONE)

/67

- 1 DEFINITELY YES
- 2 PROBABLY YES
- 3 NOT SURE
- 4 PROBABLY NO
- 5 DEFINITELY NO
- 0

32. In your career as a police officer, how many officers have you known personally who have had a severe or fatal heart attack?

/68-69

Number of officers: \_\_\_\_\_ (IF NONE, SKIP TO Q.34)

33. How many of these officers had heart attacks during their on-duty hours?

/70-71

Number of officers: \_\_\_\_\_  
 000

34. Compared to other officers your age, how would you rate your own health? (CHECK ONLY ONE)

/72

- 1 VERY HIGH
- 2 BETTER THAN AVERAGE
- 3 ABOVE AVERAGE
- 4 LESS THAN AVERAGE
- 5 VERY LOW

35. How concerned are you about your general state of health? (CHECK ONLY ONE)

/73

- 1 VERY CONCERNED
- 2 MODERATELY CONCERNED
- 3 NEITHER CONCERNED NOR UNCONCERNED
- 4 MODERATELY UNCONCERNED
- 5 NOT CONCERNED AT ALL

36. To what extent do you think you can control the general state of your health through your own actions? (CHECK ONLY ONE)

- 174
- 1 A GREAT DEAL  
 2 A MODERATE AMOUNT  
 3 SOMEWHAT  
 4 LITTLE  
 5 NOT AT ALL

37. How likely do you think it is that a person your age will have a heart attack? (CHECK ONLY ONE)

- 175
- 1 VERY LIKELY  
 2 SOMEWHAT LIKELY  
 3 NOT VERY LIKELY AT ALL

38. How likely do you think it is that you will have a heart attack in the next ten years? (CHECK ONLY ONE)

- 176
- 1 VERY LIKELY  
 2 SOMEWHAT LIKELY  
 3 NOT VERY LIKELY AT ALL

39. Which of the following things do you think are the three most important factors in determining the possibility of heart attack? (CHECK YES FOR THE THREE MOST IMPORTANT AND NO FOR THE OTHERS)

- 177
- | <u>YES</u>                 | <u>NO</u>                  |                                |
|----------------------------|----------------------------|--------------------------------|
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | HEREDITY                       |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | JOB STRESS                     |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | AMOUNT OF FOOD YOU EAT         |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | KIND OF FOOD YOU EAT           |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | AMOUNT OF LIQUOR YOU CONSUME   |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | NUMBER OF CIGARETTES YOU SMOKE |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | EXERCISE                       |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | AMOUNT OF SLEEP                |

40. Do you think you get enough exercise (either on the job or at home) to maintain good physical condition? (CHECK ONLY ONE)

- 11
- 1 DEFINITELY YES  
 2 PROBABLY YES  
 3 NOT SURE  
 4 PROBABLY NO  
 5 DEFINITELY NO

41. How would you rate the present medical standards required for original entrance into your police agency? (CHECK ONLY ONE)

- 12
- 1 VERY EASY  
 2 EASY  
 3 DIFFICULT  
 4 VERY DIFFICULT  
 5 DON'T KNOW WHAT THE STANDARDS ARE (SKIP TO Q.44)

42. Do you think you could now pass the present medical standards required for original entrance into your police agency? (CHECK ONLY ONE)

- 13
- 1 DEFINITELY YES  
 2 PROBABLY YES  
 3 PROBABLY NO  
 4 DEFINITELY NO  
 0

43. How important do you think it is for the performance of your job that you are up to these required medical standards? (CHECK ONLY ONE)

- 14
- 1 DEFINITELY IMPORTANT  
 2 PROBABLY IMPORTANT  
 3 NOT SURE  
 4 PROBABLY UNIMPORTANT  
 5 DEFINITELY UNIMPORTANT  
 0

## III. PHYSICAL PERFORMANCE AND JOB REQUIREMENTS

44. In your present assignment, how often do you perform each of the following activities? (CHECK ONE COLUMN FOR EACH ACTIVITY)

		Very Often	Often	Rarely	Never
/15	Chasing a fleeing suspect on foot	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
/16	Climbing a fence in pursuit of a suspect	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
/17	Running up flights of stairs	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
/18	Pushing a stalled car by hand	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
/19	Lifting a sick or injured person	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
/20	Struggling with a resistant suspect	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
/21	Separating two or more fighters	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
/22	Climbing a ladder	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
/23	Lifting a heavy object	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

45. In chasing a suspect on foot or running up a flight of stairs, how would you rate your speed compared to other officers your age? (CHECK ONLY ONE)

- /24
- 1 VERY FAST
  - 2 FASTER THAN AVERAGE
  - 3 ABOUT AVERAGE
  - 4 SLOWER THAN AVERAGE
  - 5 VERY SLOW

46. In chasing a suspect or running up a flight of stairs, how would you rate your endurance compared to other officers your age? (CHECK ONLY ONE)

