

TITLE: Physical Fitness Activities	NUMBER: ADMIN 1.7
	CENTRAL LYON COUNTY FIRE PROTECTION DISTRICT <i>Policy</i>
ISSUE DATE: September 10, 2026	REVISION DATE:
REVIEWED DATE:	EXPIRATION DATE:

1.7.1 SCOPE

The scope of this Standard Operating Procedure applies to all Central Lyon County Fire Protection District (Central Lyon Fire) members, including administrative staff and volunteer members.

1.7.2 PURPOSE

The purpose of this Policy on Physical Fitness Activities is to establish a District-wide, consistent, safe, and responsible approach to member physical fitness during work hours. Central Lyon Fire recognizes that physical fitness supports employee health, reduces the likelihood of preventable injuries, promotes readiness, and helps members meet the physical demands of the jobs while improving morale and well-being.

1.7.3 Policy

1.7.3.1 Policy Intention.

- A. This policy is intended to support health maintenance, wellness, injury prevention, aerobic capacity, mobility, muscular endurance, strength maintenance, and functional readiness. It is not intended to authorize bodybuilding, maximal strength development, competition training, sport-specific preparation, recreational athletics, or other activities that create unnecessary risk, interfere with District operations, or create liability; it should limit and manage the risk of on-the-job injury from physical fitness activities.

1.7.3.2 Requirements

- A. Physical Fitness Activity During Work Hours. All members may perform up to one (1) hour per workday of District-authorized physical fitness activity when operational workload, staffing, readiness, training, documentation, and supervisor direction allow. Refer to OPS SOP #2.1- section 2.1.3.2(H).
- B. Scheduling and approval. Physical Fitness activities shall preserve response coverage, readiness, resource availability, and assigned work. Supervisors may set windows or deny, interrupt, reschedule, or cancel activity for staffing, training, incidents, public events, weather, station conditions, workload, or other District needs.
- C. Permitted activity. Walking, jogging, cycling, rowing, stairs, elliptical work, mobility, stretching, warm-up/cool-down, yoga/flexibility, bodyweight and resistance-band exercise, functional circuits, moderate free-weight or machine resistance, core work, job-related movement, and other supervisor-approved low-contact, recreational sports in a casual noncompetitive manner.
- D. Prohibited activity. Unless the Fire Chief or designee approves a documented District purpose: contact or competitive sports; high-risk recreation; maximal, one-repetition, bodybuilding-focused, powerlifting, or Olympic maximal loads; training to failure;

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horseplay; activity that intentionally impairs readiness; or any supervisor-prohibited activity.

- E. Safe practice. Members shall scale activity to ability, assignment, environment, restrictions, and readiness; use appropriate warm-up, cool-down, hydration, and recovery; maintain proper form and a clear area; secure plates/collars; use spotters or safety devices when needed; never lift alone when a failed lift could trap or injure; and stop when symptomatic, fatigued, or unable to maintain safe technique. Maximal testing or training to failure is allowed only within a District-approved assessment or professionally supervised program.
- F. Facilities and equipment. Inspect before use; promptly report damage or unsafe conditions; keep areas clean, orderly, and response-ready; return and wipe down equipment; keep pathways and apparatus areas clear; and prevent slip, trip, fall, struck-by, or response-delay hazards.
- G. Gym access and verification. Members without an on-site facility may use District station gyms, District-approved public memberships, or, for administrative members, a nearby facility at personal expense. With supervisor approval, use may occur before or after the scheduled workday as compensable time, but may not exceed the regular workday without advance authorization. During authorized time, public-gym users must electronically scan in and out; those records verify attendance and duration and must be provided on request. Undocumented time may be non-compensable and may result in discipline.
- H. Readiness. On-duty members must remain able to promptly respond to alarms, public contact, and direction, selecting clothing, footwear, location, hydration, and intensity for safe transition to duty. Forty-hour personnel require supervisor approval, recurring or daily; office coverage, public access, inspections, deadlines, meetings, and assigned work take priority.
- I. Off-duty use. May be allowed when facilities are available, on-duty personnel retain priority, operations are not disrupted, and all rules are followed. Off-duty members shall not interfere with operations or use restricted, damaged, or out-of-service equipment and assume all injury risk and liability; District workers' Compensation and liability coverage do not apply while off duty.
- J. Injury, illness, and restrictions. Promptly report any related injury, illness, near miss, unsafe condition, or symptom under District injury and workers' compensation procedures. Stop and notify a supervisor for chest pain, unexpected shortness of breath, dizziness, faintness, unusual weakness, acute pain, suspected heat illness, or other concerning symptoms. Do not act contrary to a Medical Restriction. Diagnosis disclosure is not required, but disclose functional limits that affect safe participation or duty; supervisors shall coordinate restrictions, accommodations, and return-to-duty matters with Human Resources.
- K. Documentation. Personnel shall record Physical Fitness participation in the station journal, training record, or other approved record without private medical information. Forty-hour personnel document only when directed or required by payroll, scheduling, or administrative practice.
- L. Responsibilities. Supervisors balance operations and wellness; authorize or limit activity; monitor safety; ensure proper facility/equipment use; apply violations consistently; and encourage an inclusive, positive, non-punitive culture. Employees participate safely, scale activity, maintain readiness, follow restrictions, use equipment properly, report hazards/injuries, remain professional, and complete assigned work whether or not fitness time is available.
- M. Wellness support. If designated by the Health and Wellness Committee, a Fitness Wellness Officer, Health and Safety Officer, Peer Fitness Trainer, or other assignee may provide education, technique and equipment recommendations, functional programming,

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warm-up/cool-down guidance, and non-punitive initiatives. This support does not replace medical clearance or supervisor authority.

- N. Enforcement and controlling authority. Violations may result in restricted facility or fitness-time access, removal from activity, or discipline through termination, consistent with policy, and any collective bargaining agreement. This Policy does not supersede a collective bargaining agreement, physician or workers compensation restriction, reasonable accommodation, return-to-duty requirement, or other District policy governing medical fitness, safety, injury reporting, District property, or conduct.

1.1.4 OTHER RELATED REFERENCES

- ADMIN SOP #1.5
- OPS SOP #2.1

1.1.5 APPROVALS

District Chief	Date
Fire Board	Date