

### The University of Akron Police Department Fitness Incentive Program

The University of Akron is committed to the health and well-being of all University employees. It is particularly important that the fitness of University of Akron Police Department ("UAPD") safety officers meets or exceeds certain baseline measurable requirements. In order to help increase the overall health and fitness of the UAPD Officers in the FOP bargaining unit, the University agrees to offer this voluntary Fitness Incentive Program ("FIP"). The FIP will remain in effect through June 30, 2017 with an option to renew this memorandum yearly upon mutual agreement of both parties.

The following are the basic requirements of the FIP:

1. The FIP will be a voluntary program and there shall be no punitive measures taken against any eligible bargaining unit UAPD Officer ("participant") for choosing to not participate in the FIP;
2. It is recommended that all eligible officers consult with a qualified physician for a physical examination prior to participation in the FIP;
3. The UAPD agrees to reimburse one-half (1/2) of an annual gym membership at the SRWC for each participant. The current annual cost of said membership is One Hundred Thirty Eight Dollars and Zero Cents (\$138.00). Therefore, the UAPD agrees to reimburse each participant Sixty-Nine Dollars and Zero Cents (\$69.00). The participant will be responsible for signing up for the FIP and paying the required annual membership fee directly to the SRWC in order to receive the reimbursement. The reimbursement cost shall be paid by the UAPD directly to the participant only upon completion of the one year trial period SRWC membership. The participant/member will need to provide proof of the one (1) year membership to the UAPD. The discounted gym membership is only being offered at the SRWC facility, which currently includes access to the Ocasek Natatorium;
4. Prior to consideration for participation in the FIP, each participant must complete a Physical Activity Readiness Questionnaire (<http://www.uakron.edu/dotAsset/775261.doc>) provided by the Student Recreation and Wellness Center ("SRWC");
5. The SRWC will review each participants Physical Activity Readiness Questionnaire and determine eligibility in the FIP;

6. A participant may still be eligible for testing and the offered incentives even if he/she is not a member of the SRWC, provided the participant completes the Physical Activity Readiness Questionnaire;
7. The SRWC membership shall allow the participant access to the SRWC, which currently includes access to the Ocasek Natatorium, during regular business hours, during the period of the trial membership;
8. The SRWC will offer each participant who is also member of the SRWC one free physical fitness assessment and one free exercise program design to assess physical fitness levels and to create a personalized fitness plan;
9. All FIP testing shall be offered and performed at the SRWC and/or field house by SRWC staff. The testing shall be offered by SRWC staff two times during the one (1) year trial period;
10. The testing for all participants in the FIP will be based on the *"New Cooper Age and Gender Base Standards for Law Enforcement,"* a copy of which is attached to this FIP, and will include testing only in the following areas: Dynamic Strength (One Minute Sit Ups), Dynamic Strength (One Minute Push Ups), and Cardiorespiratory Fitness (1.5 Mile Run);
11. Additional testing categories, aside from the areas listed above, may be voluntarily performed by the participant, but the results shall not be scored or recorded by the UAPD and the scores will not be used as a basis for eligibility for the incentives listed below;
12. All testing shall be completed on the officer/participants own personal time and any injuries occurring during testing shall not be considered a worker's compensation claim. Leave time may be requested in advance to participate in the testing and should not be unreasonably denied;
13. In order to receive the additional incentives delineated below, the participant's average percentile score of the three (3) tested categories will be used to determine the incentive;
14. The participant scores will be recorded by the SRWC staff and provided to the participant, with a copy to the UAPD Police Chief, or his designee. Based upon the results of the participant testing, UA, through the UAPD, will offer the following additional incentives:

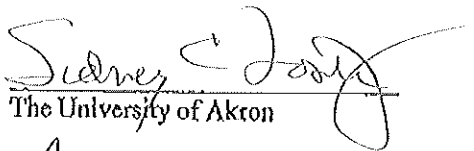
- a. 60% - 69% = Certificate and fitness ribbon with one star;
- b. 70% - 79% = Certificate, fitness ribbon with two stars, and eight (8) hours of compensatory time;
- c. 80% - 89% = Certificate, fitness ribbon with three stars, and sixteen (16) hours of compensatory time;
- d. 90% - 100% = Certificate, fitness ribbon with four stars, and twenty-four (24) hours of compensatory time.

15. The participant may utilize his/her individual test scores from either the first testing session or the second testing session and will be allowed to participate in the second testing session for the purpose of increasing their percentile scores in any individual testing category; the participant may utilize his/her best percentile score in any individual testing category to be used in compiling his/her average percentage;

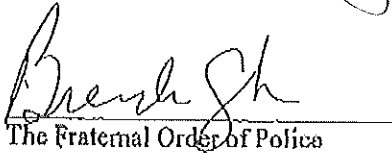
16. Any certificate, fitness ribbon, or compensatory time earned will be provided to the participant within thirty (30) days of submission of the test results;

17. There shall be no penalty for non-participation in the program;

18. Any changes or modification to this FIP can only be made in writing signed by both UA and the FOP.

  
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 The University of Akron

6/2/16  
 Date

  
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 The Fraternal Order of Police

6-1-16  
 Date