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**WELLNESS PROGRAMS IN POLICE DEPARTMENTS
AND HOW THEY EFFECT WORKERS' COMPENSATION CLAIMS**

**A Project
Presented to the
Faculty of
California State University,
San Bernardino**

**In Partial Fulfillment
of the Requirements for the Degree
Master of Public Administration**

**by
Herbert G. McKee, Jr.**

August 1993

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August 1993

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ABSTRACT

Overwhelming medical evidence shows that regular physical exercise can reduce a person's chances of heart disease and stress-related illnesses. Law enforcement is a stressful occupation and police officers have high rates of disability claims. This study surveys police departments with physical fitness programs to determine if they reduce disability costs to police agencies. A model police fitness program is developed along with its costs and benefits.

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INTRODUCTION

A police officer had just finished eating lunch at the all-you-can-eat salad bar at *Sizzlers*. He was back on "routine patrol" when, suddenly, an old Cadillac runs a red light and almost hits his police car. He immediately starts to chase the Cadillac and when he calls in the license plate he learns that the vehicle is stolen. The officer follows right behind the Cadillac, but as it turns into an alley, it crashes into a telephone pole. As the officer exits his patrol car, he sees the driver of the Cadillac take off down the alley on foot. The patrol officer gives chase running down the alley, then over a small fence and across several yards. The suspect is approximately 20 years old and appears in good shape, while the officer is approaching 40 and is carrying 20 pounds of equipment and another 20 pounds of excess body fat. They are now about five minutes into the situation and the officer is running out of energy. Just when he feels he has to give up the chase, the suspect trips and the officer runs right up on him. Against his better judgement, the officer ends up in a life or death wrestling match with the suspect. Because of his exhaustion, the officer has lost the ability to handle the situation with lower levels of force and he has got himself into a situation where deadly force may be necessary. Luckily, back-up officers arrive and the suspect is taken into custody without

any injuries.

This is a common scenario that can happen to any police officer on any shift. There are also hundreds of other situations that arise during a police officer's work day that cause him both mental and physical stress. These events often lead to injuries which are not only a burden for the employee who is injured, but it can also be quite costly for the entity that employee represents.

Law enforcement agencies throughout California have been faced with an ever-increasing burden of early retirement compensation claims from their employees. These claims are largely coming from workers who suffer from either heart disease, lower back problems, or stress-related illnesses. The current trend in law enforcement is to try and alleviate these problems by encouraging or requiring employees to participate in prevention-oriented physical training programs. These programs are proactive, not reactive.

This paper will show that studies made by medical groups have demonstrated that physical exercise helps reduce the effects of stress and heart-related problems. Such exercise programs will also help strengthen participants, so that they can better cope with lower back problems. Because of these medical studies, many law enforcement agencies have developed workout programs that are designed to help alleviate the problems that are causing compensation claims.

Several of these programs will be examined in this paper, some of which are already in use at different agencies. Research questions will be sent out to agencies who have participated in the Police Officers Standards and Training courses that are designed to implement a training program. Research questions will be asked that are designed to study these hypotheses:

1. Law enforcement officers will follow a regular exercise program if they are given incentives to encourage their involvement.
2. Law enforcement officers who follow a regular exercise program will have less workers' compensation claims.
3. Entities that encounter costs implementing a program will find that the savings from the decreased workers' compensation claims will exceed the costs of the program.

Once the questionnaires are returned, the research questions will be analyzed, while different workout programs are compared to help decide what type of program, if any, should be adopted by the City of Chino.

HISTORY

In law enforcement it is a management responsibility to ensure that public safety personnel remain ready to protect the communities they serve. For many years these personnel have received academy training, in-service training, and professional schools that provide for the intellectual nurturing of up-to-date information and skills necessary to carry out the law enforcement mission; at the same time, management has left physical conditioning virtually non-existent for veteran officers.¹ This lack of physical activity has put government entities at a risk when it comes to taking care of their officers. During the last decade, the number of serious injuries has risen, the number of workers' compensation claims have continued to rise, and the general fitness of our line officers is deteriorating.²

It is understood that the elements of the police officers' environment are not conducive to the maintenance of sound physical and mental health. The changing from sedentary to invigorating and from boredom to hypertensive situations creates extreme emotional and physical stress on police

¹ "The Aging Police Force: How Will Law Enforcement Cope with the Future Staffing Problem?" Journal of California Law Enforcement, January 1989, P. 111

² "Industrial Disability Retirements: Potential Futures of Public Employees Disability Retirements," Command College Class II, May 1986, p. 30

officers. Numerous studies suggest that heart disease, cancer, and suicide are substantially higher among police than any other profession.³

Research indicates a slow evolution of officer fitness programs. In some agencies, physical fitness objectives have been designed to encourage working officers to maintain a fit lifestyle. Other programs have been proposed over the years with police management giving mild support, but the programs received only a lukewarm reception by law enforcement personnel and police associations. The validity and effectiveness of these programs, both from a job-related and legal viewpoint, are still subject to bitter debate. There are currently few programs that meet the legal test of being job-related and formal standards are difficult to impose and virtually nonexistent for veteran officers, due to their working conditions already being established at the time they were hired.⁴

³ Physical Fitness as a Factor in Performance on the Job in Law Enforcement," Command College Class I, December, 1985, P.1

⁴ "ACC Police Academy Cadets Shape Up on Super Circuits," Police Chief, August 1988, p. 33

STRESS AND POLICE WORK

Every year less than a hundred police officers are killed in the line of duty. It is not necessarily true that the police officer's principal enemy is the burglar or armed robber. Rather, the major source of suffering and death for police officers is the inability to cope with psychological stress. Psychologists are systematically compiling the statistics revealing that the rate of alcoholism, divorce and suicide is abnormally high in the police profession.⁵

Psychologists generally agree on the definition of psychological stress. A recent article indicates that stress is "the reaction by the body to a stimulus that is unpleasant." Dr. Roy Menninger, a well known psychiatrist, equates stress with the "adverse affects" arising from "problems of living."⁶ Police psychologist William Kroes defines the problem as "the occupational pressures or burdens which adversely affect workers."⁷

Psychological fitness and physical fitness are put to extreme tests in the rigors of police work. A major study revealed five sources of police stress. First, low self esteem due to experiences of being feared, disliked, and

⁵ "Stress A Major Enemy of Law Enforcement Professional," FBI Law Enforcement Bulletin, February 1988, p. 11

⁶ Ibid.

⁷ Ibid.

unappreciated by law abiding citizens. Second, constant exposure to the darker side of human existence. Third, the courts cause stress due to officer cynicism and disgust "with the system." A fourth source of stress is the flight-or-fight syndrome, called "boom stress," occurs when the body pours adrenaline and other response hormones into the bloodstream causing tensing muscles, pupillary dilation, constriction of skin vessels, deep breathing, tachycardia, and pressure on the bladder. The entire physiological system is thrown out of balance. An officer may frequently experience long hours of routine activity and boredom, and then without warning, can be exposed to a dangerous or emotionally charged situation. Over the years this can adversely affect the mind and body. The last major stressor is the physical and social disruption brought on by shift work. Many aspects of human physiology such as body temperature, heart rate, blood pressure, respiration rate, and urinary excretion follow a 24-hour rhythmic pattern, referred to as the circadian rhythms.⁸ Rotating shift work upsets this regularity.

Because of all these factors, workers' compensation stress claims filed by police have more than doubled in the last five years. Each year, cities invest millions of dollars recruiting and training their police officers. Yet each year,

⁸ "Psychological Stress and the Peace Officer or Stress-A-Cop-Killer," Police Human Relations, 1981, p. 70

these same cities lose millions of dollars to mounting health care insurance costs, to personnel depletion from the use of sick leave, and to reduced work output from police officers with serious physical and emotional disorders.⁹

Police agencies have attempted to attack the workers' compensation problem by offering increased health care benefits, generous sick leave policies, and relaxed pension eligibility standards. Veteran police officers, however, continue to suffer a large number of physical and emotional disorders.¹⁰

Many studies have shown that a person's level of physical fitness is often the major determining factor in the level of his or her emotional health. Yet, because of the nature of their jobs, police officers are often required to perform many hours of sedentary work. These hours, which do nothing to improve physical fitness, are often interspersed with short periods of intense physical exertion (the perfect opportunity for heart attack or stroke). This sedentary lifestyle, along with poor diet, smoking, lack of exercise, and long hours has contributed to the poor levels of fitness for most police

⁹ Ibid.

