



Request for Policy Revision

Requestor Name Kelly Sears, Sgt. Michael Endres Emp # #7207

This revision applies to Existing Policy 6-6-24

If new, recommended section _____

This revision is necessary to comply with Does not apply

Who does this revision affect? Department

This revision Choose One have an unbudgeted financial impact of \$0

Brief reason for the revision:

1. Many people have life events or changes that prevent them from completing five years in a row towards earning a star for the fitness ribbon, such as having a child, having an illness or surgery, military deployment, leaves of absence, etc. For example, one of my officers sustained a serious knee injury during an R2R that will likely prevent him from passing this test for over a year if not several years. The 40 people who were going for 5 years in a row in 2019 were, at no fault of their own, disrupted by COVID.
2. Kelly Sears keeps track of how many times people have passed the fitness test. According to the statistics below, the current requirement for five consecutive years is not working as an incentive for taking the annual test. In recent years, the number of people who took the annual physical fitness test has fallen significantly:
 - 2018 – 702
 - 2019 – 40
 - 2020 – 16
 - 2021 – 26
 - 2022 – 9
 - 2023 – 7
3. The goal of the Fitness Ribbon and ability to earn additional stars should be incentivizing officers to maintain fitness year after year throughout their career. Even if they miss their fitness goals for a few years here and there, they should always be encouraged to come back and improve their fitness and health.
4. Being able to attain four stars for 17 cumulative years of staying in top shape is both a reasonably obtainable goal during a career span and provides reasonable accommodation for years where employees cannot pass the assessment in the top 10%.
5. By making this a year-by-year test rather than a 5-year all-or-nothing commitment, the Health and Wellness Department can more easily offer competitions and recognition to encourage not just individual officers but entire units or teams to take the test and prioritize fitness for their personnel.

6. (b) is an option section that is intended to retroactively accommodate people that began working towards their first star in 2015 but were disrupted by COVID in 2020. This retroactive application could be left written into the policy or addressed via a memo outside of policy.

Document the changes or additions to Policy below. Please include the specific policy number. ~~Red strikethroughs~~ will be used for deletions and blue underlined for text insertions. Please email completed forms to APDPolicy@austintexas.gov.

922.5.19 FITNESS RIBBON

Issued to employees who have successfully completed their annual physical assessment with results rating them in the top 10 percent for their age category.

- (a) Subsequent awards will be indicated by an authorized star device placed on the first award ribbon. ~~The Each additional star device may be added ~~in five (5) year increments~~ after completing four (4) subsequent cumulative annual fitness awards, up to four (4) stars, for a total of five (5) awards.~~
- (b) Subsequent awards to earn a star device do not need to be concurrent. Fitness assessments that scored in the top 10 percent in previous years of the Fitness Ribbon program will count towards the cumulative number needed for star devices.
- ~~(b)~~(c) Recipient will receive a ribbon or appropriate device.