

APPENDIX A
GUAM POLICE DEPARTMENT



GOVERNMENT OF GUAM
HAGATNA, GUAM 96932

June 18, 2018

Mr. Joseph I. Cruz
Chairman
Guam Peace Officer Standards & Training Commission
P.O. Box 23069 GMF, Barrigada, Guam 96921
1 Sesame Street, Mangilao, Guam

Subject: Proposed Physical Fitness Qualification Test Standards
Re: Guam Peace Officer Standards and Training (P.O.S.T.)
Commission's Research and Development Subcommittee

Dear Chairman Cruz:

Buenas, yan Håfa Adai! The Guam P.O.S.T. Commission's Research and Development Subcommittee (hereafter referred to as the "R&D Subcommittee") on the formulation of agency-specific Physical Fitness Qualification Test (PFQT) standards for Category 1 and Category 2 peace officers, submits its proposed policies for this Commission's review. All but two (2) member agencies/cohorts have submitted draft proposals to the R&D Subcommittee with the assurance that their policies will be submitted during the June 21, 2018, P.O.S.T. Commission meeting.

Per Public Law (PL) 34-49, the P.O.S.T. Commission *shall* "submit its recommendation for modified or new Physical Fitness Qualification Test Standards to *I Liheslaturan Guåhan* on or before July 01, 2018 for review and adoption in accordance with the Administrative Adjudication Law, Title 5 GCA Chapter 9. Any modified or new recommendation *shall* include, at a minimum: a Physical Fitness Program, a Health and Nutrition Program, and a Physical Fitness Qualification Test. In the event that the PFQT standards submitted by the Peace Officer Standards and Training Commission is not adopted by *I Liheslaturan Guåhan* in the form of a resolution or bill by December 31, 2018, the Physical Fitness Qualification Test *shall* revert to the previous standards adopted in Public Law 32-232, and embodied in Air Force Instruction 36-2905, dated 21 October 2013."

During the July 06, 2017, P.O.S.T. Commission meeting, a motion to develop its R&D Subcommittee was approved. On September 30, 2017, PL 34-49 was passed into law. On October 05, 2017, the R&D Subcommittee convened for the first of several work sessions. The purpose of the R&D Subcommittee was to identify, develop and establish agency-specific Physical Fitness Qualification Test (PFQT) standards on or before July 1, 2018 - standards that are acceptable to the P.O.S.T. Commission and ultimately to the 34th Guam Legislature.

The R&D Subcommittee's member representatives focused on the three (3) components essential to meeting the spirit and intent of Public Law 34-49:

Memorandum to P.O.S.T Commission Chair

Subject: Proposed Physical Fitness Qualification Test Standards
Re: Guam Peace Officer Standards and Training (P.O.S.T.)
Commission's Research and Development Subcommittee

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- (1) Physical Fitness Program
- (2) Health and Nutrition Program
- (3) Physical Fitness Qualification Test

The Physical Fitness Program is intended to establish physical fitness program guidelines for peace officers. Sound Physical Fitness Programs serve to provide employees with the time, resources and information necessary to improve upon one's level of physical fitness and performance.

The Health and Nutrition Program is intended to provide health and nutrition program guidelines for peace officers. A sensible Health and Nutrition Program serves to provide employees an easy-to-access source of reference and simple understanding of what one needs to perform optimally on and off the job. A one-size fits all solution to accommodate this requirement was adopted and established to suit the needs of *all* Category 1 and 2 peace officers.

The Physical Fitness Qualification Test is intended to measure an employee's level of fitness for duty. Member cohorts/agencies developed a PFQT standard unique to its specific mission or modified or adopted the current Interim (Physical Fitness) Standards as defined in PL 34-49.

While the primary intent of Public Law 34-49 (the development of Physical Fitness Qualification Test standards) is well-intended, the true focus of member cohorts/agencies should be centered on the other two (2) components – the Physical Fitness Program and Health and Nutrition Program, both of which are of greater importance. Year-round emphasis on these programs will work to educate subject peace officers on improving upon their overall health and wellness; thus, resulting in a more productive and efficient public safety workforce. The PFQT is simply a measure of an employee's existing physical fitness for duty level, which in most cases can be improved dramatically by following the other two programs.

At present, the R&D Subcommittee is focusing its attention on the production of "narrative videos" to demonstrate respective PFQT programs/standards. These videos will articulate the description and justification for required events in respective PFQT standards/programs.

Each video will accompany its respective draft policy when delivered to the 34th Guam Legislature on or before Friday, June 29, 2018.

Upon completion of the narrative videos, a single "compilation video" featuring short clips of each standard/program will be developed and ready to present to the 34th Guam Legislature when called upon to discuss at the next legislative proceeding regarding this subject.

We hope you and the members of the P.O.S.T. Commission will find that the proposed PFQT submissions are practical, logical, and compelling enough to meet approval with the 34th Guam Legislature.

Memorandum to P.O.S.T Commission Chair

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Re: Guam Peace Officer Standards and Training (P.O.S.T.)
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For your ready reference, please see the attached chart (Attachment A) for the status of submissions of policies to date.

Should you have any questions or concerns regarding this memorandum, please contact me at your convenience. I may be reached at 475-8509/12 or 687-3025. Thank you.

Senseramente'

FOIA: *Mark A. B. Torre*

Lieutenant Mark A.B. Torre
Chair, Guam P.O.S.T. Commission Research
and Development Subcommittee

ATTACHMENT "A"

AGENCY	STATUS	PROPOSED PFQT STANDARDS/PROGRAM
Guam Police Department	Received	GPD POPAT – Police Officer Physical Ability Test
Department of Corrections	Received	COPAT – Corrections Officer Physical Abilities Test
Customs and Quarantine Agency	Received	CQPAT – Customs and Quarantine Physical Abilities Test
Department of Agriculture Conservation Officers	Received	Modified Version 2.1 with Swim and Hike Events
Department of Youth Affairs	Received	COPAT – Corrections Officer Physical Abilities Test
Department of Parks and Recreation Park Patrol Officers	Received	Modified Version 2.1 with Swim Events
Port Authority Police	PENDING	POPAT – Police Officer Physical Ability Test
*Guam International Airport Authority (GIAA) Police	Received	Version 2.1 – NO Modification
Judiciary of Guam – Marshals and Probation Officers	Received	Modified Version 2.1
Office of the Attorney General	PENDING	Version 2.1 – NO Modification
Guam Fire Department	Received	Fire Ground Work Performance Evaluation – aka: 10-47 Performance Evaluation
Department of Education – Special Deputy Marshals (Truancy Officers)	Received	SDM POPAT - Special Deputy Marshal Peace Officer Physical Abilities Test
*GIAA Aircraft Rescue and Firefighting (ARFF) Unit *Same PFQT Policy Manual	Received	Version 2.1 – NO Modification



GOVERNMENT OF GUAM
HAGATNA, GUAM 96932

June 11, 2018

Mr. Joseph I. Cruz
Chairman
Guam Peace Officer Standards & Training Commission
P.O. Box 23069 GMF, Barrigada, Guam 96921
1 Sesame Street, Mangilao, Guam

Subject: **Guam Police Department (GPD) Physical Fitness Policy**
Re: **Proposed Agency-Specific Physical Fitness Qualification Test**

Dear Chairman Cruz,

Buenas yan Håfa Adai, Sir!

Attached herewith is the Guam Police Department's draft Physical Fitness Policy. This recently revised policy will eventually replace GPD's existing Physical Fitness Policy – General Order 15-001. It contains the three (3) components essential to meeting the spirit and intent of Public Law 34-49:

- (1) Physical Fitness Program
- (2) Health and Nutrition Program
- (3) Physical Fitness Qualification Test

The Physical Fitness Program establishes the revised policy and includes a fitness manual. The manual meticulously demonstrates various physical fitness activities essential to improving one's overall health and physical ability. The Health and Nutrition Program provides guidance to employees seeking to improve their health and job performance through proper diet. The Physical Fitness Qualification Test is designed to test an officer's ability to engage real world obstacles as opposed to running linear for one (1) mile and completing a set number of pushups and sit-ups in a set time.

We hope you and the members of the P.O.S.T. Commission will find that this policy is one that is practical, logical, and compelling enough to meet approval with the 34th Guam Legislature.

Thank you for your time, sir. Should you wish to discuss this matter further, Lieutenant Mark A.B. Torre will avail himself to meet with you at your convenience.


MANUEL R. CHONG, Major
Acting Police Commander

Attachment:
(1) GPD Physical Fitness Policy



GUAM POLICE DEPARTMENT TIYAN, GUAM

GENERAL ORDER	Date of Issue:	Effective:	No.
	July 1, 2018	January 1, 2020	19-001
Reference: Title 10 GCA, Ch. 77, §77114(b) Minimum Qualification; Title 17 GCA, Ch. 51, §51104(b)(7); 2008 Physical Activity Guidelines for Americans; Government of Guam Worksite Wellness Program E.O. 2012-17; Title 27 GCA, Ch. 3, Guam Administrative Rules and Regulations; Public Law 34-49; Lafayette Police Department, North Carolina, St. Petersburg Police Department, Florida and other U.S. Law Enforcement Agencies		Rescinds: G.O. 83-18 G.O. 87-01 G.O. 15-001	
Index As: PHYSICAL FITNESS PROGRAM			

SUBJECT: Physical Fitness Program

PURPOSE: To establish a Physical Fitness Program for sworn officers of the Guam Police Department (GPD).

THIS ORDER CONSISTS OF THE FOLLOWING NUMBERED SECTIONS:

- I. OBJECTIVE
- II. PROCEDURES
- III. ADMINISTRATION
- IV. DUTIES AND RESPONSIBILITIES
- V. HEALTH AND WELLNESS MANAGEMENT
- VI. PHYSICAL FITNESS PROGRAM
- VII. HEALTH AND NUTRITION PROGRAM
- VIII. ANNUAL PHYSICAL FITNESS QUALIFICATION TEST (PFQT) – GPD POLICE OFFICER PHYSICAL ABILITY TEST (GPD POPAT)
- IX. PFQT TEST SITE
- X. PFQT ALTERNATIVE TEST SITE(S) AND ALTERNATE APPARATUSES/EQUIPMENT
- XI. EQUIPMENT
- XII. PFQT ASSESSMENT PROCEDURES
- XIII. PFQT OR PHYSICAL FITNESS INJURY, ILLNESS, MEDICAL EMERGENCY PROCEDURES
- XIV. TEST PROCTOR REQUIREMENTS
- XV. SAFETY CONCERNS AND ENVIRONMENTAL CONDITIONS
- XVI. EXERCISES
- XVII. DIVISION LEVEL PHYSICAL FITNESS PROGRAMS
- XVIII. REMEDIAL / SUPERVISED PHYSICAL FITNESS PROGRAM
- XIX. DEPARTMENT QUARTERLY FITNESS EVENTS
- XX. ON DUTY PHYSICAL FITNESS ACTIVITIES
- XXI. PHYSICAL FITNESS PROGRAM UNIFORM
- XXII. PFQT UNIFORM

I. OBJECTIVE

To provide guidelines and procedures to maintain a standard level of physical fitness and wellness of sworn law enforcement officers of the Guam Police Department.

II. POLICY

It is the policy of the Guam Police Department that sworn officers maintain a standard of physical fitness and wellness acceptable to the law enforcement profession and in compliance with Chapter 3, Title 27, Guam P.O.S.T. (Peace Officer Standards and Training) Commission Administrative Rules. The nature of the profession often requires making split-second, lifesaving decisions; facing inherent dangers; shift work and long hours; and constantly interacting with people who are upset, angry, or uncooperative - all of which expose officers to increased levels of stress.

Job-related stress is a major health concern for the law enforcement community because it can affect the physical, emotional, and mental well-being of officers. Furthermore, the Department's policy requires that all sworn officers maintain an acceptable level of physical fitness and wellness through physical fitness exercises, a sensible health and nutrition program and fit-for duty testing. A fit force encourages a higher level of morale and effectively promotes a better image to the community we are sworn to Protect and Serve.

III. ADMINISTRATION

- A. This policy shall include a phase-in process for the newly developed agency-specific annual Physical Fitness Qualification Test (PFQT) and phase-out process of the current Physical Fitness Qualification Test (PFQT) "Interim Standards" as described in Public Law 34-49.
- B. Phase-in: This process will begin upon implementation of this policy. It will include diagnostic testing and an educational component to familiarize and prepare employees for the new standard of this Department. Full compliance with the new standards will be effective January 01, 2020.
- C. Within the first year (December 2018 to December 2019), the Department will ensure that the Physical Fitness Program is operational. Division Chiefs and Precinct Commanders, along with the Training and Staff Development Section (T&SDS) will ensure roll call training is conducted for all sworn personnel under their respective command regarding the PFQT. Before December 31, 2020, the Department will officially begin testing sworn personnel on an annual basis. For the purposes of this policy, a "Test Year" is defined as the twelve (12) month period, or one (1) year period from a test week in December of one year to the appropriate/corresponding test week in December of the following year.
- D. Phase-out: This process will involve the gradual elimination of the current PFQT (Interim Standards). The Department realizes the effort put in by officers who have trained themselves for the last few years to meet or exceed the past/former PFQT standards - Air Force Instruction (AFI) 36-2905 and the current PFQT (Interim Standards). Officers will continue to participate in the PFQT Interim Standards events until December 31, 2019, after which the new PFQT standards take effect.

- E. The Guam P.O.S.T. (Peace Officer Standards and Training) Commission Fitness Screening Questionnaire (Attachment "A") will be the standard form used to verify that PFQT participants are screened on the date of the test and prior to the performance of any of the test events.
- (1) If an officer is unable to perform the PFQT or stops during the performance of the PFQT for reasons indicated on the Fitness Screening Questionnaire (FSQ), the officer will not be allowed to complete the test.
 - (2) A subsequent test or retest will be scheduled upon completion of the FSQ by a licensed health professional. The updated FSQ must be submitted by the subject officer to the Officer-in-Charge (OIC) T&SDS within thirty (30) days of receipt. This process will ensure timely and adequate preparation for the officer and Departmental resources before his or her next PFQT. Failure to provide this information within the required time frame may result in disciplinary action.
 - (3) Adherence to a licensed health professional's recommendation(s) will allow for consideration necessary to determine whether or not the officer will participate in a PFQT. A valid waiver of the PFQT by the subject officer's licensed health professional whether in part or in whole will be applicable for the period indicated in the FSQ, or pending the officer's next PFQT in the subsequent test year.
- F. Officers who participate and complete the PFQT, but not within the established time limit must retest within ninety (90) days following an "Unsatisfactory PFQT." The Department may not mandate officers to retest any sooner than the end of the forty-two (42) day reconditioning period; however, an officer may volunteer to do so. Retesting in the first forty-two (42) days after an Unsatisfactory PFQT requires agency head approval since recognized medical guidelines recommend forty-two (42) days as the minimum timeframe to recondition from Unsatisfactory to Satisfactory status in a manner that reduces risk of injury. It is the officer's responsibility to ensure he/she retests before the ninety (90) day reconditioning period expires (non-currency begins on the ninety-first (91st) day). An officer who is unable to meet the Department's established PFQT may be subjected to the following administrative action:
- (1) First Unsatisfactory – A written warning is issued. The officer must retest within ninety (90) days.
 - (2) Second Unsatisfactory – A second written warning is issued. The officer must retest within ninety (90) days.
 - (3) Third Unsatisfactory - A third written warning is issued. The officer must retest within ninety (90) days. The officer shall receive counseling from the agency (Department) head or an individual whom the agency head designates.
 - (4) Fourth Unsatisfactory – The officer's certification shall be temporarily suspended until a determination is made by the POST Commission. The officer shall be assigned to administrative duties. The Department head shall make a recommendation that the POST Commission revoke the officer's certification upon review. The officer shall not be allowed to carry a firearm. Hazardous and increment pay may be denied. The Department head shall take administrative action in accordance with Department of Administration's rules and regulations or applicable autonomous agency personnel rules and the Fair Labor Standards Act.

- G. Failure (defined): An officer is deemed to have failed to comply with this policy when that officer's performance in a Department-sanctioned PFQT is below the standard officially established by this Department and as defined and/or referenced herein after the officer has been previously tested, given the requisite conditioning period, retested, and is still unable to meet the minimum standard. When an officer receives four (4) Unsatisfactory PFQT results within a twelve (12) month period and a Guam licensed health care provider has ruled out medical conditions precluding the officer from achieving a passing score, the POST Commission shall deny, suspend or revoke the individual's certification. All PFQT results shall be provided to the Executive Director (of the POST Commission) within fifteen (15) calendar days after the completion of the PFQT.
- H. The Chief of Police shall initiate or recommend administrative action only after the officer has:
- (1) Received four (4) Unsatisfactory PFQT scores in a twelve (12) month period;
 - (2) Failed to demonstrate significant improvement (as determined by the agency head) despite the reconditioning period; and
 - (3) Has had his/her medical records reviewed by a Guam licensed health care provider to rule out medical conditions precluding the officer from achieving a passing score.
- I. An officer who fails to meet the PFQT fitness standards after full mandatory implementation shall be eligible for intra-departmental or inter-departmental transfer pursuant to the Department of Administration Rule 9.100 or applicable Government of Guam personnel rules (See Department of Administration Rules and Regulations – Rule No. 9.100 Placement of Employees Who Become Medically Non-Qualified).
- J. Officers shall only be allowed a waiver of their fitness test if deemed appropriate by a person licensed to practice medicine; they are considered disabled under the Americans with Disabilities Act (ADA) and Fair Labor Standards Act (FLSA); or via court case decision(s).
- Furthermore, Department of Administration rules and regulations or applicable autonomous agency personnel rules shall be followed to determine an officer's fitness for duty, position transfers, suspension, or termination.
- K. A detailed legal interpretation, written advisement and written warning applicable to items III. F., III. G. and III. H. above may be reviewed in the following attachments:
- (1) Interpretation of Law, Re: Public Law 34-49 POST Commission's Physical Fitness Qualifications Test (Attachment "B").
 - (2) Version 2.1 Interim Standard PFQT, Re: Advisement (Attachment "C").
 - (3) Written Warning, Re: Unsatisfactory Performance (Attachment "D").

IV. DUTIES AND RESPONSIBILITIES

- A. Primary PFQT Fitness and Wellness Coordinator: Shall be the Officer-in-Charge (OIC) of Training and Staff Development Section (T&SDS). The Alternate PFQT Fitness and Wellness Coordinator shall be designated by the T&SDS OIC. PFQT Fitness and Wellness Coordinators shall be responsible for:
- (1) Educating peace officers about the PFQT program and the physical fitness standards that they must meet;

- (2) Ensuring original test forms are submitted to the P.O.S.T. Commission and copies maintained by the agency;
- (3) Development and maintenance of a health and wellness program that includes wellness assessment, goal setting, health and fitness education, and support;
- (4) Planning program organization, training, education and execution;
- (5) Corresponding with and encouraging officers to engage in activities and habits that will lead to satisfactorily performing at the minimum acceptable standard as contained in the compliance determination method;
- (6) Establishing, managing and protecting appropriate records and ensuring their confidentiality;
- (7) Collating and ensuring all program-relevant historical and statistical data is readily available to the P.O.S.T. Commission so that it may assess the program effectiveness and employee compliance;
- (8) Producing factually accurate records and reports of officer performance, signed under penalty of perjury by the individual who obtained and submitted such PFQT record, as directed by their supervisor, agency head, and the P.O.S.T Commission and/or its Director; and
- (9) Collecting all original test forms from (PFQT) proctors of tests;
- (10) Maintaining the physical fitness file for all officers in the Guam Police Department;
- (11) Ensuring agency personnel are informed of all department-wide Physical Fitness events including the annual Physical Fitness Qualification Test;
- (12) Providing pertinent documents to Health Coaches and/or PFQT Proctors for the administration and scoring of personnel;
- (13) Administration and supervision of officers requiring remedial or supervised Physical Fitness Programs and the PFQT retesting set forth by this policy;
- (14) Notifying Department personnel of Government of Guam Worksite Wellness Program events or other physical fitness activities and events that may be of interest and most beneficial to the health and wellness of our police force.

B. Health Coaches: As designated by the T&SDS OIC to assist PFQT Fitness and Wellness Coordinators with the administration of the Physical Fitness Program through roll call training, monitoring participants during physical fitness activities, unit progress reports, access to Government of Guam Worksite Wellness Program events, and at times serve as physical fitness Test Proctors.

C. PFQT Test Proctors: As designated by the T&SDS OIC to assist PFQT Fitness and Wellness Coordinators with the Physical Fitness Program through the administration of the annual PFQT, roll call training, remedial or supervised Physical Fitness Programs and PFQT retesting set forth by this policy.

- D. Division Chief: Division Chiefs are responsible and accountable for, and have authority over the execution of the Physical Fitness Program as delineated in this General Order and other appropriate agency policy within their respective areas of responsibility.
- E. Operations Chief/Precinct Commander: Shall implement a Physical Fitness Program that will address and improve physical fitness and wellness levels of officers assigned to their respective areas of responsibility in accordance with this General Order and other appropriate agency policy.
- F. Section/Unit OIC's/Operations Sergeants: Shall review and examine all physical fitness records of officers assigned to their respective areas of responsibility and establish appropriate measures for those officers requiring remedial or supervised training; submit updates on the respective training status and individual training records in monthly reports which will include the number of personnel who are scheduled to perform their annual Physical Fitness Qualification Test (PFQT) or recommended to undergo a remedial or supervised Physical Fitness Program.

V. HEALTH AND WELLNESS MANAGEMENT

- A. Pursuant to 17 GCA § 51104(b)(7), "it shall be incumbent upon the individual peace officer or recruit/trainee to receive a health screening from a licensed health professional prior to undergoing their fitness assessment. Moreover, if a peace officer experiences a change in his or her health, it is the sole responsibility of the officer to obtain an updated health screening."
- B. The Guam Police Department requires that all officers receive a health screening through their licensed primary physician (licensed health professional) or at a GPD-sponsored event prior to participation in the Department Physical Fitness Program. The Guam P.O.S.T. (Peace Officer Standards and Training) Commission Fitness Screening Questionnaire will be the standard form used to verify that a valid health screening was conducted. This standard form is to be utilized during any GPD Health and Wellness sponsored event or a personal health screening with a private licensed health professional.
- C. In addition to the Fitness Screening Questionnaire, a certification by a licensed health professional indicating a limited fitness profile is acceptable. Officers who have a certified description of their medical condition indicating they are not physically capable of performing at the minimum standard may be placed on an adjusted (remedial or supervised) Physical Fitness Program in full consideration of limitations set forth in the medical condition report.
- D. Each officer is solely responsible for compliance with this policy. Nothing herein shall be construed to exempt an officer or place responsibility on any other person or entity.

VI. PHYSICAL FITNESS PROGRAM

- A. A comprehensive physical fitness program includes many aspects of a healthy lifestyle like stress management and regular exercise. There are many health and fitness resources available in print form and internet websites that can assist an officer in need of improving his/her overall health, wellness and fitness level.
- B. The Guam Police Department's Physical Fitness Program Manual (Attachment "E") is founded upon recognized, time-honored United States military physical fitness training exercises and activities. These exercises and activities are consistent with established scientific principles of

physical conditioning that enhance fitness and general health essential to job performance. Officers must possess the cardio-respiratory endurance, flexibility, muscular strength and muscular endurance necessary to perform at their physical best.

- C. Furthermore, officers are encouraged to read the comprehensive 2008 Physical Activity Guidelines for Americans to develop a deeper understanding of the rationale and science behind physical activity. A short summary of the guidelines can be found in Executive Order 2012-17, the 2012 Government of Guam Worksite Wellness Program Policies, Procedures and Guidelines. The website for the 2008 Physical Activity Guidelines for Americans is: <http://www.health.gov/paguidelines>.

VII. HEALTH AND NUTRITION PROGRAM

- A. An active lifestyle and proper nutrition go hand in hand. One without the other may lead to deficiencies in one's mental, emotional and physical wellbeing. Disease and chronic illness oftentimes appear as a result of a prolonged sedentary lifestyle. For sedentary police officers, this may prove more accurate due to the nature of police work.
- B. An officer's fitness lifestyle and eating habits play a huge role in his or her ability to perform optimally on the job. For these reasons, the Department has adopted a nationally recognized Health and Nutrition Program established by the United States Navy. This program will assist our officers with making sensible choices to further enhance or improve their current dietary choices; thus resulting in a healthier, happier and more productive employee and police force.
- C. Officers of this Department will have immediate access to health and nutrition information by way of the attached "Health and Nutrition Program Guidebook" (Attachment "F"). This ready reference can be reviewed online as well on the Guam Police Department's website: <http://www.gpd.guam.gov>.

VII. ANNUAL PHYSICAL FITNESS QUALIFICATION TEST (PFQT)

All sworn officers will be required to perform an annual Physical Fitness Qualification Test (PFQT) in accordance with the following requirements and standards:

- A. The Physical Fitness Qualification Test will be administered annually before December 31, of each year, and shall be coordinated by the Training and Staff Development Section or Re-tests scheduled by designated Physical Fitness Test Proctors.
- B. After the dissolution of the Interim Standards on December 31, 2019, the sole PFQT will be the Guam Police Department Police Officer Physical Ability Test or GPD POPAT – (Attachment "G").
- C. The POPAT is non-discriminatory. All officers of this Department must be prepared to perform the fundamental physical functions of police work at every stage in one's career, regardless of age, gender, rank, duty assignment, or seniority. The POPAT must be completed within the established time of seven minutes and twenty seconds (7:20) in order to pass. An officer whose time exceeds the established time or does not complete all of the obstacles/stages within the established time will be recorded as "Unsatisfactory."
- D. The POPAT consists of a series of obstacles or tasks most likely to be encountered by an officer in the course of his/her duties in or out of uniform. Thus, its design appropriately tests

an officer's ability to pursue, maneuver, overcome and react to realistic threats and physical conditions.

E. The POPAT tests an officer's physical strength, stamina and coordination under real-world circumstances, taking these two (2) primary components into consideration:

- (1) Aerobic Capacity: 300 meter sprint (foot pursuit);
- (2) Muscular Fitness: Twelve (12) stage obstacle course (foot pursuit with apprehension and rescue).

IX. PFQT TEST SITE

The official test site for the annual PFQT is the "Everyday Heroes Fitness Park" located at Dededo Precinct Command.

X. PFQT ALTERNATIVE TEST SITE(S) AND ALTERNATE APPARATUSES/EQUIPMENT

Alternative test sites are approved Guam Department of Education sports facilities and other appropriate facilities under the auspices of the Government of Guam. Privately-owned facilities may be utilized under legal and proper guidance and agreement *before* any such activity is administered.

Alternate, portable PFQT apparatuses and required equipment must be designed and constructed to comparable form and function much like the obstacles in place at the Everyday Heroes Fitness Park at Dededo Precinct Command. Height, length and width of such apparatuses and equipment are most important when measuring fairly (and impartially) an officer's physical ability to effectively negotiate each obstacle, not the material used in the construction of these items, as the materials found in real-world obstacles vary in every manner and form. The apparatuses and equipment must easily be transportable when needed and safely secured and stored when not in use.

Distances between each obstacle/stage must be equal to the distances between each obstacle or stage in place at the Everyday Heroes Fitness Park. Linear configuration of the obstacles/stages at an alternative test site is permitted to allow for simultaneous testing of multiple participants. In such instances, PFQT Fitness and Wellness Coordinators and/or designated Test Proctors must ensure the order of each stage and the distances in between are identical to the order of progression established at the Everyday Heroes Fitness Park.

XI. EQUIPMENT

PFQT Fitness and Wellness Coordinators and/or designated Test Proctors must ensure the following equipment is readily available prior to the commencement of the annual PFQT:

- A. Portable emergency first aid kit;
- B. Timepiece (digital or stopwatch) that accurately measures time to the second;
- C. A lifelike mannequin or other appropriate object weighing between 150-165 pounds;
- D. Reflective traffic vests;
- E. Portable handheld police radios;
- F. Traffic cones;
- G. Traffic signs approved by the Office of Highway Safety

XII. PFQT ASSESSMENT PROCEDURES

- A. All components of the established PFQT must be completed the same day. An officer may not elect to test in part – it must be done in its entirety.
- B. Should extenuating circumstances prevent completion of scheduled testing (i.e. medical situation, injury during fitness assessment, severe weather conditions, emergencies, or other unforeseeable factor) then rescheduling must be done to determine the next reasonable date(s) and time(s) to complete the PFQT.
- C. Officers have only one (1) opportunity to complete the GPD POPAT in its entirety. Should an officer refuse to complete any part of the test for reasons not consistent with extenuating circumstances (i.e. medical situation, injury during fitness assessment, severe weather conditions, emergencies, or other unforeseeable factor) then that officer's test will be recorded "Unsatisfactory."
- D. Officers must complete each obstacle/stage before progressing to the next. If an officer fails to complete an obstacle/stage he or she must return to the start point of that particular obstacle or stage and make another attempt to complete it - e.g. if an officer inadvertently bypasses an obstacle/stage, then he/she must return to the start of that obstacle/stage and negotiate it successfully. The official clock time for the officer must be allowed to run continuously without interruption until the course is completed.

XIII. PFQT OR PHYSICAL FITNESS INJURY, ILLNESS, MEDICAL EMERGENCY PROCEDURES

- A. Prior to any PFQT event, PFQT Fitness and Wellness Coordinators and/or designated Test Proctors shall ensure a written safety plan is in place for summoning emergency medical aid or police assistance. Other precautionary measures to consider:
 - (1) At a minimum, the plan will include telephone numbers for police and fire stations, hospitals and clinics, and the location of the nearest AED (Automated External Defibrillator).
 - (2) Submit request for Guam Fire Department medic support at the PFQT event site. A template of the letter requesting the support service(s) is attached herewith (Attachment "H").
 - (3) Ensure at least one (1) Test Proctor is CPR (Cardiopulmonary Resuscitation) certified via the American Red Cross, American Heart Association, or other nationally recognized organization.
 - (4) The test site must be accessible to emergency response vehicles and personnel. Immediate access to communications devices like cellular telephones, static landlines, and other two-way devices are required.
- B. If an officer suffers injury or illness during the PFQT or any other Department-sectioned physical fitness activity, he/she will have the option of being evaluated by their respective licensed health professional at their convenience; however, because the PFQT is a mandated and Department-sanctioned event, the Guam Department of Labor Workman's Compensation policy and procedures should be considered a priority.

- C. Should an officer become incapacitated to the point of needing emergency care, then that officer will be transported to the Guam Memorial Hospital for appropriate care in accordance with established Workman's Compensation policy and procedures.
- D. When an officer sustains injury or illness during Department-sanctioned physical fitness events, the PFQT Fitness and Wellness Coordinator or his/her designee shall document and report the matter in accordance with established Workman's Compensation policy and procedures. In situations where the need for the PFQT Fitness and Wellness Coordinator or his/her designee are not required, then that officer's immediate supervisor or other appropriate authority shall document and report the matter in accordance with established Workman's Compensation policy and procedures.
- F. The PFQT Fitness and Wellness Coordinator or other appropriate authority shall also ensure an Incident Report or After Action Report on the matter be provided to the Chief of Police no later than the next business day for his information and disposition.

XIV. TEST PROCTOR REQUIREMENTS

On any given PFQT date, the following procedures must be adhered to:

- (1) The Test Proctor and/or assistants shall notify the tested officer of the results of each component immediately upon its completion and of the overall score when the test is complete. The location, time and date of such notification must be also noted on the form.
- (2) The PFQT Fitness and Wellness Coordinator shall provide a copy to the officer at the earliest opportunity but no later than close of business the next immediately following regular work day.
- (3) Notice of not (satisfactorily) meeting established standards duly provided to an officer shall serve as the initial stage of corrective action planning by the coordinator and, in consultation with the officer's immediate superior, should guide the officer in a realistic plan to come into compliance.
- (4) Test Proctors must adhere to the medical guidance indicated on the individual's health assessment when conducting the PFQT.
- (5) Testing shall be done in accordance with applicable laws and Government of Guam rules and regulations.
- (6) Testing shall be scheduled in such a manner as to avoid negatively impacting agency operations.

XV. SAFETY CONCERNS AND ENVIRONMENTAL CONSIDERATIONS

- A. The PFQT is not to be conducted under harsh environmental conditions. Specifically, the fitness assessment should not be conducted in extreme inclement weather or temperatures exceeding 90 degrees Fahrenheit. If an officer experiences any signs or symptoms of heat injuries such as heat cramps, heat exhaustion, or heatstroke, the officer must immediately stop his/her physical activity. The PFQT Fitness and Wellness Coordinator(s) and/or designated Test Proctor(s) shall remain alert to react appropriately to signs and symptoms of heat-related complications.

- B. Proper hydration is vital to safe participation in the PFQT or other physical fitness event. Officers are encouraged to at minimum drink water before and after any physical fitness event. If possible, however, drinking water during events outside of the PFQT is recommended. Officers are responsible for providing their own source of appropriate, adequate hydration.
- C. Officers should avoid exercising near heavily traveled streets and highways during peak traffic hours. The use of waterproof or sweat proof sun block is recommended when exercising in warm weather to avoid sunburn.
- D. Headphones or earpieces along with any form of electronic music devices are not authorized during the PFQT.

XVI. EXERCISES

- A. In addition to the Department's Physical Fitness Program Manual, the following types of exercises or workouts are examples of alternative exercises or exercise programs for Precinct Commanders/Operations Chiefs to consider as part of the administration of this policy.
 - 1. Running in Place (Stationary Running)
 - 2. Running
 - 3. Brisk Walking
 - 4. Swimming
 - 5. Calisthenics/Aerobics
 - 6. Cycling
 - 7. Weight Training
 - 8. Circuit Training
 - 9. Cross Fit Training
 - 10. High Intensity Interval Training (HIIT)
 - 11. Tire Drill Workouts and/or similar programs
 - 12. Stretching Activities
- B. Physical Fitness Programs/Activities should focus on overall strength and agility with emphasis placed on improving cardiovascular stamina/endurance and range of mobility. Workouts that emphasize these physical applications correlate with this Department's established annual PFQT. Programs that require such output will further help the officer in his day-to-day functions when dealing with the rigors and challenges of police work at every level.
- C. Officers not familiar with certain exercises or workouts listed above or in the Department's Physical Fitness Program Manual, who wish to participate in such activity, should first consult with an experienced trainer or Departmental Health Coach for proper execution of required movements and application.

XVII. DIVISION LEVEL PHYSICAL FITNESS PROGRAMS

- A. Since there are a number of variables (e.g. patrol shift work, personnel challenges, etc.) unique to the different areas in the Department; division, precinct and section head personnel are authorized to develop suitable programs for their respective areas of responsibility in accordance with this General Order.
- B. Where applicable, division level programs shall permit Civilian employees to participate in activities supported by the Government of Guam's Worksite Wellness Program.

XVIII. REMEDIAL / SUPERVISED PHYSICAL FITNESS PROGRAM

- A. Officers who have difficulty passing the PFQT shall participate in a Remedial Fitness Program. Officers will remain in the Remedial or Supervised Physical Fitness Program until they meet or exceed the minimum standard in the performance of a Department-sanctioned PFQT.
- B. Section, Unit OIC's and Operations Sergeants shall be responsible for the administration of the Remedial or Supervised Physical Fitness Program within their area of responsibility.

XIX. DEPARTMENT QUARTERLY FITNESS EVENTS

Bureau Chiefs are responsible for coordinating quarterly physical fitness events in an effort to promote "Teamwork, Morale and Overall Fitness." Coordination will be made through T&SDS for event scheduling.