- /25
- 1 VERY GOOD
  - 2 BETTER THAN AVERAGE
  - 3 ABOUT AVERAGE
  - 4 LESS THAN AVERAGE
  - 5 LIMITED

47. In climbing a fence or ladder, how would you rate your agility compared to other officers your age? (CHECK ONLY ONE)

- /26
- 1 VERY HIGH
  - 2 BETTER THAN AVERAGE
  - 3 ABOUT AVERAGE
  - 4 LESS THAN AVERAGE
  - 5 VERY LOW

48. In pushing a stalled car and lifting people or objects, how would you rate your physical strength compared to other officers your age? (CHECK ONLY ONE)

- /27
- 1 VERY HIGH
  - 2 BETTER THAN AVERAGE
  - 3 ABOUT AVERAGE
  - 4 LESS THAN AVERAGE
  - 5 VERY LOW

49. In struggling with a resistant suspect or separating two fighters, how would you rate your physical combat skills compared to other officers your age? (CHECK ONLY ONE)

- /28
- 1 VERY HIGH
  - 2 BETTER THAN AVERAGE
  - 3 ABOUT AVERAGE
  - 4 LESS THAN AVERAGE
  - 5 VERY LOW

50. How would you rate the present physical fitness standards (i.e., agility, strength, endurance, etc.) required for successful completion of recruit training for new officers in your police agency? (CHECK ONLY ONE)

- /29
- 1 VERY EASY
  - 2 EASY
  - 3 DIFFICULT
  - 4 VERY DIFFICULT
  - 5 DON'T KNOW WHAT THE STANDARDS ARE

51. Do you think you could now pass the present physical fitness standards (i.e., agility, strength, endurance, etc.) required for successful completion of recruit training for new officers in your police agency? (CHECK ONLY ONE)

/30

- 1 DEFINITELY YES
- 2 PROBABLY YES
- 3 PROBABLY NO
- 4 DEFINITELY NO
- 0

52. How would you rate your own general physical condition? (CHECK ONLY ONE)

/31

- 1 VERY HIGH
- 2 BETTER THAN AVERAGE
- 3 ABOUT AVERAGE
- 4 LESS THAN AVERAGE
- 5 VERY LOW

53. How would you rate the general physical condition of those officers with whom you work most closely? (CHECK ONLY ONE)

/32

- 1 VERY HIGH
- 2 HIGH
- 3 MODERATE
- 4 LOW
- 5 VERY LOW

54. How would you rate the general physical condition of all sworn personnel in your police agency? (CHECK ONLY ONE)

/33

- 1 VERY HIGH
- 2 HIGH
- 3 MODERATE
- 4 LOW
- 5 VERY LOW

55. Compared to other public service occupations, how physically dangerous do you think police work is? (CHECK ONLY ONE)

/34

- 1 MUCH LESS DANGEROUS
- 2 LESS DANGEROUS
- 3 SLIGHTLY LESS DANGEROUS
- 4 SLIGHTLY MORE DANGEROUS
- 5 MORE DANGEROUS
- 6 MUCH MORE DANGEROUS

56. Compared to other public service occupations, how emotionally dangerous do you think police work is? (CHECK ONLY ONE)

/35

- 1 MUCH LESS DANGEROUS
- 2 LESS DANGEROUS
- 3 SLIGHTLY LESS DANGEROUS
- 4 SLIGHTLY MORE DANGEROUS
- 5 MORE DANGEROUS
- 6 MUCH MORE DANGEROUS

IV. PHYSICAL FITNESS/SPORTS PROGRAMS

57. Does your police agency have a physical fitness training program for police officers?

/36

- 1 YES
- 2 NO (SKIP TO Q.69)

58. Please describe the nature of this physical fitness training program.

/37

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59. Do you participate in this physical fitness training program?

/38

- 1 YES (SKIP TO Q.61)
- 2 NO (ANSWER Q.60)

60. For what reason (or reasons) do you not participate in this physical fitness training program? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES AND THEN SKIP TO Q. 69)