¹⁰ "Stress A Major Enemy of Law Enforcement Professionals," FBI Law Enforcement Bulletin, February 1988, p. 11

officers.¹¹

RISKS OF CANCER

The typical police officer's lifestyle, aside from contributing to deterioration of an officer's physical fitness, also causes poor nutrition. Most officers' diets are higher in animal proteins and nutritionally empty starches, fats and sugars. Studies show that over eating or poor diet leads to increased body weight problems, as well as contributing to the probability of heart attack, high blood pressure, arteriosclerosis, diabetes and cancer.¹²

According to recent studies, lifestyles adopted by police officers, because of the nature of their work, could be pertinent to the development of cancer. The digestive organs (esophagus, stomach, colon, rectum, liver, pancreas) were the most common sites of cancer among police officers. Other common sites were the respiratory and lymphatic systems. Increase risk of colon and digestive cancers have been found to be related to diet, indicating the importance of reducing fat intake and other dietary changes.¹³

Shift work is a factor, disrupting the body's biological

¹¹ "Is Cancer An Occupational Risk of Police Officers," California Peace Officer, March 1987, p. 51

¹² Ibid.

¹³ "Stress and the Police Officer," The Police Chief, November 1982, p. 44

clock and digestive cycle. Officers eat at unusual times of the day, often eating at fast food establishments where foods are high in fat. Combined with these poor eating habits is a lack of exercise. This combination has been linked to colon cancer.¹⁴

Because of these work traits that are inherent to police officers, disability claims continue to rise, and health care costs soar. State, county and local governments are footing the bill for an inordinate number of disability retirements, workers' compensation claims, and medical benefits that for the last ten years appear to be completely out of control. Millions of dollars are lost each year in a system that fails to recognize the value of lost employee productivity, manpower replacement, overtime, and morale of other employees.¹⁵

¹⁴ Ibid.

¹⁵ "Industrial Disability Retirements," Command College II, May 1986, p. 31

FITNESS PROGRAMS AND STANDARDS

Available research indicates the need for ongoing fitness programs for law enforcement officers. These programs may contribute to decreased absenteeism, fewer sick days, increased productivity, and an improved quality of life. Recent studies have shown that maintenance testing and fitness standards can improve the average fitness of police officers.¹⁶

California Peace Officers Standards and Training has defined police fitness as encompassing two categories: job-related fitness and lifetime fitness. Job-related fitness involves those components of fitness that enable the officer to adequately perform the physical tasks of being on the job. These components include power and speed, muscular strength, endurance, and neuromuscular coordination. A lack of conditioning in any of these areas of fitness can result in failure to apprehend suspects or to cause serious bodily injury or death.¹⁷

Lifetime fitness includes components of overall conditioning that directly relate to the performance of job duties. These areas include stress management, proper

¹⁶ "A Meaningful Physical Fitness Evaluation Program," Journal of California Law Enforcement, February 1989, p. 38

¹⁷ "Improving Police Physical Fitness: A Rational Approach to Developing Healthier Agencies," Law and Order, October 1987, p. 63

nutrition, cardiovascular conditioning, body composition, and flexibility. It is this category of lifetime fitness that will give the edge to officers in battling the primary physical disablers of law enforcement: heart disease, low back pain/injury, and stomach ulcers/digestive disorders.¹⁸

Fitness as an overall goal must begin the first day an employee is on the job and then continue through the employment. The effort must be made by both the agency and its personnel. The benefits are substantial to both the officer and the agency. Higher fitness levels could mean increased longevity, increased productivity, less sick time and fewer injury claims.¹⁹ The success or failure of an officer's performance is directly related to their fitness capacity. Studies indicate that employees in good health tend to be more alert, active and productive in their work.²⁰ An agency may even be liable for having an unfit officer on duty in terms of negligent retention, negligent assignment, negligent authorization of weaponry, failure to supervise, failure to train, and failure to direct the officer to maintain a sufficient status of health that can have a bearing on performance of duty in an emergency situation. A pro-

¹⁸ "Basics of Police Fitness," Fit Cop, June 1989, p. 5

¹⁹ Ibid.

²⁰ Ibid.

active approach in this direction demonstrates a concern for the department's personnel.²¹

Entry level medical/fitness standards are necessary to ensure that candidates are free of any dysfunctions, physical and mental, prior to entry on the job. Complete medical screening, psychological testing, drug screening, blood work, and agility testing are mandatory in California. Current research indicates that incumbent standards should be developed to maintain minimal levels of physical and medical fitness. The employment of fitness standards does not require officers to be in excellent or superior shape, but they do require that officers maintain an average level of fitness, which may prolong their life and make them more productive. Officers meeting the entry level fitness requirements can be trained and motivated to continue maintenance of fitness levels throughout their careers. It is conceivable that veteran officers could be in better shape late in their careers. Physical fitness should be a component of an officer's total performance evaluation, thus emphasizing its importance to the officer's career.

²¹ Ibid.

WHAT PROGRAMS ARE AVAILABLE

In order to investigate physical fitness programs in local area police departments, a random telephone survey was made of local police agencies. The calls were made to the on-duty watch commander and he was simply asked if the department had a wellness program that involved testing of physical fitness. Downey, Huntington Beach, Beverly Hills, and South Gate all had some type of program. The watch commanders were asked specifically if there were tests that measured endurance, flexibility, and strength. The testing of these areas has shown to be the best gauge for the all around fitness needed to offset the problems that have been associated with heart disease, cancer, and stress. In every case the department had tests designed to measure these factors.²²

Mandatory programs have been set up in the past by the Santa Monica Police Department, Beverly Hills Police Department, and the California Highway Patrol. These programs were not accepted without resistance. The most publicized dealt with the California Highway Patrol.

During the Summer of 1979, physical standards were initiated for incumbent CHP officers. The initial standards resulted from a study that was conducted by the State Board of

²² Random phone interviews.

Personnel and the University of California, Davis. Shortly after the testing began, objections were raised as to whether it really tested job-related activities. This caused the program to be reevaluated and a joint study was started between the Highway Patrol and the State Personnel Board. Test subjects were used from the Highway Patrol and after two years of testing, a program was implemented in 1982 that tested what was determined to be job-related activities.²³

The test became mandatory at that time for uniformed Highway Patrol personnel. This caused considerable controversy between Highway Patrol Management and the California Association of Highway Patrolmen (CAHP) after the CHP tried to take disciplinary action against those who failed the test. These disciplinary actions were up to and including dismissal. An Unfair Labor Practice charge was filed with the Public Employees Relations Board by the CAHP based on the contention that the program was a "meet and confer" issue and the disciplinary actions were arbitrarily imposed without their input. Simultaneously, the CAHP, acting on behalf of three officers facing dismissal, sought a temporary restraining order in the Sacramento Superior Court which was not granted. However, they were successful in obtaining a preliminary injunction which prohibited the demotion or

²³ California Highway Patrol, "Physical Performance Program, Overview," 1986, p. 1

dismissal of employees until resolution of the matter in court. The trial was expected to commence in early Summer 1984.²⁴

In order to show good faith in negotiating a workable settlement with the CAHP, the disciplinary process was rescinded by the CHP and the CAHP withdrew its Unfair Labor Practice charge without prejudice. Both sides agreed to return to the bargaining table to resolve the issues. In 1984 they came to a workable agreement in which officers hired prior to the agreement would not be disciplined solely for failing the test. However, they would be denied special duty assignment changes, promotions, and voluntary special overtime. Officers employed after the agreement would not only have the same restrictions as above, but they could also be disciplined up to and including termination.²⁵

²⁴ Ibid.

²⁵ Ibid.

QUESTIONNAIRE

A questionnaire was designed to investigate different wellness programs within the State of California. Questions were first designed to find out if the agency has a wellness program or if it ever has had a program. If a program is, or had been, in effect additional questions were asked as to the type of program and how often the tests were/are administered. Motivation and costs are also explored along with the programs' effect on workers' compensation claims. The final inquiry deals with how the program was sold to the city or county.

A cover letter was also sent along with the questionnaire to the chosen agencies. The cover letter and questionnaire are both attached (Appendix A).

There were 26 agencies chosen to participate in the survey out of over 300 possible agencies in California. These agencies were not chosen at random, but were picked due to their involvement in the Peace Officers' Standards and Training course on wellness programs.

QUESTIONNAIRE RESULTS

The following results were compiled from questionnaires that were sent to 26 California police agencies. These agencies were chosen out of the more than 300 possible agencies due to their involvement in the P.O.S.T. training class on wellness programs. These agencies have been broken down into different categories to show how much or how little involvement they have in a wellness program. The actual filled out questionnaires are attached for review (Appendix B).