XX. ON DUTY PHYSICAL FITNESS ACTIVITIES

- A. Uniformed personnel are *mandated* by law (See 27 Guam Administrative Rules and Regulations – Public Safety; Chapter 3 Guam P.O.S.T. Commission – Peace Officer Standards and Training Commission) to maintain a level of fitness that enables them to meet the established minimum standards of this Department's Physical Fitness Qualification Test (PFQT).
- B. On duty Physical Fitness Activities are permitted provided:
 - (1) Such activity does not interfere with the overall mission of the Department;
 - (2) Such activity does not adversely affect the immediate needs of the officer's duty assignment;
 - (3) Participating personnel inform their supervisor in advance of their intended location for physical fitness activities. This measure will ensure the safety and accountability of personnel.
- C. It is recommended that Department personnel conduct their physical fitness activities in locations that are **SAFE**, conducive and appropriate for the activities they wish to engage in. Some of these locations include public parks and recreation areas (e.g. Dededo Sports Complex Walking Trail, Paseo Stadium and Yigo Fire Station); fitness and wellness facilities; and even at the employee's particular worksite (e.g. GPD Headquarters and surrounding areas, Everyday Hero's Fitness Park and gym at Dededo Precinct Command and Agat Precinct Command gym).

XXI. PHYSICAL FITNESS PROGRAM UNIFORM

The prescribed GPD Physical Fitness Program uniform consists of a pullover styled, no-button, round collared shirt and elastic band shorts (See subsections A and B below). However, if for justifiable reason this particular Physical Fitness Program uniform cannot be obtained, then officers may acquire and use attire resembling or representative of what is prescribed. The GPD Physical Fitness Program uniform shall be worn while performing organized physical fitness workouts or other Department events with the exception of the annual PFQT. The uniform will consist of:

- A. Shirt - Navy Blue nylon, polyester or polyester-blend, quick dry/moisture wicking material:
- ♦ Front= 3" GPD Patch on the left chest
 - ♦ Back: GUAM POLICE on the center upper back
 - ♦ Letter size: (GUAM 1" letters) (POLICE 1.5" Letters)



- B. Shorts – Solid Navy Blue, nylon mesh, polyester or polyester-blend material.



- C. Shoes and Socks - Appropriate athletic footwear, designed primarily for running is required. Black athletic-styled socks that do not extend above mid-calf are required.

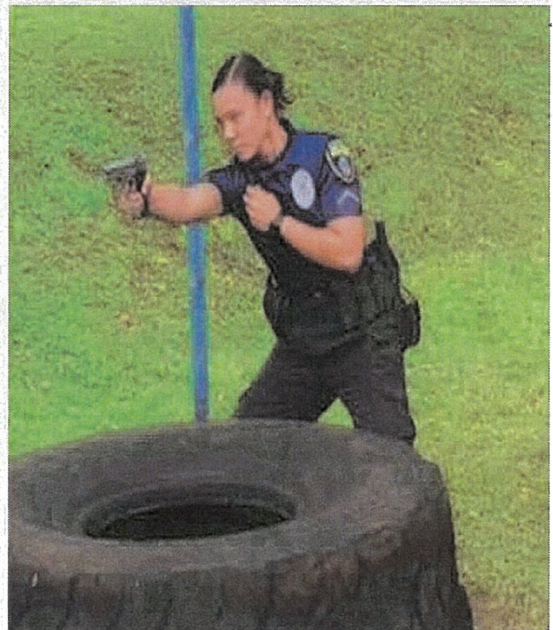
EXAMPLE (Physical Fitness Uniform):



XXII. PFQT UNIFORM

The Department requires the use of either the Class "B" or Class "C" uniforms with duty belt equipped with limited duty gear (i.e. Sam Browne, empty holster and empty magazine pouches, radio, handcuffs and flashlight must be worn) and Department-approved footwear in the performance of the annual PFQT (GPD POPAT). This requirement ensures practical application of the test (See General Order 10-02 Dress and Personal Appearance for details on Class "B" and Class "C" uniform wear).

EXAMPLE (Class "C" Uniform):



For Compliance.

JOSEPH I. CRUZ
CHIEF OF POLICE

Attachments:

- A. Guam P.O.S.T. Commission Fitness Screening Questionnaire
- B. Interpretation of Law, Re: Public Law 34-49 POST Commission's Physical Fitness Qualifications Test
- C. Version 2.1 Interim Standard PFQT, Re: Advisement
- D. Written Warning, Re: Unsatisfactory Performance
- E. Guam Police Department Physical Fitness Program Manual
- F. Health and Nutrition Program Guidebook
- G. Guam Police Department Police Officer Physical Ability Test – GPD POPAT
- H. GFD Medic Support Interagency Letter

ATTACHMENTS

- Attachment A: Guam P.O.S.T. Commission Fitness Screening Questionnaire**
- Attachment B: Interpretation of Law, Re: Public Law 34-49 POST Commission's Physical Fitness Qualifications Test**
- Attachment C: Version 2.1 Interim Standard PFQT, Re: Advisement**
- Attachment D: Written Warning, Re: Unsatisfactory Performance**
- Attachment E: Guam Police Department Physical Fitness Program Manual**
- Attachment F: Health and Nutrition Program Guidebook**
- Attachment G: Guam Police Department Police Officer Physical Abilities Test – GPD POPAT**
- Attachment H: GFD Medic Support Interagency Letter**

**GUAM POST COMMISSION
FITNESS SCREENING QUESTIONNAIRE**

Printed Name: _____ Rank: _____ Age: _____
Signature: _____ Date: _____
Contact #: _____ Section: _____

You are being asked these questions for your safety and health. The Guam P.O.S.T. Commission Fitness Assessment (FA) is a maximum-effort test. Peace Officers who have not been exercising regularly and/or have other risk factors for a heart attack (increasing age, smoking, diabetes, high blood pressure, etc.) are at increased risk of injury or death during the test. Answering these questions honestly is in your best interest.

1. Have you experienced any of the symptoms/problems listed below and not been medically evaluated and cleared for unrestricted participation in a physical training program?

- Unexplained chest discomfort with or without exertion
- Unusual or unexplained shortness of breath
- Dizziness, fainting, or blackouts associated with exertion
- Other medical problems that have not been evaluated, optimally treated, or not already addressed that may prevent you from safely participating in this test (e.g. heart disease, sickle cell trait, asthma, etc.).
- Family history of sudden death before the age of 50 years

☐ **YES:** Stop. Notify your Fitness Program Manager and contact your Personal Care Provider for evaluation/recommendations. Hand carries this form to medical evaluation.

☐ **NO:** Proceed to next question.

2. Are you 35 years of age or older?

☐ **YES:** Proceed to next question.

☐ **No:** Stop. Sign form and return to your Fitness Program Manager. Member may take the Fitness Assessment.

3. Have you engaged in vigorous physical activity (i.e., activity causing sweating and moderate to marked increases in breathing and heart rate) averaging at least 30 minutes per session, 3 days per week, over the last 2 months?

☐ **YES:** Stop. Sign form and return to your Fitness Program Manager. Member may take the Fitness Assessment.

☐ **NO:** Proceed to next question.

4. Does one (1) or more of the following risk factors apply to you?

- Smoked tobacco products in the last 30 days
- Diabetes
- High blood pressure that is not controlled
- High cholesterol that is not controlled
- Family history of heart disease (developed in father/brother before age 55 or mother/sister before age 65)
- Age >45 years for males; >55 years for females

☐ **YES:** Stop and notify Fitness Program Manager

☐ **NO:** Stop. Sign form and return to your Fitness Program Manager. Member will take the Fitness Assessment.

GUAM POST COMMISSION FITNESS SCREENING QUESTIONNAIRE

If member experiences any of the symptoms listed in Question #1 during the fitness assessment, he/she should stop the test immediately and seek medical attention immediately.

Signature: _____ Date: _____

Printed Name: _____ Rank: _____

Duty Phone #: _____

Medical Evaluation (Only applicable if member marked Yes on Question 1; provider answers all 4 statements)

If medical evaluation is required IAW this FSQ, the provider will complete the following.

I medically evaluated _____ on _____. Medical recommendations are:
(NAME) (DATE)

- (1) Member (is / is not) medically cleared for the maximal effort 300 meters run.
- (2) Member (is / is not) medically cleared for the maximal effort 10/20 stair climb ascent/descent.
- (3) Member (is / is not) medically cleared for the Tire Drill Event.
- (4) Member (is / is not) medically cleared for Serpentine, aka: Zig-Zag Event.
- (5) Member (is / is not) medically cleared for tunnel event.
- (6) Member (is / is not) medically cleared for balance beam event.
- (7) Member (is / is not) medically cleared for Over and Under event.
- (8) Member (is / is not) medically cleared for the Push-Ups.
- (9) Member (is / is not) medically cleared for the Prone to Standing, aka: Get Ups.
- (10) Member (is / is not) medically cleared for the Quick Peek Event, aka: Tactical Pie.
- (11) Member (is / is not) medically cleared for 4-Foot Leap event.
- (12) Member (is / is not) medically cleared for 4-foot Wall Climb/Jump.
- (13) Member (is / is not) medically cleared for the Handgun/Pistol Dexterity event.
- (14) Member (is / is not) medically cleared for Apprehension and Restraint event.
- (15) Member (is / is not) medically cleared for the Rescue Carry/Drag event.

(Signature / Date / Stamp of Provider)





GOVERNMENT OF GUAM
HAGĀTÑA, GUAM 96932

January 10, 2018

To: Personnel Concerned

From: Chief of Police

Subject: **INTERPRETATION OF LAW**
Re: Public Law 34-49 P.O.S.T. Commissions Physical Fitness Qualifications Test

The following information contains an interpretation of Public Law 34-49 and a means to providing you an understanding of its application with the Version 2.1 Interim Standard Physical Fitness Qualification Test, as reviewed by the Office of Professional Standards.

- 1). During the week of December 20-23, 2017 (as per Special Order 17-138: Subject: Physical Fitness Qualification (PFQT) Test. Version 2.1 Interim Standard), the Guam Police Department started the "twelve" (12) month period as per § 3105 (g) (1), of Chapter 3, Title 27, Guam Administrative Rules and Regulations.

This would make December 20-23, 2018 as the end of this twelve (12) month period and ample time to meet all the milestones identified within § 3105 (a).

- 2). According to § 3105 (b) No peace officer may have their certification revoked or placed on probation or other adverse action on the basis of their physical fitness until January 1, 2018. The PFQT will be administered and the results will be used by the Executive Director to determine whether a peace officer's certification should be maintained, denied, suspended, or revoked in compliance with § 3105 (e) of Chapter 3, Title 27, Guam Administrative Rules and Regulations.
- 3). § 3105 (e) of Chapter 3, Title 27, Guam Administrative Rules and Regulations as amended reads:
 - a. Peace officers must retest within ninety (90) days following an Unsatisfactory PFQT.
 - b. Agencies may not mandate peace officers to retest any sooner than the end of the forty-two (42) day reconditioning period; however a peace officer may volunteer to do so.
 - c. Retesting in the first forty-two (42) days after an Unsatisfactory PFQT requires agency head approval.
 - d. It is the Peace officers responsibility to ensure he/she retests before the (90) day reconditioning period expires.

Memorandum: From the Chief of Police

Subject: Interpretation of Law

Re: Public Law 34-49 P.O.S.T. Commissions Physical Fitness Qualifications Test

Pages 2 of 3

- e. Based on this section, the progressive discipline process upon "Failure" would be as follows:

First Unsatisfactory	A written warning is Issued.	Retest within 90 days
Second Unsatisfactory	A second written warning is issued.	Retest within 90 days
Third Unsatisfactory	A third written warning is issued. The peace officer shall receive counseling from the agency head or an individual whom the agency head designates.	Retest within 90 days
Fourth Unsatisfactory	Temporary suspension of certification, No LE duties, No Firearm, Hazardous Pay and pay increment may be denied.	Agency shall take administrative action in accordance with DOA Rules and Regulations.

- 4). § 3105 (f) defines "Failure" as: "A peace officer is deemed to have failed to comply with this policy when that officer's performance in a PFQT test is below the standard adopted by the Guam Legislature, and as defined and/or reference herein after the officer has been previously tested, given the requisite conditioning period, retested, and is still unable to meet the minimum standard. When a peace officer receives four (4) Unsatisfactory PFQT results within a (12) month period and a Guam licensed health care provided has ruled out medical conditions precluding the peace officer from achieving a passing score, the POST commission shall deny, suspend, or revoke the individual's certification."

Based on the definitions posited by the Office the Chief of Police and the Office of the Attorney General, police officers who performed "Unsatisfactory" in the first PFQT administered during the week of December 20-23, 2017, would in fact constitute an "Unsatisfactory" Performance for the PFQT Test, as prescribed under Section 3 (§ 3105. Establishment of Physical Fitness Qualification Test), but would not constitute a "Failure" until they performed "Unsatisfactory" in the next scheduled PFQT. Then that second (2nd) "Unsatisfactory" Performance in the second administered PFQT would constitute their first (1st) "Failure." We further recommend that the following application of progressive discipline as reflected in the table below is the most appropriate course of action to follow:

1 st PFQT Test	First Unsatisfactory	Advisement and recommendation to improve (No warning issued).	Retest within 90 days
2 nd PFQT Test	Second Unsatisfactory	1 st Warning Issued	Retest within 90 days
3 rd PFQT Test	Third Unsatisfactory	2 nd Warning Issued	Retest within 90 days
4 th PFQT	Fourth Unsatisfactory	3 rd Warning Issued	Retest within 90 days
5 th PFQT	Fifth Unsatisfactory	Temporary suspension of certification, No LE duties, No Firearm, Hazardous Pay and pay increment may be denied.	Agency shall take administrative action in accordance with DOA Rules and Regulations.

Memorandum: From the Chief of Police

Subject: Interpretation of Law

Re: Public Law 34-49 P.O.S.T. Commissions Physical Fitness Qualifications Test

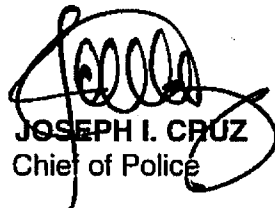
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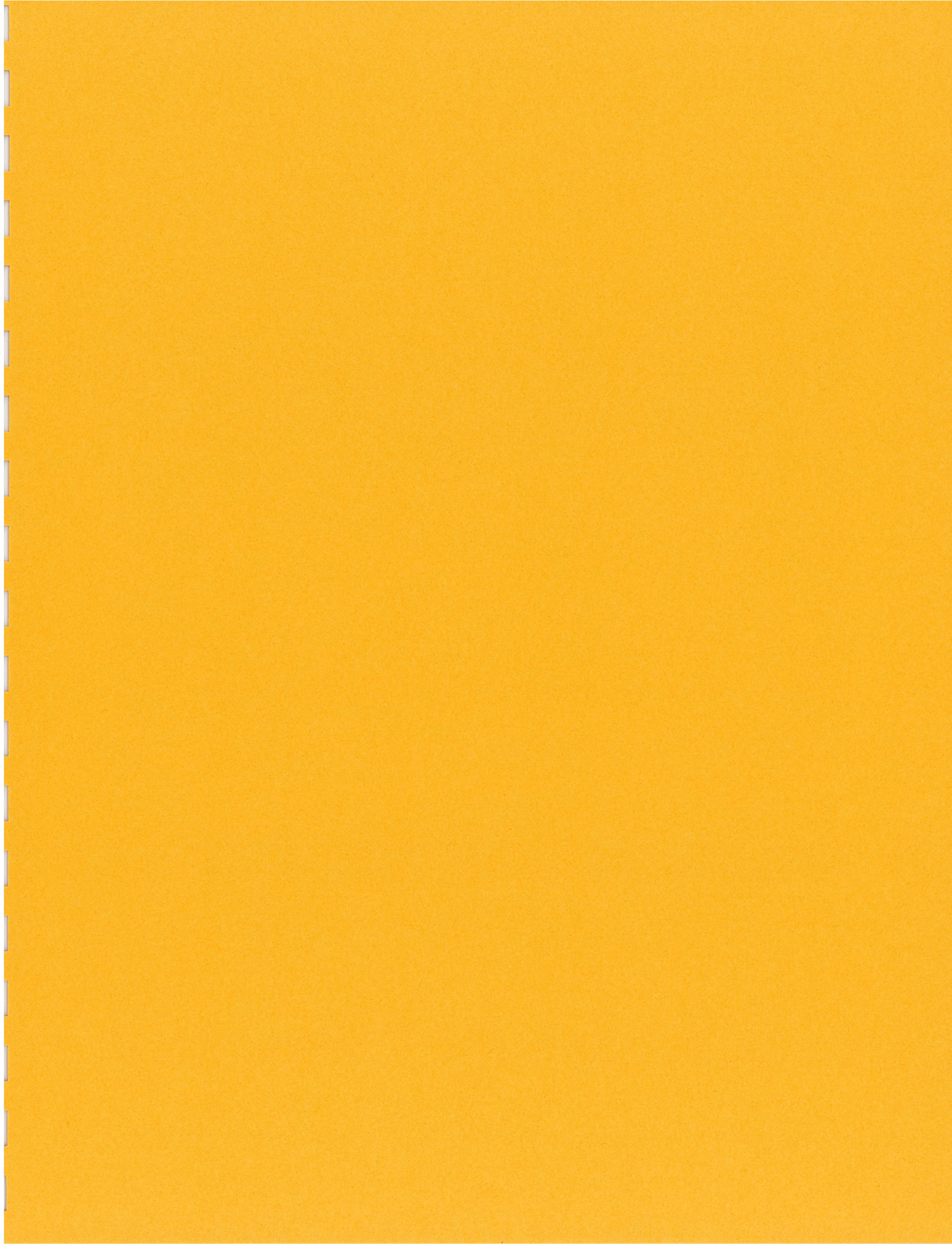
As a guide for measurement for the 12 month period, the following Table reflects the dates utilizing a 42 day and 90 day time frame that will complete the 12-month period.

12 Month Period	
42 Days	90 Days
December 20, 2017	December 20, 2017
February 21, 2018	March 23, 2018
April 22, 2018	June 21, 2018
June 21, 2018	September 19, 2018
August 22, 2018	December 18, 2018
December 31, 2018 (End of 12 Month Period)	

Currently, as of the last PFQT, we are looking at over a 70% pass rate. I am confident that with your continued efforts and support, we can attain 100% pass rate by December 31, 2018. In ending, I thank you, the men and women of this Department, for the remarkable professional police service that you provide our citizens. Keep up the great work.

Disseminated for your guidance and compliance.


JOSEPH I. CRUZ
Chief of Police





GOVERNMENT OF GUAM
HAGATNA, GUAM 96932

ATTACHMENT "C"

Date

To: Employee's Rank and Name

From: Supervisor's Rank and Name

Subject: **Version 2.1 Interim Standard PFQT**
Re: Advisement

1. As per (Special Order No and Title), you performed the Version 2.1 Interim Standard of the P.O.S.T. Physical Fitness Qualification (PFQT) Test, mandated by Public Law 34-49.
2. The Version 2.1 Interim Standard has Age/Gender specific scores that you are required to meet in order to perform the PFQT satisfactorily.
3. As reflected in the table below, are the results of your performance for your age and gender, the time the test was administered to you:

Male/Female Age Group

Push Ups		Sit Ups		1 Mile Run		1 Mile Walk	
Required	Performed	Required	Performed	Required	Performed	Required	Performed

4. Be aware that of what you are required to perform in order to meet the minimum standards of your age and gender.

Supervisor's name & Signature

My signature acknowledges that I received and read this document.

Acknowledged:

Employee's Signature

Date

cc: Training, Staff & Development Section
Command Employee Personnel Jacket





GOVERNMENT OF GUAM
HAGĀTÑA, GUAM 96932

ATTACHMENT "D"

Date

To: Employee's Rank and Name

From: Supervisor's Rank and Name

Subject: **(1st, 2nd, 3rd, 4th) WRITTEN WARNING**
(The above heading will depend upon how many the officer unsatisfactorily performs the PFQT)

Re: Unsatisfactory Performance (Version 2.1 Interim Standard PFQT Test)

1. As per (Special Order No and Title), you performed the (Version 2.1 Interim Standard) of the P.O.S.T. Physical Fitness Qualification (PFQT) and mandated by Public law 34-49.
2. The Version 2.1 Interim Standard has Age/Gender specific scores that you are required to meet in order to perform the PFQT satisfactory.
3. As reflected in the table below, you did not meet the standard scores established for your age and gender (as reflected below):

Male/Female Age Group

Push Ups		Sit Ups		1 Mile Run		1 Mile Walk	
Required	Performed	Required	Performed	Required	Performed	Required	Performed

The following examples shall be used for the first through third PFQT Tests, if failed.

4. In accordance with Public Law 34-49, this is your (first time), (second time), (third time) Unsatisfactory performance in the Version 2.1 Interim Standard PFQT.

I am required to document your Unsatisfactory performance and advise you of the consequences (as reflected in the table below) if you to do improve your performance in your next scheduled PFQT.

1 st Unsatisfactory	1 st Written Warning Issued
2 nd Unsatisfactory	2 nd Written Warning Issued
3 rd Unsatisfactory	3 rd Written Warning Issued
4 th Unsatisfactory	Temporary Suspension of POST Certification pending determination by the POST Commission

5. I must further advise you that in accordance with the general orders of the Guam Police Department, you are in violation of the following:

GENERAL ORDER 99-01 DEPARTMENT RULES AND REGULATIONS

III. VIOLATION OF RULES

Employees shall not commit any acts or omit any acts which constitute a violation of any of the rules, regulations, directives or orders of the Department whether in this General Order or elsewhere.

VI. CONFORMANCE TO LAWS

- A. Employees shall obey all laws of the United States and the laws of the Territory.

XIII. UNSATISFACTORY PERFORMANCE

Employees shall maintain sufficient competency to properly perform their duties and assume responsibilities of their positions. Employees shall perform their duties in a manner which will maintain the highest standards of efficiency in carrying out the functions and objectives of the Department. Unsatisfactory performance may be demonstrated by a lack of knowledge of the application of laws required to be enforced; and unwillingness or inability to perform assigned tasks; the failure to confirm to work standards established for the employees rank, grade or position; the failure to take appropriate action on the occasion of the crime, disordered, or other condition deserving employee attention; or absence without leave. In addition to other indicia or unsatisfactory performance, the following will be considered prima facie evidence of unsatisfactory performance: repeated poor performance evaluations or a written record of repeated infractions of rules, regulations, directives or orders of the Department.

6. You must increase your efforts in the PFQT and score the standards required of your age and gender. Failure to improve and meet fitness standards is a serious condition that will immediately affect your peace officer certification with the Guam P.O.S.T. Commission pursuant to Public Law 34-49, and your status a police officer with the Guam Police Department.
7. Please be advised pursuant to Public Law 34-49 (§ 3105 (e) 4 of Chapter 3, Title 27, Guam Administrative Rules and Regulations. "The peace officer's certification shall be temporarily suspended until a determination is made by the POST Commission. The peace officer shall be assigned to administrative duties. Agency heads shall make a recommendation that the POST Commission revoke the peace officer's certification upon review. The peace officer shall not be allowed to carry a firearm. Hazardous pay and increment pay may be denied. The employer shall take administrative action in accordance with Department of Administration's rules and regulations or applicable autonomous agency personnel rules and the Fair Labor's Standard Act."
8. The issuance of this Written Warning to you serves to memorialize this action as a record of progressive discipline in accordance with the general orders of this Department and the Department of Administration's Rules and Regulations and Public Law 34-49.

Supervisor's name & Signature

I have received and read this document; my signature acknowledges understanding of responsibilities for non-compliance.

Acknowledged:

Employee's Signature

Date

cc: Human Resources Section
Training & Staff Development Section
Office of Professional Standards
Command Employee Personnel Jacket



GUAM POLICE DEPARTMENT

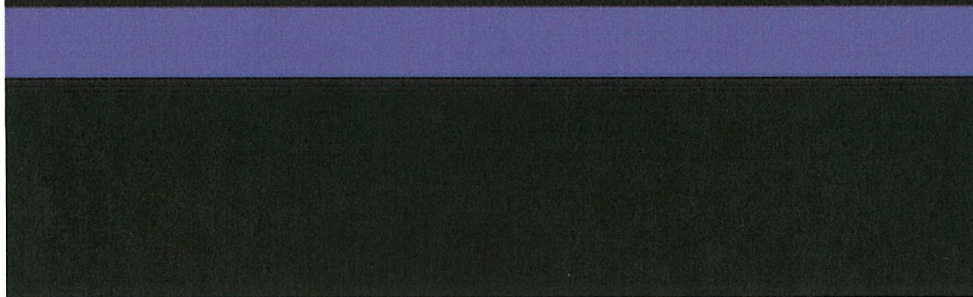
PHYSICAL FITNESS PROGRAM MANUAL



**GUAM POLICE DEPARTMENT
TRAINING & STAFF DEVELOPMENT SECTION**

This book is dedicated to the men and women of the Guam Police Department and those who have given the ultimate sacrifice in service to our island... You are gone but never forgotten.

THE THIN BLUE LINE represents all Law Enforcement who daily protect this Beautiful Island and our Nation. The black background is a constant reminder of all fallen Officers. The line is what Police protect, the barrier between anarchy and a civilized society, between order and chaos, between respect for decency and lawlessness.





Guam Police Department Physical Fitness Program Manual

This manual contains the following information:

➔Introduction

➔Getting Started

➔Safety Consideration

- ◆Injury Control
- ◆Shoes
- ◆Clothing
- ◆Environmental Conditions
- ◆Signs and symptoms of Heat Injuries
- ◆Hydration
- ◆Nutrition

➔Standardized Physical Training

- ◆Warm-up Exercise Drills
- ◆Standardized Physical Training Activities
- ◆Standardized Cool-down

➔Running

➔Calisthenics

➔Stability Training

- ◆4 for the Core (4C)
- ◆Hip Stability Drill (HSD)

➔Conditioning Drill 1 (CD1)

➔Military Movement Drill (MMD)

➔Stretch Drill (SD)

➔Conditioning Drill 2 (CD2)

➔Conditioning Drill 3 (CD3)

➔Training Schedules

INTRODUCTION

The Guam Police Department's Physical Fitness Program Manual is the departmental action plan to maintain and/or improve the overall fitness and health of every Police Officer. This resource has been developed to assist commands in conducting a safe effective fitness program.

Key program strategies outlines in this program are designed to enhance opportunities for physical activity, increase knowledge, increase availability/access to nutritious foods. There are many fitness resources available to assist with fitness enhancement to have one single fitness program for everyone. Therefore, only broad categories of programs and general considerations are covered here. Physical fitness is an important component of the general health of the individual. Comprehensive fitness includes many aspects of a healthy lifestyle. At a minimum, it encompasses tobacco cessation, balanced nutrition, the responsible use of alcohol, the elimination of illegal drug use, stress management, and regular exercise.

This guide was written in recognition that both the quality and quantity of physical activity recommended to the individuals using this guide is consistent with current physical activity recommendations. The fitness components of cardiorespiratory endurance, muscular strength and endurance, flexibility, and body composition are all inherent within this generalized exercise prescription. This program specifies the intensity, duration, and frequency of training and it is the interaction of these three variables that results in improved health and physical fitness.

In order for this program to be safe and effective, it must be followed as written. Exercise must be conducted regularly at the proper intensity to bring about the desired changes in the body. However, changes in the body occur gradually so be patient and adhere to the program. If you miss a session for some reason, just pick up where you left off with the next day's session. However, if you miss a whole week of sessions, you will have to start the week over. In addition, ensuring adequate rest and recovery will optimize health, improve physical fitness, and control injuries.

Pursuant to 17 G.C.A., §51104(b)(7), it shall be incumbent upon the individual peace officer or trainee to receive a health screening from a licensed health professional prior to undergoing their fitness assessment. If a peace officer experiences a change in his or her health, it is the sole responsibility of the peace officer to obtain an updated health screening.

In addition to the Physical Fitness Assessment Form, a certification by a primary physician indicating a limited fitness profile is acceptable. Sworn officers who have a medical condition report indicating that they are not physically capable of performing at the minimum standard shall be placed on an adjusted fitness program in full consideration of limitations set forth in the medical condition report.

DO NOT begin this physical exercise program before passing a routine physical examination.

GETTING STARTED

The renewed nationwide interest in fitness has been accompanied by many research studies on the effects of regular participation in sound physical fitness programs. The overwhelming conclusion is that such programs enhance a person's quality of life, improve productivity, and bring about positive physical and mental changes. Not only are physically fit officers essential to the police force and the community, they are also more likely to have enjoyable, productive lives.

This chapter provides an overview of fitness. It defines physical fitness, outlines the phases of fitness, and discusses various types of fitness programs and fitness evaluation. Physical fitness, the emphasis of this manual, is but one component of total fitness. Some of the "others" are weight control, diet and nutrition, stress management, dental health, and spiritual and ethical fitness, as well as the avoidance of hypertension, substance abuse, and tobacco use. This manual is primarily concerned with issues relating directly to the development and maintenance of the five components of physical fitness.

Your physical training program will begin with an assessment of your present physical condition. Your Health Coach will administer an assessment (the 1-1-1 Physical Fitness Assessment), which consists of one minute of push-ups, one minute of sit-ups, and a timed, one-mile run. This assessment will determine your starting point and appropriate placement in the Physical Training Program.

Commit to spending approximately 45 minutes per day, four to five times a week in the conduct of physical training. Whether you follow the walk-to-run guidelines or begin training at a higher level, this program will help prepare you for the physical requirements of police work. If you follow this training program, you will experience many of the health-related benefits of physical activity.

♦Safety Considerations

The Fitness Program Manual outlines a safe and effective way to improve your physical fitness. To achieve safe results, it is recommended that the following guidelines be followed;

- ALWAYS perform the prescribed warm-up and cool-down before and after the training activity.
- Perform ONLY the prescribed number of sets and repetitions on the training schedule.
- Proper form (precision) is more important than the sloppy execution of more repetitions.
- Perform ALL the exercises in the order listed for each drill.
- If you miss a day of training, pick up with the next day of the training schedule.
- Exercise with a training partner whenever possible.

Although a little muscle soreness is to be expected when beginning anew physical training program, do not aggravate injuries by continuing to exercise when you are feeling pain or discomfort.

◆Injury Control

There is a natural risk of injury for all personnel participating in physical activity, even those related to improving health. Injuries are not uncommon during intense physical training. Most injuries can, however, be prevented. Safety is always a major concern.

The environment and the characteristics of the officers also contribute to the overall injury risk. The OIC T&SDS shall ensure that officers be informed of these risks and taught how to minimize the possibility of injury. T&SDS shall eliminate all known risks to the maximum extent possible at the training or test site.

Health Coaches shall monitor participants during activity. Perform movements in a controlled manner. Remember quality over quantity. When form declines (to the point of volatile fatigue), it is time to stop the movement. Many common injuries are caused by overuse, that is, exercising too much and too often and with too rapid an increase in the workload. Most overuse injuries can be treated with rest, ice, compression and elevation.

The most common running injuries occur in the feet, ankles, knees and legs. Although they are hard to eliminate, much can be done to keep them to a minimum. Preventive measures include proper warm-up and cool-down. Failure to allow recovery between hard bouts of running can lead to overtraining and can also be a major cause of injuries. If you experience continuing or acute pain, see your doctor.

A safety plan must be in place for summoning emergency assistance. Consult local medical facilities for guidance. At a minimum, the plan will include telephone numbers, location of nearest AED and procedures for summoning aid and clear directions for emergency response personnel to avoid confusion and ensure their prompt arrival.

Shoes

Proper footwear may play a role in injury prevention. Choosing a running shoe that is suitable for your particular type of foot can help you avoid some common running-related injuries. It can also make running more enjoyable and help you get more mileage out of your shoes.

- Always tie and untie shoes when putting them on and taking them off.
- Expect shoes to be comfortable when you try them on. If they are not, then do not buy them.
- How a shoe looks is not as important as proper fit or comfort.
- Replace running shoes when they begin to show visible wear or after 500 miles of use, whichever occurs first.

- The best shoe for you may not be the most expensive. Always try on both shoes and walk around the store to ensure they fit before purchasing.
- If possible, shop for shoes at the end of the day instead of in the morning. Your feet swell from being in shoes and moving around all day.

Clothing

Proper clothing can also help prevent injuries.

- Ensure that you are wearing some sort of reflective material if exercising during hours of low visibility.
- Clothes should be comfortable, light in color, and fit loosely in warm weather.
- Clothing may be layered according to personal preference in cold weather and gloves or mittens and ear-protecting caps should be worn to prevent frostbite.
- Rubberized or plastic suits should NEVER be worn during exercise or the physical assessments.

Environmental Conditions

- Do not exercise in extremely hot or cold weather; try to find an alternate indoor location to reduce the risk of heat or cold injuries.
- Avoid exercising near heavily traveled streets and highways during peak traffic hours.
- Avoid exposure to pollutants before and during exercise, if possible (including tobacco).
- In areas of high smog concentrations, train early in the day or later in the evening.
- Use a waterproof or sweat proof sunblock when exercising in warm weather to avoid sunburn. Follow the instructions on the bottle for proper use.

Signs and Symptoms of Heat Injuries

If you experience any of the below symptoms of heat cramps, heat exhaustion, or heatstroke, immediately stop your physical activity.

Heat Cramps

Muscular Twitching

Cramping

Muscular Spasms in Arms, Legs or Abdomen

Heat Exhaustion (Requires Medical Attention)

Excessive Thirst

Fatigue

Lack of Coordination

Increased Sweating

Cool/Wet Skin

Dizziness and/or Confusion

Heatstroke (MEDICAL EMERGENCY, DIAL 911)

No Sweating
Hot/Dry Skin
Rapid Pulse
Rapid Breathing
Coma
Seizure
Dizziness and/or Confusion
Loss of Consciousness

Hydration

Water is the preferred hydration fluid before, during and after physical training activities.

- Drink 13 to 20 ounces of cool water at least 30-60 minutes before beginning exercise (approximately 2 glasses of water).
- After the activity, drink to satisfy thirst, then drink a little more.
- After exercise, avoid alcoholic beverages and soft drinks because they are not suitable for proper hydration and recovery. Sports drinks may be consumed, but are not required and contain a considerable number of additional calories.
- It is also possible to drink too much water. Be sure to limit intake to NO MORE THAN 1 1/2 quarts per hour (48 oz.) during heavy exertion.

Nutrition

In addition to exercise, proper nutrition plays a major role in attaining and maintaining total fitness. Good dietary habits greatly enhance your ability to perform at your maximum potential. A good diet alone, however, will not make up for poor health and exercise habits.

Your body needs carbohydrates, protein, some fat, vitamins, minerals, fiber, and water to be healthy and grow strong. Include foods from each of the main food groups in your diet to get all the nutrients you need.

Bread, Cereal, Rice, and Pasta

What do you get? Carbohydrate, vitamins, minerals, fiber, and a small amount of protein.

Try to make at least half of your choices whole-grain products, such as 100 percent whole grain bread, brown rice or wild rice, barley, or oatmeal.

Vegetables

What do you get? Carbohydrate, vitamins, minerals, fiber, and a small amount of protein.

Eat lots of different ones — at least 3 to 5 servings a day, especially deep green types and the red, yellow, and orange varieties.

Fruit

What do you get? Carbohydrate, vitamins, minerals, and fiber.

Eat all varieties — at least 2 a day. Try to have a citrus fruit or juice (for example orange or grapefruit) plus a blue, red, purple, or orange type (such as blueberries, strawberries, plums or peaches) every day.

Milk, Yogurt, and Cheese

What do you get? Protein, carbohydrate in milk and yogurt, vitamins, and minerals (especially calcium).

Select 1 percent or nonfat milk or cottage cheese, nonfat or low-fat yogurt and part-skim or fat-reduced cheeses.

Meats, Poultry, Fish, Eggs, Nuts, Dry Beans

What do you get? Protein, vitamins and minerals (especially iron and zinc) plus carbohydrate in beans.

Choose lean meats (ones with the words “round,” “loin,” or “leg” in the name), skinless chicken or turkey breast, ham, any fish or seafood (if not fried or in butter), egg whites, and veggie burgers.

Fats, Oils, and Sweets

What do you get? Mostly extra calories with little nutritional value.

A little is all right, but it's easy to get too much. Cut way back on fried, greasy, oily, creamy, and buttery foods. Limit high-sugar, nutrient poor foods like candy, desserts, and sugar-sweetened soda and fruit drinks to once in a while and in small amounts.