- |     | <u>YES</u>                 | <u>NO</u>                  |  |     |
|-----|----------------------------|----------------------------|--|-----|
| /38 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | HAVE A MEDICAL DISABILITY RELEASE                            |     |
| /39 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | HAVE A PHYSICAL DISABILITY RELEASE                           |     |
| /40 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | HAVE NO INTEREST IN THIS PARTICULAR PROGRAM                  |     |
| /41 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | HAVE NO INTEREST IN PHYSICAL FITNESS GENERALLY               |     |
| /42 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | FEEL I AM PHYSICALLY FIT NOW                                 |     |
| /43 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | ENGAGE IN MY OWN PRIVATE PHYSICAL FITNESS PROGRAM            |     |
| /44 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | DEPARTMENT PROVIDES NO INCENTIVES FOR PARTICIPATION          |     |
| /45 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | PARTICIPATION WOULD INTERFERE WITH ON-DUTY RESPONSIBILITIES  | /60 |
| /46 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | PARTICIPATION WOULD INTERFERE WITH OFF-DUTY RESPONSIBILITIES |     |
| /47 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | POSSIBILITY OF BEING INJURED DISCOURAGES ME                  |     |
| /48 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | LIVE TOO FAR FROM THE FACILITIES USED                        |     |
| /49 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | OTHER (PLEASE SPECIFY): _____                                |     |

61. Why do you participate in this physical fitness training program? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

- |     | <u>YES</u>                 | <u>NO</u>                  |   |     |
|-----|----------------------------|----------------------------|---|-----|
| /50 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | PROGRAM IS MANDATORY                          | /61 |
| /51 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | DESIRE TO IMPROVE PERSONAL PHYSICAL CONDITION | /62 |
| /52 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | DESIRE TO IMPROVE PERSONAL MEDICAL CONDITION  | /63 |
| /53 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | DESIRE TO MAINTAIN PRESENT PHYSICAL CONDITION | /64 |
| /54 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | PARTICIPANTS RECEIVE COMPENSATORY TIME OFF    | /65 |
| /55 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | PARTICIPANTS RECEIVE COMPENSATORY PAY         | /66 |
| /56 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | MY SUPERVISOR SUGGESTED IT                    | /67 |
| /57 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | PARTICIPATION IS FUN                          | /68 |
| /58 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | OTHER (PLEASE SPECIFY): _____                 | /69 |

62. How frequently do you participate in this physical fitness program? (CHECK ONLY ONE)

- 1 ONCE A MONTH
- 2 MORE THAN ONCE A MONTH, BUT LESS THAN WEEKLY
- 3 ONCE A WEEK
- 4 MORE THAN ONCE A WEEK, BUT LESS THAN DAILY
- 5 DAILY
- 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_

63. How long have you participated in this physical fitness training program? (CHECK ONLY ONE)

- 1 LESS THAN 1 MONTH
- 2 BETWEEN 1 MONTH AND 6 MONTHS
- 3 BETWEEN 6 MONTHS AND A YEAR
- 4 BETWEEN 1 YEAR AND 3 YEARS
- 5 MORE THAN 3 YEARS (PLEASE SPECIFY): \_\_\_\_\_

64. What personal benefits, if any, have you gained from participation in this physical fitness training program? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

- |  | <u>YES</u>                 | <u>NO</u>                  |   |
|--|----------------------------|----------------------------|---|
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | I ENJOY THE OPPORTUNITY TO SOCIALIZE WITH FRIENDS   |
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | IT PROVIDES A WAY TO GET TO KNOW OTHER PEOPLE       |
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | IT PROVIDES A RELEASE FROM THE PRESSURES OF THE JOB |
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | IT HELPS TO BUILD UP MY STRENGTH                    |
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | IT HELPS TO INCREASE MY ENDURANCE                   |
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | IT'S GOOD FOR MY HEALTH                             |
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | I'VE ALWAYS ENJOYED PARTICIPATING IN SPORTS         |
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | OTHER (PLEASE SPECIFY): _____                       |
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | NO PARTICULAR BENEFIT                               |

/70

65. How far do you live from the facilities used for the physical fitness training program? (CHECK ONLY ONE)

- 1 WITHIN A COUPLE OF BLOCKS
- 2 LESS THAN 1 MILE
- 3 BETWEEN 1 MILE AND 3 MILES
- 4 BETWEEN 3 MILES AND 5 MILES
- 5 BETWEEN 5 MILES AND 10 MILES
- 6 MORE THAN 10 MILES (PLEASE SPECIFY): \_\_\_\_\_

/71

66. Has participation in this physical fitness training program created any problems for you in your work as a police officer?

- 1 YES (ANSWER Q. 67)
- 2 NO (SKIP TO Q.68)

67. Please describe the nature of these job-related problems or difficulties caused by participation in this program.

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/72

68. Has participation in this physical fitness training program created any problems for you in your personal life?

- 1 YES
- 2 NO

/73

69. Do you believe your police agency should provide a physical fitness training program for sworn police personnel?

- 1 YES (SKIP TO Q. 71)
- 2 NO (ANSWER Q. 70)

70. Why do you believe that your police agency should not provide a physical fitness training program for sworn personnel?

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IN ANSWERING QUESTIONS 71 THROUGH 87, SUPPOSE YOUR POLICE DEPARTMENT OR AGENCY IS CONSIDERING THE ESTABLISHMENT OF A PHYSICAL FITNESS TRAINING PROGRAM FOR POLICE OFFICERS, PLEASE ANSWER ALL OF THE QUESTIONS.

