

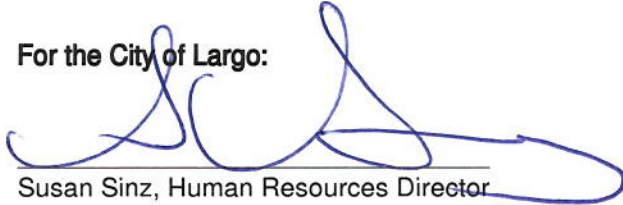
Memorandum of Understanding

City of Largo and Sun Coast Police Benevolent Association, Inc. (PBA)

Labor Agreement for the Period of January 2, 2018 – September 30, 2020

The attached Police Fitness Program is effective upon signing of this MOU by both parties and shall remain in effect for the remainder of the term of this Labor Agreement.

For the City of Largo:



Susan Sinz, Human Resources Director

For the PBA:



Michael Krohn, Executive Director

Police Fitness Program MOU

The purpose of this program is to encourage officers (Sergeants and below) to stay healthy and in good physical condition, as well as reward officers for their fitness level. Each employee will be awarded time off in the form of personal option hours for a maximum of eight hours for their individual performance. This positive reinforcement helps to promote a higher physical activity and increase morale. The physical fitness incentive will be administrated bi-annually in the months of March and September. Maximum hours that can be granted per officer will be eight hours per fiscal year.

Eligibility:

All sworn employees who are in the eligibility group and in a full duty status.

Awards:

Three different exercises will be used to generate scores: a timed run, push-ups and sit-ups. Each exercise will be graded individually then all three exercises will be combined for a total score. Points will be given based on fitness levels which are grouped by age into four different categories.

Exercises:

-*Run*: will be conducted on a known course with time being calculated by the administrator; time will start upon command given by the administrator. Length of run will be one mile.

-*Push-ups*: will be with no break in rhythm, no knees used and no pause in order to be counted; count will be the responsibility of the administrator. Time period for exercise will be two minutes.

-*Sit-ups*: will be with no break in rhythm and no pause in order to be counted; count will be the responsibility of the administrator. Time period for exercise will be two minutes.

Refer to specific age chart for scoring value for each specific exercise. Values below are maximum for each age group.

Completed reward forms will be routed to HR for award issuance.

Please see attached sheets:

- (1) Reward chart
- (2) Reward Score

Age Group	20-30	30-40	40 and up
Push-ups	38	34	30
Sit-ups	35	32	25
Run	8:15	9:45	11:30

Eight hour PLD reward (Max)

Age Group	20-30	30-40	40 and up
Push-ups	29	25	22
Sit-ups	27	24	21
Run	9:15	10:45	12:30

Six hour PLD reward

Age Group	20-30	30-40	40 and up
Push-ups	20	17	14
Sit-ups	19	16	13
Run	10:15	11:45	13:30

Four hour PLD reward

Grading: In order to be eligible for any Personal Option (PO) reward hours all three physical events must be completed. Scoring for each individual physical event will be calculated by reaching and/or exceeding the minimum annotated levels in each category. After each event is scored a total score will be given for PO reward placement (4,6,8 hours). In the event that an individual places in different reward groups of the three physical event categories, the two closest to the highest reward level of 4,6,8 PO hours will be considered awarded for total reward calculation.

Individuals can participate in follow-up testing during the same fiscal year that they have not achieved the maximum reward of eight PO hours, regardless of the reward received during the initial test. Each individual can participate twice during the year in an effort to achieve the maximum annual reward level of eight hours.

Anything above the maximum level will be considered null for scoring purposes. Levels below the minimum will be considered for participation in the event but not counted for scoring purposes unless the individual meets the minimum scoring level listed in the chart.

Initial testing will be defined as the first baseline for the purposes of scoring. Re-testing is defined as follow-up testing with the intended scoring results above the baseline. In order to achieve improvement for additional scoring follow-up testing must be higher than baseline testing. Total PO award hours will not exceed eight in any fiscal year.

Testing times: Annual testing will be conducted in March and September

- This program will be facilitated by the designated staff assigned.
- Participation in this program is voluntary and it will be conducted on duty.
- Officers assigned on light duty may not participate in this program until cleared for full duty with no restrictions..
- Testing may be done at any location approved by the evaluator of the program.
- Age will be calculated as of the day of testing.
- Maximum award is eight PO hours per fiscal year.

Largo Police Fitness Program

Name: _____

Age Group: _____

Date: _____

Exercises

1-mile run

Push-ups

Sit-ups

Results

PO Hours = _____

Evaluator