Nutrition Tips

- ☐ At least two-thirds of your plate should be covered with foods from the grains, vegetables, and fruits groups and no more than one third should have a low-fat or lean protein source from the milk or meat group.
- ☐ To lose weight, decrease calories while increasing exercise and activity. You can decrease calories by decreasing portions and limiting high-fat and high-sugar and nutrition-poor foods.
- ☐ To gain weight, slightly increase calorie consumption while starting your resistance training program to gain muscle not fat.
- ☐ Avoid most fast foods and processed foods (such as burgers and sausage, chips, fries and other deep-fried foods, snack crackers, snack cakes, and pastries).
- ☐ Drink 8–10 glasses of water a day.
- ☐ Take a “food first” approach to achieving good health and performance. If you feel you are unable to meet your nutritional needs through your diet, consider taking a daily multi-vitamin, multi-mineral supplement that contains no more than 100 percent of the Recommended Daily Allowance.

If you have questions, consult a registered nutritionist or dietitian.

STANDARDIZED PHYSICAL TRAINING SESSION

A standardized physical training session consists of three essential elements: warm-up, activity, and cool-down. These elements are integrated to produce the desired training effect. More importantly, every standardized physical training session must have a specific purpose. This purpose, to prepare you for the physical demands of police work, follows a recommended rate of progression, specific to each individual's tolerance to the current level of training. There are three stages of standardized progression: initial, improvement, and maintenance.

The **initial conditioning stage** includes light muscular endurance activities and moderate-level cardiorespiratory endurance activities that produce minimal muscle soreness and control injuries. This stage usually lasts up to four weeks and is dependent upon the individual's adaptation to exercise. The duration of the main activity during the initial stage will begin with approximately 15 to 20 minutes and may progress to 30 minutes. Individual goals are established by your Health Coach early in your exercise program and are reflected in where you start in the training schedule. These goals are realistic and provide personal rewards. The initial stage is the Walk-to-Run Program and the muscular strength and endurance sessions conducted in weeks one through four.

The goal of the **improvement stage** is to provide a gradual increase in the overall exercise stimulus to allow for more significant improvements in your fitness level. As an example, you will exercise at a moderate to vigorous intensity for 20 to 30 minutes continuously. This is shown through the increased running times in the running progression and the increased number of sets and repetitions in Conditioning Drill 2 and Conditioning Drill 3.

The goal of the **maintenance stage** is the long-term maintenance of the Cardiorespiratory and muscular strength and endurance fitness developed during the weeks spent in the improvement stage. This stage of the standardized physical fitness training program begins when you have reached the pre-established fitness goals.

Your exercise program will incorporate levels of intensity, frequency, and duration consistent with the objective of preparing you physically for the challenges of police work. All standardized physical training sessions in this program have been developed using this model. Your Health Coach will guide you through the 12-week Standardized Physical Training Schedule, and he or she will monitor your performance with periodic assessments.

Warm-up Exercise Drills

The standardized physical training session will always include the following elements: warm-up, activity and cool-down. The warm-up should last approximately 15 minutes and occur just before the activities of the physical training session. On training days that concentrate primarily on strength and mobility, the performance of 4 for the Core and the Hip Stability Drill should be conducted, followed by Conditioning Drill 1. On training days that concentrate primarily on endurance and mobility, the warm-up consists of the

performance of Conditioning Drill 1, followed by The Military Movement Drill. After the warm-up, you are prepared for more vigorous conditioning activities. Optimal musculoskeletal function requires that an adequate range of motion be maintained at all joints. The dynamic exercises contained in each of the warm-up drills challenge the body's range of motion to achieve a variety of postures.

4 for the Core	
1. The Bent-leg Raise	(hold for 60 seconds)
2. The Side Bridge	(hold for 60 seconds)
3. The Back Bridge	(hold for 60 seconds)
4. The Quadraplex	(hold for 60 seconds)

See 4 for the Core tab.

The Hip Stability Drill	
1. The Lateral Leg Raise	(5 repetitions on each side)
2. The Medial Leg Raise	(5 repetitions on each side)
3. The Lateral Bent-leg Raise	(5 repetitions on each side)
4. The Single-leg Tuck	(5 repetitions on each side)
5. The Single-leg Over	(hold for 20 seconds on each side)

See Hip Stability Drill tab.

Conditioning Drill 1	
1. The Bend and Reach	(5 repetitions - slow)
2. The Rear Lunge	(5 repetitions - slow)
3. The High Jumper	(5 repetitions - moderate)
4. The Rower	(5 repetitions - slow)
5. The Squat Bender	(5 repetitions - slow)
6. The Windmill	(5 repetitions - slow)
7. The Forward Lunge	(5 repetitions - slow)
8. The Prone Row	(5 repetitions - slow)
9. The Bent-leg Body Twist	(5 repetitions - slow)
10. The Push-up	(5 repetitions - moderate)

See Conditioning Drill 1 tab.

The Military Movement Drill	
1. Verticals	(1 repetition)
2. Laterals	(1 repetition)
3. The Shuttle Sprint	(1 repetition)

See Military Movement Drill tab.

Standardized Physical Training Activities

The activities of your standardized physical training session (speed running, sustained running, Conditioning Drill 2, and Conditioning Drill 3) are specified on the physical training schedule. See training schedules tab for speed running, sustained running, Conditioning Drill 2 and Conditioning Drill 3 tabs.

Standardized Cool-down

The cool-down serves to gradually slow the heart rate and helps prevent pooling of the blood in the legs and feet. You should begin the cool-down by walking until your heart rate returns to less than 100 beats per minute (BPM) and heavy sweating stops.

The cool-down should last approximately 10 minutes and occur immediately after the activities of the standardized physical training session. The performance of The Stretch Drill makes up the cool-down for ALL physical training sessions. The cool-down safely brings you back to your pre-exercise state after performing vigorous conditioning activities. The Stretch Drill provides exercises that are designed to improve flexibility in most major muscle groups of the body. These static stretches involve slowly stretching muscles and then holding that position for an extended period of time.

The Stretch Drill	
1. The Overhead Arm Pull	(hold for 20 seconds on each side)
2. The Rear Lunge	(hold for 20 seconds on each side)
3. The Extend and Flex	(hold for 20 seconds in each stretch position)
4. The Thigh Stretch	(hold for 20 seconds on each side)
5. The Single-leg Over	(hold for 20 seconds on each side)

See Stretch Drill tab.

RUNNING

(Cardiorespiratory Endurance Training)

Cardiorespiratory endurance refers to your body's ability to utilize oxygen in the working muscles. Physical training and exercise will challenge your cardiorespiratory endurance in activities such as: ability group runs, speed running, obstacle course negotiation, and common skills training.

Getting Started

You and your Health Coach will review the results of the one-mile run event on the 1-1-1 Physical Fitness Assessment. Your one-mile run time will be used to determine your placement in either the Walk-to-Run Program or one of the three running ability groups (A, B or C). Your Health Coach will inform you of which training schedule to follow and the running ability group to which you will be assigned. See Training Schedules tab. When beginning a running program, care should be taken to follow a proper progression for both intensity and duration. Cardiorespiratory training, particularly running, if begun without proper preparation can contribute to lower extremity injuries. Improvements in your body's ability to use oxygen occur when exercise involves the use of large muscle groups over extended periods in activities that are rhythmic and aerobic in nature (e.g., running, walking, swimming, cycling, and some recreational sports). Walking or running may be the activity of choice because it is readily accessible and can be performed any time or place with little or no training.

Walk-to-Run Program

If you are a male and your one-mile time was slower than 8:30 or a female and your one-mile time was slower than 10:30 on the 1-1-1 Physical Fitness Assessment, begin with this section. When new runners or runners of lower fitness levels start a running program, they often follow a walk-run progression. During the first four weeks, you will alternate walking and running for the time listed on the training schedule and repeat the walk-run routine five times in each training session. You will gradually decrease the walk time and increase the run times over the four weeks. When you have completed the walk-to-run program, you are ready to progress to the next stage of your training. The run progression starts at week 5 of your designated training schedule. You should run continuously for the time period listed on the training schedule. You should run at a pace that you are able to maintain for the entire time listed. You should not feel out of breath during the runs. If you are able to carry on a conversation as you run (the talk test), then you are probably running at the right pace. Resist the temptation to run longer than the time period listed on the training schedule. The program will get harder; it is designed to gradually and safely increase your endurance. During weeks seven through 12, you will run one mile at a designated pace that progresses each week to enable you to meet standard. You will also add speed running to the program, which will increase the intensity and help you to run faster. Make sure that you properly warm up with the standardized warm-up before the walk-run activity.

Refer to the training schedules at Training Schedules tab.

Sustained Running

If you are a male and your one-mile time was 8:30 or faster or a female and your one-mile time was 10:30 or faster on the 1-1-1 Physical Fitness Assessment, begin with this section. Run continuously for the time period, at the designated pace listed for your gender and ability group, on the training schedule. The program will get harder; it is designed to gradually and safely increase your endurance. You will also add speed running to the program, which will increase the intensity and help you to run faster with improved running form. Make sure that you properly warm up with the standardized warm-up before running and properly cool down with the standardized cool-down after the running activity. The following table displays running ability groups categorized by one-mile run times and gender. For example, if a female ran the one-mile run event in 9:30, she would be placed in Female Ability Group B.

Refer to the training schedules at Training Schedules tab.

Sustained Running Ability Groups			
GENDER	A	B	C
MALE	7:00 or faster	7:01 - 7:45	7:46 - 8:30
FEMALE	8:31 - 9:00	9:01 - 9:45	9:46 - 10:30

NOTE: If a female runs faster than the female run times listed above, the officer will select the appropriate male running ability group, and she will run at the male pace times listed on the training schedules at Training Schedules tab.

Speed Running

Speed running will help you to improve your fitness level in a relatively short time and increase your running speed. In speed running, you will alternate periods of fast running with periods of walking. In this way, you can do more fast-paced running in a given workout than if you continuously run without resting. During speed running, you will perform a work interval (run fast) in a specified time for a specific number of repetitions. The work intervals are followed immediately by an active recovery interval (walk). Speed running improves the active muscles' resistance to fatigue by repeatedly exposing them to high intensity effort. An appropriate work to recovery ratio for improving speed is 1:2. You will perform speed work in the form of 30:60s, adhering to a work to recovery ratio of 1:2. During the work (run) interval, you will sprint for 30 seconds. During the recovery (walk) interval, you will walk for 60 seconds. This is one repetition of 30:60s. Speed running is performed once a week, starting week one, continuing to the end of the 12-week program. You will progress from four to 10 repetitions of speed running intervals.

Running Form

Running form varies from person to person. Differences in body types, i.e., limb lengths and muscle balance, may cause individuals to have variations in their running style. Attempts to force an individual to conform to one standard may do more harm than good. However, there are some basic guidelines that may improve running efficiency without overhauling the individual's natural stride. Generally, the form and technique for all types of running are fairly constant. The following information addresses optimal running form for the major body segments. Refer to the figure on right.



Head

The head should be held high, with the chin neither pointing up nor down. Allowing the head to ride forward puts undue strain on the muscles of the upper back.

Shoulders

The shoulders should assume a neutral posture, neither rounded forward nor forcefully arched backward. Rounding the shoulders forward is the most common fault in everyday posture as well as with running. This is usually associated with tightness of the chest and shoulder muscles. Another problem occurs when the shoulders start to rise with fatigue or increased effort. This position not only wastes energy, but can also adversely affect breathing.

Arms

Throughout the arm swing, the elbows should stay at roughly a 90-degree bend. The wrists stay straight and the hands remain loosely cupped with palms facing inward. The arm swing should be free of tension, but do not allow the hands to cross the midline of the body.

Trunk and Pelvis

The trunk should remain over its base of support, the pelvis. A common problem with fatigue is allowing the trunk to lean forward of the legs and pelvis. This forces the lower back muscles to spend too much energy resisting further trunk collapse to the front.

Legs

For sustained running, much of the power is generated from below the knee. Energy is wasted as the knees come higher and the large muscles around the hips and thighs are engaged. While running, concentrate on getting a strong push-off from the ankle of the back leg. This helps to naturally lengthen the stride. Lengthening the stride by reaching forward with the front leg will be counterproductive.

Feet

The feet should be pointing directly forward while running. With fatigue and certain muscle imbalances, the legs and feet will start to rotate outward. This may hinder performance and create abnormal stresses that contribute to injury.

Breathing

Breathing should be rhythmic in nature and coordinated with the running stride.

CALISTHENICS

(Strength and Mobility Training)

Strength runs a continuum between muscular strength and muscular endurance. Muscular Strength refers to your ability to overcome maximum resistance in one single effort. Muscular Endurance refers to the ability to overcome sub-maximal resistance in repeated efforts over a period of time. Mobility is the functional application of strength and endurance. Training will challenge your strength, mobility and endurance on obstacle courses, buddy carries, and during daily activities that involve lifting. Criteria for placement of Officers in Training Schedules 3 and 4 (push-up and/or sit-up failure) is listed below.

Males: less than 13 push-ups and/or less than 17 sit-ups

Females: less than 3 push-ups and/or less than 17 sit-ups

Getting Started

Strength and Mobility Training does not require a gym or expensive equipment. In fact, it is best to start with just the resistance of your own body to develop proper form. Calisthenic exercises can be performed at home in a relatively small space and in a time-efficient manner. Calisthenics are an integral part of this fitness program for muscular strength and mobility. In addition to the development and maintenance of muscular strength, the physiological benefits of resistance training include increases in bone mass and in the strength of connective tissue. This is particularly important to establish injury control in the beginning stages of an exercise program. The conditioning drills that you will follow in this program consist of exercises that train the major muscle groups of the arms, shoulders, chest, abdomen, back, hips, and legs.

The primary goal of this training is to develop total body strength and mobility in a relatively time-efficient manner. These calisthenic exercises should be performed on alternate days; additional sets and repetitions will bring about larger strength gains.

Conditioning Drill 1

Conditioning Drill 1 (CD1) consists of a variety of calisthenics that develop motor skills while challenging strength, endurance, and flexibility. The exercises in the drill are always performed in the sequence listed below. Conditioning Drill 1 is always used in the conduct of the warm-up.

Conditioning Drill 1

1. The Bend and Reach
2. The Rear Lunge
3. The High Jumper
4. The Rower
5. The Squat Bender
6. The Windmill
7. The Forward Lunge
8. The Prone Row
9. The Bent-leg Body Twist
10. The Push-up

For a complete explanation, see Conditioning Drill 1 tab.

Conditioning Drill 2

Conditioning Drill 2 (CD2) is designed to enhance upper body strength, endurance, and mobility. As in Conditioning Drill 1, all exercises are to be performed in the sequence listed. You should try to find a partner(s) to assist you, when performing the Pull-ups. Conditioning Drill 2 consists of the following exercises:

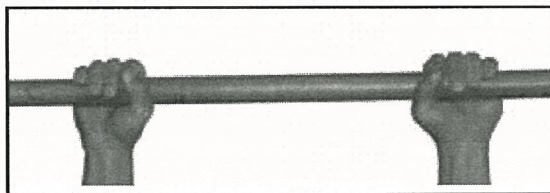
Conditioning Drill 2

1. The Push-up
2. The Sit-up
3. The Pull-up

For a complete explanation, see Conditioning Drill 2 tab. For more information on the hand position for the Pull-up, see below.

Hand Position

The overhand grip is the grip used for the pull-up. The hands are placed shoulder width apart with thumbs around the bar for the overhand grip.



OVERHAND GRIP

Conditioning Drill 3

Conditioning Drill 3 (CD3) consists of five higher-level toughening phase exercises that develop more complex motor skills while challenging strength, endurance, and mobility at a higher intensity. All of the exercises in the drill are conducted to cadence, and are always performed in the sequence listed. Exercises are performed to cadence for five 4-count repetitions, progressing to 10 repetitions. Precise execution should never be sacrificed for speed.

Conditioning Drill 3

1. The Power Jump
2. The V-up
3. The Mountain Climber
4. The Leg Tuck and Twist
5. The Single-leg Push-up

For a complete explanation, see Conditioning Drill 3 tab.

STABILITY TRAINING

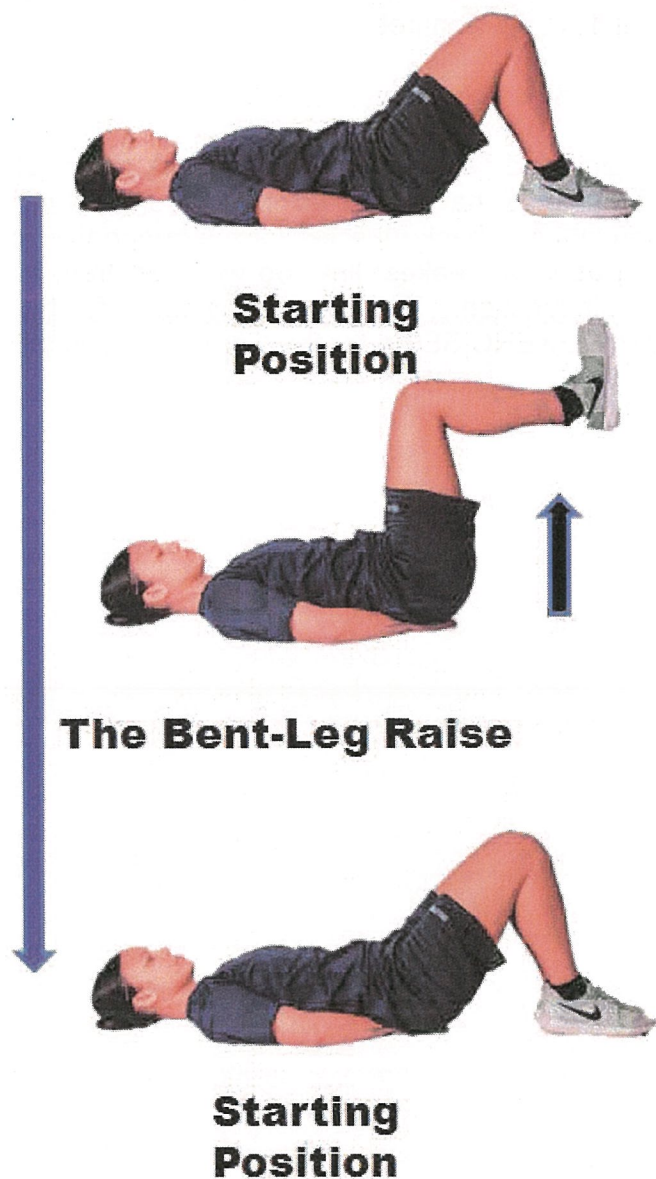
Stability is dependent on structural strength and body management. Regular precise performance of 4 for the Core and The Hip Stability Drill form a foundation of good stability for physical performance. The exercises in these drills may be performed prior to Conditioning Drill 1 during the warm-up and/or after cool-down. These drills may also be performed separate from the regular training sessions as supplemental training. DO NOT exceed 60 seconds for each 4 for the Core exercise and perform NO MORE THAN 10 repetitions of Exercises 1 through 4 of The Hip Stability Drill. DO NOT EXCEED 60 seconds for Exercise 5 of The Hip Stability Drill. If performance of more repetitions is desired, don't single out any one exercise to be repeated. Instead, repeat each or both of these drills in their entirety.

4 FOR THE CORE

The abdomen, lower spine and pelvis comprise the trunk (core) of the body. This area must be stable so the limbs have a fixed base from which to create powerful movements. The abdominal and back muscles form a supportive ring around the spine. You are only as strong as your weakest link. So we must train all these muscles in a manner that mimics their function. The commands for 4 for the Core are: "Starting Position, MOVE", "Ready, EXERCISE." 4 for the Core exercises follow.

♦ THE BENT-LEG RAISE

Lying in the Starting Position for the sit-up, place the fingers of both hands underneath the small of the back. Raise the feet off of the ground until both the hips and knees are flexed to 90 degrees. Next, contract the abdominals as if you are preparing for a blow to the stomach. Another way to perform this drawing-in maneuver is to imagine pulling the navel toward the spine. Think about the amount of pressure on your fingers created by the contraction of your abdominals. Maintain the same degree of pressure as you slowly straighten the legs. As soon as you can no longer maintain the same degree of pressure on your fingers, bring the legs back to the Starting Position and repeat until one minute has elapsed.



◆ THE SIDE BRIDGE

Lay on your side with your upper body off the ground, supported by the upper body with the elbow, forearm, and fist. Cross the bottom leg in front of the top leg, with the feet together. The legs may also be positioned with the knees together and knees bent 90 degrees. Firmly press into the ground with the supporting arm, then raise the trunk and pelvis straight upward until they form a straight line with the legs/knees. Hold this position while continuing to breathe. Switch to the other side after one minute. If you cannot hold for one minute, lower, rest briefly, then repeat until one minute has elapsed.



Starting Position (Left)



Left Side Bridge



Starting Position (Right)



Right Side Bridge

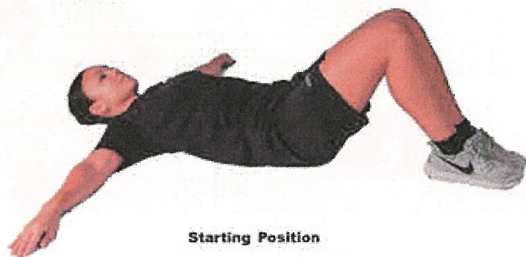


Modified Side Bridge (On knees)

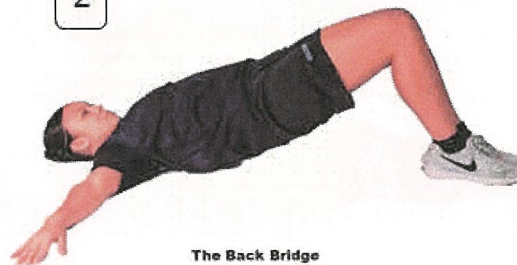
♦ THE BACK BRIDGE

Lying on the back with knees bent to 90 degrees, arms extended sideward at 45 degrees and feet on the marching surface, perform the drawing-in maneuver. Once the abdominal contraction is established, raise the hips off of the ground until the trunk and thighs form a generally straight line. The spine must not arch to achieve this position. With the buttocks still up, straighten the left leg until it comes in line with the trunk and thigh. Don't let the trunk and pelvis sag on the unsupported side. Hold five seconds, then switch to the other leg. Repeat for one minute. If the spine begins to sag, arch, or tilt, lower to the Starting Position, rest for 3–5 seconds, then, try again.

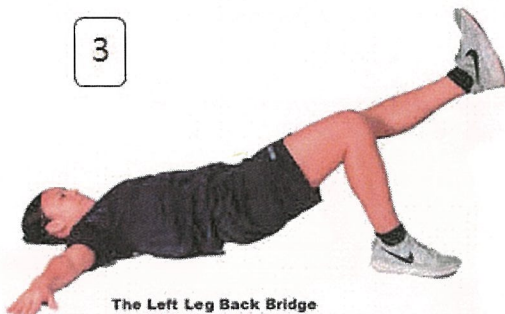
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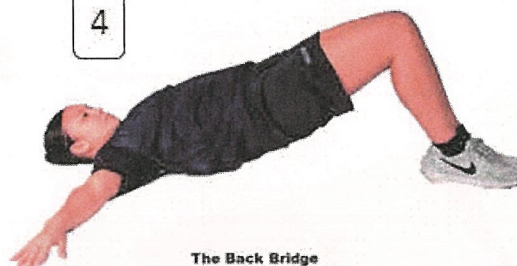
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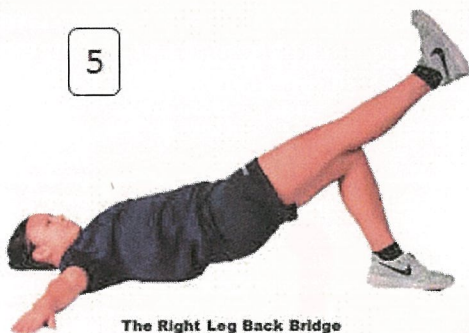
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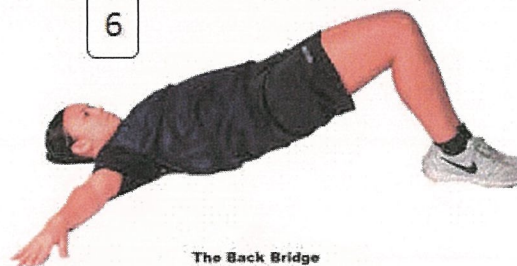
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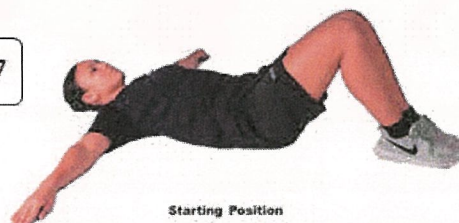
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6



7



◆ THE QUADRAPLEX

The Starting Position is on the hands and knees with the back flat. Contract the abdominal muscles as described in the bent-leg raise. Without rotating the trunk or sagging/arching the spine, straighten the left leg to the rear and the right arm to the front. Hold five seconds. Alternate the arm and leg movements on subsequent repetitions, repeating for one minute. The key to this exercise is controlled lowering and raising of the opposite arm/leg while keeping the rest of the body still.



Starting Position



Right Quadruplex



Starting Position



Left Quadruplex

THE HIP STABILITY DRILL

The Hip Stability Drill, like 4 for the Core, is designed to three- dimensionally train the hip and upper thigh areas, developing the basic strength and mobility needed for stability to perform functional movements. The Hip Stability Drill should be performed immediately after 4 for the Core. The Hip Stability Drill and 4 for the Core may be performed outside of regular sessions as supplemental training.

Hip Stability Drill Exercise 1: The Lateral Leg Raise (5 repetitions on each side)

Purpose: This exercise strengthens lateral hip and upper leg muscles.

Starting Position 1: Lay on your right side with your legs extended straight to the side and feet together with toes pointing straight ahead. Support your upper body with your right elbow. Your elbow is bent at 90-degrees, your upper arm is perpendicular to the ground and your right hand makes a fist vertical to the ground.

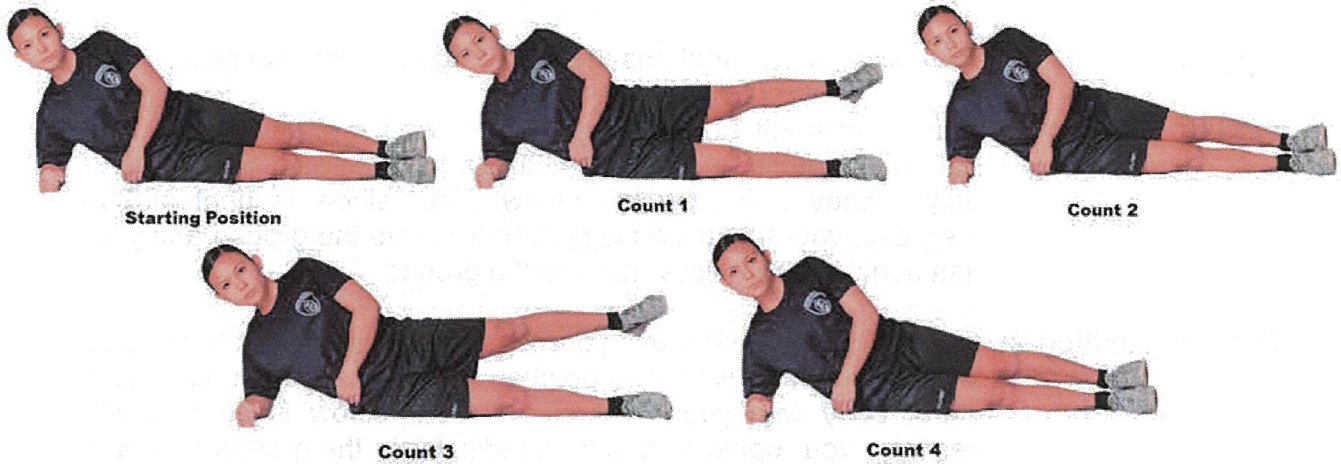
Starting Position 2: Lay on your left side with your legs extended straight to the side and feet together with toes pointing straight ahead. Support your upper body with your left elbow. Your elbow is bent at 90-degrees, your upper arm is perpendicular to the ground and your left hand makes a fist vertical to the ground.

Cadence: SLOW.

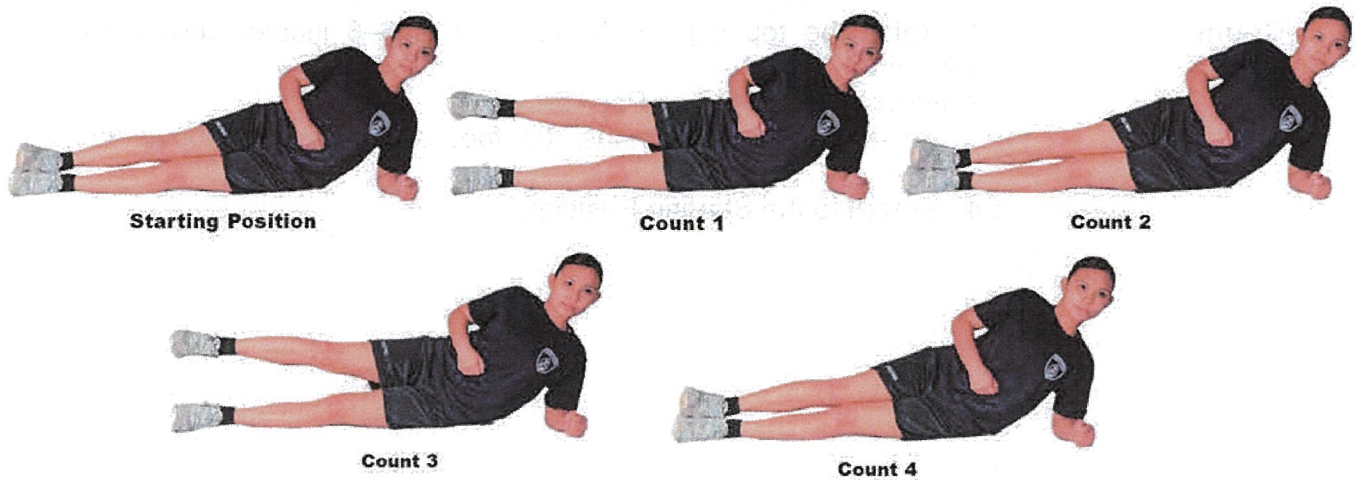
Count:

1. Raise the bottom foot so the top foot is 6–8 inches above the ground.
2. Return to the Starting Position.
3. Raise the bottom foot so the top foot is 6–8 inches above the ground.
4. Return to the Starting Position.

LEFT LATERAL LEG RAISE



RIGHT LATERAL LEG RAISE



Check Points:

- ☐ Face to the front of the formation, maintaining a generally straight line with the body.
- ☐ On Counts 1 and 3, keep the knee of the raised leg straight and the foot pointing forward. The top leg raises no more than 6–8 inches above the ground.
- ☐ Place the top hand over the stomach throughout the exercise.

Precautions: N/A.

Hip Stability Drill
Exercise 2: The Medial Leg Raise
(5 repetitions on each side)

Purpose: This exercise strengthens the inner thigh and hip muscles.

Starting Position 1: Lay on your left side with your legs extended straight to the side and feet together with toes pointing straight ahead. Support your upper body with your left elbow. Your elbow is bent at 90-degrees, your upper arm is perpendicular to the ground and your left hand makes a fist vertical to the ground.

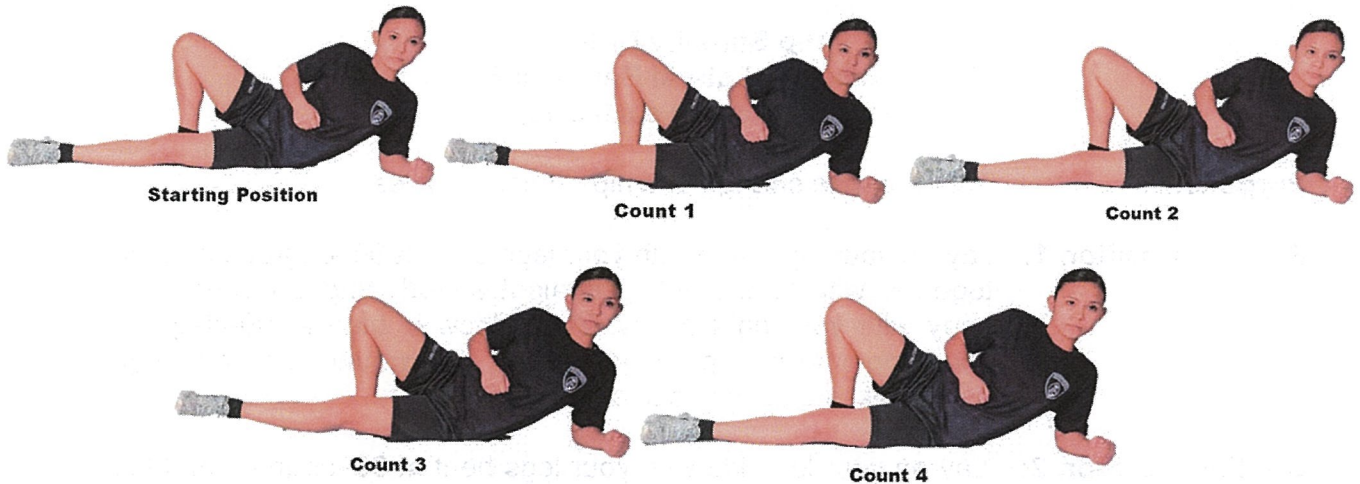
Starting Position 2: Lay on your right side with your legs extended straight to the side and feet together with toes pointing straight ahead. Support your upper body with your right elbow. Your elbow is bent at 90-degrees, your upper arm is perpendicular to the ground and your right hand makes a fist vertical to the ground.

Cadence: SLOW.

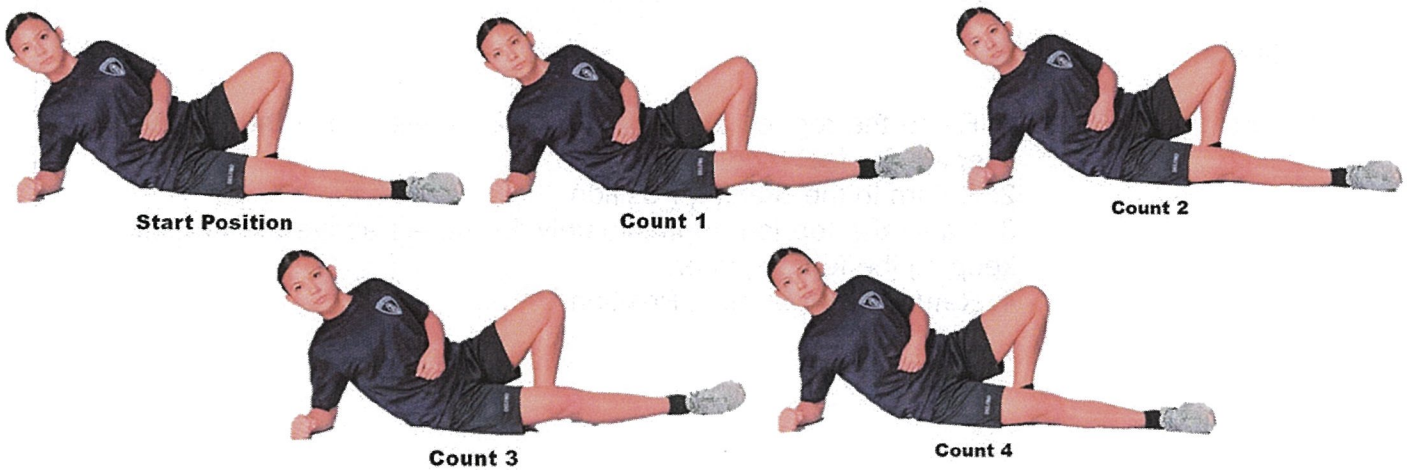
Count:

1. Raise the top leg so the top foot is 6–8 inches above the ground.
2. Return to the Starting Position.
3. Raise the top leg so the top foot is 6–8 inches above the ground.
4. Return to the Starting Position.