71. If your police agency did have a physical fitness training program for police officers, would you participate in it?

/11

- 1 YES
- 2 NO

72. Do you think that a physical fitness training program should be mandatory for sworn police personnel?

/12

- 1 YES
- 2 NO

73. Under what conditions do you think you should be excluded or excused from participation in a departmental physical fitness training program? (e.g., When I reach age 50; if I have a medical disability; etc.)

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74. Which of the following do you think would be most likely to stimulate interest in a physical fitness training program among police officers? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

/13

YES NO

1  2 PROGRAM OF ORIENTATION AND INFORMATION FOR POLICE OFFICERS

/14

1  2 PROGRAM OF ORIENTATION AND INFORMATION FOR POLICE OFFICERS' SPOUSES

/15

1  2 NEWSLETTER

/16

1  2 PUBLICATION OF STATISTICS ON THE MEDICAL/PHYSICAL CONDITION OF POLICE OFFICERS

/17

1  2 PARTICIPATION IN THE PROGRAM BY THE CHIEF OR SHERIFF

/18

1  2 PARTICIPATION IN THE PROGRAM BY THE FIRST LINE SUPERVISORS

/19

1  2 PARTICIPATION IN THE DEVELOPMENT OF THE PROGRAM BY ALL INTERESTED POLICE OFFICERS

/20

1  2 OTHER (PLEASE SPECIFY): \_\_\_\_\_

75. Which of the following incentives do you think would be most likely to encourage you to participate in a physical fitness training program? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

- |     | <u>YES</u>                 | <u>NO</u>                  |   |
|-----|----------------------------|----------------------------|---|
| /21 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | COMPENSATORY TIME OFF                   |
| /22 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | COMPENSATORY OVERTIME PAY               |
| /23 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | SALARY INCREASES                        |
| /24 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | EXTRA POINTS IN THE PROMOTIONAL PROCESS |
| /25 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | FORMAL RECOGNITION OR COMMENDATION      |
| /26 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | PREFERENCE IN SPECIAL ASSIGNMENTS       |
| /27 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | OTHER (PLEASE SPECIFY): _____           |

76. What types of administrative actions do you think should be taken with officers who refuse to participate in the physical fitness training program? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

- |     | <u>YES</u>                 | <u>NO</u>                  |   |
|-----|----------------------------|----------------------------|---|
| /28 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | LOSS OF ANNUAL LEAVE DAYS                           |
| /29 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | MONETARY FINE                                       |
| /30 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | SUSPENSION  |
| /31 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | DISMISSAL   |
| /32 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | REASSIGNMENT  |
| /33 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | TRANSFER  |
| /34 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | INELIGIBILITY FOR PROMOTION                         |
| /35 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | VERBAL REPRIMAND                                    |
| /36 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | LETTER IN PERSONNEL FILE                            |
| /37 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | INDIVIDUAL COUNSELING TO DEVELOP A REMEDIAL PROGRAM |
| /38 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | NO ADMINISTRATIVE ACTION SHOULD BE TAKEN            |
| /39 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | OTHER (PLEASE SPECIFY): _____                       |

77. How frequently do you think police officers should participate in this physical fitness training program? (CHECK ONLY ONE)

- 1 ONCE A MONTH
- 2 MORE THAN ONCE A MONTH, BUT LESS THAN WEEKLY
- 3 ONCE A WEEK
- 4 MORE THAN ONCE A WEEK, BUT LESS THAN DAILY
- 5 DAILY
- 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_

78. How long do you think each physical fitness training session should be? (CHECK ONLY ONE)

- 1 ABOUT 10 MINUTES OR LESS
- 2 ABOUT 15 OR 20 MINUTES
- 3 ABOUT 30 MINUTES
- 4 ABOUT 45 MINUTES
- 5 ABOUT 60 MINUTES
- 6 ABOUT 90 MINUTES
- 7 MORE THAN 90 MINUTES

79. What types of facilities do you think should be used for this physical fitness training program? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

- |     | <u>YES</u>                 | <u>NO</u>                  |  |
|-----|----------------------------|----------------------------|--|
| /42 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | DEPARTMENT HEADQUARTERS                        |
| /43 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | DEPARTMENT SUBSTATIONS OR DISTRICT STATIONS    |
| /44 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | ACADEMY OR TRAINING FACILITIES                 |
| /45 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | LOCAL YMCA OR SIMILAR FACILITIES               |
| /46 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | PUBLIC FACILITIES SUCH AS PARKS, SCHOOLS, ETC. |
| /47 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | OFFICER SHOULD USE HIS/HER OWN FACILITIES      |
| /48 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | OTHER (PLEASE SPECIFY): _____                  |