SURVEYED AGENCIES WHICH HAVE NEVER HAD A WELLNESS PROGRAM AND HAVE NO IMMEDIATE PLANS TO START A PROGRAM

AZUSA P.D.

FRESNO COUNTY SHERIFF'S DEPARTMENT

LOS ANGELES SCHOOL POLICE DEPARTMENT

LONG BEACH P.D.

PIEDMONT P.D.

RIVERSIDE P.D.

SAN JOSE STATE P.D.

UPLAND P.D. A program was submitted to the city at one time, but the city did not implement it, because they felt that the costs of the incentives were too high.

SURVEYED AGENCIES WHICH DO NOT HAVE A PROGRAM, BUT ARE

WORKING WITH THEIR CITIES TO START A PROGRAM

ANDERSON P.D.

CHINO P.D.: Program has been written, waiting for approval

from city.

LA MESA P.D.

MONTEREY P.D.: In process of writing a program now.

OAKDALE P.D.: Currently negotiating with the city over a program. The city is reluctant to implement a program due to the initial fear of increased workers' compensation claims. NOTE: This fear is directly opposite of the hypothesis of this paper.

TULARE COUNTY SHERIFF: Trying to implement a program now due to an excessive amount of on-duty injuries to their officers.

TUSTIN P.D.: Working on program now.

U.C. DAVIS P.D.: No program at this time. However, they have written a grant hoping to get a program.

SURVEYED AGENCIES WHICH HAVE HAD A PROGRAM IN THE PAST,
BUT PROGRAM WAS TERMINATED FOR SOME REASON

COSTA MESA P.D.: A program was developed in September, 1987. Officers were tested every six months and they were given the standard P.O.S.T. test consisting of a 1 and 1/2 mile run, push-ups, pull-ups, and sit-ups. No one could fail the test. For incentives an officer was allowed to work out for one hour on-duty every other day. The cost of the program was approximately \$18,000.00 per year. This is the hard cost figure, the soft cost figure of an officer off the street for two hours every week is approximately \$364,000.00 per year (140 officers times \$50.00 per week for 52 weeks).

The program was suspended about a year ago for several reasons. First, the police department changed work schedules from five eight-hour days to four ten hour days. This scheduling made it nearly impossible for the officers to continue to work out. Second, when the officers came in to work out they were abusing the program by simply talking rather than working out. There was a lack of control in this area and the officers took advantage of the situation. The third reason for the termination of the program was the cost: \$18,000.00 a year, plus soft costs of \$364,000.00 per year.

A masters thesis was completed in 1992 by Allison M. Schmidt, which studied whether or not the fitness program was successful in reducing workers' compensation claims.

This study was inconclusive in the area of workers' compensation claims due to a lack of available data.

LOS ANGELES COUNTY SHERIFF'S DEPARTMENT: There was an educational program used for wellness up until 1992. That program was eliminated due to budget constraints. No studies have been completed to show whether or not workers' compensation claims were affected by the program.

SURVEYED CITIES WITH SOME TYPE OF A WELLNESS PROGRAM
ALAMEDA COUNTY SHERIFF: Only the S.W.A.T. Team participates in the program. It is a mandatory program that measures strength, endurance, and flexibility. The test is administered twice a year. There are no direct costs for the

program, because the tests are all administered during the officers' regular duty hours. No injuries have been reported administering the program.

RIVERSIDE COUNTY SHERIFF: Mandatory program that is administered to S.W.A.T. members only. Testing covers strength, endurance, and flexibility. It is given twice a year. Costs are soft since the tests are administered during duty time.

SAN DIEGO P.D.: Mandatory program that is administered twice a year to the whole department. No additional incentives are given. The program is the P.O.S.T. test which covers strength, endurance, and flexibility. The cost of the program is \$50,000.00 a year for a department of 1800 officers.

VOLUNTEER PROGRAMS

BARSTOW P.D.: There is an existing program written for the department that tests strength, cardiovascular endurance, and flexibility. However, no incentives are offered and no one participates in the program. It appears to be a failure.

COALINGA P.D.: Employee sets goals in any area of fitness such as strength, cardiovascular endurance, or flexibility. If the goal is reasonable and the employee accomplishes the goal, the employee is rewarded with a health club membership. The health club membership is worth \$120.00 per year and there are 20 police employees. Participation in the program varies, but with a 100% participation the city's cost would be

\$2,400.00 per year.

NAPA COUNTY SHERIFF: Once a year testing is given to officers that tests strength, cardiovascular endurance, and flexibility. The tests are given with no incentives and there is no cost to the city other than soft costs.

OCEANSIDE P.D.: Tests are given once a year for strength, cardiovascular endurance, and flexibility. No incentives are given for the program and all testing is done during off-duty hours.

SOUTH LAKE TAHOE P.D.: Program was initially designed as mandatory, but there were too many officers that were getting injured preparing for the testing. The program was then changed to a voluntary one. The incentive given for participants is two hours of on-duty time to work out. The program tests strength, endurance, and flexibility. The cost of the program is the soft cost of the officers being off work two hours a week.

ANALYSIS OF RESULTS

A total of 26 public safety agencies were surveyed about wellness programs in their departments. These departments were selected for analysis because they had shown an interest in wellness programs by voluntarily sending a representative to a P.O.S.T. class that was designed to implement a program within their departments.

NO PROGRAM

Out of these 26 agencies, eight had never had a program and have no current plans to develop one. Eight other agencies currently have no plan, but they are in the process of either developing a wellness program or implementing a program that has already been written.

PROGRAM TERMINATED

Two agencies had a program in the past, but have since dropped it. Both agencies named cost as a factor in deciding to drop their program, but at one department they also listed scheduling problems and officer abuse of the program as reasons for program termination.

CURRENTLY HAVE WELLNESS PROGRAM

The eight remaining agencies all have a current wellness program. Their programs in some way test strength, endurance, and flexibility.

LITTLE OR NO COST

Six of the eight programs are designed so that there is little or no cost to the department. The costs are absorbed into an already established budget and there is little or no direct cost.

PROGRAM COSTS

In the two cities where there are direct costs, the amount spent on each employee per year is relatively small. In San Diego, for example, there are 1800 officers and the annual program budget is \$50,000.00. This is less than \$30.00 a year per employee. In the other program with direct costs, Coalinga, the cost is about \$120.00 a year per person. This cost, however, is not to actually run the program, but for a one year membership in a health club. This membership is given to officers as an incentive to participate in the program.

MANDATORY TESTING

Three of the eight departments have mandatory testing. A fourth department had mandatory testing at one time, but because of excessive injuries preparing for the testing it has since been changed to a voluntary program.

PROGRAM INCENTIVES

Only two of the eight departments offer incentives for participants. One provides a health club membership, while the other offers two hours off per week to work out in the

department's gym.

NO STUDY ON WORKERS' COMPENSATION CLAIMS

Out of the eight agencies that have a wellness program and even in the two agencies where the programs were discontinued, no study was ever done to show if workers' compensation claims have gone up or down. This is a fruitful area for further research, since it is often hypothesized that physical fitness among police officers may be associated with reduced workers' compensation claims.

Following is a table that displays a side-by-side comparison of what each agency has available in wellness programs.

KEY:
 A - NEVER HAD A PROGRAM
 B - HAD A PROGRAM BUT DISCONTINUED
 C - CURRENTLY DEVELOPING A PROGRAM
 D - CURRENTLY HAVE A PROGRAM
 E - PROGRAM MANDATORY
 F - PROGRAM TEST STRENGTH FLEX CARD
 G - SOFT COST ONLY
 H - INCENTIVES USED

AGENCY	A	B	C	D	E	F	G	H
ALAMEDA SO			X	X	X	X	X	
ANDERSON PD	X		X					
AZUSA PD	X							
BARTON PD			X	X	X			
CHINO PD	X		X					
COLLINGA PD			X	X	X			X
COSTA MESA PD		X						
FRESNO SO	X							
LA MESA PD	X		X					
LA SCHOOL PD	X							
LASO		X						
LONG BEACH PD	X							
MONTEREY PD	X		X					
NAPA SO			X	X	X			
OAKDALE PD	X		X					
OCEANSIDE PD			X	X	X			
PIEDMONT PD	X							
RIVERSIDE PD	X							
RIVERSIDE SO			X	X	X			X
SAN DIEGO PD			X	X	X			
SAN JOSE STATE PD	X							
SOUTH LAKE TAHOE PD			X					
TULARE SO	X		X					
TUSTIN PD	X		X					
UC DAVIS PD	X		X					
UPLAND PD	X							
PERCENT	62	8	31	31	12	27	23	8

TABLE 1
 COMPARISON OF WELLNESS PROGRAMS AMONG
 SURVEYED DEPARTMENTS

HOW TO IMPLEMENT A PROGRAM

The State of California's Commission on Peace Officer Standards and Training identifies four basic components that are separate but interrelated when it comes to total physical fitness. They are cardiovascular endurance, muscular fitness, flexibility, and body composition. These four goals should serve as a core of any program.²⁶ All of the cities surveyed that had programs, centered their testing on the guidelines set out by the Commission for Peace Officer Standards and Training. This, then, should become the standard upon which the Chino Police Department bases its fitness program.