LEFT MEDIAL LEG RAISE



RIGHT MEDIAL LEG RAISE



Check Points:

- ☐ Keep the hips facing forward and the body in a generally straight line.
- ☐ Keep the toes facing forward on the bottom leg.
- ☐ Place the top hand over the stomach throughout the exercise.
- ☐ Do not raise the bottom foot higher than 6–8 inches above the ground.

Precautions: N/A.

Hip Stability Drill
Exercise 3: The Lateral Bent-leg Raise
(5 repetitions on each side)

Purpose: This exercise strengthens hip rotator muscles.

Starting Position 1: Lay on your right side with your legs bent at 90-degrees and feet together with toes pointing straight ahead. Support your upper body with your right elbow. Your elbow is bent at 90-degrees, your upper arm is perpendicular to the ground and your right hand makes a fist vertical to the ground.

Starting Position 2: Lay on your left side with your legs bent at 90-degrees and feet together with toes pointing straight ahead. Support your upper body with your left elbow. Your elbow is bent at 90-degrees; your upper arm is perpendicular to the ground and your left hand makes a fist vertical to the ground.

Cadence: SLOW.

Count:

1. Raise the top leg approximately 12 inches above the ground, keeping the feet together.
2. Return to the Starting Position.
3. Raise the top leg approximately 12 inches above the ground, keeping the feet together.
4. Return to the Starting Position.

RIGHT LATERAL BENT-LEG RAISE



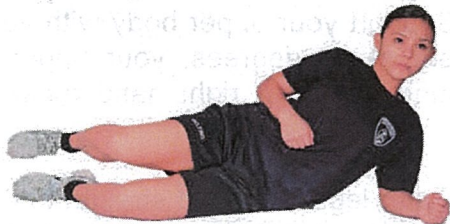
Starting Position



Count 1



Count 2



Count 3



Count 4

LEFT LATERAL BENT-LEG RAISE



Start Position



Count 1



Count 2



Count 3



Count 4

Check Points:

- ☐ Face to the front of the formation, maintaining a generally straight line with the body, from the knees to the torso.
- ☐ Keep the feet together throughout the exercise.
- ☐ Place the top hand over the stomach throughout the exercise.

Precautions: N/A.

Hip Stability Drill
Exercise 4: The Single-leg Tuck
(5 repetitions on each side)

Purpose: This exercise strengthens the hip flexors, lateral hip and upper leg muscles.

Starting Position 1: Lay on your right side with your legs extended straight to the side, with the left leg 6–8 inches above the ground and toes pointing straight ahead. Support your upper body with your right elbow. Your elbow is bent at 90–degrees, your upper arm is perpendicular to the ground and your right hand makes a fist vertical to the ground.

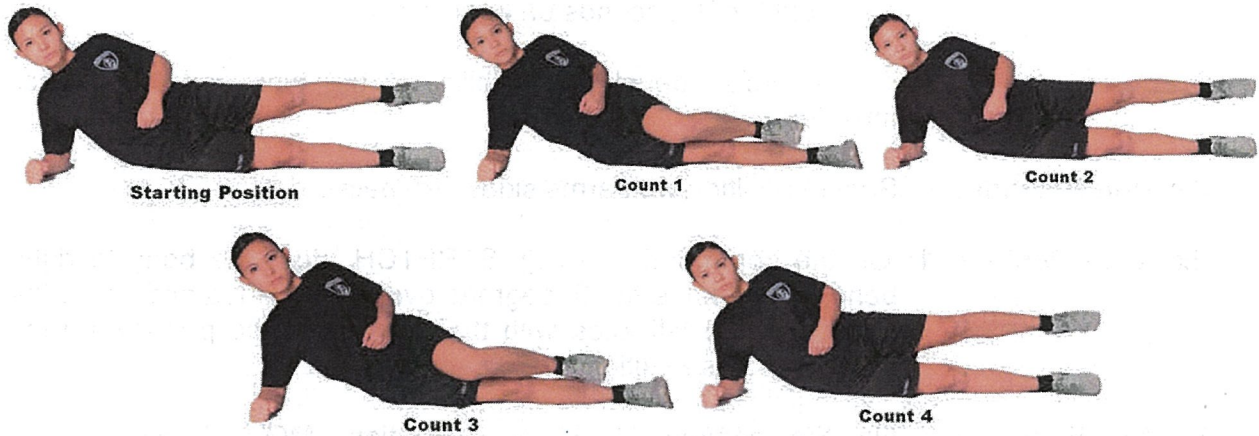
Starting Position 2: Lay on your left side with your legs extended straight to the side, with the right leg 6–8 inches above the ground and toes pointing straight ahead. Support your upper body with your left elbow. Your elbow is bent at 90–degrees, your upper arm is perpendicular to the ground and your left hand makes a fist vertical to the ground.

Cadence: SLOW.

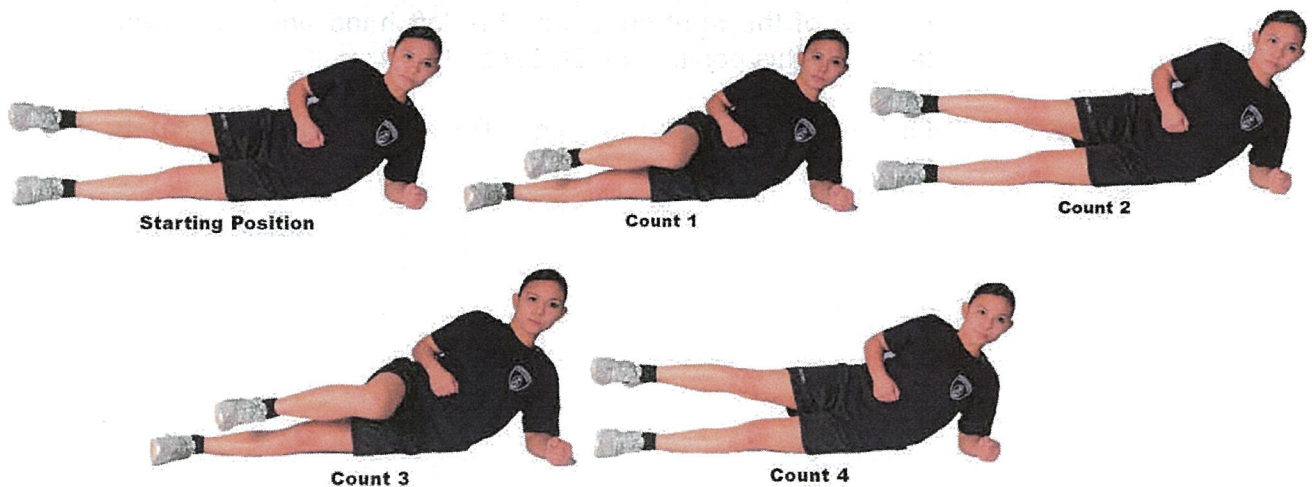
Count:

1. Bring the thigh of the top leg toward the chest, bending the knee at 90–degrees.
2. Return to the Starting Position.
3. Bring the thigh of the top leg toward the chest, bending the knee at 90–degrees.
4. Return to the Starting Position.

LEFT SINGLE-LEG TUCK



RIGHT SINGLE-LEG TUCK



Check Points:

- ☐ Face to the front of the formation, maintaining a generally straight line with the body.
- ☐ The top foot remains 6–8 inches above the ground throughout the exercise.
- ☐ Place the top hand over the stomach throughout the exercise.

Precautions: N/A.

Hip Stability Drill
Exercise 5: The Single-leg Over
(Hold for 20 seconds on each side)

Purpose: This exercise develops flexibility of the hips and lower back muscles.

Starting Position: Supine position with arms sideward, palms down.

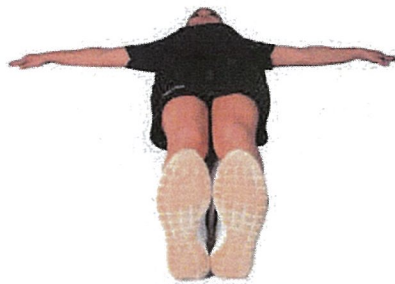
Exercise Position 1: On the command, "Ready, STRETCH," turn the body to right, bend the left knee to 90-degrees over the right leg and grasp the outside of the left knee with the right hand and pull toward the right. Hold this position for 20 seconds.

Starting Position: On the command, "Starting Position, MOVE," assume the Starting Position.

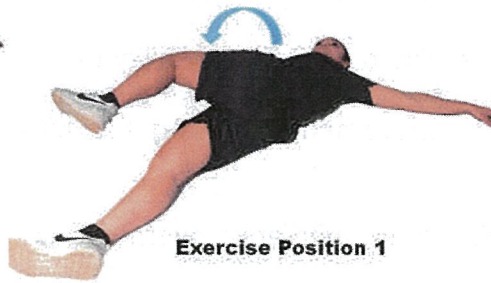
Exercise Position 2: On the command, "Ready, STRETCH," turn the body to left, bend the right knee to 90-degrees over the left leg and grasp the outside of the right knee with the left hand and pull toward the left. Hold this position for 20 seconds.

Starting Position: On the command, "Starting Position, MOVE," assume the Starting Position.

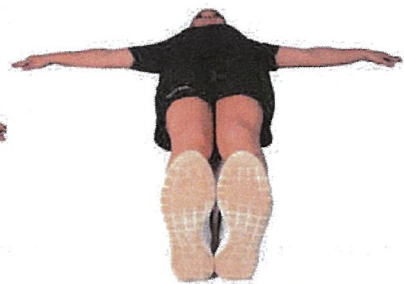
THE SINGLE-LEG OVER



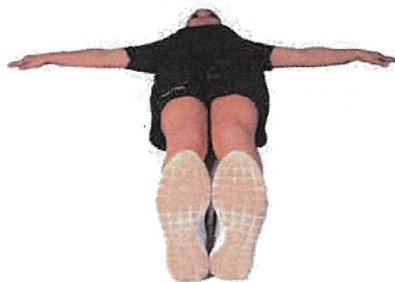
Starting Position



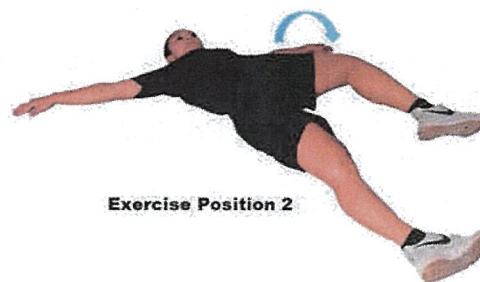
Exercise Position 1



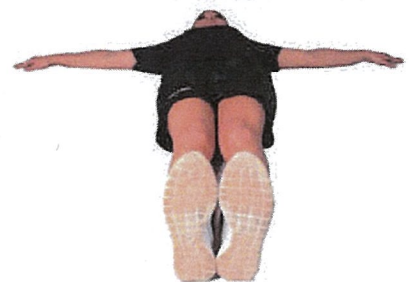
Starting Position



Starting Position



Exercise Position 2



Starting Position

Check Points:

- ☐ At the Starting Position, the arms are directed to the sides at 90-degrees to the trunk; the fingers and thumbs are extended and joined.
- ☐ In Exercise Position 1, keep the left shoulder, arm and hand on the ground.
- ☐ In Exercise Position 2, keep the right shoulder, arm and hand on the ground.
- ☐ Head remains on the ground throughout the exercise.

Precautions: N/A.

CONDITIONING DRILL 1

Exercise 1: The Bend and Reach

Purpose: This exercise develops the ability to squat and reach through the legs. It also serves to prepare the spine and extremities for more vigorous movements, moving the hips and spine through full flexion.

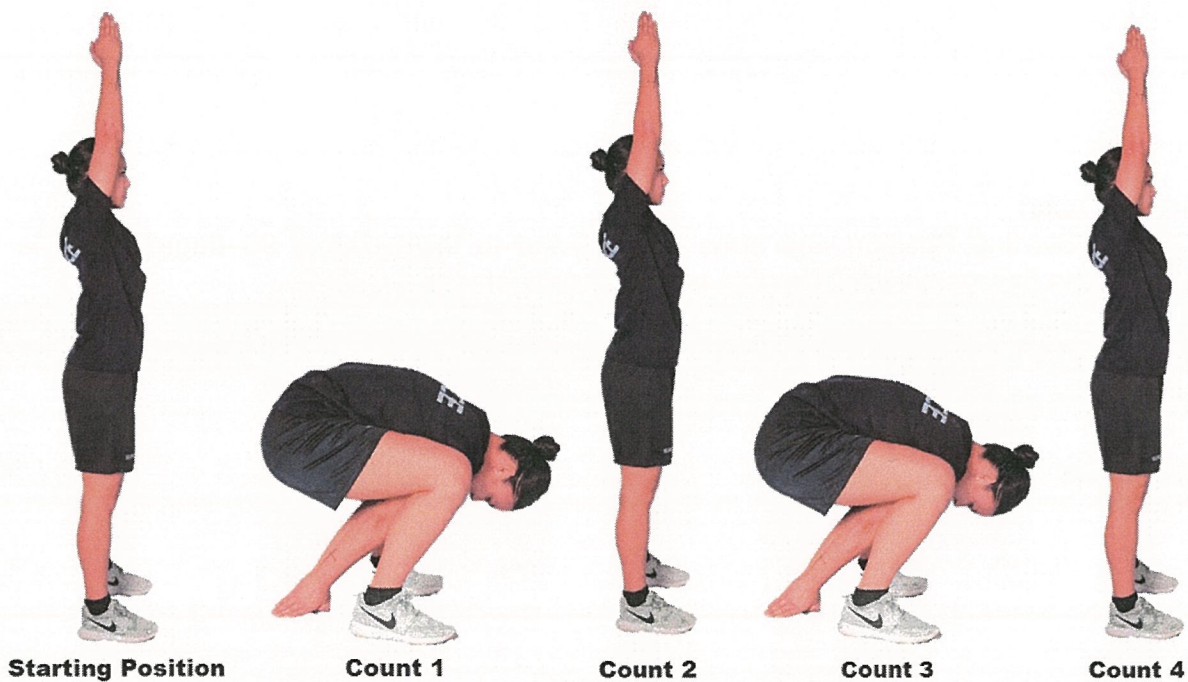
Starting Position: Straddle stance with arms overhead.

Cadence: SLOW.

Count:

1. Squat with the heels flat as the spine rounds forward to allow the straight arms to reach as far as possible between the legs.
2. Return to the Starting Position.
3. Repeat Count 1.
4. Return to the Starting Position.

THE BEND AND REACH



Check Points:

- ☐ From the Starting Position, ensure that Officers have their hips set, their abdominals tight, and their arms fully extended overhead.
- ☐ The neck flexes to allow the gaze to the rear. This brings the head in line with the bend of the trunk.
- ☐ The heels and feet remain flat on the ground.
- ☐ On Counts 2 and 4, do not go past the Starting Position.

Precautions: This exercise is always performed at a slow cadence. To protect the back, move into the Count 1 position in a slow, controlled manner. Do not bounce into or out of this position in a ballistic manner, as this may place an excessive load on the back.

CONDITIONING DRILL 1

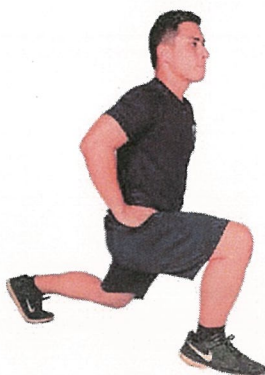
Exercise 2: The Rear Lunge

- Purpose:** This exercise promotes balance, opens up the hip and trunk on the side of the lunge and develops leg strength.
- Starting Position:** Straddle stance with hands on hips.
- Cadence:** SLOW.
- Count:**
1. Take an exaggerated step backward with the left leg, touching down with the ball of the foot.
 2. Return to the Starting Position.
 3. Repeat Count 1 with the right leg.
 4. Return to the Starting Position.

THE REAR LUNGE



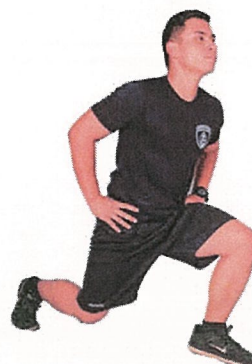
Starting Position



Count 1



Count 2



Count 3



Count 4

Check Points:

- ☐ Maintain straightness of the back by keeping the abdominal muscles tight throughout the motion.
- ☐ After the foot touches down, allow the body to continue to lower. This promotes flexibility of the hip and trunk.
- ☐ On Counts 1 and 3, step straight to the rear, keeping the feet directed forward. When viewed from the front, the feet maintain their distance apart both at the Starting Position and at the end of Counts 1 and 3.
- ☐ Keep the rear leg as straight as possible but not locked.

Precautions: This exercise is always performed at a slow cadence. On Counts 1 and 3, move into position in a slow, controlled manner. If the cadence is too fast, it will be difficult to go through a full range of motion.

CONDITIONING DRILL 1

Exercise 3: The High Jumper

Purpose: This exercise reinforces correct jumping and landing, stimulates balance and coordination, and develops explosive strength.

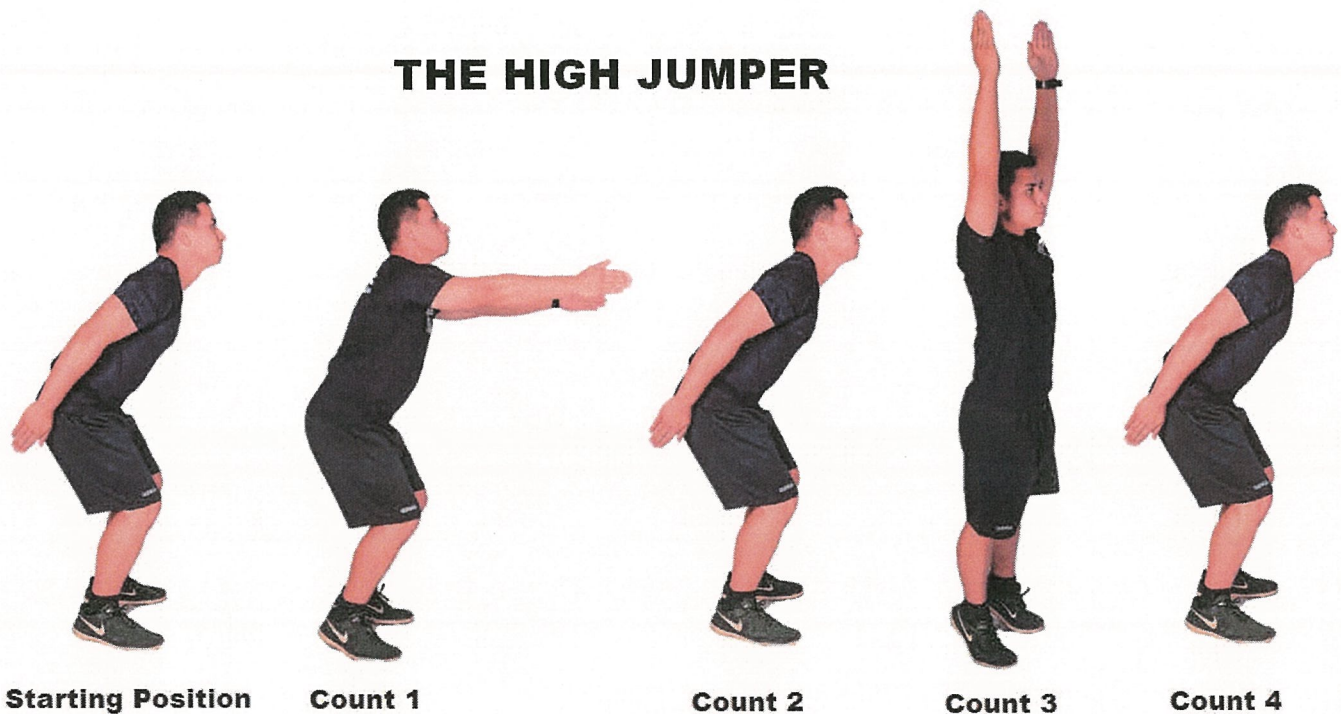
Starting Position: Forward-leaning stance.

Cadence: MODERATE.

Count:

1. Swing arms forward and jump a few inches.
2. Swing arms backward and jump a few inches.
3. Swing arms forward and vigorously over head while jumping forcefully.
4. Repeat Count 2. On the last repetition, return to the Starting Position.

THE HIGH JUMPER



Check Points:

- ☐ At the Starting Position, the shoulders, the knees, and the balls of the feet should form a straight vertical line.
- ☐ On Count 1, the arms are parallel to the ground.
- ☐ On Count 3, the arms should be extended fully overhead. The trunk and legs should also be in line.
- ☐ On each landing, the feet should be directed forward and maintained at shoulder distance apart. The landing should be “soft” and proceed from balls of the feet to the heels. The vertical line from the shoulders through the knees to the balls of the feet should be demonstrated on each landing.

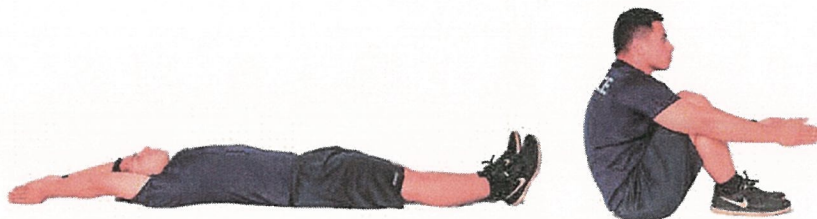
Precautions: N/A.

CONDITIONING DRILL 1

Exercise 4: The Rower

- Purpose:** This exercise improves the ability to move in and out of the supine position to a seated posture. It coordinates the action of the trunk and extremities while challenging the abdominal muscles.
- Starting Position:** Supine position, arms overhead, feet together and pointing upward. The chin is tucked, and the head is one to two inches above the ground. Arms are shoulder width, palms facing inward with fingers and thumbs extended and joined.
- Cadence:** SLOW.
- Count:**
1. Sit up while swinging arms forward and bending at the hip and knees. At the end of the motion, the arms will be parallel to ground, palms facing inward.
 2. Return to the Starting Position.
 3. Repeat Count 1.
 4. Return to the Starting Position.

THE ROWER



Starting Position

Count 1



Count 2

Count 3

Count 4

Check Points:

- ☐ At the Starting Position, the lower back must not be arched excessively off the ground. To prevent this, tighten the abdominal muscles to tilt the pelvis and lower back toward the ground.
- ☐ At the end of Counts 1 and 3, the feet are flat and pulled near the buttocks. The legs stay together throughout the exercise and the arms are parallel to the ground.

Precautions: This exercise is always performed at a slow cadence. Do not arch the back to assume Counts 1 and 3.

CONDITIONING DRILL 1

Exercise 5: The Squat Bender

Purpose: This exercise develops strength, endurance and flexibility of the lower back and lower extremities.

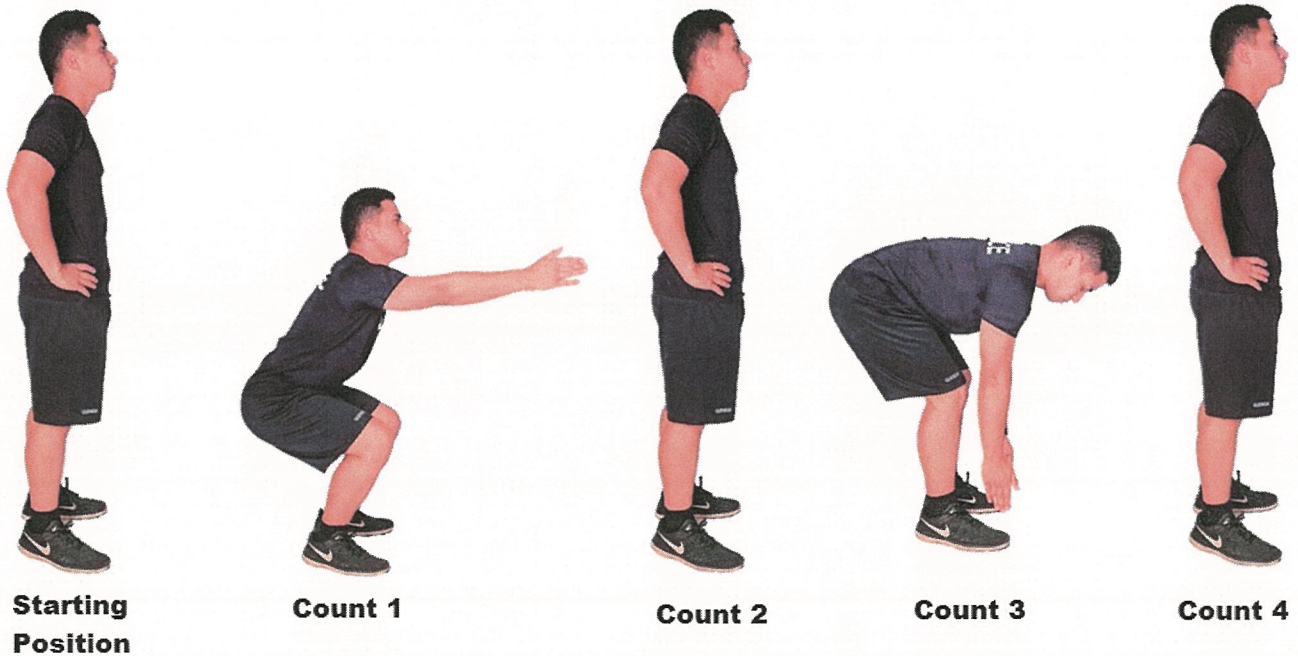
Starting Position: Straddle stance with hands on hips.

Cadence: SLOW.

Count:

1. Squat while leaning slightly forward at the waist with the head up and extend the arms to the front, with arms parallel to the ground and palms facing inward.
2. Return to the Starting Position.
3. Bend forward and reach toward the ground with both arms extended and palms inward.
4. Return to the Starting Position.

THE SQUAT BENDER



Check Points:

- ☐ At the end of Count 1, the shoulders, knees and balls of the feet should be aligned. The heels remain on the ground and the back is straight.
- ☐ On Count 3, round the back slightly while bending forward, keeping the head aligned with the spine and the knees slightly bent.

Precautions: This exercise is always performed at a slow cadence. Allowing the knees to go beyond the toes on Count 1 increases stress to the knees.

CONDITIONING DRILL 1

Exercise 6: The Windmill

Purpose: This exercise develops the ability to safely bend and rotate the trunk. It conditions the muscles of the trunk, legs, and shoulders.

Starting Position: Straddle stance with arms sideward, palms facing down.

Cadence: SLOW.

Count:

1. Bend the hips and knees while rotating to the left. Reach down and touch the outside of the left foot with the right hand and look toward the rear. The left arm is pulled rearward to maintain a straight line with the right arm.
2. Return to the Starting Position.
3. Repeat Count 1 to the right.
4. Return to the Starting Position.

THE WINDMILL



Starting position



Count 1



Count 2



Count 3



Count 4

Check Points:

- ☐ From the Starting Position, feet are straight ahead, arms parallel to the ground, hips set, and abdominals tight.
- ☐ On Counts 1 and 3, ensure that the knees bend during the rotation. Head and eyes are directed to the left foot on Count 1 and the right foot on Count 3.

Precautions: This exercise is always performed at a slow cadence.

CONDITIONING DRILL 1

Exercise 7: The Forward Lunge

- Purpose:** This exercise promotes balance and develops leg strength.
- Starting Position:** Straddle stance with hands on hips.
- Cadence:** SLOW.
- Count:**
1. Take a step forward with the left leg, allowing the left knee to bend until the thigh is parallel to the ground. Lean slightly forward, keeping the back straight.
 2. Return to the Starting Position.
 3. Repeat Count 1 with the right leg.
 4. Return to the Starting Position.

THE FORWARD LUNGE



Check Points:

- ☐ Keep the abdominal muscles tight throughout the motion.
- ☐ On Counts 1 and 3, step straight forward, keeping the feet directed forward. When viewed from the front, the feet maintain their distance apart both at the Starting Position and at the end of Counts 1 and 3.
- ☐ On Counts 1 and 3, the rear knee may bend naturally but do not touch the ground. The heel of the rear foot should be off the ground.

Precautions: This exercise is always performed at a slow cadence. On Counts 1 and 3, move into position in a controlled manner. Spring off of the forward leg to return to the Starting Position. This avoids jerking the trunk to create momentum.

CONDITIONING DRILL 1
Exercise 8: The Prone Row

- Purpose:** This exercise develops strength of the back and shoulders.
- Starting Position:** Prone position with the arms overhead, palms down one to two inches off the ground and toes pointed to the rear.
- Cadence:** SLOW.
- Count:**
1. Raise the head and chest slightly while lifting the arms and pulling them rearward. Hands make fists as they move toward the shoulders.
 2. Return to the Starting Position.
 3. Repeat Count 1.
 4. Return to the Starting Position.

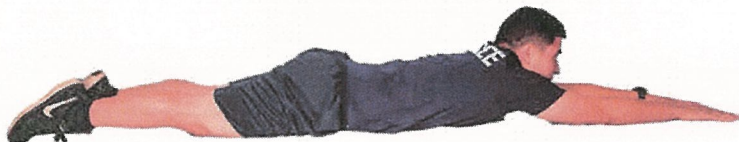
THE PRONE ROW



Starting position



Count 1



Count 2



Count 3



Count 4

Check Points:

- ☐ At the Starting Position, the abdominal muscles are tight and the head is in line with the spine.
- ☐ On Counts 1 and 3, the forearms are parallel to the ground and slightly higher than the trunk.
- ☐ On Counts 1 and 3, the head is raised to look forward but not skyward.
- ☐ Throughout the exercise, the legs and toes remain in contact with the ground.

Precautions: This exercise is always performed at a slow cadence. Prevent over-arching of the back by maintaining contractions of the abdominal and buttocks muscles throughout the exercise.

CONDITIONING DRILL 1
Exercise 9: The Bent-leg Body Twist

Purpose: This exercise strengthens trunk muscles and promotes control of trunk rotation.

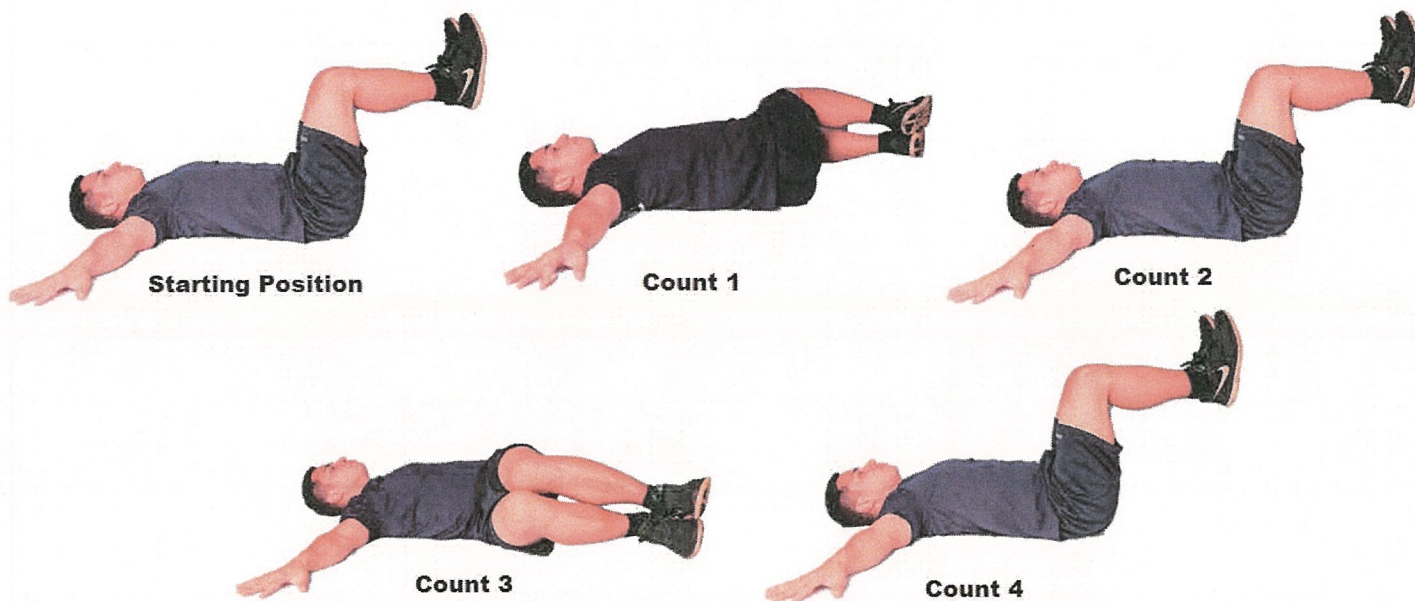
Starting Position: Supine position with the hips and knees bent to 90–degrees, arms sideward, palms down with fingers spread. Legs and feet are together.

Cadence: SLOW.

Count:

1. Rotate the legs to the left while keeping the upper back and arms in place.
2. Return to the Starting Position.
3. Repeat Count 1 to the right.
4. Return to the Starting Position.

THE BENT-LEG BODY TWIST



Check Points:

- ☐ Tighten the abdominal muscles in the Starting Position and maintain this contraction throughout the exercise.
- ☐ The head should be off the ground with the chin slightly tucked.
- ☐ Ensure that the hips and knees maintain 90-degree angles.
- ☐ Keep the feet and knees together throughout the exercise.
- ☐ Attempt to rotate the legs to about 8–10 inches off the ground. The opposite shoulder must remain in contact with the ground.

Precautions: This exercise is always performed at a slow cadence. Do not rotate the legs to a point beyond which they can no longer maintain contact with the ground with the opposite arm and shoulder.

CONDITIONING DRILL 1
Exercise 10: The Push-up

Purpose: This exercise strengthens the muscles of the chest, shoulders, arms and trunk.

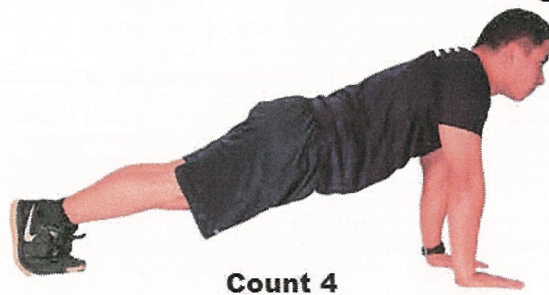
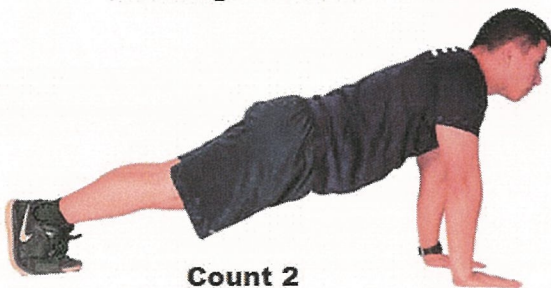
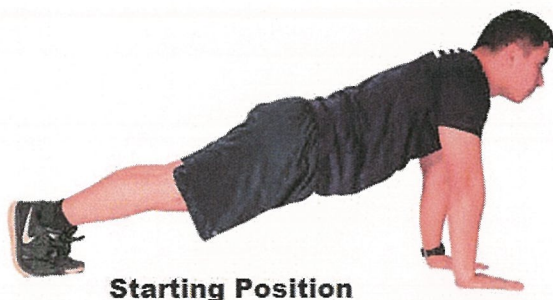
Starting Position: Front leaning rest position.

Cadence: MODERATE.

Count:

1. Bend the elbows, lowering the body until the upper arms are parallel with the ground.
2. Return to the Starting Position.
3. Repeat Count 1.
4. Return to the Starting Position.