80. Which of the following types of activities would you prefer to use in a physical fitness training program? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

- |     | <u>YES</u>               | <u>NO</u>                |  |
|-----|--------------------------|--------------------------|--|
| /49 | <input type="checkbox"/> | <input type="checkbox"/> | BICYCLING  |
| /50 | <input type="checkbox"/> | <input type="checkbox"/> | CALISTHENICS/SLIMNASTICS                                   |
| /51 | <input type="checkbox"/> | <input type="checkbox"/> | GOLF   |
| /52 | <input type="checkbox"/> | <input type="checkbox"/> | HANDBALL OR RACKET SPORTS                                  |
| /53 | <input type="checkbox"/> | <input type="checkbox"/> | HIKING/BACKPACKING   |
| /54 | <input type="checkbox"/> | <input type="checkbox"/> | INDIVIDUAL SPORTS SUCH AS SWIMMING, BOWLING, SKATING, ETC. |
| /55 | <input type="checkbox"/> | <input type="checkbox"/> | JOGGING/RUNNING  |
| /56 | <input type="checkbox"/> | <input type="checkbox"/> | SELF-DEFENSE OR PHYSICAL COMBAT SKILLS                     |
| /57 | <input type="checkbox"/> | <input type="checkbox"/> | TEAM SPORTS SUCH AS BASKETBALL, BASEBALL, SOCCER, ETC.     |
| /58 | <input type="checkbox"/> | <input type="checkbox"/> | UNIVERSAL GYM/WEIGHT LIFTING EQUIPMENT                     |
| /59 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____                              |

81. Which of the following activities do you think are best for creating and maintaining physical fitness? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

- |     | <u>YES</u>               | <u>NO</u>                |  |
|-----|--------------------------|--------------------------|--|
| /60 | <input type="checkbox"/> | <input type="checkbox"/> | BICYCLING  |
| /61 | <input type="checkbox"/> | <input type="checkbox"/> | CALISTHENICS/SLIMNASTICS                                   |
| /62 | <input type="checkbox"/> | <input type="checkbox"/> | GOLF   |
| /63 | <input type="checkbox"/> | <input type="checkbox"/> | HANDBALL OR RACKET SPORTS                                  |
| /64 | <input type="checkbox"/> | <input type="checkbox"/> | HIKING/BACKPACKING   |
| /65 | <input type="checkbox"/> | <input type="checkbox"/> | INDIVIDUAL SPORTS SUCH AS SWIMMING, BOWLING, SKATING, ETC. |
| /66 | <input type="checkbox"/> | <input type="checkbox"/> | JOGGING/RUNNING  |
| /67 | <input type="checkbox"/> | <input type="checkbox"/> | SELF-DEFENSE OR PHYSICAL COMBAT SKILLS                     |
| /68 | <input type="checkbox"/> | <input type="checkbox"/> | TEAM SPORTS SUCH AS BASKETBALL, BASEBALL, SOCCER, ETC.     |
| /69 | <input type="checkbox"/> | <input type="checkbox"/> | UNIVERSAL GYM/WEIGHT LIFTING EQUIPMENT                     |
| /70 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____                              |

82. Which of the following benefits do you think can be gained from establishing and maintaining a physical fitness training program in your police agency? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

- |     | <u>YES</u>               | <u>NO</u>                |   |
|-----|--------------------------|--------------------------|---|
| /11 | <input type="checkbox"/> | <input type="checkbox"/> | GREATER OVERALL PHYSICAL FITNESS IN ME                                  |
| /12 | <input type="checkbox"/> | <input type="checkbox"/> | GREATER OVERALL PHYSICAL FITNESS AMONG ALL OFFICERS OR PARTICIPANTS     |
| /13 | <input type="checkbox"/> | <input type="checkbox"/> | DECREASE IN INJURY RATE   |
| /14 | <input type="checkbox"/> | <input type="checkbox"/> | DECREASE IN AMOUNT OF SICK LEAVE  |
| /15 | <input type="checkbox"/> | <input type="checkbox"/> | GREATER CONFIDENCE IN PARTNERS OR OTHER OFFICERS                        |
| /16 | <input type="checkbox"/> | <input type="checkbox"/> | INCREASED FEELINGS OF WELL-BEING  |
| /17 | <input type="checkbox"/> | <input type="checkbox"/> | INCREASED SOCIAL CONTACTS AND FRIENDSHIPS                               |
| /18 | <input type="checkbox"/> | <input type="checkbox"/> | DECREASED NUMBER OF HEART ATTACKS                                       |
| /19 | <input type="checkbox"/> | <input type="checkbox"/> | FEWER EARLY RETIREMENTS   |
| /20 | <input type="checkbox"/> | <input type="checkbox"/> | BETTER LABOR-MANAGEMENT RELATIONS                                       |
| /21 | <input type="checkbox"/> | <input type="checkbox"/> | GREATER MANAGEMENT AWARENESS OF PHYSICAL NATURE AND DEMANDS OF YOUR JOB |
| /22 | <input type="checkbox"/> | <input type="checkbox"/> | INCREASED ABILITY TO RELAX  |
| /23 | <input type="checkbox"/> | <input type="checkbox"/> | DECREASED FEELINGS OF TENSION AND STRESS                                |
| /24 | <input type="checkbox"/> | <input type="checkbox"/> | GREATER RESPONSIVENESS TO THE NEEDS OF THE COMMUNITY                    |
| /25 | <input type="checkbox"/> | <input type="checkbox"/> | BETTER PUBLIC RELATIONS   |
| /26 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____   |