The main question is, should the city have a mandatory or voluntary fitness program? This decision should be made with the idea of getting the most effective program for the least amount of cost. We have already established that for a program to be effective it must have testing of the four goals laid out by the Commission on Peace Officers Standards and Training, but the program also needs people to participate for it to be effective. A mandatory program could be implemented within the Chino Police Department, even for those officers that have worked here for years without a program, but a mandatory program can be very costly.²⁷ It requires physical

²⁶ Ibid.

²⁷ Post In-Service Physical Fitness Program, 1992, p. 2

examinations, changes in personnel rules and regulations and, as seen with the Highway Patrol, it could mean a long battle with the Police Association.

A voluntary program may not be as effective, since the same level of participation may not exist. Often those who do not participate are the ones who need the program the most. The cost of a voluntary program would be far less, because the personnel would not have to be paid while they are being tested and professional medical examinations would not have to be paid for by the city. However, as the survey results indicate, for most people to get involved in a voluntary program, they would have to be given time off or bonus money as an incentive to participate.

STEPS TO A SUCCESSFUL PROGRAM

Any program that the city sanctions, voluntary or mandatory, may cause the city to be liable for any injury to the personnel while they are performing those exercises recommended to the individual for health benefits. If an officer is at home jogging around his or her neighborhood and steps in a hole and sprains his/her ankle, the city may well have to accept the claim as work related. A successful program would have to be implemented over several different steps to be effective. The first step would be to find a fitness coordinator. This person should have a background in physical education and an already demonstrated desire to keep himself/herself in good condition. The fitness coordinator is the key to having a voluntary program that limits the city's liability.²⁸ The physical fitness coordinator is responsible for any pre-screening that would limit an individual's participation in the program. If some individuals do not pass the pre-screening they would not be allowed to participate without a signed physician's release. Most officers will not need to see a physician before they begin the program since the recommended program would be the one suggested by P.O.S.T. which is a gradual, sensible program, that has minimal health risks. To find out if participants need to see a physician,

²⁸ Ibid.

they will need to complete a checklist called the PERQ, which stands for "Physical Exercise Readiness Questionnaire."

A copy of the PERQ is shown in Appendix C. If officers were to answer yes to any of the questions in the PERQ, they must then see a physician before they begin the program.

When individuals are accepted into the program they would then be given a schedule, designed by the fitness coordinator, that is suited for their individual needs. The program may include dieting, weight training, flexibility exercises, or aerobic training. All exercises would be demonstrated by the coordinator and then redemonstrated back by the participant to make sure the individual understands how they are performed. The program from that point becomes the responsibility of the individual, but there are still face-to-face meetings with the fitness coordinator and any workout related injuries would be verified by the coordinator.

The second step to developing a program that will work within the department would be to form a committee to determine what would be the best way to make the program work. The formation of this committee will be an integral part of whether or not the program is sellable to police personnel. Members should be made up of at least one high-ranking police association officer. Other members of the committee should be persons who would probably most benefit from the program. Persons that should be avoided when forming the committee

would be the department "jocks" who always keep themselves in good shape.

After the committee is formed the third step would be for the group to develop a program that tests muscular strength, cardiovascular conditioning, flexibility, and body composition. These tests, along with the scores, have already been established by P.O.S.T. (see Attachment D), but how the tests will be administered and the frequency of the tests should be determined by the committee.

The fourth step is to determine what type of incentives will need to be offered to motivate people to participate. These incentives will have to be determined with some guidelines from city hall as to what can reasonably be offered without going beyond the City's budget. Generally, pay is not offered, because of budget constraints, but compensatory time off is available and could be distributed in varying amounts depending upon the level of fitness obtained by the participant.

The fifth step is selling the program to the police association. The fact that the program is being developed by a police association officer and by those that would most likely be against the program it should be an easy sell if there are reasonable incentives to make up for the officers involvement.

The sixth and final step would be to persuade the city's

top management and council to adopt the program. By having the city involved in the incentives offered for motivation, the program should not be rejected for cost. The medical benefits would have to be emphasized and compared with the growing cost of industrial illnesses/injuries experienced by all police department personnel. A report from Geriann Kingslan, the Personnel Manager for the City of Chino, dated April 6, 1992, lists the total expenses incurred over the past four years:

1988/89	\$ 22,696.73
1989/90	29,809.60
1990/91	74,039.48
1991/92	99,763.98 (year-to-date from 7/91 to 3/92.
<hr/>	
Total	\$226,309.79

This total would have to then be compared with the soft cost of the compensatory time off incentives offered by the City.

With this six-step guide to developing a fitness program, the Chino Police Department should be well on its way to helping solve the financial burden created by unfit officers. At the same time, these officers would probably have a longer and healthier life.

SUMMARY AND CONCLUSION

Even with overwhelming medical evidence that regular exercise programs help reduce risks of cancer, heart disease, stress related injuries, and back problems, police departments in California are still reluctant to implement and fund wellness programs. Out of the 26 departments surveyed for this study, only eight currently have a program. This is surprising since these 26 departments had shown an interest in developing a program due to their voluntary involvement in the P.O.S.T. training class for wellness programs. This class was offered to all the agencies in California and these 26 agencies were the ones who attended.

However, even with this low number of surveyed departments with a wellness program, the trend seems to be toward developing some type of a wellness program. Eight of the 26 agencies are currently developing a program and only two of the 26 which previously had programs, have dropped them. Another factor that may be encouraging departments to develop a program is the recent court decision, Parker v. District of Columbia. In that case, a jury awarded nearly a half million dollars to a man who was shot twice by a District of Columbia police officer during an arrest. Had the officer been physically fit, the jury reasoned, he might have overpowered the suspect instead of reaching for his gun. The officer was "simply not in adequate physical shape" to do his

job. 29

The following hypotheses were studied in this graduate research project with the listed results:

HYPOTHESIS: LAW ENFORCEMENT OFFICERS WILL FOLLOW A REGULAR EXERCISE PROGRAM IF THEY ARE GIVEN INCENTIVES TO ENCOURAGE THEIR INVOLVEMENT.

The survey revealed that only two departments out of 26 had a voluntary program and also offered incentives. The participation in these departments' programs was nearly 100%. However, in the two departments where there were no incentives offered, participation in the program was non-existent in one department and less than 50% in the other. These findings indicate that if a department has a voluntary program it should offer incentives to stimulate a significant level of participation.

HYPOTHESIS: LAW ENFORCEMENT OFFICERS WHO FOLLOW A REGULAR EXERCISE PROGRAM WILL HAVE LESS WORKERS' COMPENSATION CLAIMS.

No agency was able to provide this investigator with workers' compensation data. Schmidt's master's thesis studied workers' compensation claims in the City of Costa Mesa, and how they were affected by their mandatory fitness program. Even with this in-depth study of a specific agency, her

²⁹ Getz, Ronald J., "You Can't Afford Not to Have a Fitness Program," Law and Order. June 1990, pp 44-50.

results were inconclusive: "The lack of rigorous statistical controls and the several assumptions made the study results invalid and unreliable under the formal definition of acceptable scientific research."³⁰

HYPOTHESIS: DEPARTMENTS THAT ENCOUNTER COSTS IMPLEMENTING A PROGRAM WILL FIND THAT THE SAVINGS FROM THE DECREASED WORKERS' COMPENSATION CLAIMS WILL EXCEED THE COSTS OF THE PROGRAM.