THE PUSH-UP



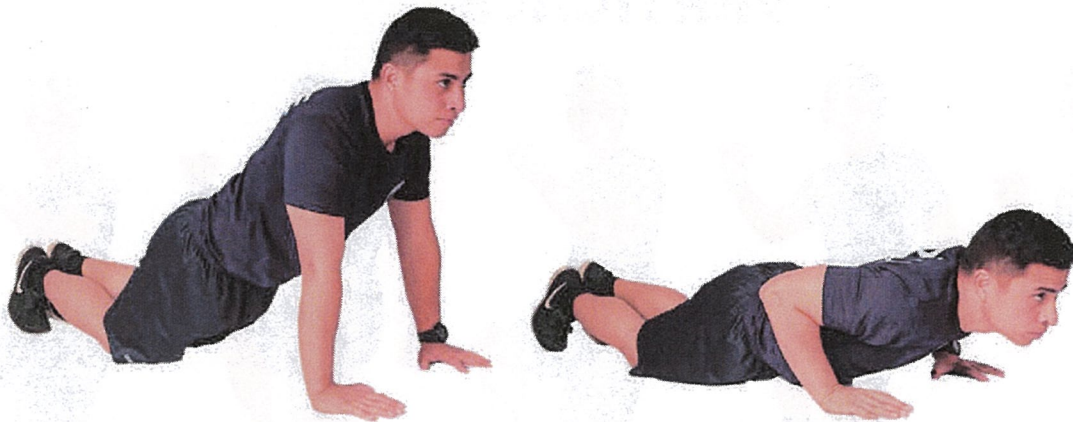
Check Points:

- ☐ The hands are directly below the shoulders with fingers spread (middle fingers point straight ahead).
- ☐ On Counts 1 and 3 the upper arms stay close to the trunk, elbows pointing rearward.
- ☐ On Counts 2 and 4 the elbows straighten but do not lock.
- ☐ The trunk should not sag. To prevent this, tighten the abdominal muscles while in the Starting Position and maintain this contraction throughout the exercise.

Precautions: N/A.

Variation: Officers should assume the six-point stance on their knees when unable to perform repetitions correctly to cadence.

VARIATION 6-POINT STANCE PUSH-UP



THE MILITARY MOVEMENT DRILL

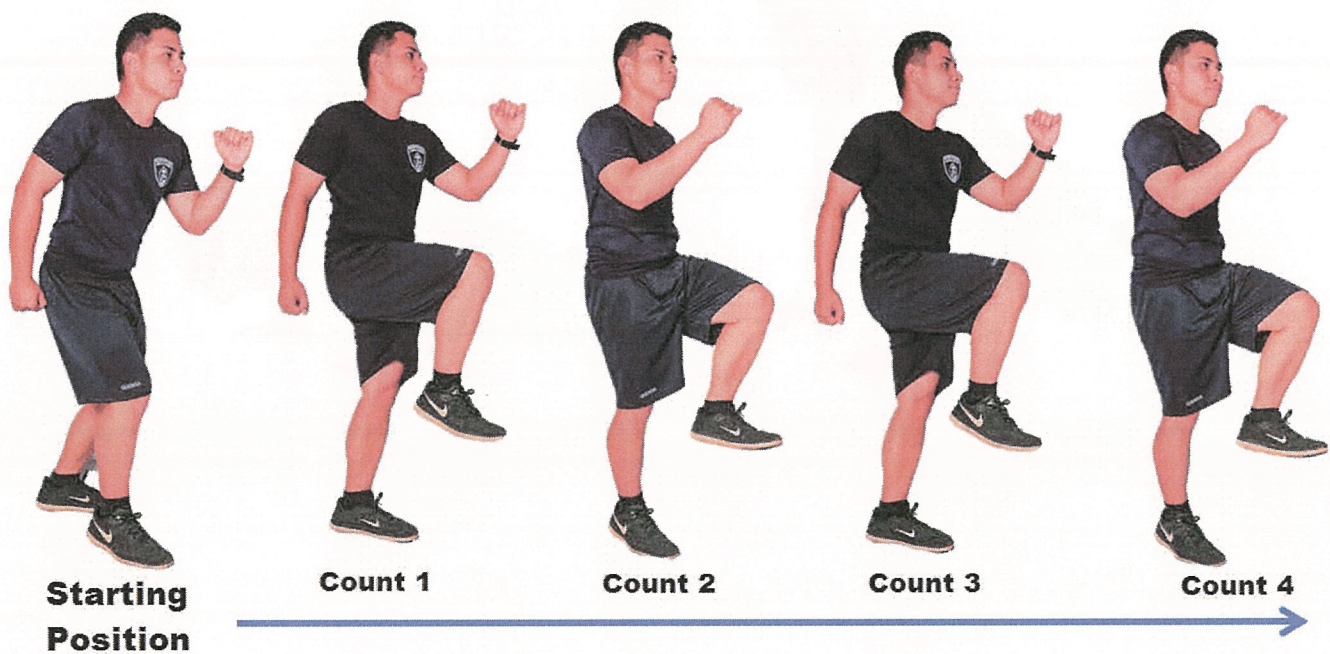
Exercise 1: Verticals

Purpose: This exercise helps to develop proper running form.

Starting Position: Staggered stance.

Movement: Bring the hips quickly to 90-degrees of bend without raising the knees above waist level. Ground contact should be primarily with the balls of the feet. When the left leg is forward, the right arm swings forward and the left arm swings to the rear. When the right leg is forward, the left arm swings forward and the right arm swings to the rear.

VERTICALS



Check Points:

- ☐ Arm swing is strong and smooth with the forward arm at 90-degrees and the rearward arm relatively straight.
- ☐ Arm swing is from front to rear, not side to side, with the upper part of the forward arm reaching parallel to the ground as it swings to the front.
- ☐ Keep a tall stance with a stable, upright trunk. The back remains perpendicular to the ground. There should not be any back swing of the legs.

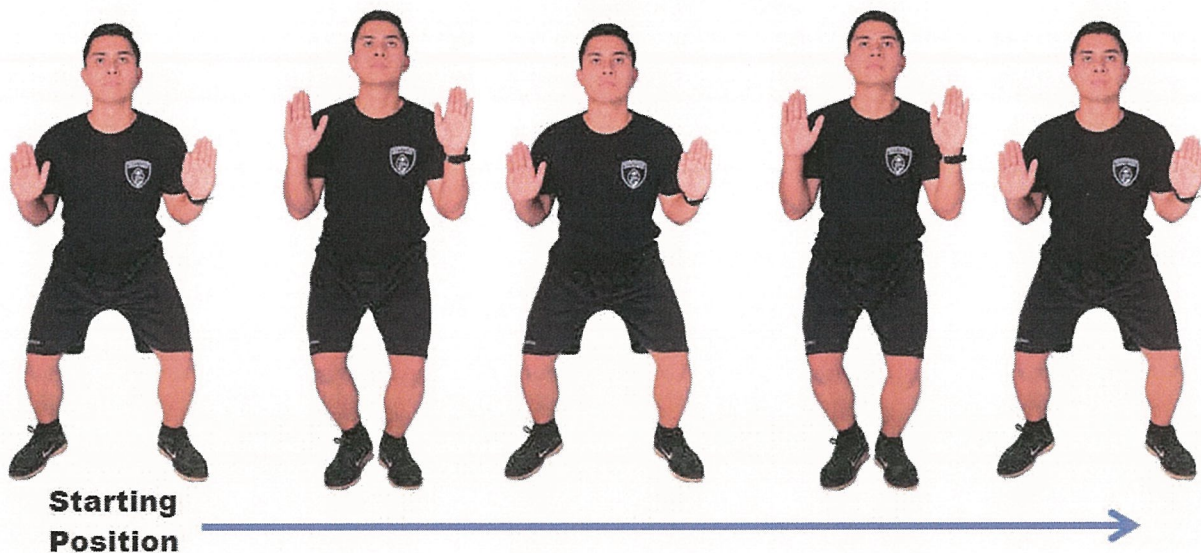
Precautions: N/A.

THE MILITARY MOVEMENT DRILL

Exercise 2: Laterals

- Purpose:** This exercise develops the ability to move laterally.
- Starting Position:** Straddle stance, slightly crouched, with the back straight, arms at the side with elbows bent at 90-degrees and palms facing forward. Face perpendicular to the direction of movement.
- Movement:** Step to the side by rising slightly and bringing the trailing leg to the lead leg. Quickly hop to the side and land back in the crouch with the feet shoulder width apart. Always face the same direction so that the first 25 yards is moving to the left and the second 25 yards is moving to the right.

LATERALS



Check Points:

- ☐ Pick the feet up with each step. Avoid dragging the feet along the ground.
- ☐ Crouch slightly while keeping the back straight.
- ☐ Avoid hitting the feet and ankles together on each step.
- ☐ Rank leaders will face their rank throughout the exercise.

Precautions: N/A.

Variation: Officers may perform this exercise holding a weapon at port arms.

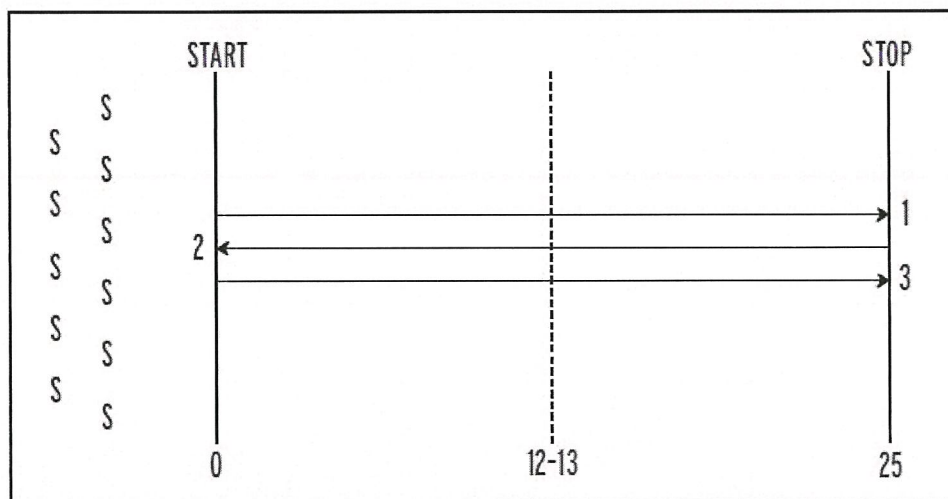
THE MILITARY MOVEMENT DRILL

Exercise 3: The Shuttle Sprint

Purpose: This exercise develops anaerobic endurance, leg speed, and agility.

Starting Position: Staggered stance.

Movement: Run quickly to the 25-yard mark. Turn clockwise while planting the left foot and bending and squatting to touch the ground with the left hand. Run quickly back to the starting line and plant the right foot, turn counterclockwise and touch the ground with the right hand. Run back to the 25-yard mark gradually accelerating to near maximum speed.



Check Points:

- ☐ Officers should slow their movement before planting feet and changing direction.
- ☐ Officers should squat while bending the trunk when reaching to touch the ground as they change direction.
- ☐ Officers touch the ground with their left hand on the first turn, then with their right hand on the second turn.
- ☐ Accelerate to near maximum speed during the last 25-yard interval.

Precautions: Officers should use caution when performing this exercise on wet terrain.

THE STRETCH DRILL

Exercise 1: The Overhead Arm Pull

Purpose: This exercise develops flexibility of the arms, shoulders, and trunk muscles.

Starting Position: Straddle stance with hands on hips.

- On the command, "Ready, STRETCH," raise the left arm overhead and place the left hand behind the head. Grasp above the left elbow with the right hand and pull to the right, leaning the body to the right. Hold this position for 20 seconds.
- On the command, "Starting Position, MOVE," assume the Starting Position.
- On the command, "Change Position, Ready, STRETCH," raise the right arm overhead and place the right hand behind the head. Grasp above the right elbow with the left hand and pull to the left, leaning the body to the left. Hold this position for 20 seconds.
- On the command, "Starting Position, MOVE," return to the Starting Position.

OVERHEAD ARM PULL



Check Points:

- ☐ Throughout the exercise, keep the hips set and the abdominals tight.
- ☐ In Positions 1 and 2, lean the body straight to the side, not to the front or back.

Precautions: N/A.

THE STRETCH DRILL

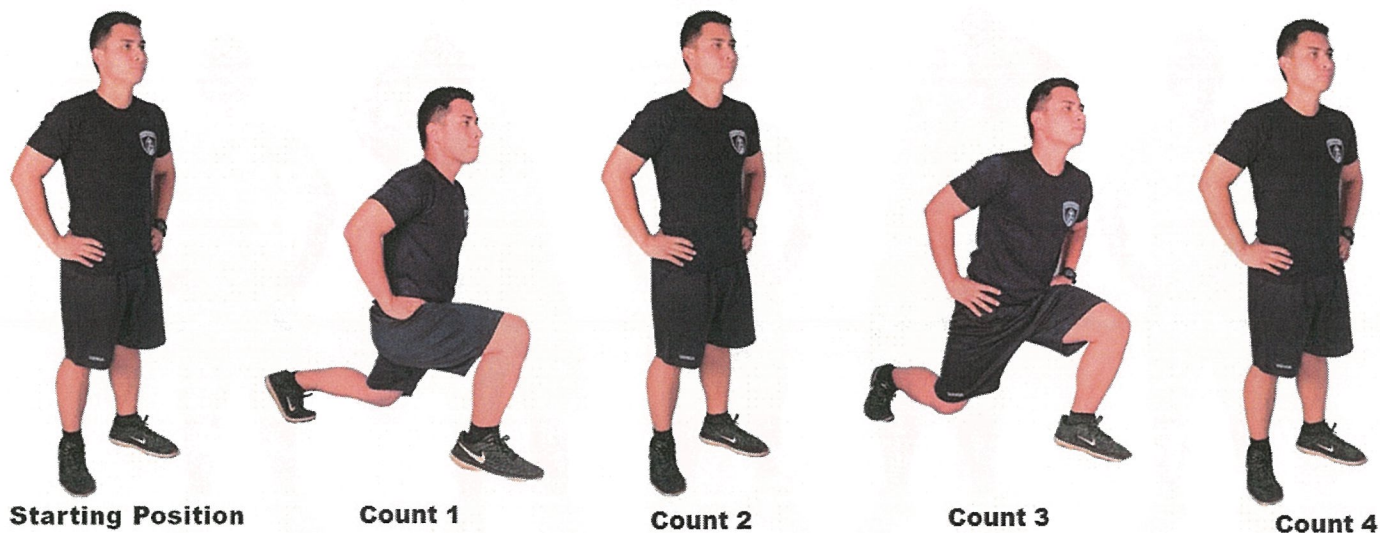
Exercise 2: The Rear Lunge

Purpose: This exercise develops flexibility of the hip flexors and trunk muscles.

Starting Position: Straddle stance with hands on hips.

- On the command, "Ready, STRETCH," take an exaggerated step backward with the left leg, touching down with the ball of the foot. This is the same position as Count 1 of The Rear Lunge in Conditioning Drill 1. Hold this position for 20 seconds.
- On the command, "Starting Position, MOVE," assume the Starting Position.
- On the command, "Change Position, Ready, STRETCH," take an exaggerated step backward with the right leg, touching down with the ball of the foot. This is the same position as Count 3 of The Rear Lunge in Conditioning Drill 1. Hold this position for 20 seconds.
- On the command, "Starting Position, MOVE," return to the Starting Position.

THE REAR LUNGE



Check Points:

- ☐ Maintain straightness of the back by keeping the abdominal muscles tight throughout the motion.
- ☐ After the foot touches down on Positions 1 and 2, allow the body to continue to lower.
- ☐ Lunge and step in a straight line, keeping the feet directed forward. Viewed from the front, the feet are shoulder width apart, both at the Starting Position, and at the end of Positions 1 and 2.
- ☐ Keep the forward knee over the ball of the foot on Positions 1 and 2.

Precautions: When lunging to the left or right do not let the knee move forward of the toes.

THE STRETCH DRILL

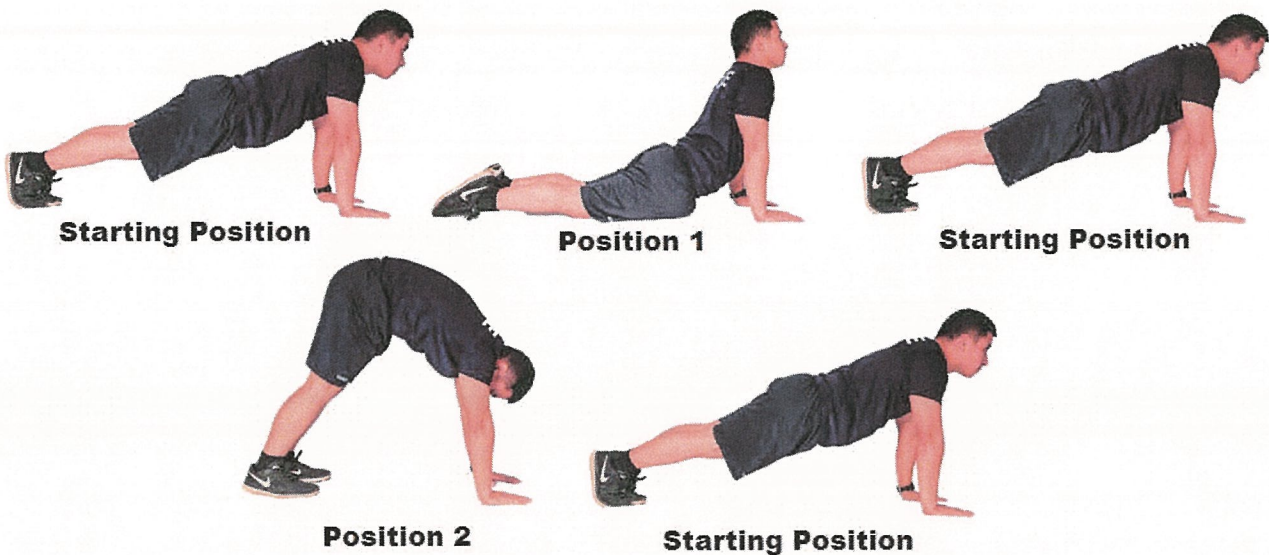
Exercise 3: The Extend and Flex

Purpose: This exercise develops flexibility of the hip flexors, abdominals, hip (Position 1 – extend) and the low back, hamstrings, and calves (Position 2 – flex).

Starting Position: Front leaning rest position.

- On the command, “Ready, STRETCH,” lower the body, sagging in the middle, keeping the arms straight and look upward. Hold this position for 20 seconds.
- On the command, “Starting Position, MOVE,” assume the Starting Position.
- On the command, “Change Position, Ready, STRETCH,” slightly bend the knees and walk the hands back toward the legs. Straighten the legs and try to touch the ground with the heels. Keep the feet together and hold this position for 20 seconds.
- On the command, “Starting Position, MOVE,” return to the Starting Position.

THE EXTEND AND FLEX



Check Points:

- ☐ In Position 1, the thighs and pelvis rest on the ground. Relax the back muscles while bearing the body weight through the straight arms. Toes point to the rear.
- ☐ In Position 2, the legs are straight and the arms are shoulder width apart, palms down on the ground.
- ☐ Feet are together throughout the exercise.

Precautions: N/A.

THE STRETCH DRILL

Exercise 4: The Thigh Stretch

Purpose: This exercise develops flexibility of the front of the thigh and the hip flexor muscles.

Starting Position: Seated position, arms at sides and palms on the floor.

- On the command, "Ready, STRETCH," roll onto the right side and place the right forearm on the ground, perpendicular to the chest. The right hand makes a fist on the ground with the thumb side up. Grasp the left ankle with the left hand and pull the left heel toward the buttocks and pull the entire leg rearward. Push the left thigh further to the rear with the bottom of the right foot. Hold this position for 20 seconds.
- On the command, "Starting Position, MOVE," assume the Starting Position.
- On the command, "Change Position, Ready, STRETCH," lay on the left side and place the left forearm on the ground, perpendicular to the chest. The left hand makes a fist on the ground with the thumb side up. Grasp the right ankle with the right hand and pull the right heel toward the buttocks and pull the entire leg rearward. Push the right thigh further to the rear with the bottom of the left foot. Hold this position for 20 seconds.
- On the command, "Starting Position, MOVE," return to the Starting Position.

THE THIGH STRETCH



Check Points:

- ☐ Keep the abdominal muscles tight throughout this stretch in order to keep the trunk straight.
- ☐ Do not pull the heel forcefully to the buttock if there is discomfort in the knee joint.

Precautions: N/A.

THE STRETCH DRILL

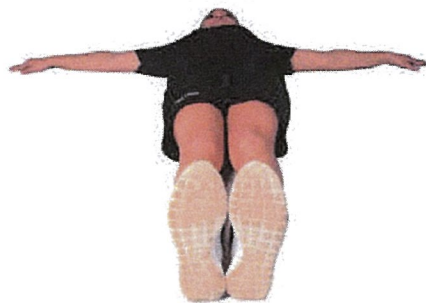
Exercise 5: The Single-leg Over

Purpose: This exercise develops flexibility of the hips and lower back muscles.

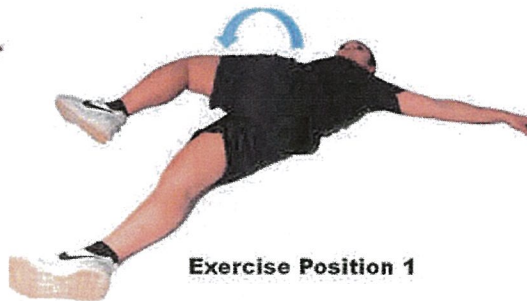
Starting Position: Supine position with arms sideward, palms down.

- On the command, "Ready, STRETCH," turn the body to the right, bend the left knee to 90-degrees over the right leg, and grasp the outside of the left knee with the right hand and pull toward the right. Hold this position for 20 seconds.
- On the command, "Starting Position, MOVE," assume the Starting Position.
- On the command, "Change Position, Ready, STRETCH," turn the body to the left, bend the right knee to 90-degrees over the left leg, and grasp the outside of the right knee with the left hand and pull toward the left. Hold this position for 20 seconds.
- On the command, "Starting Position, MOVE," return to the Starting Position.

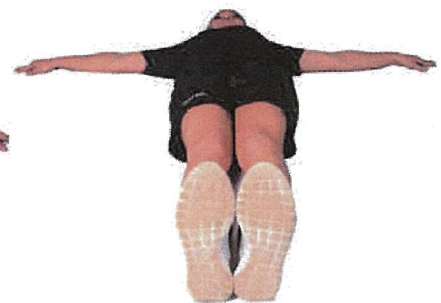
THE SINGLE-LEG OVER



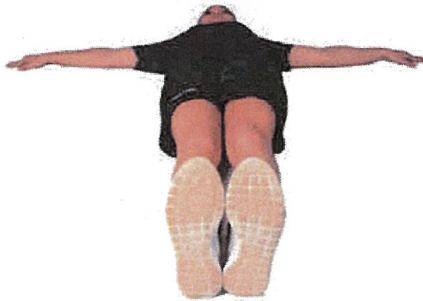
Starting Position



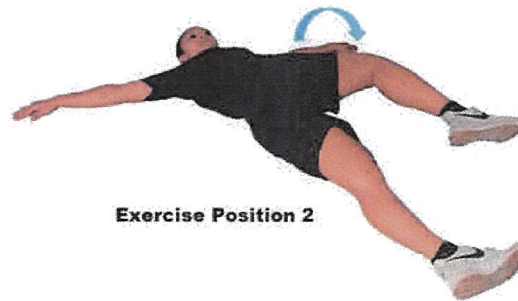
Exercise Position 1



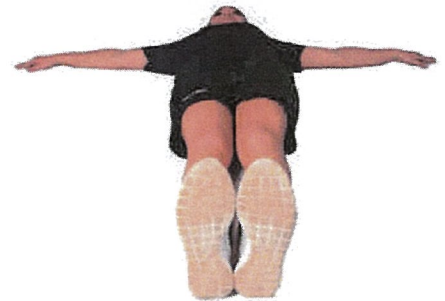
Starting Position



Starting Position



Exercise Position 2



Starting Position

Check Points:

- ☐ At the Starting Position, the arms are directed to the sides at 90-degrees to the trunk, the fingers and thumbs are extended and joined.
- ☐ In Position 1, keep the left shoulder, arm, and hand on the ground.
- ☐ In Position 2, keep the right shoulder, arm, and hand on the ground.

Precautions: N/A.

CONDITIONING DRILL 2

Exercise 1: The Push-up

- Purpose:** This exercise strengthens the muscles of the chest, shoulders, arms and trunk.
- Starting Position:** Front leaning rest position.
- Cadence:** MODERATE.
- Count:**
1. Bend the elbows, lowering the body until the upper arms are parallel with the ground.
 2. Return to the Starting Position.
 3. Repeat Count 1.
 4. Return to the Starting Position.

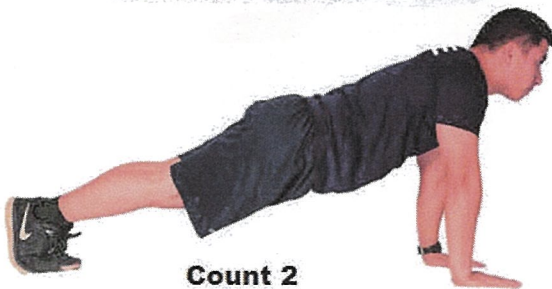
THE PUSH-UP



Starting Position



Count 1



Count 2



Count 3



Count 4

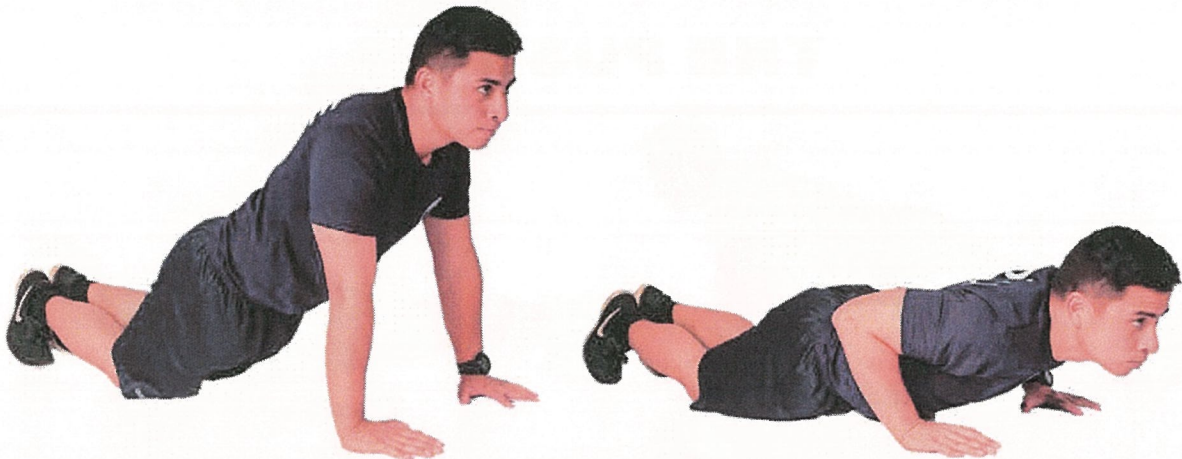
Check Points:

- ☐ The hands are directly below the shoulders with fingers spread (middle fingers point straight ahead).
- ☐ On Counts 1 and 3 the upper arms stay close to the trunk, elbows pointing rearward.
- ☐ On Counts 2 and 4 the elbows straighten but do not lock.
- ☐ The trunk should not sag. To prevent this, tighten the abdominal muscles while in the Starting Position and maintain this contraction throughout the exercise.

Precautions: N/A.

Variation: Officers should assume the six-point stance on their knees when unable to perform repetitions correctly to cadence.

VARIATION 6-POINT STANCE PUSH-UP

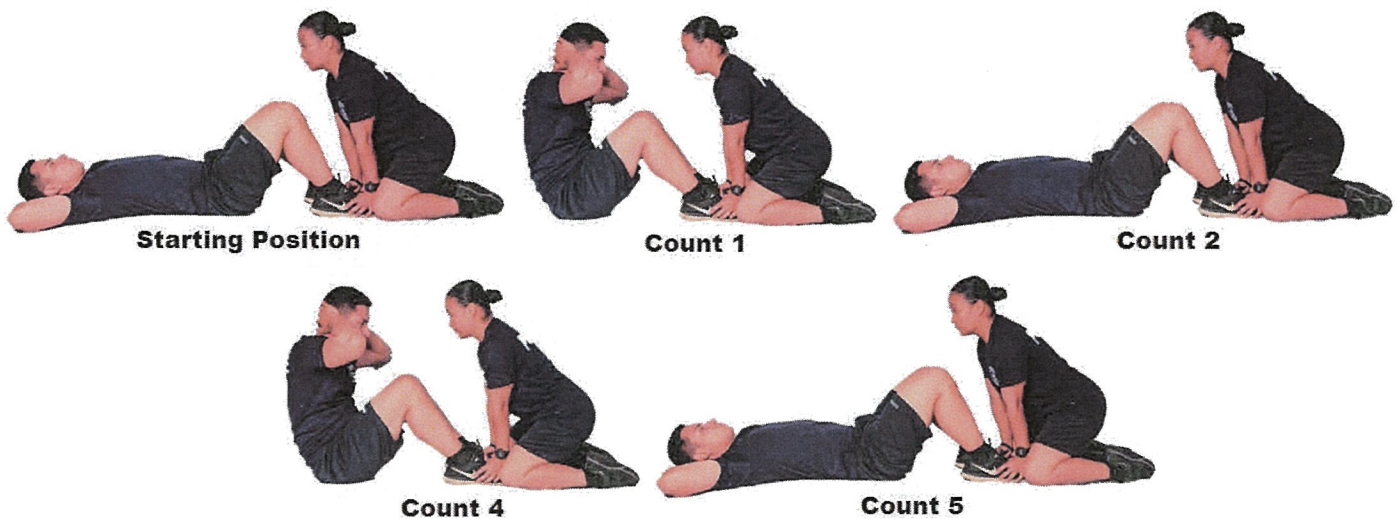


CONDITIONING DRILL 2

Exercise 2: The Sit-up

- Purpose:** This exercise strengthens the abdominal and hip flexor muscles.
- Starting Position:** Supine position with hands behind head, fingers interlaced and knees bent at 90-degrees. Feet are together or up to 12 inches apart and flat on the ground. Hands are touching the ground.
- Cadence:** MODERATE.
- Count:**
1. Raise the upper body to the vertical position so that the base of the neck is above the base of the spine.
 2. Return to the Starting Position in a controlled manner until the bottom of the shoulder blades touch the ground. The head and hands need not touch the ground.
 3. Repeat Count 1.
 4. Repeat Count 2 and return to the Starting Position at the completion of the final repetition.

THE SIT-UPS



Check Points:

- ☐ The hands are behind the head with the fingers interlaced.
- ☐ Feet are together or up to 12 inches apart and both heels must remain in contact with the ground throughout the exercise.
- ☐ On Counts 1 and 3 do not raise the hips or arch the back to assume the vertical position.

Precautions: Officers should not jerk on the head or neck to assume the vertical position.

CONDITIONING DRILL 2

Exercise 3: The Pull-up

Purpose:

This exercise strengthens the forearm, arm and back muscles.

Starting Position:

Extended hang using the overhand grip with the thumbs around the bar.

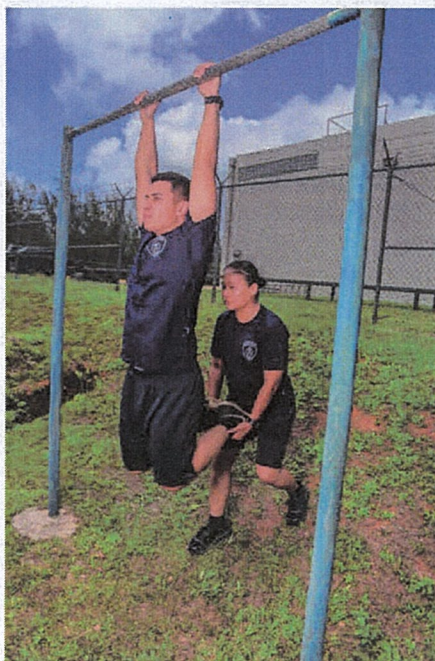
Cadence:

MODERATE.

Count:

1. Pull the body upward keeping the body straight until the chin is above the bar.
2. Return to the Starting Position in a controlled manner.

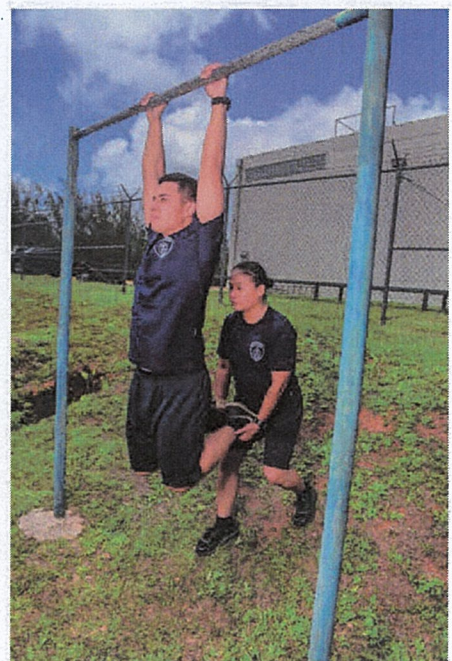
THE PULL-UP



Starting Position



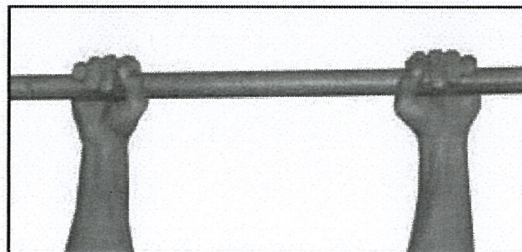
Count 1



Count 2

Hand Positions:

The hand position for the pull-up is the overhand grip, with the palms facing away from the face.



Check Points:

- ☐ Throughout the exercise keep the feet and legs together.
- ☐ Throughout the exercise, arms are shoulder width, palms facing away from the body, with thumbs around the bar.
- ☐ Avoid kicking or swinging to achieve the up position.

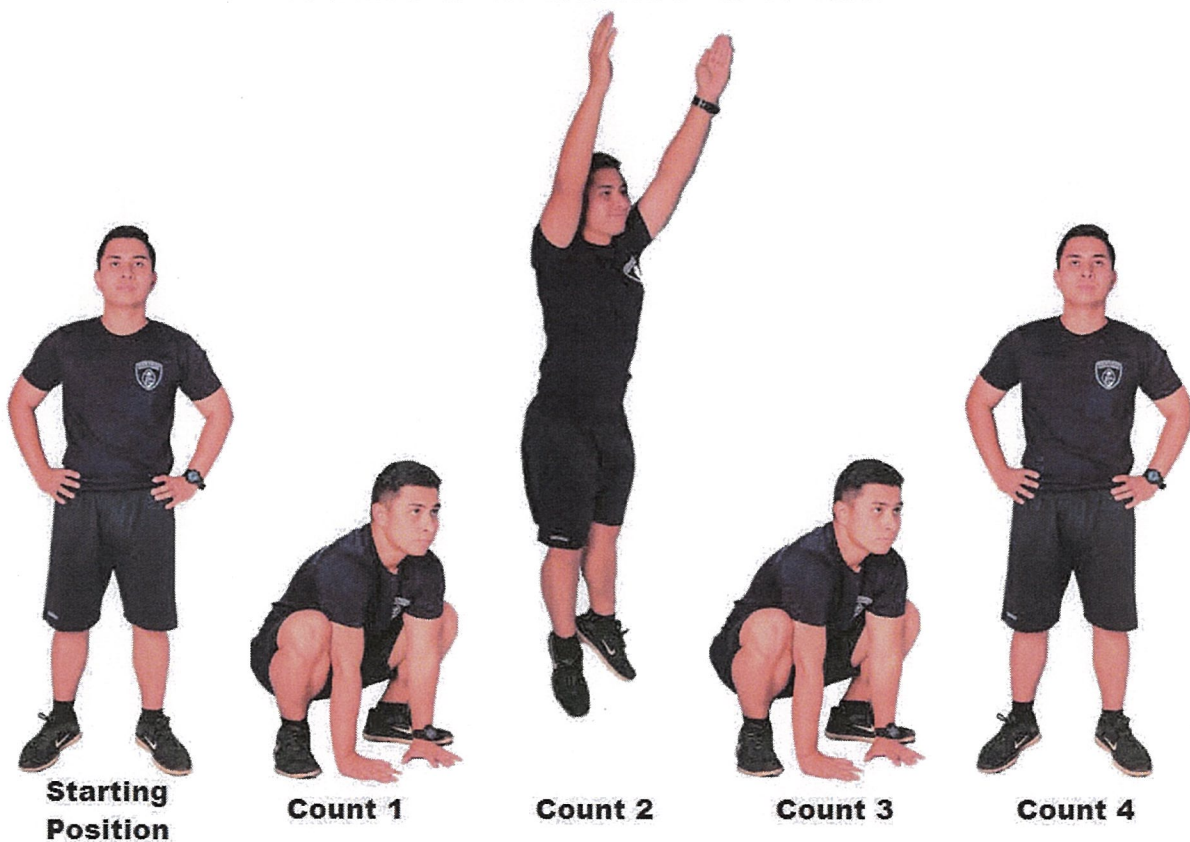
Precautions: Spotters standing to the front and rear of the exerciser are used to ensure precision and safety by assisting Officers when fatigued or unable to properly execute the desired number of repetitions. As Officers become more proficient, they will need less assistance and will eventually be able to perform the exercises unassisted. Spotters must provide as much or as little assistance as needed so that the exercise is performed with precision.