83. Which of the following problems do you think might have to be resolved before a physical fitness training program could be established in your police agency? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES)

- |     | YES                      | NO                       |  |
|-----|--------------------------|--------------------------|--|
| /27 | <input type="checkbox"/> | <input type="checkbox"/> | SCHEDULING OF PERSONNEL  |
| /28 | <input type="checkbox"/> | <input type="checkbox"/> | MOTIVATING OFFICERS TO PARTICIPATE                                   |
| /29 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING THE INTEREST AND COOPERATION OF UPPER LEVELS OF MANAGEMENT |
| /30 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING THE INTEREST AND COOPERATION OF OFFICERS                   |
| /31 | <input type="checkbox"/> | <input type="checkbox"/> | POSSIBILITY OF INJURIES TO PARTICIPANTS                              |
| /32 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING FINANCIAL SUPPORT  |
| /33 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING ANY DESIRED EQUIPMENT                                      |
| /34 | <input type="checkbox"/> | <input type="checkbox"/> | FINDING FACILITIES   |
| /35 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING INSTRUCTORS  |
| /36 | <input type="checkbox"/> | <input type="checkbox"/> | ESTABLISHING STANDARDS FOR PARTICIPATION                             |
| /37 | <input type="checkbox"/> | <input type="checkbox"/> | ESTABLISHING REWARDS FOR PARTICIPATION                               |
| /38 | <input type="checkbox"/> | <input type="checkbox"/> | ESTABLISHING PENALTIES FOR NONPARTICIPATION                          |
| /39 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING CONSENT FROM LABOR UNION OR COLLECTIVE BARGAINING AGENCY   |
| /40 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING CONSENT FROM INSURANCE COMPANY                             |
| /41 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING ANY LEGAL CONSENT  |
| /42 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING SUPPORT FROM LOCAL GOVERNMENT                              |
| /43 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING SUPPORT FROM CIVIL SERVICE OR CENTRAL PERSONNEL OFFICE     |
| /44 | <input type="checkbox"/> | <input type="checkbox"/> | OBTAINING COMMUNITY SUPPORT  |
| /45 | <input type="checkbox"/> | <input type="checkbox"/> | OTHER (PLEASE SPECIFY): _____  |

84. Would you be in favor of periodic requalification on a physical fitness test for police officers?

- /46
- YES (ANSWER Q.85)  
 NO (SKIP TO Q.86)

85. How often do you think police officers should requalify on a physical fitness test? (CHECK ONLY ONE)

- /47
- MORE OFTEN THAN EVERY 6 MONTHS  
 EVERY 6 MONTHS  
 EVERY YEAR  
 EVERY 18 MONTHS  
 EVERY 2 YEARS  
 ONLY WHEN A PARTICULAR PROBLEM ARISES  
 ONLY AT THE TIME OF PROMOTION  
 OTHER (PLEASE SPECIFY): \_\_\_\_\_

86. Would you be in favor of periodic requalification on proportional weight to height standards?

- /48
- YES (ANSWER Q.87)  
 NO (SKIP TO Q.88)

87. How often do you think officers should "weigh in" to meet these standards? (CHECK ONLY ONE)

- /49
- MORE OFTEN THAN EVERY 6 MONTHS  
 EVERY 6 MONTHS  
 EVERY YEAR  
 EVERY 18 MONTHS  
 EVERY 2 YEARS  
 ONLY WHEN A PARTICULAR PROBLEM ARISES  
 ONLY AT THE TIME OF PROMOTION  
 OTHER (PLEASE SPECIFY): \_\_\_\_\_

88. Does your police agency provide sports programs for police officers?

- /50
- YES (ANSWER Q.89)  
 NO (SKIP TO Q.93)

89. Do you participate in this sports program?

- /51
- YES (ANSWER Qs. 90-92)  
 NO (SKIP TO Q. 93)