As stated above, this investigator and Schmidt were unable to obtain the needed data in reference to workers' compensation claims to prove or disprove this hypotheses. It appears that it would be very difficult to investigate if wellness programs are effective in reducing workers' compensation claims. The only way that accurate information could be gathered would be to study a program that has been in existence for many years and has a 100% participation. Then the amount of workers' compensation claims before the program came into existence could be compared with the claims after the implementation of the program. This would give the investigator a more controlled study group and the results would be more accurate in showing whether the wellness program was effective or not. If the program was only followed by a

³⁰ Schmidt, Allison, "Evaluation of the Costa Mesa Police Department's Fitness Program," Unpublished Master's Thesis, Department of Public Health, California State University Long Beach, Submitted May 13, 1992.

few individuals, the data obtained would be meaningless unless the investigator weeded out those who were involved in the program and those who were not. Also, those who were in the program only part of the time would have to be examined differently and this would cause the results to be nearly impossible to tabulate and inconclusive when obtained. Finally, it is possible that those participating in a fitness program are more fit in the first place and could be expected to incur fewer work-related injuries.

During the investigation of these hypotheses other interesting information was gathered. For instance, in three of the eight departments that had a physical training program, the program was mandatory. One other department had a mandatory program, but it has since been changed to a voluntary program. A common concern of all these departments was that officers who were already out-of-shape and then forced to work out were experiencing a large number of injuries. In some of these cases the belief was that many of these injuries were not totally a result of the fitness program, but it was a way for the older out of shape officers to get out of the program. These suspicions were unconfirmed, but the same suspicion arose at each of the different agencies.

It would appear, that because of this problem, an agency implementing a new program would probably be better off

beginning with a voluntary program for existing officers, then make it mandatory for all new officers. Also, once an officer has voluntarily entered in the program it should be mandatory to stay in the program. Incentives would have to be offered to entice existing officers to participate in the program, but it would benefit everyone to get as many participants in the program as possible.

In conclusion, it would appear that with the recent court decision that found an agency liable in a shooting situation for not having a workout program and with the overwhelming medical evidence that shows that regular physical exercise can reduce a persons' chances of heart disease and stress related illnesses, it becomes not a question of can and agency afford a wellness program, but can an agency not afford to have a wellness program.

APPENDIX A
COVER LETTER
QUESTIONNAIRE

QUESTIONNAIRE COVER LETTER

Dear Respondent:

This questionnaire has been sent to you because of your participation in the P.O.S.T. class on physical training programs. Your responses will help to either establish a physical fitness program in the Chino Police Department, or to discourage the possibility of implementing a program.

Your responses will also be used in a Master of Public Administration (MPA) Graduate Research Project written by Sergeant Herb McKee of the Chino Police Department. The Research Project is investigating the different programs that have been established, their cost, their effectiveness in preventing injuries, and how the programs were presented to respective city council members and city managers.

In addition to returning the completed survey, I would greatly appreciate getting a copy of any physical training program that your department is currently using or has used in the past.

Your cooperation in the survey is greatly appreciated. Please send your responses to the attention of Sergeant Herb McKee at:

**CHINO POLICE DEPARTMENT
P. O. BOX 667
CHINO CALIFORNIA 91708-0667**

If you have any questions, you can call me at:

Home: (909) 393-0049

Work: (909) 591-9874

QUESTIONNAIRE

DEPARTMENT NAME _____

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?

YES ___ NO ___

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? ___ YES ___ NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?

(CHECK ALL THAT APPLY)

___ STRENGTH ___ CARDIOVASCULAR ___ FLEXIBILITY

___ OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

___ ONCE A YEAR ___ TWICE A YEAR ___ THREE TIMES A YEAR

___ FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

___ NONE ___ TIME OFF ___ PAY ___ PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? ___ YES ___ NO ___ N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? ___ YES ___ NO ___ N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ____ YES ____ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ____ YES ____ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCING THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ____ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ____ GENERAL WELL BEING OF THE OFFICERS
- ____ COMBINATION OF BOTH
- ____ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

APPENDIX B
QUESTIONNAIRE RESULTS

QUESTIONNAIRE

DEPARTMENT NAME ALANSDA COUNTY S.O.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO OUR SWAT TEAM ONLY AT THIS TIME.
IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

TOOK A LONG TIME FOR OUR DEPT. TO ADOPT THIS.
IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY SWAT MEMBERS

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

NO COST - ALL DONE W/ DEPT.

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO *UNKNOWN*

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION? *UNKNOWN*

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

N/A - NEVER HAD ANY INJURIES REPORTED

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

N/A

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

N/A

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

N/A

11. WHAT FACTORS WERE USED TO CONVINCING THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)

GENERAL WELL BEING OF THE OFFICERS

COMBINATION OF BOTH

OTHER, PLEASE EXPLAIN

*DIFFICULT TIME W/ STAFF / UNDERSTAFF
NOW - THEY ARE VERY SUPPORTIVE*

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

CALL ME IF YOU HAVE ANY QUESTIONS!

WHEN I TOOK THE CLASS
I WAS WITH ANDERSON P.D.
I AM NOW AT LONG BEACH
QUESTIONNAIRE PD.

DEPARTMENT NAME _____

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES _____ NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? _____ YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

____ STRENGTH ____ CARDIOVASCULAR ____ FLEXIBILITY

____ OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

____ ONCE A YEAR ____ TWICE A YEAR ____ THREE TIMES A YEAR

____ FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

____ NONE ____ TIME OFF ____ PAY ____ PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERRED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? ____ YES ____ NO ____ N/A

7. IF NO INCENTIVES ARE OFFERRED, WOULD MORE PARTICPATE IF THEY WERE? ____ YES ____ NO ____ N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

ANDERSON → LBPD

↑
ALTHOUGH NEITHER OF THE POLICE DEPT'S HAS EVER HAD A SPONSORED WORKOUT PROGRAM, ANDERSON P.D DID SEND ME TO THE CLASS

QUESTIONNAIRE

DEPARTMENT NAME Azusa

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES ___ NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? ___ YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

___ STRENGTH ___ CARDIOVASCULAR ___ FLEXIBILITY

___ OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

___ ONCE A YEAR ___ TWICE A YEAR ___ THREE TIMES A YEAR

___ FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

___ NONE ___ TIME OFF ___ PAY ___ PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? ___ YES ___ NO ___ N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? ___ YES ___ NO ___ N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH
- OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 333-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME BARSTOW P.D.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?

YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

THERE ARE NO INCENTIVES FOR PROGRAM, SO NO ONE PARTICIPATES

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH
- OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME CHINO

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCED THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH
- OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME CHINO

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 333-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME COALINGA P.O

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN *DEPENDS ON WHAT GOALS ARE SET BY THE EMPLOYEE*

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

HEALTH CLUB DUES ARE PAID

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

\$2400.00 HEALTH CLUB COST ARE APPROX \$120/YR. AND THERE ARE 20 POLICE EMPLOYEES

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *UNK*

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION? *N/A*

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT? *N/A*

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *N/A*

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION? *N/A*

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT? *N/A*

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH
- OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-2674 HOME (909) 393-0042

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME COSTA MESA P.O.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES ___ NO X

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? X YES ___ NO IF YES, WHY WAS IT DISCONTINUED?

POLICE DEPT CHANGED TO 4/10 WORK SCHEDULE WHICH MADE THE WORK-OUT INCENTIVE OBSOLETE. THERE WAS ABUSE TO THE PROGRAM AND THERE WAS AN \$18,000.00 ANNUAL CUT.

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

X STRENGTH X CARDIOVASCULAR X FLEXIBILITY

___ OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

___ ONCE A YEAR X TWICE A YEAR ___ THREE TIMES A YEAR

___ FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION? *WORK OUT ON-DUTY*

___ NONE ___ TIME OFF ___ PAY ___ PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? ___ YES X NO ___ N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? ___ YES ___ NO X N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

*\$18,000.00 COST OF BLOOD TESTING
EVERYTHING ELSE WAS ON-DUTY SOFT. COST*

9. HAS THE NUMBER OF WORKERS COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *UNK*

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT? *STUDY WAS DONE, BUT INFO WAS N/A*

UNK

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

N/A

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT? *N/A*

N/A

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKERS COMPENSATION CLAIMS VS. PROGRAM COSTS)
- GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH
- OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0040

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME FRESNO COUNTY SHERIFFS DEPT

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ____ YES ____ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ____ YES ____ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ____ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ____ GENERAL WELL BEING OF THE OFFICERS
- ____ COMBINATION OF BOTH
- ____ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0048

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME LA MESA PD

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES ___ NO X

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? ___ YES X NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

___ STRENGTH ___ CARDIOVASCULAR ___ FLEXIBILITY

___ OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

___ ONCE A YEAR ___ TWICE A YEAR ___ THREE TIMES A YEAR

___ FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

___ NONE ___ TIME OFF ___ PAY ___ PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? ___ YES ___ NO ___ N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? ___ YES ___ NO ___ N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

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- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME L.A. COUNTY SHERIFF

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?

YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

USED TO HAVE EDUCATIONAL PROGRAM, BUT IT WAS DISCONTINUED DUE TO COST.
IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCED THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

Los Angeles
DEPARTMENT NAME School Police Department

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME MONTEREY P.D.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES ___ NO X

IF "YES", SKIP TO QUESTION NUMBER 3. *IN PROCESS OF DEVELOPING
A PROGRAM*

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? ___ YES X NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

___ STRENGTH ___ CARDIOVASCULAR ___ FLEXIBILITY

___ OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

___ ONCE A YEAR ___ TWICE A YEAR ___ THREE TIMES A YEAR

___ FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

___ NONE ___ TIME OFF ___ PAY ___ PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? ___ YES ___ NO ___ N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? ___ YES ___ NO ___ N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME NAPA S.O.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

SOFT COST ONLY

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *UNK*

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *UNK*

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH
- OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME OAKDALE

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES ___ NO
IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? ___ YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

___ STRENGTH ___ CARDIOVASCULAR ___ FLEXIBILITY
___ OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

___ ONCE A YEAR ___ TWICE A YEAR ___ THREE TIMES A YEAR
___ FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

___ NONE ___ TIME OFF ___ PAY ___ PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERRED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? ___ YES ___ NO ___ N/A

7. IF NO INCENTIVES ARE OFFERRED, WOULD MORE PARTICPATE IF THEY WERE? ___ YES ___ NO ___ N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

4-25-93
He/bi
We are still negotiating for our program. We are almost there - probably will have it this year. I think the city is afraid of your comp. claims from work out injuries. Good luck!
B. Lee

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH
- OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME OCEANVIEW

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM? *none, all testing is conducted off-duty on a volunteer basis*

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT? *not avail*

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *N/A*

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)

___ GENERAL WELL BEING OF THE OFFICERS

___ COMBINATION OF BOTH

___ OTHER, PLEASE EXPLAIN

Council did not accept program. This program was included within the dept. on a strictly volunteer basis.

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME Piedmont P.D.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0040

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
CO SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME Riverside PD.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ____ YES ____ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ____ YES ____ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ____ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ____ GENERAL WELL BEING OF THE OFFICERS
- ____ COMBINATION OF BOTH
- ____ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME RIVERSIDE S.O.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO *SWAT ONLY*
IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

ABSORBED INTO THE ANNUAL SWAT COST

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *UNK*

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT? *N/A*

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *N/A*

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION? *N/A*

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT? *N/A*

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH
- OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 581-9874 HOME (909) 393-0048

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
CO SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME SAN DIEGO POLICE

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY
 OTHER, PLEASE EXPLAIN - GOING TO P.O.S.T. PROGRAM.

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR
 FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

\$50,000 (FOR A DEPT. OF 1800 OFFICERS.)

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)

___ GENERAL WELL BEING OF THE OFFICERS

COMBINATION OF BOTH

OTHER, PLEASE EXPLAIN - OFFICER SAFETY / REDUCTION OF HEADS RELATED PROBLEM.

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

SIR,

IF YOU HAVE ANY QUESTIONS, PLEASE CALL PAUL SCHMIDT AT (619) 536-7334. MR. SCHMIDT IS THE P.T. PROGRAM DEVELOPER FOR THE REGIONAL ACADEMY AND THE POLICE DEPT.

WALT VASQUEZ

QUESTIONNAIRE

DEPARTMENT NAME SAN JOSE ST P.D.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 383-0040

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *UNK*

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO *UNK*

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH *BUT NO REAL FIGURES WERE USED IN CLAIM*
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME TUSTIN P.D.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES ___ NO X (BUT IS IN PROCESS)
IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? ___ YES X NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

___ STRENGTH ___ CARDIOVASCULAR ___ FLEXIBILITY

___ OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

___ ONCE A YEAR ___ TWICE A YEAR ___ THREE TIMES A YEAR

___ FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

___ NONE ___ TIME OFF ___ PAY ___ PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? ___ YES ___ NO ___ N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? ___ YES ___ NO ___ N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

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11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0040

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME UC DAVIS POLICE DEPT.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME UC DAVIS PD

SGT. NALIBOFF
916-734-3344

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?

YES NO

IF "YES", SKIP TO QUESTION NUMBER 3.

2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? YES NO IF YES, WHY WAS IT DISCONTINUED?

WE HAVE WRITTEN A GRANT - STILL AWAITING OUTCOME!

IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.

3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)

STRENGTH CARDIOVASCULAR FLEXIBILITY

OTHER, PLEASE EXPLAIN

4. HOW OFTEN ARE THE TESTS ADMINISTERED?

ONCE A YEAR TWICE A YEAR THREE TIMES A YEAR

FOUR OR MORE TIMES A YEAR

5. WHAT INCENTIVES ARE USED FOR MOTIVATION?

NONE TIME OFF PAY PROGRAM IS MANDATORY

6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? YES NO N/A

7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? YES NO N/A

8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? ___ YES ___ NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCE THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- ___ COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- ___ GENERAL WELL BEING OF THE OFFICERS
- ___ COMBINATION OF BOTH
- ___ OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

QUESTIONNAIRE

DEPARTMENT NAME UPLAND P.D.

1. DO YOU HAVE A DEPARTMENT SPONSORED WORKOUT PROGRAM?
YES ___ NO X
IF "YES", SKIP TO QUESTION NUMBER 3.
2. IF NO, HAVE YOU EVER HAD A DEPARTMENT SPONSORED WORKOUT PROGRAM? ___ YES X NO IF YES, WHY WAS IT DISCONTINUED?
PRESENTED TO THE CITY BUT REJECTED. I BELIEVE COST OF INCENTIVES WAS THE REASON.
IF YOU ANSWERED "NO" TO BOTH QUESTIONS YOU CAN SKIP THE REST OF THE QUESTIONNAIRE, BUT PLEASE MAIL IN YOUR "NO" ANSWERS. THIS INFORMATION IS STILL NEEDED FOR THE SURVEY.
3. WHAT PHYSICAL ACTIONS DOES THE PROGRAM TEST?
(CHECK ALL THAT APPLY)
___ STRENGTH ___ CARDIOVASCULAR ___ FLEXIBILITY
___ OTHER, PLEASE EXPLAIN
4. HOW OFTEN ARE THE TESTS ADMINISTERED?
___ ONCE A YEAR ___ TWICE A YEAR ___ THREE TIMES A YEAR
___ FOUR OR MORE TIMES A YEAR
5. WHAT INCENTIVES ARE USED FOR MOTIVATION?
___ NONE ___ TIME OFF ___ PAY ___ PROGRAM IS MANDATORY
6. IF INCENTIVES ARE OFFERED WOULD THE MAJORITY OF EMPLOYEES STILL PARTICIPATE IN THE PROGRAM WITHOUT THEM? ___ YES ___ NO ___ N/A
7. IF NO INCENTIVES ARE OFFERED, WOULD MORE PARTICIPATE IF THEY WERE? ___ YES ___ NO ___ N/A
8. WHAT IS THE ANNUAL COST OF THE PROGRAM?

9. HAS THE NUMBER OF WORKER'S COMPENSATION CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE ESTIMATED AVERAGE NUMBER OF CLAIMS PER YEAR PRIOR TO THE PROGRAMS INCEPTION?

WHAT IS THE AVERAGE NUMBER OF CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

10. HAS THE DOLLAR AMOUNT IN CLAIMS GONE DOWN SINCE THE PROGRAMS INCEPTION? YES NO

IF THE DATA IS AVAILABLE, WHAT WAS THE AVERAGE DOLLAR AMOUNT IN CLAIMS PRIOR TO YOUR PROGRAMS INCEPTION?

WHAT IS THE AVERAGE DOLLAR AMOUNT IN CLAIMS SINCE THE PROGRAM HAS BEEN IN EFFECT?

11. WHAT FACTORS WERE USED TO CONVINCED THE CITY MANAGER AND/OR CITY COUNCIL TO ACCEPT THE PROGRAM?

- COST-BENEFIT ANALYSIS (E.G. COST SAVINGS OF REDUCED WORKER'S COMPENSATION CLAIMS VS. PROGRAM COSTS)
- GENERAL WELL BEING OF THE OFFICERS
- COMBINATION OF BOTH
- OTHER, PLEASE EXPLAIN

IF YOU HAVE ANY QUESTIONS PLEASE CALL SERGEANT HERB MCKEE OF THE CHINO POLICE DEPARTMENT. WORK (909) 591-9874 HOME (909) 393-0049

PLEASE MAIL THE COMPLETED QUESTIONNAIRE IN THE RETURN ENVELOPE OR, IF NECESSARY, YOU CAN MAIL IT YOURSELF TO...

