

IDAHO STATE POLICE PROCEDURE

05.05 TROOPER ON-DUTY EXERCISE

I. GENERAL

The Idaho State Police (ISP) recognizes ISP trooper on-the-job performance is enhanced by promotion of general health and well-being. To support these efforts, ISP allows troopers to engage in a verified, meaningful exercise class or an individual exercise time period while on active duty.

II. EXERCISE TIME PERIOD

- A. The exercise time period is limited to:
 - 1. one contiguous hour per shift; and
 - 2. three hours per calendar week.
 - 3. Troopers scoring 85 to 100 points total during semi-annual fitness testing will be allowed one additional on-duty exercise period per week for the following six months after a qualifying test score.
- B. The exercise time period of one hour is inclusive of exchange of uniform or work clothing for exercise, clothing, and for showering.
- C. A trooper may combine an exercise time-period with allotted break time as allowed in accordance with [03.15 Time Management/Reporting Use of Leave](#).
- D. Exercise time-periods must be used on the available day; there is no accrual of exercise time. Additionally, overtime may not be accrued to accommodate an exercise time period.
- E. Exercise time periods are controlled and coordinated by the trooper's supervisor. The supervisor has discretion to recall the trooper to duty, based on community safety needs. The supervisor ensures that the exercise time period is approved with consideration to call volume and community service needs. Normally, exercise time periods are not approved during peak work times. If an exercise time period is restricted for any reason, it is not subject to accrual for another day.

III. LOCATION OF EXERCISE

- A. Troopers engage in the exercise time-period at a location of their choice, with priority given to safety and security of ISP vehicles and equipment.
- B. Extensive travel distances are not allowed for the purpose of participation in the exercise time period. The trooper's supervisor determines extent of travel distance.

IV. REVOKED PRIVILEGES

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- A. One documented instance of intentional misuse of exercise time results in revocation of the privilege as well as potential administrative action.
- B. Troopers must participate in and achieve a score of at least 50% in the required semi-annual physical fitness testing to qualify for on-duty exercise time.
 - 1. The Wellness Program Manager will provide a list of Troopers who fail to achieve a score of 50% or higher to supervisors for adherence to the on-duty exercise policy.
 - 2. Troopers who do not participate in or fail to achieve a 50% or higher will only be allowed to use on-duty exercise time as directed and monitored by a district fitness coordinator (DFC). Unless on a waiver.
 - a. At the employee's request, a DFC will create a weekly workout plan.
 - b. The employee will document their workouts and submit a log to the DFC and their supervisor at the end of each week.
 - c. The employee will only be returned to normal on-duty fitness time privileges after achieving at least 50% at a required semi-annual physical fitness testing.