90. What sport (or sports) provided by your agency do you participate in?

\_\_\_\_\_  
\_\_\_\_\_

91. How frequently do you participate in these sports? \_\_\_\_\_

\_\_\_\_\_

92. What personal benefits, if any, do you gain from participation in this sports program? (CHECK WHETHER OR NOT EACH STATEMENT APPLIES, THEN SKIP TO Q.95)

YES    NO

- /52     1     2    I ENJOY THE OPPORTUNITY TO SOCIALIZE WITH FRIENDS
- /53     1     2    IT PROVIDES A WAY TO GET TO KNOW OTHER PEOPLE
- /54     1     2    IT PROVIDES A RELEASE FROM THE PRESSURES OF THE JOB
- /55     1     2    IT HELPS TO BUILD UP MY STRENGTH
- /56     1     2    IT HELPS TO INCREASE MY ENDURANCE
- /57     1     2    IT'S GOOD FOR MY HEALTH
- /58     1     2    I HAVE ALWAYS ENJOYED PARTICIPATING IN SPORTS
- /59     1     2    OTHER (PLEASE SPECIFY): \_\_\_\_\_
- /60     1     2    NO PARTICULAR BENEFITS

93. Would you like your police agency to provide sports programs for police officers?

- /61     1 YES
- 2 NO
- 0

94. What types of sports activities would you like the police agency to provide?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

V. PARTICIPATION IN SPORTS/EXERCISE PROGRAMS

95. While you were in school (high school and/or college), did you participate in any team or individual sports?

- 1 YES (ANSWER Qs. 96-98)
- 2 NO (SKIP TO Q.99)

96. Which of the following sports did you participate in? (CHECK WHETHER OR NOT YOU PARTICIPATED IN EACH SPORT IN HIGH SCHOOL AND COLLEGE)

	High School		College	
	Yes	No	Yes	No
/11    Baseball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/12    Basketball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/13    Bowling	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/14    Football	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/15    Golf	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/16    Gymnastics	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/17    Handball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/18    Hockey - Field	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/19    Hockey - Ice	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/20    Lacrosse	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/21    Skiing - Snow	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/22    Skiing - Water	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/23    Soccer	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/24    Softball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/25    Swimming	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/26    Tennis	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/27    Track and Field	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/28    Volleyball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/29    Wrestling	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/30    Other (Please Specify):	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2

97. Which of the sports you participated in were varsity competition programs (i.e., involved regularly scheduled games or meets with other schools)? (CHECK WHETHER OR NOT EACH SPORT YOU PARTICIPATED IN HIGH SCHOOL AND COLLEGE WAS A VARSITY PROGRAM)

	High School		College	
	Yes	No	Yes	No
/31 Baseball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/32 Basketball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/33 Bowling	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/34 Football	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/35 Golf	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/36 Gymnastics	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/37 Handball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/38 Hockey - Field	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/39 Hockey - Ice	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/40 Lacrosse	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/41 Skiing - Snow	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/42 Skiing - Water	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/43 Soccer	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/44 Softball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/45 Swimming	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/46 Tennis	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/47 Track and Field	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/48 Volleyball	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/49 Wrestling	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2
/50 Other (Please Specify):	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 2

98. Have you continued to participate in any or all of these sports since leaving school? (For example, in a community or police department program; on your own, etc.)

/51

- 1 YES
- 2 NO

99. Have you become involved in any new sports or exercise activities since the completion of your formal education? (If you are in college now, answer this question based on events since you finished high school.)

/52

- 1 YES (ANSWER Qs. 100 and 101)
- 2 NO (SKIP TO Q. 102)

100. What new sports or exercise activities have you become involved with since finishing school?

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101. What prompted your interest in these new sports or exercise programs?

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102. Have you ever participated in single combat or hand-to-hand combat programs other than in the police academy?

/53

- 1 YES (ANSWER Qs. 103 and 104)
- 2 NO (SKIP TO Q. 105)

103. Please indicate the extent of your participation in these programs.

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104. What benefits do you think you have gained from this participation?

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105. Do you currently belong to any sports or health clubs (e.g., YMCA, Health club, community club or team, etc.)?