CHINO POLICE DEPARTMENT
C/O SERGEANT HERB MCKEE
13250 CENTRAL AVENUE
CHINO CALIFORNIA, 91710

APPENDIX C

PHYSICAL EXERCISE READINESS QUESTIONNAIRE (PERQ)

PHYSICAL EXERCISE READINESS QUESTIONNAIRE (PERQ)

Name: _____ Agency: _____

For most people, physical activity should not pose any problem or hazard. PERQ has been designed to identify the small number of officers for whom physical activity might be inappropriate or those who should receive medical advice concerning the type of activity most suitable for them.

Many health benefits are associated with regular exercise, and the completion of PERQ is a sensible first step if you are planning to increase the amount of physical activity in your life.

Common sense is your best guide in answering these few questions. Please read them carefully and check YES or NO opposite each question.

YES	NO		
		1	Has a doctor said you have heart trouble, a heart murmur, or that you have had a heart attack?
		2	Do you frequently have pains or pressure – in the left of mid-chest area, left neck, shoulder, or arm – during or right after you exercise?
		3	Do you often feel faint or have spells of severe dizziness, or actually pass out?
		4	Do you experience extreme breathlessness after mild exertion?
		5	Has your doctor said your blood pressure was too high and is not under control?
		6	Has your doctor said you have bone or joint problems such as arthritis?
		7	Are you a male over 45 years old, or a female over 50 years old?
		8	Do you have any medical condition not mentioned above which might need special attention in an exercise program? (That is, a condition that would not prevent you from exercising, but one that the fitness coordinator should be aware of in case of an unexpected event – such as insulin-shock for persons with insulin-dependent diabetes.)
		9	Are you aware of any medical reason why you should not participate in an exercise program?

If you answered YES to one of more questions	If you answered NO to all questions
You must consult with a physician and obtain a clearance to participate in the In-Service Physical Fitness Program. Your Fitness Coordinator will give you a medical clearance form that must be completed by the physician. You must also give the physician a copy of this PERQ, and a signed medical release form.	If you answered PERQ accurately, you have reasonable assurance that you may safely participate in the program without first obtaining a medical clearance. However, if you have any questions or doubts about your readiness, consult your physician.

I certify that I have answered the above questions accurately and to the best of my knowledge.

Signature: _____ Date: _____

APPENDIX D

P.O.S.T. GUIDELINES FOR BODY FAT

P.O.S.T. PERFORMANCE TEST SCORES

PERCENT BODY FAT - FEMALES

AWARD	PERCENTILE	AGE				
		20-29	30-39	40-49	50-59	60+
	90	14.5	15.5	18.5	21.6	21.1
	85	16.0	16.9	20.3	23.6	23.5
GOLD	80	17.1	18.0	21.3	25.0	25.1
	75	18.2	19.1	22.4	25.8	26.7
SILVER	70	19.0	20.0	23.5	26.6	27.5
	65	19.8	20.8	24.3	27.4	28.5
BRONZE	60	20.6	21.6	24.9	28.5	29.3
	55	21.3	22.4	25.5	29.2	29.9
	50	22.1	23.1	25.4	30.1	30.9
	45	22.7	24.0	27.3	30.8	31.8
	40	23.7	24.9	28.1	31.6	32.5
	35	24.4	26.0	29.0	32.6	33.0
	30	25.4	27.0	30.1	33.5	34.3
	25	26.6	28.1	31.1	34.3	35.5
	20	27.7	29.3	32.1	35.6	36.6
	15	29.8	31.0	33.3	36.6	38.0
	10	32.1	32.8	35.0	37.9	39.3
	5	35.4	35.7	37.8	39.5	40.5
	1	>40.5	>40.0	>45.5	>50.8	>47.0

From Cooper, K. The Aerobics Institute, Dallas, TX.

PERCENT BODY FAT - MALES

AWARD	PERCENTILE	AGE				
		20-29	30-39	40-49	50-59	60+
	90	7.1	11.3	13.6	15.3	15.3
	85	8.3	12.7	15.1	16.9	17.2
GOLD	80	9.4	13.9	16.3	17.9	18.4
	75	10.6	14.9	17.3	19.0	19.3
SILVER	70	11.8	15.9	18.1	19.8	20.3
	65	12.9	16.6	18.8	20.6	21.1
BRONZE	60	14.1	17.5	19.6	21.3	22.0
	55	15.0	18.2	20.3	22.1	22.6
	50	15.9	19.0	21.1	22.7	23.5
	45	16.8	19.7	21.8	23.4	24.3
	40	17.4	20.5	22.5	24.1	25.0
	35	18.3	21.4	23.3	24.9	25.9
	30	19.5	22.3	24.1	25.7	26.7
	25	20.7	23.2	25.0	26.6	27.6
	20	22.4	24.2	26.1	27.5	28.5
	15	23.9	25.5	27.3	28.8	29.7
	10	25.9	27.3	28.9	30.3	31.2
	5	29.1	29.9	31.5	32.4	33.4
	1	>36.4	>35.6	>37.4	>38.1	>41.3

From Cooper, K. The Aerobic Institute, Dallas, TX.

WAIST-TO-HIP RATIO - FEMALES

		AGE				
AWARD	PERCENTILE	20-29	30-39	40-49	50-59	60+
	95	.65	.66	.66	.67	.71
	90	.67	.68	.69	.71	.73
	85	.68	.69	.71	.72	.74
GOLD	80	.69	.71	.72	.73	.75
	75	.71	.72	.73	.74	.76
SILVER	70	.72	.73	.74	.75	.77
	65	.73	.74	.75	.76	.78
BRONZE	60	.73	.75	.76	.77	.79
	55	.74	.75	.76	.77	.80
	50	.75	.76	.77	.78	.81
	45	.76	.77	.78	.79	.82
	40	.76	.78	.79	.80	.83
	35	.77	.78	.79	.81	.84
	30	.78	.79	.80	.82	.85
	25	.78	.80	.82	.84	.86
	20	.79	.81	.84	.85	.87
	15	.80	.83	.86	.86	.88
	10	.82	.85	.87	.88	.91
	5	.85	.87	.92	.92	.94

From Canadian certification Test of Fitness Operators Manual, Third Edition, 1988

WAIST-TO-HIP RATIO - MALES

		AGE				
AWARD	PERCENTILE	20-29	30-39	40-49	50-59	60+
	95	.76	.80	.81	.82	.84
	90	.80	.81	.83	.85	.88
	85	.81	.82	.84	.87	.89
GOLD	80	.81	.83	.86	.89	.90
	75	.82	.84	.87	.89	.90
SILVER	70	.83	.84	.88	.90	.91
	65	.83	.85	.89	.91	.92
BRONZE	60	.84	.86	.90	.92	.93
	55	.85	.87	.91	.92	.94
	50	.85	.88	.92	.93	.94
	45	.86	.89	.92	.94	.95
	40	.87	.90	.93	.95	.96
	35	.87	.91	.94	.95	.97
	30	.88	.92	.95	.96	.98
	25	.89	.93	.95	.98	.99
	20	.91	.94	.97	.99	1.00
	15	.93	.95	.99	1.01	1.02
	10	.94	.96	1.01	1.02	1.03
	5	.96	1.01	1.03	1.04	1.04

From Canadian Standardization Test of Physical Operators Manual, 3rd Edition, 1968

FLEXIBILITY (in Inches) - FEMALES

		AGE				
AWARD	PERCENTILE	18-25	26-35	36-45	46-55	56-65
	100	27	26	25	24	23
	95	25	24	23	22	21
	90	24	23	22	21	20
	85	23	22	21	20	19
GOLD	80	22	21	20	19	18
	75	21	20	19	18	18
SILVER	70	21	20	19	18	17
	65	20	19	18	17	17
BRONZE	60	20	19	17	17	16
	55	19	18	17	16	15
	50	19	18	16	16	15
	45	18	18	16	15	15
	40	18	17	15	15	14
	35	17	16	15	14	13
	30	17	16	14	14	13
	25	16	15	13	13	12
	20	15	14	12	12	11
	15	14	14	11	11	10
	10	13	13	10	10	9
	5	12	11	9	8	7
	0	8	8	6	4	3