CONDITIONING DRILL 3

Exercise 1: The Power Jump

- Purpose:** This exercise reinforces correct jumping and landing, stimulates balance and coordination, and develops explosive strength.
- Starting Position:** Straddle stance with hands on hips.
- Cadence:** MODERATE.
- Count:**
1. Squat with the heels flat as the spine rounds forward to allow the straight arms to reach to the ground, touching with the palms of the hands.
 2. Jump forcefully into the air, vigorously raising arms overhead, with palms facing inward.
 3. Control the landing and repeat Count 1.
 4. Return to the Starting Position.

THE POWER JUMP



Check Points:

- ☐ At the Starting Position, tighten the abdominals to stabilize the trunk.
- ☐ On Counts 1 and 3, keep the back generally straight with the head up and eyes forward.
- ☐ On Count 2 the arms should be extended fully overhead. The trunk and legs should also be in line.
- ☐ On each landing, the feet should be directed forward and maintained at shoulder distance apart. The landing should be “soft” and proceed from balls of the feet to the heels. The vertical line from the shoulders through the knees to the balls of the feet should be demonstrated on each landing.

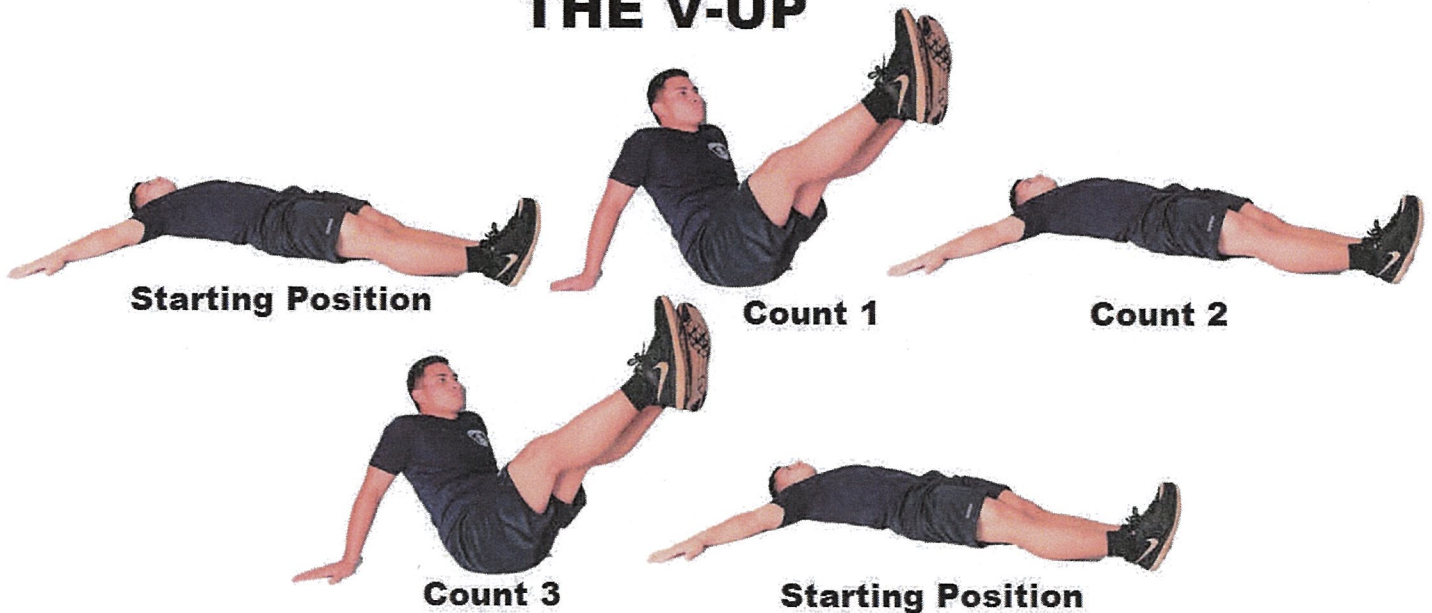
Precautions: N/A.

CONDITIONING DRILL 3

Exercise 2: The V-up

- Purpose:** This exercise develops the abdominal and hip flexor muscles while enhancing balance.
- Starting Position:** Supine, arms on ground 45-degrees to the side, palms down with fingers spread. The chin is tucked and the head is 1–2 inches off the ground.
- Cadence:** MODERATE.
- Count:**
1. Raise straight legs and trunk to form a V-position, using arms as needed.
 2. Return to the Starting Position.
 3. Repeat Count 1.
 4. Return to the Starting Position.

THE V-UP



Check Points:

- ☐ At the Starting Position, tighten the abdominal muscles to tilt the pelvis and the lower back toward the ground.
- ☐ On Counts 1 and 3, the knees and trunk are straight with the head in line with the trunk.

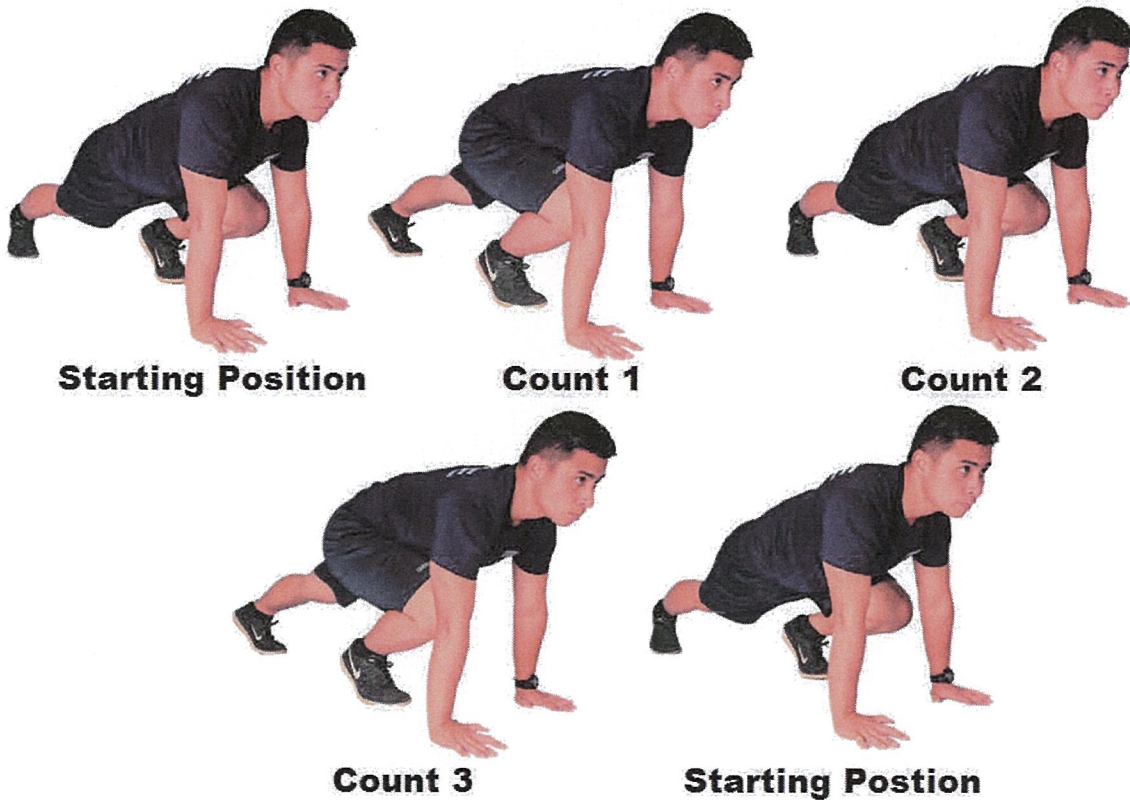
Precautions: To protect the spine, do not jerk the legs and trunk to rise to the V-position.

CONDITIONING DRILL 3

Exercise 3: The Mountain Climber

- Purpose:** This exercise develops the ability to quickly move the legs to power out of the front leaning rest position.
- Starting Position:** Front leaning rest position with the left foot below the chest and between the arms.
- Cadence:** MODERATE.
- Count:**
1. Push upward with the feet and quickly change positions of the legs.
 2. Return to the Starting Position.
 3. Repeat the movements in Count 1.
 4. Return to the Starting Position.

THE MOUNTAIN CLIMBER



Check Points:

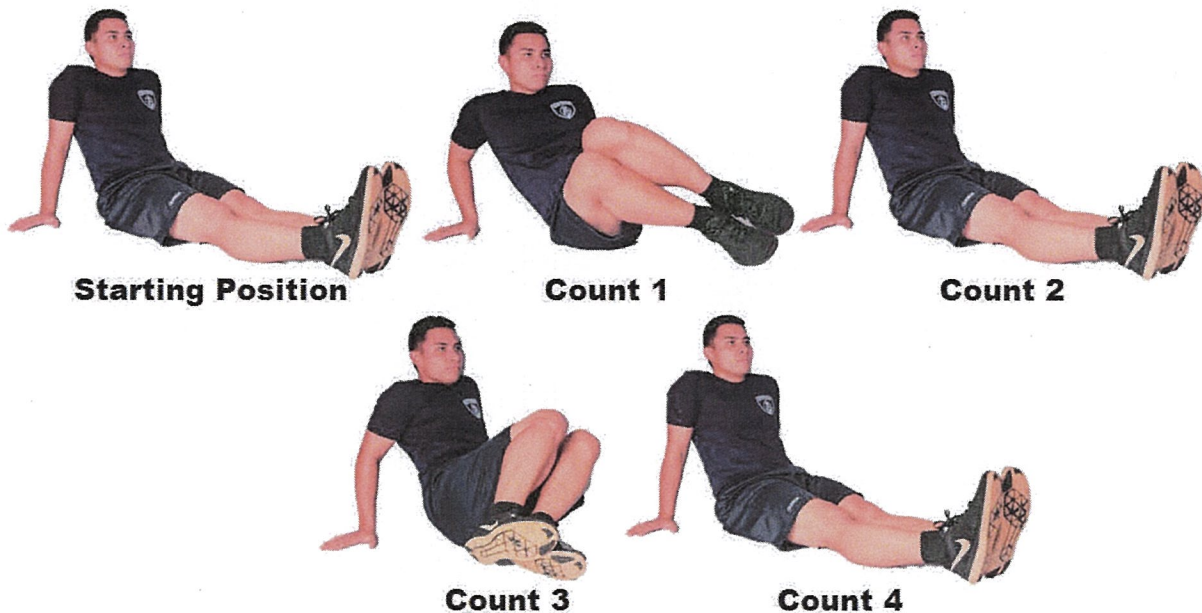
- ☐ The hands are directly below the shoulders with fingers spread (middle fingers point straight ahead) with the elbows straight, not locked.
- ☐ The trunk must not sag. To prevent, tighten the abdominal muscles and maintain this contraction throughout the exercise.
- ☐ The head is aligned with the spine and the eyes are directed to a point approximately two feet in front of the body.
- ☐ Throughout the exercise, remain on the balls of the feet.
- ☐ Move the legs straight forward and backward, not at angles.

Precautions: N/A.

CONDITIONING DRILL 3
Exercise 4: The Leg Tuck and Twist

- Purpose:** This exercise develops trunk strength and mobility while enhancing balance.
- Starting Position:** Seated with trunk straight but leaning backward 45-degrees, arms straight, and hands on ground 45-degrees to the rear, palms down, with fingers spread. Legs are straight, extended to the front and 8–12 inches off the ground.
- Cadence:** MODERATE.
- Count:**
1. Raise legs while rotating on to the left buttock and draw the knees toward the left shoulder.
 2. Return to the Starting Position.
 3. Repeat Count 1 in the opposite direction.
 4. Return to the Starting Position.

THE LEG TUCK AND TWIST



Check Points:

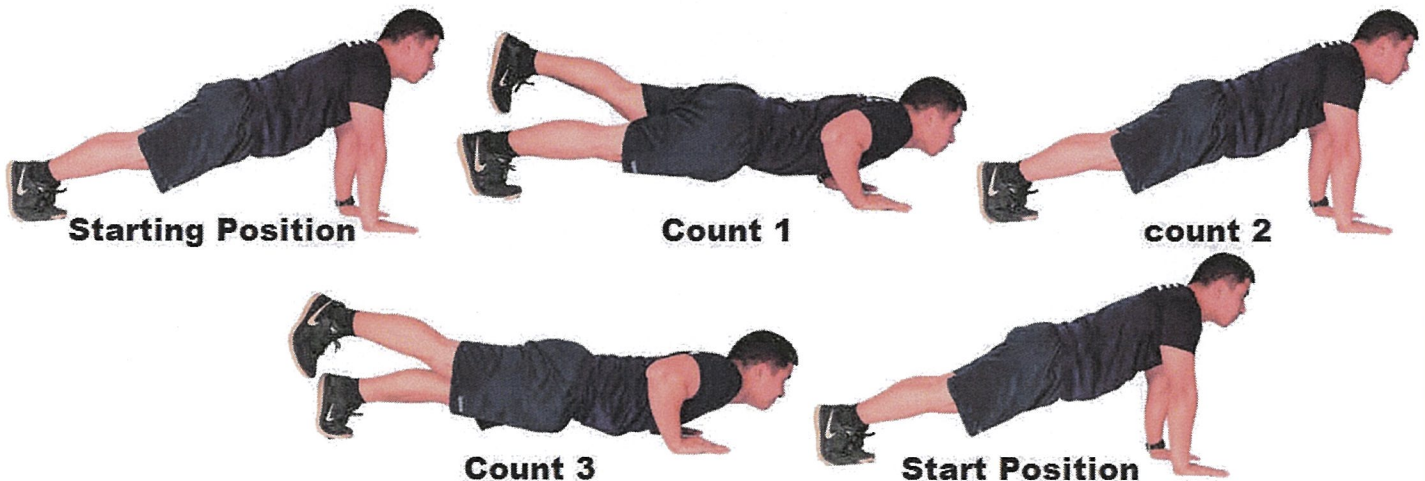
- ☐ At the Starting Position, tighten the abdominals to stabilize the trunk.
- ☐ On all counts, the legs and knees stay together.
- ☐ On Counts 1 and 3, the head and trunk remain still as the legs move.
- ☐ On Counts 1 and 3, the legs are tucked (bent) and aligned diagonal to the trunk.

Precautions: To protect the back on Counts 1 and 3, do not jerk the legs and trunk to achieve the end position.

CONDITIONING DRILL 3
Exercise 5: The Single-leg Push-up

- Purpose:** This exercise strengthens muscles of the chest, shoulders, arms, and trunk. Raising one leg while maintaining proper trunk position makes this an excellent trunk stabilizing exercise.
- Starting Position:** Front-leaning rest position.
- Cadence:** MODERATE.
- Count:**
1. Bend the elbows, lowering the body until the upper arms are parallel with the ground while raising the left leg until 8–10 inches off the ground.
 2. Return to the Starting Position.
 3. Repeat Count 1, bringing the right leg to 8–10 inches off the ground.
 4. Return to the Starting Position.

THE SINGLE-LEG PUSH-UP



Check Points:

- ☐ Perform a squat thrust to move into the front leaning rest, maintaining the body straight from head to heels. Body weight is supported on the hands and balls of the feet.
- ☐ The fingers should be extended and spread so the middle fingers point straight ahead and are directly in line with the shoulders.
- ☐ On Counts 1 and 3, the upper arms stay close to the trunk.
- ☐ On Counts 2 and 4, the elbows straighten but do not lock.
- ☐ On Counts 1 and 3, the raised leg is straight and aligned with the trunk.
- ☐ The trunk must not sag. To prevent this, tighten the abdominal muscles while in the Starting Position and maintain this contraction throughout the exercise.

Precautions: Do not jerk the leg to be raised past straight alignment with the trunk, as this may place undue stress on the back.

TRAINING SCHEDULES

The four training schedules below are tailored based on your performance of the 1–1–1 Physical Fitness Assessment. Use the one that is appropriate to your individual needs.

- **Training schedule #1** is the training schedule for the officer who passes all the events on the initial 1–1–1 Physical Fitness Assessment.
- **Training schedule #2** is the training schedule for the officer who passes the push-ups and sit-ups but fails the one-mile run on the initial 1–1–1 Physical Fitness Assessment.
- **Training schedule #3** is the training schedule for the officer who fails the push-ups and/or sit-ups but passes the one-mile run on the initial 1–1–1 Physical Fitness Assessment.
- **Training schedule #4** is the training schedule for the officer who fails the push-ups and/or sit-ups and the one-mile run on the initial 1–1–1 Physical Fitness Assessment.
- **Blank training schedules** are included for you to track your own training program.
- **Personal Training Assessment** forms are included for you to track your progress on the 1–1–1 Physical Fitness Assessment exercises.

USING THE TRAINING SCHEDULES

USING THE TRAINING SCHEDULES

WARM-UP	CD1 & MMD			
ACTIVITY	Run 20 minutes			
	Male	A	B	C
		7:15	8:00	8:45
	Female	A	B	C
		9:15	10:00	11:00
COOL-DOWN	SD			

WARM-UP	4C, HSD & CD1
ACTIVITY	CD2 15/15/5 repetitions
	CD3 5 repetitions
COOL-DOWN	SD

This means perform 5 repetitions of each exercise in Conditioning Drill 1 (CD1) and 1 repetition of each exercise in The Military Movement Drill (MMD).

This means run for 20 minutes at the pace listed for your ability group. For example: A male in group A should run 20 minutes at a 7:15 per mile pace (almost 3 miles total).

This means perform 4 for the Core, The Hip Stability Drill, and 5 repetitions of Conditioning Drill 1 (CD1).

This means perform 15 repetitions of the push-up and sit-up, and 5 pull-ups in Conditioning Drill 2 (CD2). (Push-ups and sit-ups are 4-count exercises.)

This means perform 5 repetitions of each exercise in Conditioning Drill 3 (CD3).

This means perform the stretch drill holding each stretch for 20 seconds.

TRAINING SCHEDULE 1

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK ONE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 15 minutes	CD2 (10/10/5 reps x 1 set)	30:60s (6 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN		SD	SD	SD
WEEK TWO	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (10/10/5 reps x 1 set)	30:60s (6 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN		SD	SD	SD
WEEK THREE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (10/10/5 reps x 2 sets)	30:60s (7 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN		SD	SD	SD
WEEK FOUR	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (10/10/5 reps x 2 sets)	30:60s (7 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 1 (continued)

		THURSDAY	FRIDAY	SATURDAY	YEAR
WEEK ONE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x1 set)	Run 15 minutes		
		CD3 (5-reps x 1 set)	Male A B C		
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN	SD	SD		
WEEK TWO	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x 1 set)	Run 20 minutes		
		CD3 (5 reps x 1 set)	Male A B C		
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN	SD	SD		
WEEK THREE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x 2 sets)	Run 20 minutes		
		CD3 (5 reps x 1 set)	Male A B C		
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN	SD	SD		
WEEK FOUR	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	
	ACTIVITY	CD2 (10/10/5 reps x 2 sets)			
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD			
					MONTH

TRAINING SCHEDULE 1 (continued)

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK FIVE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (15/15/5 reps x 1 set)	30:60s (8 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN		SD	SD	SD
WEEK SIX	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (15/15/5 reps x 1 set)	30:60s (8 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN		SD	SD	SD
WEEK SEVEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (15/15/5 reps x 1 set)	30:60s (9 reps)
			Male A B C	CD3 (10 reps x 1 set)	
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN		SD	SD	SD
WEEK EIGHT	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (15/15/5 reps x 1 set)	30:60s (9 reps)
			Male A B C	CD3 (10 reps x 1 set)	
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 1 (continued)

		THURSDAY	FRIDAY	SATURDAY	YEAR	
WEEK FIVE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST		
	ACTIVITY	CD2 (15/15/5 reps x 1 set)	Run 20 minutes			
		CD3 (5 reps x 1 set)	Male A B C			
			7:15 8:00 8:45			
			Female A B C			
			9:15 10:00 11:00			
	COOL-DOWN	SD	SD			
WEEK SIX	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	MONTH	
	ACTIVITY	CD2 (15/15/5 reps x 1 set)	Run 20 minutes			
		CD3 (5 reps x 1 set)	Male A B C			
			7:15 8:00 8:45			
			Female A B C			
			9:15 10:00 11:00			
	COOL-DOWN	SD	SD			
WEEK SEVEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST		
	ACTIVITY	CD2 (15/15/5 reps x 1 set)	Run 20 minutes			
		CD3 (10 reps x 1 set)	Male A B C			
			7:15 8:00 8:45			
			Female A B C			
			9:15 10:00 11:00			
	COOL-DOWN	SD	SD			
WEEK EIGHT	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT		MONTH
	ACTIVITY	CD2 (15/15/5 reps x 1 set)				
		CD3 (10 reps x 1 set)				
	COOL-DOWN	SD				

TRAINING SCHEDULE 1 (continued)

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK NINE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (15/15/5 reps x 2 sets)	30:60s (10 reps)
			Male A B C	CD3 (10 reps x 1 set)	
			7:00 7:45 8:30		
			Female A B C		
			9:00 9:45 10:45		
	COOL-DOWN		SD	SD	SD
WEEK TEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (15/15/5 reps x 2 sets)	30:60s (10 reps)
			Male A B C	CD3 (10 reps x 1 set)	
			7:00 7:45 8:30		
			Female A B C		
			9:00 9:45 10:45		
	COOL-DOWN		SD	SD	SD
WEEK ELEVEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (20/20/5 reps x 1 set)	30:60s (10 reps)
			Male A B C	CD3 (10 reps x 1 set)	
			7:00 7:30 8:15		
			Female A B C		
			9:00 9:30 10:30		
	COOL-DOWN		SD	SD	SD
WEEK TWELVE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (20/20/5 reps x 1 set)	30:60s (10 reps)
			Male A B C	CD3 (10 reps x 1 set)	
			7:00 7:30 8:15		
			Female A B C		
			9:00 9:30 10:30		
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 1 (continued)

		THURSDAY	FRIDAY	SATURDAY	YEAR	
WEEK NINE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST		
	ACTIVITY	CD2 (15/15/5 reps x 2 sets)	Run 20 minutes			
		CD3 (10 reps x 1 set)	Male A B C			
			7:00 7:45 8:30			
			Female A B C			
			9:00 9:45 10:45			
	COOL-DOWN	SD	SD			
WEEK TEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST		
	ACTIVITY	CD2 (15/15/5 reps x 2 sets)	Run 20 minutes			
		CD3 (10 reps x 1 set)	Male A B C			
			7:00 7:45 8:30			
			Female A B C			
			9:00 9:45 10:45			
	COOL-DOWN	SD	SD			
WEEK ELEVEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	MONTH	
	ACTIVITY	CD2 (20/20/5 reps x 1 set)	Run 20 minutes			
		CD3 (10 reps x 1 set)	Male A B C			
			7:00 7:30 8:15			
			Female A B C			
			9:00 9:30 10:30			
	COOL-DOWN	SD	SD			
WEEK TWELVE	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT		MONTH
	ACTIVITY	CD2 (20/20/5 reps x 1 set)				
		CD3 (10 reps x 1 set)				
	COOL-DOWN	SD				

TRAINING SCHEDULE 1

Maintenance Phase

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
WARM-UP	CD1 & MMD	4C HSD & CD1	CD1 & MMD	4C HSD & CD1	CD1 & MMD
ACTIVITY	A & B Run 30 minutes	CD2 (20/20/5 reps x 1 set)	30/60s (10 reps)	CD2 (20/20/5 reps x 1 set)	A & B Run 30 minutes
	C Run 20 minutes	CD3 (10 reps x 1 set)		CD3 (10 reps x 1 set)	C Run 20 minutes
	A B C				A B C
	7:30 8:00 9:30				7:30 8:00 9:30
COOL-DOWN	SD	SD	SD	SD	SD

TRAINING SCHEDULE 2

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK ONE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Walk 4 min. Run 2 min. (5x)	CD2 (10/10/5 reps x 1 set)	30:60s (4 reps)
				CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK TWO	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Walk 3 min. Run 3 min. (5x)	CD2 (10/10/5 reps x 1 set)	30:60s (4 reps)
				CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK THREE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Walk 2 min. Run 4 min. (5x)	CD2 (10/10/5 reps x 2 sets)	30:60s (5 reps)
				CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK FOUR	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Walk 2 min. Run 4 min. (5x)	CD2 (10/10/5 reps x 2 sets)	30:60s (5 reps)
				CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 2 (continued)

		THURSDAY	FRIDAY	SATURDAY	YEAR
WEEK ONE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x 1 set)	Walk 4 min. Run 2 min. (5x)		
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD	SD		
WEEK TWO	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x 1 set)	Walk 3 min. Run 3 min. (5x)		
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD	SD		
WEEK THREE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x 2 sets)	Walk 2 min. Run 4 min. (5x)		
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD	SD		
WEEK FOUR	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	
	ACTIVITY	CD2 (10/10/5 reps x 2 sets)			
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD			
					MONTH

TRAINING SCHEDULE 2 (continued)

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK FIVE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 10 minutes	CD2 (15/15/5 reps x 1 set)	30:60s (6 reps)
				CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK SIX	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 12 minutes	CD2 (15/15/5 reps x 1 set)	30:60s (6 reps)
				CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK SEVEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (15/15/5 reps x 1 set)	30:60s (7 reps)
			M: 9:30/F: 11:30	CD3 (10 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK EIGHT	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (15/15/5 reps x 1 set)	30:60s (7 reps)
			M: 9:15/F: 11:15	CD3 (10 reps x 1 set)	
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 2 (continued)

		THURSDAY	FRIDAY	SATURDAY	
WEEK FIVE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	YEAR
	ACTIVITY	CD2 (15/15/5 reps x 1 set)	Run 10 minutes		
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD	SD		
WEEK SIX	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	MONTH
	ACTIVITY	CD2 (15/15/5 reps x 1 set)	Run 12 minutes		
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD	SD		
WEEK SEVEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (15/15/5 reps x 1 set)	Run 1 mile		
		CD3 (10 reps x 1 set)	M: 9:30/F: 11:30		
	COOL-DOWN	SD	SD		
WEEK EIGHT	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	
	ACTIVITY	CD2 (15/15/5 reps x 1 set)			
		CD3 (10 reps x 1 set)			
	COOL-DOWN	SD			

TRAINING SCHEDULE 2 (continued)

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK NINE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (15/15/5 reps x 2 sets)	30:60s (8 reps)
			M: 9:00/F: 11:00	CD3 (10 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK TEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (15/15/5 reps x 2 sets)	30:60s (8 reps)
			M: 8:45/F: 10:45	CD3 (10 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK ELEVEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (20/20/5 reps x 1 set)	30:60s (8 reps)
			M: 8:30/F: 10:30	CD3 (10 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK TWELVE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (20/20/5 reps x 1 set)	30:60s (8 reps)
			M: 8:15/F: 10:15	CD3 (10 reps x 1 set)	
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 2 (continued)

		THURSDAY	FRIDAY	SATURDAY	
WEEK NINE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	YEAR
	ACTIVITY	CD2 (15/15/5 reps x 2 sets)	Run 1 mile		
		CD3 (10 reps x 1 set)	M: 9:00/F: 11:00		
	COOL-DOWN	SD	SD		
WEEK TEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	MONTH
	ACTIVITY	CD2 (15/15/5 reps x 2 sets)	Run 1 mile		
		CD3 (10 reps x 1 set)	M: 8:45/F: 10:45		
	COOL-DOWN	SD	SD		
WEEK ELEVEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	MONTH
	ACTIVITY	CD2 (20/20/5 reps x 1 set)	Run 1 mile		
		CD3 (10 reps x 1 set)	M: 8:30/F: 10:30		
	COOL-DOWN	SD	SD		
WEEK TWELVE	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	MONTH
	ACTIVITY	CD2 (20/20/5 reps x 1 set)			
		CD3 (10 reps x 1 set)			
	COOL-DOWN	SD			

TRAINING SCHEDULE 2

Maintenance Phase

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
WARM-UP	CD1 & MMD	4C, HSD & CD1	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
ACTIVITY	Run 20-30 minutes	CD2 (20/20/5 reps x 1 set)	30:60s (10 reps)	CD2 (20/20/5 reps x 1 set)	Run 20-30 minutes
		CD3 (10 reps x 1 set)		CD3 (10 reps x 1 set)	
COOL-DOWN	SD	SD	SD	SD	SD

TRAINING SCHEDULE 3

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK ONE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 15 minutes	CD2 (5/5/2 reps x 2 sets)	30:60s (6 reps)
			Male A B C		
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN		SD	SD	SD
WEEK TWO	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (6/6/3 reps x 2 sets)	30:60s (6 reps)
			Male A B C		
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN		SD	SD	SD
WEEK THREE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (7/7/4 reps x 2 sets)	30:60s (7 reps)
			Male A B C		
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN		SD	SD	SD
WEEK FOUR	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (8/8/4 reps x 2 sets)	30:60s (7 reps)
			Male A B C		
			7:30 8:15 9:00		
			Female A B C		
			9:30 10:15 11:15		
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 3 (continued)

		THURSDAY	FRIDAY	SATURDAY
WEEK ONE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST
	ACTIVITY	CD2 (5/5/2 reps x 2 sets)	Run 15 minutes	
			Male A B C	
			7:30 8:15 9:00	
			Female A B C	
			9:30 10:15 11:15	
	COOL-DOWN	SD	SD	
WEEK TWO	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST
	ACTIVITY	CD2 (6/6/3 reps x 2 sets)	Run 20 minutes	
			Male A B C	
			7:30 8:15 9:00	
			Female A B C	
			9:30 10:15 11:15	
	COOL-DOWN	SD	SD	
WEEK THREE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST
	ACTIVITY	CD2 7/7/4 reps x 2 sets)	Run 20 minutes	
			Male A B C	
			7:30 8:15 9:00	
			Female A B C	
			9:30 10:15 11:15	
	COOL-DOWN	SD	SD	
WEEK FOUR	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT
	ACTIVITY	CD2 (8/8/4 reps x 2 sets)		
	COOL-DOWN	SD		

TRAINING SCHEDULE 3 (continued)

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK FIVE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (10/10/5 reps x 1 set)	30:60s (8 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN		SD	SD	SD
WEEK SIX	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (10/10/5 reps x 1 set)	30:60s (8 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN		SD	SD	SD
WEEK SEVEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (10/10/5 reps x 1 set)	30:60s (9 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN		SD	SD	SD
WEEK EIGHT	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (10/10/5 reps x 1 set)	30:60s (9 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 3 (continued)

		THURSDAY	FRIDAY	SATURDAY	YEAR
WEEK FIVE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x 1 set)	Run 20 minutes		
		CD3 (5 reps x 1 set)	Male A B C		
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN	SD	SD		
WEEK SIX	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x 1 set)	Run 20 minutes		
		CD3 (5 reps x 1 set)	Male A B C		
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN	SD	SD		
WEEK SEVEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x 1 set)	Run 20 minutes		
		CD3 (5 reps x 1 set)	Male A B C		
			7:15 8:00 8:45		
			Female A B C		
			9:15 10:00 11:00		
	COOL-DOWN	SD	SD		
WEEK EIGHT	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	
	ACTIVITY	CD2 (10/10/5 reps x 1 set)			
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD			
				MONTH	

TRAINING SCHEDULE 3 (continued)

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK NINE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (10/10/5 reps x 2 sets)	30:60s (10 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:00 7:45 8:30		
			Female A B C		
			9:00 9:45 10:45		
	COOL-DOWN		SD	SD	SD
WEEK TEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (10/10/5 reps x 2 sets)	30:60s (10 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:00 7:45 8:30		
			Female A B C		
			9:00 9:45 10:45		
	COOL-DOWN		SD	SD	SD
WEEK ELEVEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (15/15/5 reps x 1 set)	30:60s (10 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:00 7:30 8:15		
			Female A B C		
			9:00 9:30 10:30		
	COOL-DOWN		SD	SD	SD
WEEK TWELVE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 20 minutes	CD2 (15/15/5 reps x 1 set)	30:60s (10 reps)
			Male A B C	CD3 (5 reps x 1 set)	
			7:00 7:30 8:15		
			Female A B C		
			9:00 9:30 10:30		
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 3 (continued)

		THURSDAY	FRIDAY	SATURDAY	
WEEK NINE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	YEAR
	ACTIVITY	CD2 (10/10/5 reps x 2 sets)	Run 20 minutes		
		CD3 (5 reps x 1 set)	Male A B C		
			7:00 7:45 8:30		
			Female A B C		
			9:00 9:45 10:45		
	COOL-DOWN	SD	SD		
WEEK TEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	YEAR
	ACTIVITY	CD2 (10/10/5 reps x 2 sets)	Run 20 minutes		
		CD3 (5 reps x 1 set)	Male A B C		
			7:00 7:45 8:30		
			Female A B C		
			9:00 9:45 10:45		
	COOL-DOWN	SD	SD		
WEEK ELEVEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	MONTH
	ACTIVITY	CD2 (15/15/5 reps x 1 set)	Run 20 minutes		
		CD3 (5 reps x 1 set)	Male A B C		
			7:00 7:30 8:15		
			Female A B C		
			9:00 9:30 10:30		
	COOL-DOWN	SD	SD		
WEEK TWELVE	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	MONTH
	ACTIVITY	CD2 (15/15/5 reps x 1 set)			
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD			

TRAINING SCHEDULE 3

Maintenance Phase

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
WARM-UP	CD1 & MMD	4C, HSD & CD1	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
ACTIVITY	A & B Run 30 minutes	CD2 (15/15/5 reps x 2 sets)	30/60s (10 reps)	CD2 (15/15/5 reps x 2 sets)	A & B Run 30 minutes
	C Run 20 minutes	CD3 (5 reps x 1 set)		CD3 (5 reps x 1 set)	C Run 20 minutes
	A B C				A B C
	7:30 8:00 9:30				7:30 8:00 9:30
COOL-DOWN	SD	SD	SD	SD	SD

TRAINING SCHEDULE 4

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK ONE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Walk 4 min. Run 2 min. (5x)	CD2 (5/5/2 reps x 2 sets)	30:60s (4 reps)
	COOL-DOWN		SD	SD	SD
WEEK TWO	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Walk 3 min. Run 3 min. (5x)	CD2 (6/6/3 reps x 2 sets)	30:60s (4 reps)
	COOL-DOWN		SD	SD	SD
WEEK THREE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Walk 2 min. Run 4 min. (5x)	CD2 7/7/4 reps x 2 sets)	30:60s (5 reps)
	COOL-DOWN		SD	SD	SD
WEEK FOUR	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Walk 2 min. Run 4 min. (5x)	CD2 (8/8/4 reps x 2 sets)	30:60s (5 reps)
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 4 (continued)