- YES (ANSWER Qs. 106 and 107)  
 NO (SKIP TO Q. 108)

106. What sports or similar clubs do you have membership in?

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107. How frequently do you utilize the facilities or participate in programs provided by these clubs or organizations? (CHECK ONLY ONE)

- ONCE A MONTH  
 MORE THAN ONCE A MONTH, BUT LESS THAN WEEKLY  
 ONCE A WEEK  
 MORE THAN ONCE A WEEK, BUT LESS THAN DAILY  
 DAILY  
 OTHER (PLEASE SPECIFY): \_\_\_\_\_

108. Approximately how many hours per week do you spend watching sports activities on television?

Number of hours per week: \_\_\_\_\_

109. Approximately how many games or sports events do you attend per month? (Include Little League, high school, college and professional events)

Number of events per month: \_\_\_\_\_

110. Do you engage in any regular exercise programs at home?

- YES (ANSWER Qs. 111 and 112)  
 NO (SKIP TO Q. 113)

111. How frequently do you exercise at home? (CHECK ONLY ONE)

- ONCE A MONTH  
 MORE THAN ONCE A MONTH, BUT LESS THAN WEEKLY  
 ONCE A WEEK  
 MORE THAN ONCE A WEEK, BUT LESS THAN DAILY  
 DAILY  
 OTHER (PLEASE SPECIFY): \_\_\_\_\_

112. Who developed this exercise program? (CHECK ONLY ONE)

- DEVELOPED IT MYSELF  
 SAW IT ON A LOCAL TV SHOW  
 LEARNED IT IN THE MILITARY  
 LEARNED IT IN SCHOOL  
 DEVELOPED AT YMCA OR SIMILAR CLUB  
 READ IT IN A BOOK OR MAGAZINE  
 OTHER (PLEASE SPECIFY): \_\_\_\_\_

ANSWER QUESTIONS 113 THROUGH 117 IF YOU ARE MARRIED

113. Does your wife/husband engage in any regular exercise program at home?

- YES (ANSWER Q. 114)  
 NO (SKIP TO Q. 115)

114. Who developed this exercise program for your wife/husband? (CHECK ONLY ONE)

/64

- 1 DEVELOPED IT HERSELF/HIMSELF
- 2 SAW IT ON A LOCAL TV SHOW
- 3 LEARNED IT IN THE MILITARY
- 4 LEARNED IT IN SCHOOL
- 5 DEVELOPED AT YMCA OR SIMILAR CLUB
- 6 READ IT IN A BOOK OR MAGAZINE
- 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_
- 0

115. Does your wife/husband belong to any sports or health clubs (e.g., YMCA, health club, community club or team, etc.)?

/65

- 1 YES (ANSWER Qs. 116 and 117)
- 2 NO (SKIP TO Q. 118)
- 0

116. What sports or similar clubs does your wife/husband have membership in?

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117. How frequently does your wife/husband utilize the facilities or participate in programs provided by these clubs or organizations? (CHECK ONLY ONE)

/66

- 1 ONCE A MONTH
- 2 MORE THAN ONCE A MONTH, BUT LESS THAN WEEKLY
- 3 ONCE A WEEK
- 4 MORE THAN ONCE A WEEK, BUT LESS THAN DAILY
- 5 DAILY
- 8 OTHER (PLEASE SPECIFY): \_\_\_\_\_
- 0

ANSWER QUESTIONS 118 THROUGH 124 IF YOU HAVE CHILDREN. IF YOU HAVE NO CHILDREN, SKIP TO QUESTION 125.

118. How many children do you have?

/67-68

Number of children: \_\_\_\_\_

00

119. What are the ages of your children? (PLEASE INDICATE THE NUMBER OF CHILDREN WHO FALL INTO EACH OF THESE AGE CATEGORIES)

Number of children who are:

/69

5 YEARS AND YOUNGER \_\_\_\_\_

/70

6-10 YEARS \_\_\_\_\_

/71

11-15 YEARS \_\_\_\_\_

/72

16-20 YEARS \_\_\_\_\_

/73-74

21 YEARS AND OLDER \_\_\_\_\_

120. Do your children regularly engage in any formal physical fitness or sports programs?

/75

- 1 YES (ANSWER Q. 121)
- 2 NO (SKIP TO Q. 122)
- 0

121. Please describe the nature of your children's participation in these physical fitness or sports programs.

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122. Do your children exercise regularly at home?

/76

- 1 YES (ANSWER Q. 123)
- 2 NO (SKIP TO Q. 124)
- 0

123. Please describe the nature of this exercise.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

124. Do you think your children get a sufficient amount of exercise or physical activity?

/77

- 1 YES
- 2 NO
- 0

125. How often do you read books, magazine articles, etc. about the following topics? (CHECK ONE COLUMN FOR EACH TOPIC)

	Very Frequently	Frequently	Occasionally	Rarely	Never
/78 Sports	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
/79 Physical Fitness	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
/80 Medicine	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

126. What books, magazines, etc. on these topics have you read recently?

Sports: \_\_\_\_\_

Physical Fitness: \_\_\_\_\_

Medicine: \_\_\_\_\_

PLEASE INDICATE THE TOTAL NUMBER OF MINUTES NECESSARY TO COMPLETE THIS QUESTIONNAIRE: \_\_\_\_\_

THANK YOU FOR COMPLETING THIS SURVEY QUESTIONNAIRE!

**END**