From Golding, et. al., Y's Way to Physical Fitness, Third Edition, 1969

FLEXIBILITY (in inches) - MALES

AWARD	PERCENTILE	AGE				
		18-25	26-35	36-45	46-55	56-65
	100	26	25	24	23	21
	95	22	22	21	20	19
	90	20	20	19	19	17
	85	20	19	19	17	17
GOLD	80	19	18	16	16	15
	75	18	18	17	16	15
SILVER	70	18	17	17	15	13
	65	17	17	15	15	13
BRONZE	60	17	16	15	14	13
	55	16	16	15	13	11
	50	16	15	14	12	11
	45	15	15	13	12	11
	40	14	14	13	11	9
	35	14	13	11	10	9
	30	13	12	11	10	9
	25	12	12	11	9	7
	20	12	11	9	8	7
	15	10	10	9	7	5
	10	9	9	7	6	5
	5	7	7	5	4	3
	0	2	2	1	1	1

From Golding, et. al., Y's Way to Physical Fitness, Third Edition, 1989

1.5 MILE RUN - FEMALES

		AGE				
AWARD	PERCENTILE	20-29	30-39	40-49	50-59	60+
	99	< 8:33	< 10:05	< 10:47	< 12:28	< 11:36
	95	10:47	11:49	12:51	14:20	14:06
	90	11:43	12:51	13:22	14:55	14:55
	85	12:20	13:06	14:06	15:29	15:57
GOLD	80	12:51	13:43	14:31	15:57	16:26
	75	13:22	14:08	14:57	16:05	16:27
SILVER	70	13:53	14:24	15:26	16:27	16:58
	65	14:08	14:50	15:41	15:51	17:29
BRONZE	60	14:24	15:08	15:57	16:58	17:08
	55	14:35	15:20	16:12	17:14	18:00
	50	14:55	15:26	16:27	17:24	18:16
	45	15:10	15:47	16:34	17:29	18:31
	40	15:26	15:57	16:58	17:54	18:44
	35	15:48	16:23	16:59	18:09	18:54
	30	15:57	16:35	17:24	18:23	18:59
	25	16:26	16:58	17:29	18:31	19:02
	20	16:33	17:14	18:00	18:49	19:21
	15	16:58	17:29	18:21	19:02	19:33
	10	17:21	18:00	18:31	19:30	20:04
	5	18:14	18:31	19:05	19:57	20:23
	1	> 19:25	> 19:27	> 20:04	> 20:47	> 21:06

From: Cooper, K. The Aerobic Institute, Dallas, TX.

1.5 MILE RUN - MALES

		AGE				
AWARD	PERCENTILE	20-29	30-39	40-49	50-59	60+
	99	<6:29	<7:11	<7:42	<8:44	<9:30
	95	8:13	8:44	9:30	10:40	11:20
	90	9:09	9:30	10:16	11:18	12:20
	85	9:45	10:16	11:18	12:20	13:22
GOLD	80	10:16	10:47	11:44	12:51	13:53
	75	10:42	11:18	11:49	13:22	14:24
SILVER	70	10:47	11:34	12:34	13:45	14:53
	65	11:18	11:49	12:51	14:03	15:19
BRONZE	60	11:41	12:20	13:14	14:24	15:29
	55	11:49	12:38	13:22	14:40	15:55
	50	12:18	12:51	13:53	14:55	16:07
	45	12:20	13:22	14:08	15:18	16:27
	40	12:51	13:36	14:29	15:26	16:43
	35	13:06	13:53	14:47	15:53	16:58
	30	13:22	14:08	14:56	15:57	17:14
	25	13:53	14:24	15:26	16:23	17:23
	20	14:13	14:52	15:41	16:43	18:00
	15	14:24	15:20	15:57	16:58	18:32
	10	15:10	15:52	16:28	17:29	19:15
	5	16:12	16:27	17:23	18:31	20:04
	1	>17:48	>18:20	>18:51	>19:36	>20:57

From Cooper, K. The Aerobic Institute, Dallas, TX.

3.0 MILE WALK - FEMALES

		AGE				
AWARD	PERCENTILE	20-29	30-39	40-49	50-59	60+
	99					
	95					
	90					
	85					
GOLD	80	<36:00	37:30	39:00	42:00	45:00
	75					
SILVER	70	40:30	42:00	44:00	47:00	51:00
	65					
BRONZE	60	44:00	46:30	49:00	52:00	57:00
	55	48:00	51:00	54:00	57:00	63:00
	50					
	45					
	40					
	35					
	30					
	25					
	20					
	15					
	10					
	5					
	1					

From Cooper, K. The Aerobic Institute, Dallas, TX.

3.0 MILE WALK - MALES

AWARD	PERCENTILE	AGE				
		20-29	30-39	40-49	50-59	60+
	99					
	95					
	90					
	85					
GOLD	80	<34:00	39:00	36:30	40:00	41:00
	75					
SILVER	70	38:30	40:00	42:00	45:00	48:00
	65					
BRONZE	60	42:00	44:30	47:00	50:00	54:00
	55					
	50	46:00	49:00	52:00	55:00	60:00
	45					
	40					
	35					
	30					
	25					
	20					
	15					
	10					
	5					
	1					

From Cooper, K. The American Institute, Dallas, TX.

PUSH-UPS - FEMALES

AWARD	PERCENTILE	AGE				
		20-29	30-39	40-49	50-59	60+
	95	37	36	32	30	30
	90	32	31	28	23	25
	85	30	27	24	21	17
GOLD	80	26	24	22	17	15
	75	24	22	20	15	13
SILVER	70	22	21	18	13	12
	65	21	20	15	11	12
BRONZE	60	20	17	14	10	10
	55	18	16	13	10	9
	50	16	14	12	9	6
	45	15	13	11	7	5
	40	14	12	10	5	4
	35	13	11	10	4	3
	30	11	10	7	3	2
	25	10	8	5	2	1
	20	9	7	4	1	-
	15	7	6	3	1	-
	10	5	4	2	-	-
	5	2	1	-	-	-

From Canadian Standardization Test of Physical Operations Manual, Third Edition, 1986

PUSH-UPS - MALES

AWARD	PERCENTILE	AGE				
		20-29	30-39	40-49	50-59	60+
	95	48	36	30	28	25
	90	41	32	25	24	24
	85	36	30	22	21	18
GOLD	80	34	27	21	17	16
	75	32	25	20	15	13
SILVER	70	30	24	19	14	11
	65	29	22	17	13	11
BRONZE	60	27	21	16	11	10
	55	25	20	15	11	10
	50	24	19	13	10	9
	45	22	17	13	10	8
	40	21	16	12	9	7
	35	20	15	11	8	6
	30	18	14	10	7	6
	25	17	12	10	7	5
	20	16	11	8	5	4
	15	14	10	7	5	3
	10	11	8	5	4	2
	5	9	5	4	2	-

From Canadian Standardization Test of Physical Operators Manual, Third Edition, 1966

BENT-KNEE SIT-UPS - FEMALES

		AGE				
AWARD	PERCENTILE	20-29	30-39	40-49	50-59	60+
	95	43	34	28	26	20
	90	39	31	26	22	18
	85	36	29	25	19	16
GOLD	80	34	27	23	17	15
	75	32	26	22	16	14
SILVER	70	31	25	21	16	13
	65	31	24	20	12	12
BRONZE	60	29	23	18	11	10
	55	28	22	17	10	9
	50	27	21	16	7	5
	45	25	20	15	5	4
	40	24	18	13	4	2
	35	23	17	12	3	-
	30	22	16	10	-	-
	25	21	15	7	-	-
	20	19	13	5	-	-
	15	17	11	3	-	-
	10	15	7	-	-	-
	5	11	-	-	-	-

From Canadian Standardized Test of Fitness, 1981 Survey data

BENT-KNEE SIT-UPS - MALES

AWARD	PERCENTILE	AGE				
		20-29	30-39	40-49	50-59	60+
	95	49	42	36	34	26
	90	45	38	33	28	24
	85	43	36	31	26	23
GOLD	80	41	34	30	25	21
	75	40	33	29	24	19
SILVER	70	38	32	27	23	18
	65	37	31	26	22	17
BRONZE	60	36	30	25	21	15
	55	35	29	24	20	15
	50	34	28	23	20	13
	45	33	27	22	18	12
	40	32	26	21	17	11
	35	31	24	20	16	10
	30	30	23	19	15	10
	25	29	22	17	13	7
	20	27	21	16	11	2
	15	26	20	14	10	-
	10	24	17	11	8	-
	5	20	14	6	-	-

From Canadian Standardized Test of Fitness, 1981 Survey data

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