		THURSDAY	FRIDAY	SATURDAY	
WEEK ONE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	YEAR
	ACTIVITY	CD2 (5/5/2 reps x 2 sets)	Walk 4 min. Run 2 min. (5x)		
	COOL-DOWN	SD	SD		
WEEK TWO	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (6/6/3 reps x 2 sets)	Walk 3 min. Run 3 min. (5x)		
	COOL-DOWN	SD	SD		
WEEK THREE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 7/7/4 reps x 2 sets)	Walk 2 min. Run 4 min. (5x)		
	COOL-DOWN	SD	SD		
WEEK FOUR	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	MONTH
	ACTIVITY	CD2 (8/8/4 reps x 2 sets)			
	COOL-DOWN	SD			

TRAINING SCHEDULE 4 (continued)

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK FIVE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 10 minutes	CD2 (10/10/5 reps x 1 set)	30:60s (6 reps)
				CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK SIX	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 12 minutes	CD2 (10/10/5 reps x 1 set)	30:60s (6 reps)
				CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK SEVEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (10/10/5 reps x 1 set)	30:60s (7 reps)
			M: 9:30/F: 11:30	CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK EIGHT	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (10/10/5 reps x 1 set)	30:60s (7 reps)
			M: 9:15/F: 11:15	CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 4 (continued)

		THURSDAY	FRIDAY	SATURDAY	
WEEK FIVE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	YEAR
	ACTIVITY	CD2 (10/10/5 reps x 1 set)	Run 10 minutes		
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD	SD		
WEEK SIX	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	MONTH
	ACTIVITY	CD2 (10/10/5 reps x 1 set)	Run 12 minutes		
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD	SD		
WEEK SEVEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	
	ACTIVITY	CD2 (10/10/5 reps x 1 set)	Run 1 mile		
		CD3 (5 reps x 1 set)	M: 9:30/F: 11:30		
	COOL-DOWN	SD	SD		
WEEK EIGHT	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	
	ACTIVITY	CD2 (10/10/5 reps x 1 set)			
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD			

TRAINING SCHEDULE 4 (continued)

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK NINE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (10/10/5 reps x 2 sets)	30:60s (8 reps)
			M: 9:00/F: 11:00	CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK TEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (10/10/5 reps x 2 sets)	30:60s (8 reps)
			M: 8:45/F: 10:45	CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK ELEVEN	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (15/15/5 reps x 1 set)	30:60s (8 reps)
			M: 8:30/F: 10:30	CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD
WEEK TWELVE	WARM-UP	REST	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
	ACTIVITY		Run 1 mile	CD2 (15/15/5 reps x 1 set)	30:60s (8 reps)
			M: 8:15/F: 10:15	CD3 (5 reps x 1 set)	
	COOL-DOWN		SD	SD	SD

TRAINING SCHEDULE 4 (continued)

		THURSDAY	FRIDAY	SATURDAY	
WEEK NINE	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	YEAR
	ACTIVITY	CD2 (10/10/5 reps x 2 sets)	Run 1 mile		
		CD3 (5 reps x 1 set)	M: 9:00/F: 11:00		
	COOL-DOWN	SD	SD		
WEEK TEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	MONTH
	ACTIVITY	CD2 (10/10/5 reps x 2 sets)	Run 1 mile		
		CD3 (5 reps x 1 set)	M: 8:45/F: 10:45		
	COOL-DOWN	SD	SD		
WEEK ELEVEN	WARM-UP	4C, HSD & CD1	CD1 & MMD	REST	MONTH
	ACTIVITY	CD2 (15/15/5 reps x 1 set)	Run 1 mile		
		CD3 (5 reps x 1 set)	M: 8:30/F: 10:30		
	COOL-DOWN	SD	SD		
WEEK TWELVE	WARM-UP	4C, HSD & CD1	REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	MONTH
	ACTIVITY	CD2 (15/15/5 reps x 1 set)			
		CD3 (5 reps x 1 set)			
	COOL-DOWN	SD			

TRAINING SCHEDULE 4

Maintenance Phase

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
WARM-UP	CD1 & MMD	4C, HSD & CD1	CD1 & MMD	4C, HSD & CD1	CD1 & MMD
ACTIVITY	Run 20-30 minutes	CD2 (15/15/5 reps x 2 sets)	30:60s (10 reps)	CD2 (15/15/5 reps x 2 sets)	Run 20-30 minutes
		CD3 (5 reps x 1 set)		CD3 (5 reps x 1 set)	
COOL-DOWN	SD	SD	SD	SD	SD

TRAINING SCHEDULE

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK ONE	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK TWO	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK THREE	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK FOUR	WARM-UP				
	ACTIVITY				
	COOL-DOWN				

TRAINING SCHEDULE

		THURSDAY	FRIDAY	SATURDAY	YEAR
WEEK ONE	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK TWO	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK THREE	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK FOUR	WARM-UP		REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	
	ACTIVITY				
	COOL-DOWN				
				MONTH	

TRAINING SCHEDULE

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK FIVE	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK SIX	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK SEVEN	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK EIGHT	WARM-UP				
	ACTIVITY				
	COOL-DOWN				

TRAINING SCHEDULE

		THURSDAY	FRIDAY	SATURDAY	
WEEK FIVE	WARM-UP				YEAR
	ACTIVITY				
	COOL-DOWN				
WEEK SIX	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK SEVEN	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK EIGHT	WARM-UP		REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	MONTH
	ACTIVITY				
	COOL-DOWN				

TRAINING SCHEDULE

		SUNDAY	MONDAY	TUESDAY	WEDNESDAY
WEEK NINE	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK TEN	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK ELEVEN	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK TWELVE	WARM-UP				
	ACTIVITY				
	COOL-DOWN				

TRAINING SCHEDULE

		THURSDAY	FRIDAY	SATURDAY	YEAR
WEEK NINE	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK TEN	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK ELEVEN	WARM-UP				
	ACTIVITY				
	COOL-DOWN				
WEEK TWELVE	WARM-UP		REST	1-1-1 PHYSICAL FITNESS ASSESSMENT	MONTH
	ACTIVITY				
	COOL-DOWN				

PERSONAL TRAINING ASSESSMENTS

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PERSONAL TRAINING ASSESSMENTS

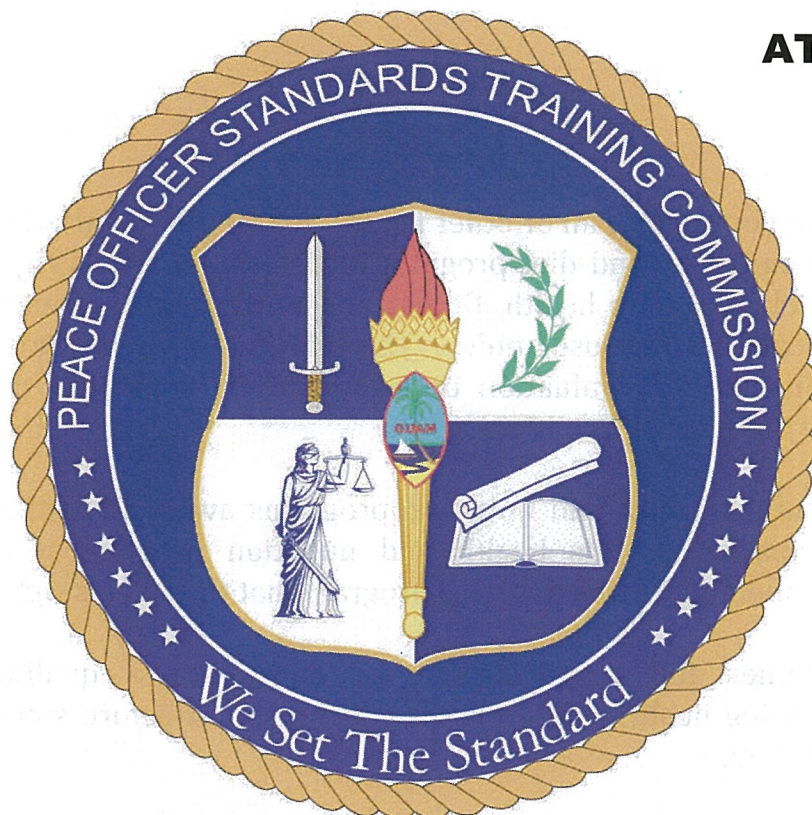
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Reference Source:

Physical Fitness Training Manual. U.S. Army FM 21-20, Headquarters, Department of the Army, 1998.

END OF PAGE





GUAM PEACE OFFICER STANDARDS AND TRAINING COMMISSION

HEALTH AND NUTRITION PROGRAM GUIDEBOOK

Disclaimer

You should consult your physician or other health care professional before starting this or any other nutrition and diet program to determine if it is right for your needs. This guidebook offers health, fitness and nutritional information and is designed for educational purposes only. The information is not intended as a substitute for consultation, evaluation or treatment by a medical professional and/or registered dietitian or nutritionist.

There are many other health and nutrition programs available to the end user. Therefore, participation in this health and nutrition program is completely voluntary and the member is free to seek a program that they feel is right for them.

The reader assumes full responsibility for consulting a qualified health professional regarding health conditions or concerns, and before starting a new diet or health program.

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1. Introduction: Understanding the Fueling Series
2. Performance Nutrition Fundamentals + Rules to Live By
3. The Big Three: Carbohydrate, Protein, Fat
4. Eat the Rainbow
5. Fuel Up “Three Every Three”
6. Hydrate
7. Recovery Nutrition: “Don’t Waste Your Workout”
8. Meal Builder

Introduction

We need a new paradigm for the food we eat. We need to view food as nourishment to our body as opposed to solely calorie units. We need to consider what that food represents in terms of energy and nutrients. Just one food or one nutrient is not the answer to more energy, an optimal weight, better health, and improved performance. The key to success lies in the collection of our habits that fuel our bodies, activities, minds, performance, and most importantly our lives.

There are 5 areas of nutrition focus in the Fueling Series. You will find that the handout series and builder systems revolve around these 5 areas.

Eat Clean Eat Often Hydrate Recover Mindset

1. EAT CLEAN

Eating clean means trying to choose the least processed types of foods most of the time. Typically, the closer the food is to its original form (from the earth or the animal); the better it is for you.

Simply put: Try to eat foods in the most natural form possible.

Nutrient density plays a large role in the mentality of eating clean. Nutrient density is the relationship of the amount of nutrients that a food has to amount of calories. It is critical to try to choose nutrient dense foods as often as we can to ensure we get the nutrients we need. Focus on trying to choose the types of foods that have the highest amount of nutrients for the calories within the foods.

The 3 macronutrients:

Carbohydrate = Fuel

Protein = Build

Fat = Energy Density

2. EAT OFTEN

The key to energy and sustainability (beyond the types of foods you choose) is how often you eat. By eating mini-meals every 2-3 hours, your body is given a steady flow of fuel. The goal here is to maintain blood glucose (fuel) in an optimal range. This will help maintain focus and keep your metabolism roaring all day long. We find that those who eat more frequently have better energy and prevent becoming overly hungry, which can help us make better choices.

3. HYDRATE

It is vital to stay hydrated because the body is 60-65% water which performs numerous vital functions including:

- Providing life and shape to every cell
- Delivery of fuel to muscles
- Lubrication and cushioning of joints
- Aiding in muscle contraction & tone
- Aiding in metabolism and digestion
- Brain function
- Shock absorption for the spine and brain
- Regulating temperature

Consequently, dehydration causes these functions to suffer impairing your health, ability to recover from illness, and athletic performance. As little as a 2% decrease in weight, due to fluid loss, can impair both physical and mental performance.

4. RECOVER

Nutrition can help to speed the recovery process. After a workout your body has emptied its fuel stores and the muscle has been broken down. To gain the most out of your workout and perform at high levels, you need to repair the muscle and replace your fuel stores as quickly as possible.

Getting a combination of carbohydrates and proteins within 30 minutes of your training session will ensure that you are recovering as quickly and efficiently as possible, which will minimize the time needed between sessions and decrease the risk of injury.

Carbohydrate = Re-Fuel

Protein = Re-Build

5. MINDSET

The final piece of optimizing nutrition is focusing on mindset and behavior. All of the education in the world does not matter if it doesn't lead to behavior change. Providing simple lists of the "best" foods to choose, easy guides on portion size, and presenting material in a concise and action-based way will help to give you the tools to immediately start making changes.

As a society we have become enamored with diets. The word diet has many different definitions and is typically associated with managing the calories that you consume or eating in a prescribed or particular way. The word nutrition has a more positive connotation and is typically associated with nourishing the body. The goal of the Fueling Series is not to give out a diet plan. It is to help you focus on your habitual intake and the results of your nutrition habits.

The 80/20 rule promotes balance and the inclusion of all foods. We recommend that you try to consume foods you know will give you the nutrients and sustainable energy you need 80% of the time and then consume whatever it is you want the other 20% of the time. Everything can fit into your daily "diet," your habitual intake. Just keep yourself in check.

THE MEAL BUILDER SYSTEM

The meal builder is an easy way to understand both what and how much to eat at each meal. The essence of the system is for weight control, but we like to think of it more as a fueling strategy to get you to your goals. There are meal builders in the handout series that will assign both males and females to their particular calorie zone. The recommendations in the zones provide a better idea of the amount of food that should be eaten to achieve your goals.

PARTING THOUGHTS

How you eat and what you eat are essential to your daily performance. Having sustainable energy is a function of your commitment to making smart nutrition decisions and fueling your body optimally.

The content of this manual is designed to help Guam Peace Officers achieve their goals by giving them the tools needed to make the choices that will result in the energy they need to perform their duties on a daily basis.

Eat Clean. Eat Often. Hydrate. Recover. Mindset.



Master these 5 fundamentals and enjoy new found physical and mental performance through nutrition.

SOURCE: WWW.NAVYFITNESS.ORG

EatCleanEatOftenHydrateRecoverMindset

THE 10 NUTRITION RULES TO LIVE BY

1. COME BACK TO EARTH.

Choose the least processed forms of food such as; Fruits, veggies, whole grains, and high fiber carbohydrates.

2. EAT A RAINBOW OFTEN.

Eat fruits or vegetables with each meal. Choose a wide variety of colors for the biggest benefit.

3. THE LESS LEGS THE BETTER.

Include a LEAN protein source with each meal.

4. EAT HEALTHY FATS.

Include healthy fats in your diet like olive oil, nuts, natural nut butters, seeds, avocado, fish, flaxseed, and flaxseed oil.

5. EAT BREAKFAST EVERY DAY.

When you eat within 30 minutes of waking up, you jump start your metabolism. This gives you more energy to get your day going.

6. THREE FOR THREE.

Eat smaller portions more often, spread evenly across the day. No excuses – you should be eating 4-6 meals/day! Aim for all three macronutrients (carbs, protein, and fat) every three hours for optimal fueling.

7. STAY HYDRATED.

Dehydration = Decreased Performance. Drink at least 3 liters of non-caloric beverages (water/green tea) every day.

8. DON'T WASTE YOUR WORKOUT.

Have a post-workout recovery meal or shake that combines both carbs and protein immediately after your training.

9. SUPPLEMENT WISELY.

Fuel first and supplement second. If you are not getting what you need through food, add a multivitamin supplement into your daily routine. Create a smart supplementation program that improves your performance without compromising your health or draining your wallet. Before you take any type of supplement, make sure to check in with your doctor or registered dietitian.

10. SLEEP.

Aim for 8 hours of sleep. If you can't get 8 hours daily, consider power naps when you can. The body recovers and repairs best when it is sleeping.

The 80/20 Rule.

Each meal and snack is an opportunity to fuel your body optimally. Choose the foods that are best for you
80% of the time and incorporate some of those foods that may not be the best,
but are your favorites, 20% of the time!

SOURCE: WWW.NAVYFITNESS.ORG

FUELING SERIES

THE BIG THREE: CARBOHYDRATE, PROTEIN, FAT

Grains: "Come Back to Earth" • Carbohydrate = FUEL for the brain & muscles

- Main sources are: Breads, cereals, grains, beans, fruits, and vegetables.
- What to look for in a grain: The least processed forms of grain you can find.
- Think brown and found close to the ground!
- The best choices will have more than 3g of FIBER per serving.

The Top 5 Grains



Protein: "The Less Legs the Better" • Protein = Building blocks for our bodies

- Protein builds muscle and maintains the immune system.
- Main sources are: Lean Meats, Low Fat Dairy, Eggs, and Beans/Legumes.
- What to look for: Lean protein sources. Typically the less legs on the animal the protein came from, the better it is for you.
- Try to include a lean protein source with every meal.
- Protein needs increase with activity. Intake ranges from 0.5g (recreational exerciser) to 0.8g (building muscle mass) of protein per pound of body weight. You will never need more than 1g per pound for health or muscle mass gains. The palm of your hand equals about 30-40g of protein.

The Top 5 Proteins



Fats: "Eat Healthy Fat " • Healthy Fats = Energy Density

- Healthy Fats provide energy, help to regulate blood sugar, improve cholesterol, and keep you feeling full.
- Omega-3 fatty acids improve cognition, decrease inflammation, and enhance heart health. They are considered essential because your body cannot make them, you must get them through food. Omega-3's are found in fatty fish like salmon, trout, and tuna, as well as flaxseed, walnuts, and omega-3 fortified foods.
- Try to get one serving of healthy fat per meal (2 total servings of fatty fish per week).

The Top 5 Fats



SOURCE: WWW.NAVYFITNESS.ORG

EatCleanEatOftenHydrateRecoverMindset

FUELING SERIES

CHOOSE YOUR FUEL

EAT CLEAN

CARBS (GRAINS)

HIGH OCTANE FUEL: 91

Beans (black, kidney, navy)
Chickpeas
Black eyed-peas
Brown rice
Corn
Green peas
High fiber crackers
Lentil, black bean and pea soup
Low-fat refried beans
Sweet potato/yam
Whole grain bread
Whole grain bagels
Whole grain cereal
Whole grain tortillas
Whole grain waffles

REGULAR OCTANE FUEL: 89

Baked beans
Baked chips
Boiled new potatoes
Cereal bars
Corn tortillas
Cornmeal/cornbread
Crackers
Cream of wheat
Flour tortillas
French bread
French toast
Hamburger/hot dog buns
Macaroni
Pancakes
Pasta
Pita bread
Pretzels
Ravioli
Rice cakes
Spaghetti
Waffles
White bread
White rice

LOW OCTANE FUEL: 87

Biscuits
Croissants
Doughnuts
Fettuccini alfredo
French fries
Hash browns
Mashed potatoes
Muffins
Pop tarts
Refried beans
Sugary cereals

PROTEIN

95% Ground beef or turkey
Beans & peas
Chicken, white meat/skinless
Deli meat (turkey, ham, beef)
Eggs (especially omega 3 eggs)
Egg whites
Lean beef steak
Lean ham steak
Lean jerky
Low-fat cottage cheese
Yogurt
Milk: Non-fat and 1%
Nut butters; Almond/peanut
Non-fried fish
Tofu
Trimmed pork chops
Tuna (in-water)
Turkey, white meat/skinless

85% Ground beef/turkey
Chicken, dark/skinless
Milk: 2% and low-fat flavored
Turkey, skinless/dark
Turkey bacon
Turkey sausage

75% Ground beef/turkey
Bacon
Beef or pork ribs
Bratwurst
Chicken, with skin
Fried chicken
Fried fish/seafood
Frozen pizza
Ham on bone
Regular cottage cheese low-fat
Whole milk/chocolate milk

FAT

Avocado
Flax seed and flax oil
Natural almond butter
Natural peanut butter
Olive oil
Canola oil
Peanuts
Pumpkin seeds
Raw almonds
Raw cashews
Raw pecans
Raw pistachios
Raw walnuts
Sunflower seeds

Butter (in small amounts)
Dry roasted nuts/seeds
Reduced fat mayonnaise
Reduced fat salad dressing
Reduced fat sour cream
Reduced fat cheese
Regular peanut butter

Fried foods
Honey roasted nuts/seeds
Margarine
Mayonnaise
Ranch & other salad dressing
Regular cheese
Sour cream
Coconut oil

SOURCE: WWW.NAVYFITNESS.ORG

EatCleanEatOftenHydrateRecoverMindset

FUELING SERIES

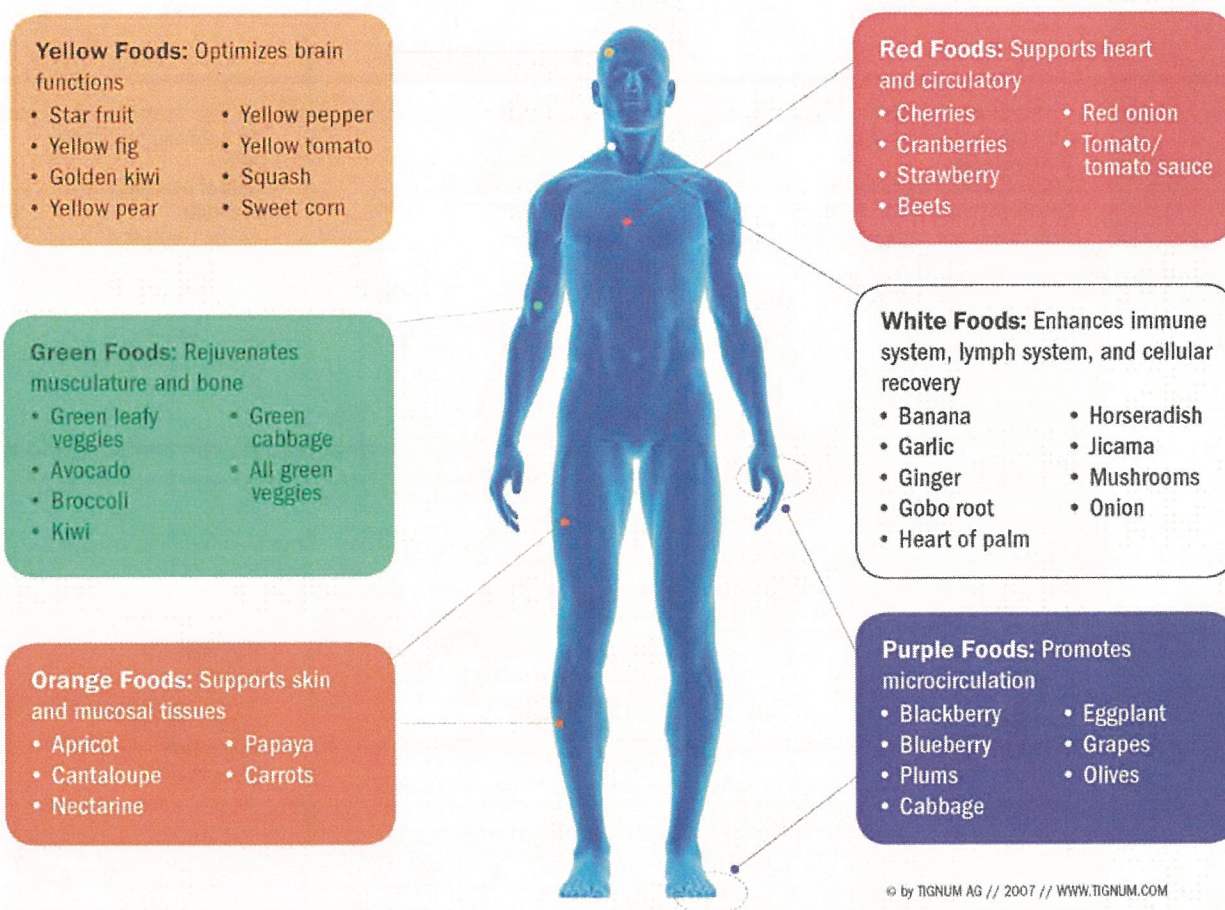
EAT THE RAINBOW

EAT CLEAN

Fruits and Vegetables

- Fruits and vegetables are a great source of high fiber carbohydrates.
- Fruits and vegetables provide our body with a combination of vitamins that cannot be replicated in a supplement.
- Different colors serve different roles in the body.
- Aim for at least 3 colors at every meal.
- Over the course of the day strive to eat 2 servings of fruit and 3 servings of vegetables.
- Whole fruits and vegetables are best.
- Canned and frozen fruits and vegetables can also offer healthy alternatives at a lower cost. When choosing canned fruits make sure to choose them in their own juice or water.
- Drink fruit juice in moderation and make sure it is 100% juice. One serving of juice is equal to 4-6 oz.

COLOR CODE OF RESTORATIVE NUTRITION



SOURCE: WWW.NAVYFITNESS.ORG

EatCleanEatOftenHydrateRecoverMindset

Set the Tone! • "Break" – the – "Fast"

Eat breakfast every day:

- Breakfast: Increases Metabolism
Fuels the Brain
Increases Energy Levels
- Don't substitute coffee, soda and energy drinks for food or lack of sleep.
- Skipping breakfast leads to eating more calories through the day and later at night. Don't play catch up!

Breakfast should include:

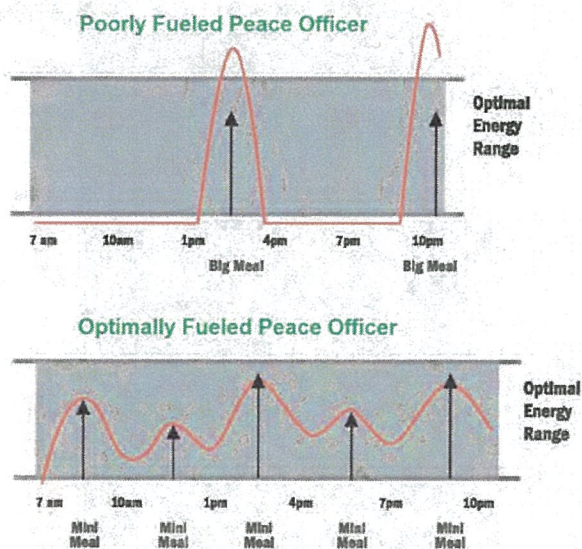
Protein: Eggs, egg whites, ham, beans, yogurt, or low-fat milk

High Fiber Carbohydrate: Whole wheat bread, high fiber cereal, oatmeal, or beans

Color: Fruit in cereal, oatmeal, or yogurt / Veggies in eggs or omelets

Continue to give the body steady fuel:

Eating smaller meals, more often will help to provide stable energy throughout the day. Fuel up with the 3 macronutrients (carbs, protein, fat) every 3 hours. Skipping meals will not lead to weight loss. It will lead to lower energy and decreased physical and mental performance.

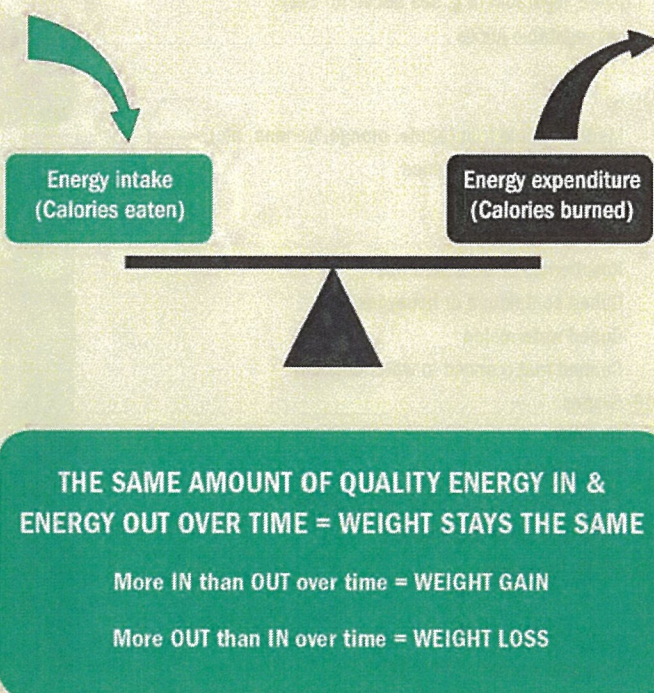


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Energy Balance:

Both the quality and the quantity of the food you consume is important to consider in order to maximize your performance and achieve your body composition goals. Energy is another word for calories and your energy balance is represented by your energy in (what you eat and drink) and energy out (what you burn through daily living and physical activity). Daily balance is important, but you should not scrutinize your daily intake. Changes in body composition will be a result of your consistent changes over time; therefore, aim for balance over the course of each week.

This guide provides the information you need to maximize your nutrient QUALITY and energy QUANTITY. Check out the Meal Builder to get an estimate of how many calories you should consume and how to build a day of meals that will provide you with the correct blend of nutrients to help you reach your goals. Keep in mind that the meal builder recommendations are designed for use with workouts or exercises of similar intensity and duration.



LIFESTYLE ACTIVITY + STRUCTURED WORKOUTS + QUALITY FUELING = SUCCESS

SOURCE: WWW.NAVYFITNESS.ORG

EatCleanEatOftenHydrateRecoverMindset

Portion Control: What is a serving size?

Choosing great foods is only half the battle to optimizing nutrition. Make sure to choose portion sizes that fit your needs.

BREADS:

- 1 Slice 100% whole wheat, rye, white, pumpnickel bread
- 2 Slices reduced calorie bread
- 1 Hot dog bun
- ½ English muffin
- ½ Bagel (3 inches)
- 1 Roll (small)
- 6" diameter pita bread
- 6" diameter corn or flour tortilla

VEGETABLES:

- 1c Raw vegetables
- 1c Cooked vegetable (e.g. see above for raw)
- 6oz Most vegetable juices

FRUITS:

- 1 Medium whole fruit (apple, orange, banana, etc)
- ½c Applesauce, unsweetened
- ¾c Blueberries
- 1-¼c Whole strawberries
- 1c Raspberries or boysenberries
- 1c Cubed cantaloupe or honeydew
- ¼c Cubed watermelon
- ½c Canned fruit (canned in water or juice)
- 12-15 Grapes
- 12 Cherries
- 2 Small plums
- 3 Dried prunes (also called "dried plums")
- 2Tbsp Raisins or other dried fruit
- 4-6oz. 100% fruit juice

CEREALS AND GRAINS:

- 1oz Most cold cereals (1/4 - 1c)
- 1-½c Puffed cereals (e.g. puffed rice)
- ½c Cooked cereal (e.g. oatmeal, oat bran, cream of wheat)
- ½c Cooked brown or white rice
- ½c Cooked enriched or whole-wheat pasta

MILK AND DAIRY

- 8oz (1c.) Nonfat or 1% milk, low fat or 1% fat chocolate milk
- 8oz (1c.) Calcium-fortified light or reduced fat soy milk
- 8oz (1c.) Nonfat or 1% plain or fruited yogurt
- ½c Nonfat frozen yogurt

MEAT AND PROTEIN

- 8oz (1c.) Nonfat or 1% milk, low fat or 1% fat 3 - 4oz meat
- ½c Beans
- 2Tbsp Peanut butter
- 2 Eggs
- ½c Cottage cheese

1tsp = 1 Teaspoon
1Tbsp = 1 Tablespoon
1c = 1 Cup
1oz = 1 Ounce

QUICK TIPS:

- 3-4oz. of meat is about the size and thickness of a deck of playing cards.
- A medium sized piece of fruit is the size of a tennis ball.
- 1oz of cheese is about the size of four stacked dice.
- ½c of ice cream is the size of a tennis ball.
- 1c of mashed potatoes is the size of your fist (depending on your size; commonly the size of a female fist).
- 1oz of nuts should fit into the small of your hand.
- 1tsp of margarine or butter is about the size of the tip of your thumb.



DAILY HYDRATION NEEDS

- Water should be your main source of hydration.
- Avoid drinking soda, energy drinks, and fruit drinks. These beverages provide a lot of calories with very little nutritional value.
- Limit sweetened teas and coffee drinks with added sugar and cream.
- Only choose sports drinks before, during, and after intense exercise.

Are you hydrated?

- If you are thirsty, it is too late.
- Evaluate your urine. It should be light in color and resemble pale lemonade.

To maintain hydration drink water:

- 0.5 - 1oz fluid per pound per day [There are about 33oz in a liter (L)].

BODY WEIGHT	OUNCES OF FLUID PER DAY	LITERS NEEDED PER DAY
120 pounds	60 – 120 oz	2 – 4 liters/day
150 pounds	75 – 150 oz	2.5 – 5 liters/day
175 pounds	90 – 175 oz	3 – 6 liters/day
200 pounds	100 – 200 oz	3.5 – 7 liters/day
225 pounds	115 – 225 oz	4 – 8 liters/day
250 pounds	125 – 200 oz	4.5 – 9 liters/day

HYDRATION CONSIDERATIONS IN EXTREME ENVIRONMENTS

In extreme environments it is even more important to be aware of your fluid intake, fluid loss and electrolyte needs.

Key Nutrition Tips for Extreme Environments:

- Do not skip meals.
- Take time to drink.
- Maximize taste/palatability (temperature, sweetness) of your beverage. If it tastes great, you are more likely to drink it.
- Minimize body water losses.
- Consider engineered food products when cramping risks are high, if you are a salty sweater, or if you are sweating more than usual. Choose sports drinks with at least 110mg sodium and 30mg potassium per 8oz/250ml. These are ideal for replacing electrolytes lost in sweat.
- If you are an excessively salty sweater (salty skin), then 200mg sodium per 8oz or added electrolytes should be considered. (Nuun Tablets, Gator-Lytes, etc...)
- Include whole foods in your meals that are higher in sodium. Good options are V8 Juice, pickles, pretzels, adding a little extra salt to your meals.

ENVIRONMENT	CONSIDERATION	HYDRATION RECOMMENDATIONS
Dry Extreme Heat	The extreme dry heat greatly increase the risk for dehydration and heat injury.	Suggested Fluid Intake: 5-12 Liters/day Tips: Sweating rates can be reduced by working at night. During daylight hours, sweating rates can be reduced by covering the skin with light, vapor-permeable clothing. If and when possible, drink COLD water and sports drink.
Hot and Humid	Relative humidity can increase water requirements independent of temperature. The humidity makes the evaporation of sweat off the skin difficult, which decreases the body's ability to cool itself. This increases the risk for dehydration and heat exhaustion. Excessive sweating can also cause a large loss of electrolytes, specifically sodium and potassium.	Suggested Fluid Intake: Up to 2x needs of Extreme Dry Heat Tips: If and when possible drink COLD water and sports drink.
Altitude	Altitude puts us at greater risk of dehydration. More fluid is lost through our urine and breathing. Layers of clothes may cause us to sweat more with little evaporation. The elevation also causes us to not feel as thirsty.	Suggested Fluid Intake: 4-6 Liters/day Tips: Drinking small quantities of fluid frequently results in less urine production than drinking large quantities of fluid less frequently.
Altitude and Cold	The addition of cold to altitude can cause greater risk for dehydration because of the sweat losses that occur in insulated clothing, low rates of fluid ingestion, and concern of having to remove clothing to urinate.	Suggested Fluid Intake: 5.5-7.5 Liters/day Tips: Make sure to consider the ventilation for your clothing to allow for sweating to dissipate heat. Drinking small quantities of fluid frequently results in less urine production than drinking large quantities of fluid less frequently. If and when possible consume hot fluids, tea, chicken/vegetable broth.

FUELING SERIES

HYDRATION URINE CHART

HYDRATE

Check the color of your urine as a good indicator of your hydration status.

Hydrated

Dehydrated

Extremely Dehydrated
(consult a doctor)

SOURCE: WWW.NAVYFITNESS.ORG

EatCleanEatOftenHydrateRecoverMindset

Recovery in 3's: Pre, During, and Post-Workout

Pre Workout

Don't go into your workout on an empty stomach.

Top off your fuel tank with a small balanced snack containing carbohydrate, fluid, and a small amount of protein approximately; 1 – 2 hours before your workout.

Going into a workout properly fueled will improve performance and jump start recovery.

Great pre-workout snacks include:

- 1 Yogurt with $\frac{1}{2}$ cup berries and $\frac{3}{4}$ cup high fiber cereal
- Small bowl of cereal with a banana
- $\frac{1}{2}$ turkey sandwich and fruit
- $\frac{1}{2}$ peanut butter & jelly sandwich and fruit
- Homemade trail mix: (1c high fiber cereal, 2 Tablespoons dried fruit, 2 Tablespoons nuts)

Make sure to hydrate with 16-20 oz of water too.

