



East County Fire and Rescue Standard Operating Guidelines

Title Physical Fitness	SOG # 3.2.1
Policy Adoption <i>John Seedy</i>	Date 03/26/2025 <i>4/1/2025</i>
Standard Operating Guideline Adoption <i>SRH</i>	Date <i>4/3/25</i>

Purpose

The purpose of this SOG is to define the expectations for participating in physical fitness for exempt employees or non-exempt employees scheduled on a 40-hour per week schedule.

Scope

The SOG is specific to exempt, non-union employees, or non-exempt employees scheduled to a 40-hour work week. Physical fitness procedures for non-exempt employees on an alternate schedule (24/48 or 1, 3, 2, 3 as examples) are covered in the collective bargaining agreement.

Policy

The District understands the advantages of allowing employees to participate in a physical fitness program to enhance an employee's health and mental well-being. The District encourages employees to participate and shall allow time as practical during each standard work period for employees working a 40 hour per week schedule to engage in physical fitness.

Procedure

The physical fitness program (inclusive of showering) shall be completed within 90 minutes (total time) with return to work in acceptable dress or duty uniform.

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