During Workout

It is important to stay hydrated during exercise.

How much do you need to drink?

- Losing 2% or more of your body weight due to sweating can decrease your performance and put you at greater risk for heat illness.
- A good way to monitor how well you are hydrating is to weigh yourself before and after training.

Do you need a sports drink?

NO, If...

- Training for less than 1 hour
- Weight loss is the goal of the training session

YES, If...

- Training for over an hour
- Training in extreme environments
- Lean body mass gain is the goal
- You enter the workout without any fuel
- You have a short but extremely intense workout

GENERAL HYDRATION GUIDELINES DURING WORKOUTS:

Maintain Hydration

- Keep weight loss to less than 2% during the workout.
- Take 4-6 gulps of fluid about every 15 minutes.
- Pay extra attention to your hydration when you are sweating more than usual or in an extreme environment.

Maintain Fuel and Electrolytes

- When you need something more than water, choose a sports drink with at least 110mg of sodium per 8 ounces to help prevent cramping and maintain electrolytes.
- When your exercise level warrants the consumption of a sports drink, 20-32oz an hour is all you will need to keep you fueled. Balance the rest of your hydration needs with water.

Hydration Example: 150 pound Peace Officer

- 2% of their body weight is 3 pounds.
- If this Officer loses more than 3 pounds during their training, they are not hydrating effectively.

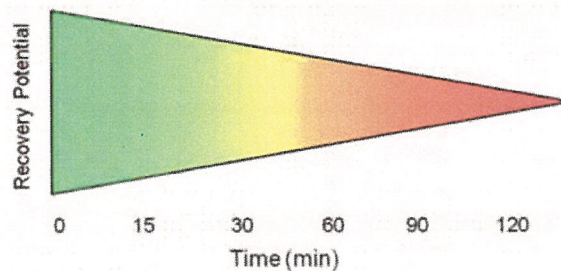
SOURCE: WWW.NAVYFITNESS.ORG

Recovery in 3's: Pre, During, and Post-Workout

Post Workout

- The sooner you get your post workout nutrition, the quicker you recover.
- Your recovery snack or meal – such as a granola bar with at least 5g of protein or a fruit smoothie – makes up one of your 5 - 6 meals per day.

THE OPEN WINDOW OF OPPORTUNITY TO GET YOUR BODY THE NUTRIENTS IT NEEDS FOR RECOVERY.



• Re-Fuel

• Re-Build

• Re-Hydrate

Within 10 minutes of training:

1. Refuel with carbohydrate

The more intense the training, the more carbohydrate you need.

2. Rebuild with protein

Protein needs post workout are based on body weight.

3. Rehydrate with fluid

Drink 20-24oz of fluid for each pound lost during training.

What do you need to recover?

BODY WEIGHT (POUNDS)	GRAMS OF PROTEIN	GRAMS OF CARBOHYDRATE
120 - 150	15 - 20	30 - 60
150 - 180	20 - 25	40 - 75
181 - 215	25 - 30	50 - 90
215 - 245	30 - 35	60 - 105

Examples:

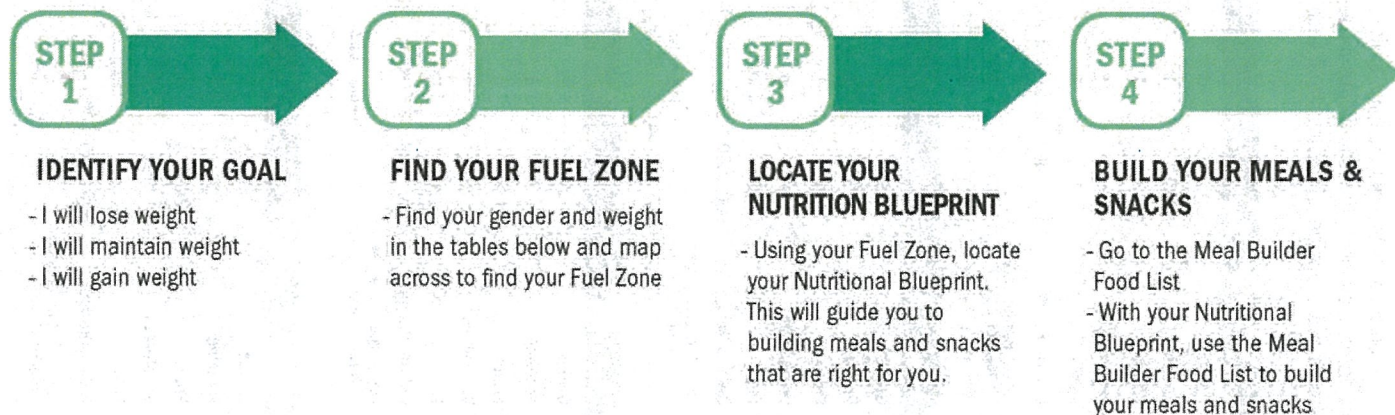
- 20oz low-fat chocolate milk + banana
- Turkey and pasta salad
- Tuna sandwich w/baked chips
- Meal replacement bar + 20oz sports drink
- Scrambled eggs or egg whites with whole wheat toast and 6oz juice
- Turkey sandwich + yogurt
- Spaghetti and meatballs
- Fruit smoothie blended with yogurt or whey protein

FUELING SERIES

STRENGTH SERIES | ENDURANCE SERIES | SANDBAG TRAINING SERIES

The biggest barriers to great nutrition are poor planning and poor implementation. The nutrition blueprint and meal builder make it easy to build meals and snacks that will keep you fueled and help you reach your goals. This tool will help you stay organized and create an environment for success. Always remember the 80/20 rule as you look to sustainably upgrade your nutrition. Choose high octane fuel 80% of the time and lower octane fuel that you really enjoy 20% of the time.

BUILD YOUR MEAL IN 4 SIMPLE STEPS



SET YOUR GOAL, FIND YOUR FUEL ZONE

I WILL FUEL TO...

STEP 1	LOSE WEIGHT		MAINTAIN WEIGHT		GAIN WEIGHT	
	CURRENT WEIGHT	FUEL ZONE	CURRENT WEIGHT	FUEL ZONE	CURRENT WEIGHT	FUEL ZONE
FEMALE	100 - 125	1400 - 1600	Under 105	2000 - 2200	100 - 110	2800 - 3000
	125 - 150	1600 - 1800	105 - 130	2200 - 2400	110 - 140	3000 - 3200
	150 - 180	1800 - 2000	130 - 160	2400 - 2600	140 - 165	3200 - 3400
	180 - 205	2000 - 2200	160 - 185	2600 - 2800	165 - 195	3400 - 3600
	205 - 235	2200 - 2400	185 - 210	2800 - 3000	195 - 220	3600 - 3800
	235 - 260	2400 - 2600				
MALE	Under 140	1800 - 2000	Under 140	2600 - 2800	Under 140	3400 - 3600
	140 - 155	2000 - 2200	140 - 160	2800 - 3000	145 - 165	3600 - 3800
	155 - 175	2200 - 2400	160 - 180	3000 - 3200	165 - 185	3800 - 4000
	175 - 190	2400 - 2600	180 - 195	3200 - 3400	185 - 205	4000 - 4200
	190 - 210	2600 - 2800	195 - 215	3400 - 3600	205 - 220	4200 - 4400
	210 - 230	2800 - 3000	215 - 235	3600 - 3800	220 - 240	4400 - 4600
	230 - 250	3000 - 3200	235 - 255	3800 - 4000		
	250 - 265	3200 - 3400	255 - 275	4000 - 4200		
	265 - 285	3400 - 3600				
	285 - 305	3600 - 3800				

SOURCE: WWW.NAVYFITNESS.ORG

EatCleanEatOftenHydrateRecoverMindset

STEP 3

Locate Your Nutrition Blueprint - Strength, Endurance, Sandbag Series

Using the Fuel Zone you identified in Steps 1 & 2, locate your personal Nutritional Blueprint to fit your caloric needs. Your blueprint has six columns across the top that represent meal times, or "fueling times". The food groups are represented along the left hand side, and the numbers located within the zone are the recommended number of servings from each food group at each fueling time.

1400 - 1600	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	2	1	1 to 2	1	1 to 2	
Proteins	1		1		1	1
Fruits	0 to 1	1	1	1	1	1
Vegetables	∞	∞	∞	∞	∞	∞
Fats	1	1	1	1	1	0 to 1
Calorie Range	350 - 400	175 - 200	280 - 320	175 - 200	280 - 320	140 - 160
*Meal Replacement Shake or Bar		1		1+ fruit		1

1600 - 1800	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	2	1 to 2	2	1 to 2	2	
Proteins	1		1		1	1
Fruits	1	1	1	1	1	1
Vegetables	∞	∞	∞	∞	∞	∞
Fats	1	1	1	1	1	1
Calorie Range	400 - 450	200 - 225	320 - 360	200 - 225	320 - 360	160 - 180
*Meal Replacement Shake or Bar		1		1+ fruit		1

1800 - 2000	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	2 to 3	1 to 2	2	1 to 2	2	
Proteins	1	0 to 1	1	0 to 1	1	1
Fruits	1 to 2	1	1 to 2	1	1	1
Vegetables	∞	∞	∞	∞	∞	∞
Fats	1	1	1	1	1	1
Calorie Range	450 - 500	225 - 250	360 - 400	225 - 250	360 - 400	180 - 200
*Meal Replacement Shake or Bar		1+ fruit		1+ 2 fruit		1

2000 - 2200	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	3	2	2	2	2	0 to 1
Proteins	1	0 to 1	1	0 to 1	1	1
Fruits	2	1	2	1	2	1
Vegetables	∞	∞	∞	∞	∞	∞
Fats	1	1	1	1	1	1
Calorie Range	500 - 550	250 - 275	400 - 440	250 - 275	400 - 440	200 - 220
*Meal Replacement Shake or Bar		1+ fruit		1+ 2 fruit		1+ fruit

2200 - 2400	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	3	2	2 to 3	2	2 to 3	1
Proteins	1 to 2	1	1	1	1	1
Fruits	2	1	2	1	2	1
Vegetables	∞	∞	∞	∞	∞	∞
Fats	1	1	1	1	1	1
Calorie Range	550 - 600	275 - 300	440 - 480	275 - 300	400 - 440	200 - 220
*Meal Replacement Shake or Bar		1+ fruit		1+2 fruit		1+ fruit

2400 - 2600	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	3	2	3	2	3	1
Proteins	2	1	1	1	1	1
Fruits	2	1	2	1	1 to 2	1
Vegetables	∞	∞	∞	∞	∞	∞
Fats	1	1 to 2	1	1 to 2	1	1
Calorie Range	600 - 650	300 - 325	480 - 520	300 - 325	480 - 520	240 - 260
*Meal Replacement Shake or Bar		1+ fruit +1 fat		1+2 fruit +1 fat		1+ fruit +1 fat

2600 - 2800	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	3	2	3	2	3	1
Proteins	2	1	1	1	1 to 2	1
Fruits	2	1	2	1	2	1 to 2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	1 to 2	1 to 2	1 to 2	1 to 2	1	1
Calorie Range	650 - 700	325 - 350	520 - 560	325 - 350	520 - 560	260 - 280
*Meal Replacement Shake or Bar		1+ fruit +1 fat		1+2 fruit +1 fat		1+ fruit +1 fat

2800 - 3000	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	3	2	3	2	3	1
Proteins	2	1	1	1	2	1
Fruits	2 to 3	1	2	1	1 to 2	2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	2	1 to 2	2	1 to 2	1	1
Calorie Range	700 - 750	350 - 375	560 - 600	350 - 375	560 - 600	280 - 300
*Meal Replacement Shake or Bar		1+ fruit +1 fat		1+2 fruit +1 fat		1+ fruit +1 fat

3000 - 3200	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	3	2	3	2	3	1 to 2
Proteins	2	1	1 to 2	1	2	1
Fruits	3	1	2	1	2	2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	2	1 to 2	2	1 to 2	1 to 2	1
Calorie Range	750 - 800	375 - 400	600 - 640	375 - 400	600 - 640	300 - 320
*Meal Replacement Shake or Bar		1+ fruit +1 fat		1+2 fruit +1 fat		1+ fruit +1 fat

3200 - 3400	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	3 to 4	2	3	2	3	2
Proteins	2	1	2	1	2	1
Fruits	3	1	2	1	2	2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	2	1 to 2	2	1 to 2	2	1
Calorie Range	800 - 850	400 - 425	640 - 680	400 - 425	640 - 680	320 - 340
*Meal Replacement Shake or Bar		1+2 fruit +1 fat		1+2 fruit +1 fat		1+2 fruit +1 fat

3400 - 3600	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	4	2 to 3	3	2 to 3	3 to 4	2
Proteins	2	1	2	1	2	1
Fruits	3 to 4	1	2	1	2	2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	2	1 to 2	2 to 3	1 to 2	2	1 to 2
Calorie Range	850 - 900	425 - 450	680 - 720	425 - 450	680 - 720	340 - 360
*Meal Replacement Shake or Bar		1+2 fruit +1 fat		1+2 fruit +2 fat		1+2 fruit +1 fat

3600 - 3800	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	4	2 to 3	3 to 4	2 to 3	4	2
Proteins	2	1	2	1	2	1
Fruits	4	1	2	1	2	2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	2 to 3	1 to 2	3	1 to 2	2	1
Calorie Range	900 - 950	450 - 475	720 - 760	450 - 475	720 - 760	360 - 380
*Meal Replacement Shake or Bar		1+2 fruit +1 fat		1+2 fruit +2 fat		1+2 fruit +1 fat

COACH TIP:

Remember, the biggest barriers to great nutrition are poor planning and poor implementation. Stay organized and do what you can to create an environment for success. To get you started, make a copy of your Nutrition Blueprint and put it somewhere you'll have easy access to when making fueling decisions, like in your wallet or on your fridge.

3800 - 4000	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	4	3	4	3	4 to 5	2
Proteins	2	1	2	1	2	1
Fruits	4	1	2	1	2	2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	3	1 to 2	3	1 to 2	2	1 to 2
Calorie Range	950 - 1000	475 - 500	760 - 800	475 - 500	760 - 800	380 - 400
*Meal Replacement Shake or Bar		1+2 fruit +1 fat		1+2 fruit +2 fat		1+2 fruit +1 fat

4000 - 4200	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	4	3	4	3	4 to 5	2
Proteins	2	1	2	1	2	1
Fruits	4	1	2	1	2	2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	3	2	3	2	2	1 to 2
Calorie Range	1000 - 1050	500 - 525	800 - 840	500 - 525	800 - 840	400 - 420
*Meal Replacement Shake or Bar		1+2 fruit +2 fat		1+2 fruit +2 fat		1+2 fruit +2 fat

4200 - 4400	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	4	3	4	3	5	2
Proteins	2	1	2	1	2	1
Fruits	4	1	2	1	2	2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	3	2 to 3	3	2 to 3	2	1 to 2
Calorie Range	1050 - 1100	525 - 550	840 - 880	525 - 550	840 - 880	420 - 440
*Meal Replacement Shake or Bar		1+2 fruit +2 fat		1+2 fruit +2 fat		1+2 fruit +2 fat

4400 - 4600	BREAKFAST	SNACK	LUNCH	SNACK	DINNER	SNACK
Grains	4	3	4 to 5	3	5	2
Proteins	2	1	2	1	2	1
Fruits	4	1	2	1	2	2
Vegetables	∞	∞	∞	∞	∞	∞
Fats	3	2 to 3	3	2 to 3	2	1 to 2
Calorie Range	1100 - 1150	550 - 575	880 - 920	550 - 575	880 - 920	440 - 460
*Meal Replacement Shake or Bar		1+2 fruit +2 fat		1+2 fruit +2 fat		1+2 fruit +2 fat

*When choosing meal replacements:

1. Make sure it fits within your calorie recommendations
2. Should have at least 3g of fiber
3. Should have 10 - 30g of protein for women
4. Should have 15 - 42g of protein for men

STEP 4

Build Your Meals & Snacks

Using your Nutritional Blueprint, follow the directions below to start filling your day with meals and snacks designed to help you with your goals.

Map Your Blueprint

The food list below has foods from each of the categories found in your Nutrition Blueprint.

Size Up Your Servings

The number to the left of each food item equals one serving (eg, 1 slice of whole wheat bread = 1 grain serving).

Mix It Up

Each serving may be used interchangeably. For example, if you tire of whole wheat toast at breakfast you can replace it with any of the foods listed in the grain column. If you have more than one serving suggested, you can double up on the same food (eg, 2 slices of whole wheat toast) or mix and match (eg, 1 slice of whole wheat toast and 3/4c Multi Grain Cheerios). You are limited only by your creativity!

You are now prepared to build customized meals and snacks to help you meet your goals. These meals and snacks will provide you with sustainable fuel throughout the day as well as the energy you need for your workouts. Remember, to maximize your energy and reach your body composition goals, think about both quality and quantity of your food choices.

GRAINS/STARCHES:

Pasta/Rice

- 1/2c Brown Rice (cooked)
- 1/2c Whole Wheat Cous Cous (cooked)
- 1/2c Whole Wheat Pasta (cooked)
- 1/2c Risotto, Quinoa (cooked)

Breads/Tortillas/Rolls

- 1slice Bread (100% Whole Wheat)
- 1/2 Pita Bread (6" diameter each)
- 1/4 Whole Wheat Bagel
- 1/2 English Muffin
- 1/2 Whole Wheat Hamburger/Hot dog Bun
- 1/2 Sub Bread (6" each)
- 1 Whole Wheat Tortilla
- 2 Corn Tortillas
- 1sm. Whole Wheat Roll (1oz each)

Cold Cereals

- 1/2c All Bran Cereal
- 1/2c Cheerios Cereal
- 1/2c Cheerios MultiGrain Cereal
- 1/2c Cracklin Oat Bran Cereal
- 1/2c Frosted Mini Wheats Cereal
- 1/2c Grape Nuts Cereal
- 1/2c Kashi Go Lean Cereal
- 1/2c Kashi Go Lean Crunch Cereal
- 1/2c Kashi Go Lean Honey
- 1/2c Almond Flax
- 1/2c Muesli Cereal
- 1/2c Raisin Bran Cereal
- 1/2c Smart Start Cereal
- 1/2c Special K Cereal
- 1/2c Whole Wheat Total Cereal

Hot Cereals

- 1/2c Cream of Wheat (cooked)
- 1 Instant Grits
- 1/2 Packet Kashi Instant Oatmeal
- 1/2 Packet Quaker Instant Oatmeal
- 1/2c Slow Cooked Oatmeal

Veggies, Beans, Potatoes

- 1/2c Soy Beans (cooked)
- 1/2c Split Peas (cooked)
- 1c Squash (winter, acorn, butternut)
- 1/2c Peas (cooked)
- 1/2sm Baked Potato
- 1/2c Beans: Black, Kidney, Pinto, Lima, Lentils (cooked/canned)
- 1/2c Corn (cooked)
- 1 Ear of corn
- 1/2c Sweet Potato (cooked)
- 1/2c Yam (cooked)
- 1/2c Mashed Potatoes

Snacks/Crackers/Granola Bars

- 1 Kashi Granola Bar
- 2 Graham Crackers
- 5 Whole Wheat Crackers (baked)
- 4 Whole Wheat Melba Toast
- 1 Nature Valley Granola Bar
- 8 Animal Crackers
- 3c Light Popcorn (popped)

- 3/4c Pretzels
- 2 Rice Cakes (4" diameter each)
- 4 Reduced Fat Triscuits
- 1 Whole Grain Fig Newton

PROTEINS / DAIRY:

Fish/Seafood

- 3oz Fish
- 3oz Cod
- 3oz Flounder
- 3oz Haddock
- 3oz Halibut
- 3oz Salmon
- 3oz Shrimp
- 3oz Trout
- 3oz Tuna

Poultry

- 3oz Chicken (lunch meat)
- 3oz Chicken breast
- 3oz Ground turkey (cooked)
- 3oz Turkey (lunch meat)
- 3oz Turkey breast

Beef/Pork

- 3oz Beef (96% lean ground chuck)
- 1.5oz Beef jerky
- 3oz Beef tenderloin
- 3oz London broil
- 3oz Pork (grilled)
- 3oz Roast beef (lunch meat)

Dairy

- 8oz 1% or non-fat regular milk or chocolate milk
- 1/2c Non-fat or low fat cottage cheese
- 1/2c Non-fat frozen yogurt
- 1c Non-fat or low fat greek yogurt
- 8oz Reduced-fat soy milk
- 1 2% String cheese

Eggs

- 1/4c Egg Substitute
- 4 Egg Whites
- 2 Eggs
- 2 Omega-3 Eggs

Legumes

- 1/2c Beans: Black, Kidney, Pinto, Lima, Lentils (cooked/canned)
- 8oz Calcium-fortified light soy milk
- 2T Hummus
- 1/2c Soy beans (cooked)
- 1/2c Split peas
- 1T Almond butter
- 1T Peanut butter (natural)
- 10-15 Raw nuts

MEAL REPLACEMENTS/PROTEIN POWDERS:

- 1-2 scoop Whey Protein*
- 1 Bar
- 1 Shake

*Make sure to choose protein powders that are certified safe and reliable. Check out www.nsfspart.com for a complete list.

Meal replacement considerations:

- Make sure it fits within your calorie recommendations
- Should have at least 3g of fiber
- Double check the protein level
 - Women need **10-30g**
 - Men need **15-42g**

VEGETABLES:

Green

- 1c Arugula
- 1/2c Asparagus (cooked)
- 1c Asparagus (raw)
- 1/2c Broccoli (cooked)
- 1c Broccoli (raw)
- 1c Brussel sprouts
- 1/2c Celery (cooked)
- 1c Celery (raw)
- 1c Collards (cooked)
- 1c Cucumber (raw)
- 1/2c Green beans (cooked)
- 1c Green beans (raw)
- 1c Green veggie salad
- 1c Kale (raw)
- 1c Lettuce (all)
- 1c Spinach (raw)

White

- 1/2c Cabbage (cooked)
- 1c Cabbage (raw)
- 1/2c Cauliflower (cooked)
- 1c Cauliflower (raw)
- 1/2c Onions (cooked)
- 1c Onions (raw)
- 1/2c Water chestnuts (cooked)
- 1c Water chestnuts (raw)

Red

- 1/2c Tomato, beets
- 1/2c Salsa, tomato sauce

Orange

- 1/2c Carrots (cooked)
- 1c Carrots (raw)

Mixed Colors

- 1/2c Peppers (cooked)
- 1c Peppers (raw)
- 1/2c Stir fry vegetables (cooked)
- 1c Stir fry vegetables (raw/frozen)
- 6oz Vegetable juice
- 1/2c Zucchini (cooked)
- 1c Zucchini (raw)

FRUITS:

Red

- 1sm. Apple
- 1/2c Applesauce (unsweetened)
- 12 Cherries
- 1c Raspberries
- 1 1/4c Strawberries (whole)
- 1/4c Watermelon (cubed)
- 1/2sm. Grapefruit

Orange

- 1c Cantaloupe (cubed)
- 1m. Orange, nectarine or peach
- 1lg. Tangerine

Yellow

- 1/2lg. Banana(s)
- 1/4c Pineapple chunks (in own juice)

Blue/Purple

- 1c Blackberries or boysenberries
- 1m. Blueberries
- 14 Grapes
- 2sm. Plums
- 3 Prunes (dried plums)
- 2T Raisins

Green

- 1c Honeydew melon (cubed)
- 1sm. Kiwi fruit
- 1sm. Pear

Mixed Colors

- 2T Dried fruit
- 1/2c Fresh fruit salad
- 1/2c Fruit cocktail (own juice)
- 6oz Fruit juice (100% juice)
- 1c Mixed berries (fresh/frozen)

FATS (CHOOSE OFTEN):

- 1T Nut butters: Almond, peanut, etc...
- 10-15 Nuts: Almonds, walnuts, pecans
- 1/4 Avocado
- 12lg. Black or green olives
- 1.5t Plant oils: olive, canola, flax
- 2T Flax seeds
- 2T Hummus
- 2T Seeds: Pumpkin, sesame, sunflower
- 3T Guacamole
- 2t Smart Balance, Benecol

FATS (CHOOSE LESS OFTEN):

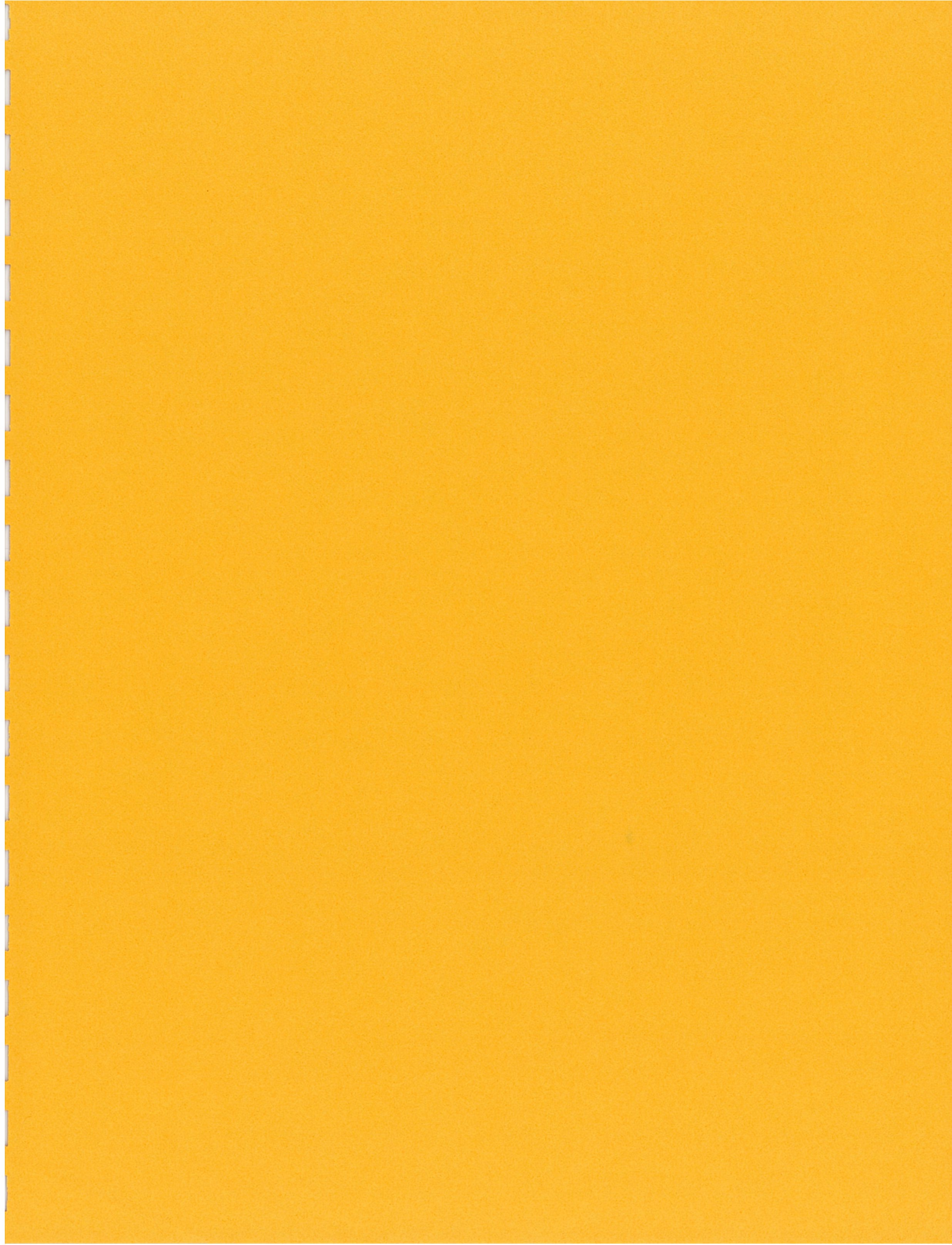
- 2t Butter (stick)
- 1oz Cheese
- 1slice Cheese
- 2T Cream cheese
- 4T Half & Half
- 2c Mayonnaise
- 3T Reduced-fat cream cheese
- 4T Reduced-fat sour cream
- 2T Sour cream
- 1 2% String cheese
- 2 Turkey bacon slice
- 1 Turkey sausage link
- 1T Commercial salad dressings

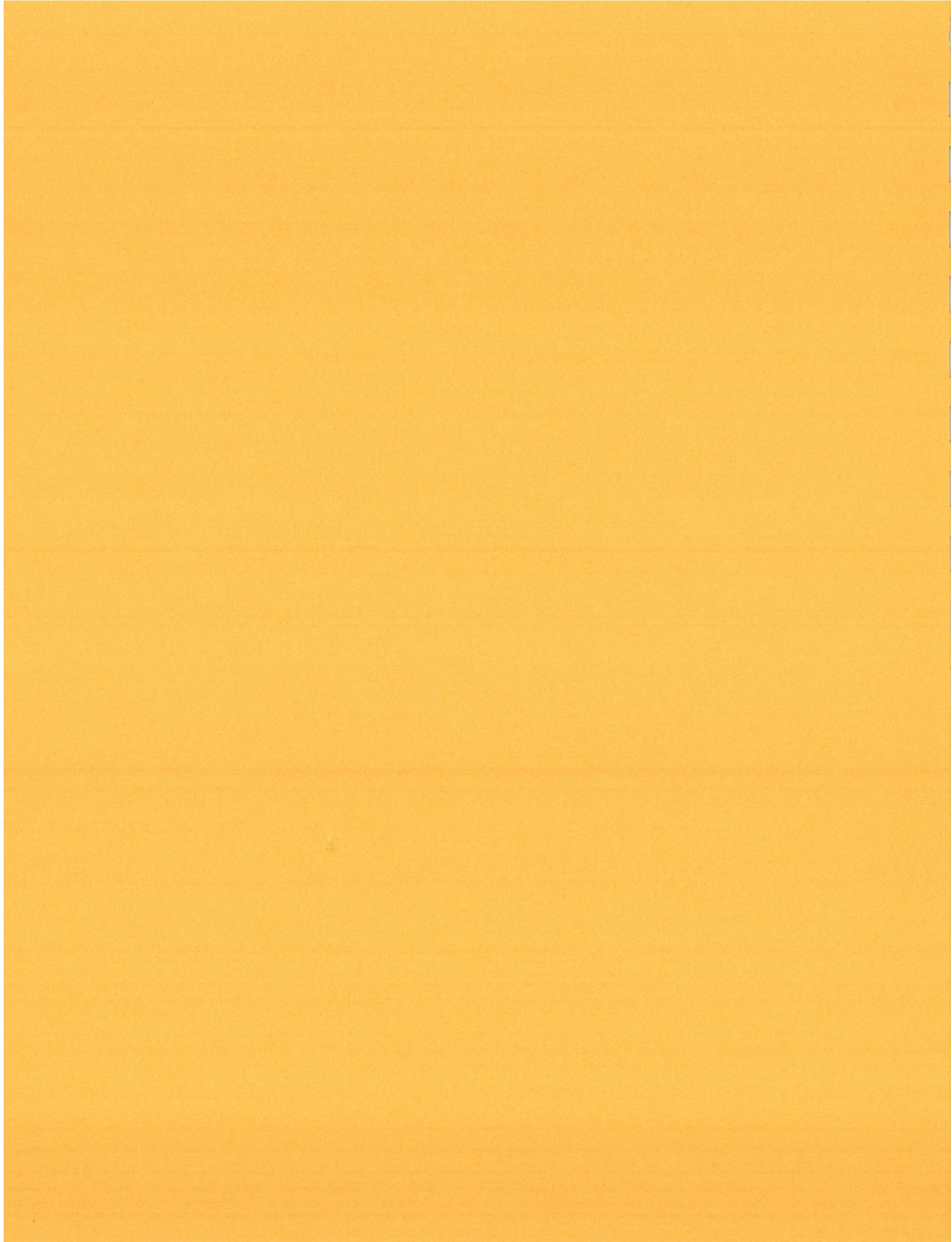
1t = 1 Teaspoon
1T = 1 Tablespoon
1c = 1 Cup
1oz = 1 Ounce

sm. = Small
med. = Medium
lg. = Large

SOURCE: WWW.NAVYFITNESS.ORG

END OF PAGE



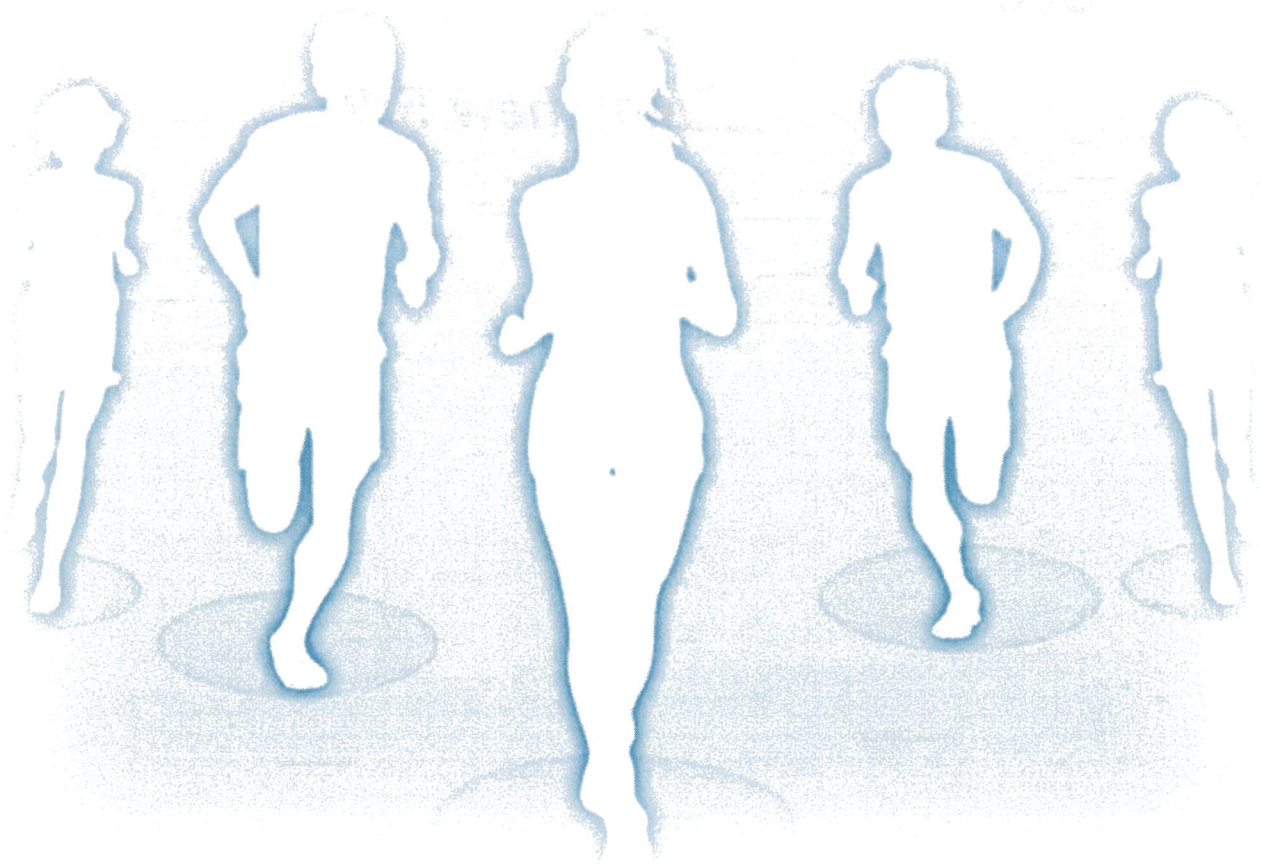


ATTACHMENT "G"



GUAM POLICE DEPARTMENT

POLICE OFFICER PHYSICAL AGILITY TEST P.O.P.A.T.



DEDICATION

Dedicated to our beloved Law Enforcement Officers who gave their lives.

Blessed are the peacemakers, for they will be called the children of God.

Matthew 5:9

AGENCY-SPECIFIC PHYSICAL FITNESS QUALIFICATION TEST

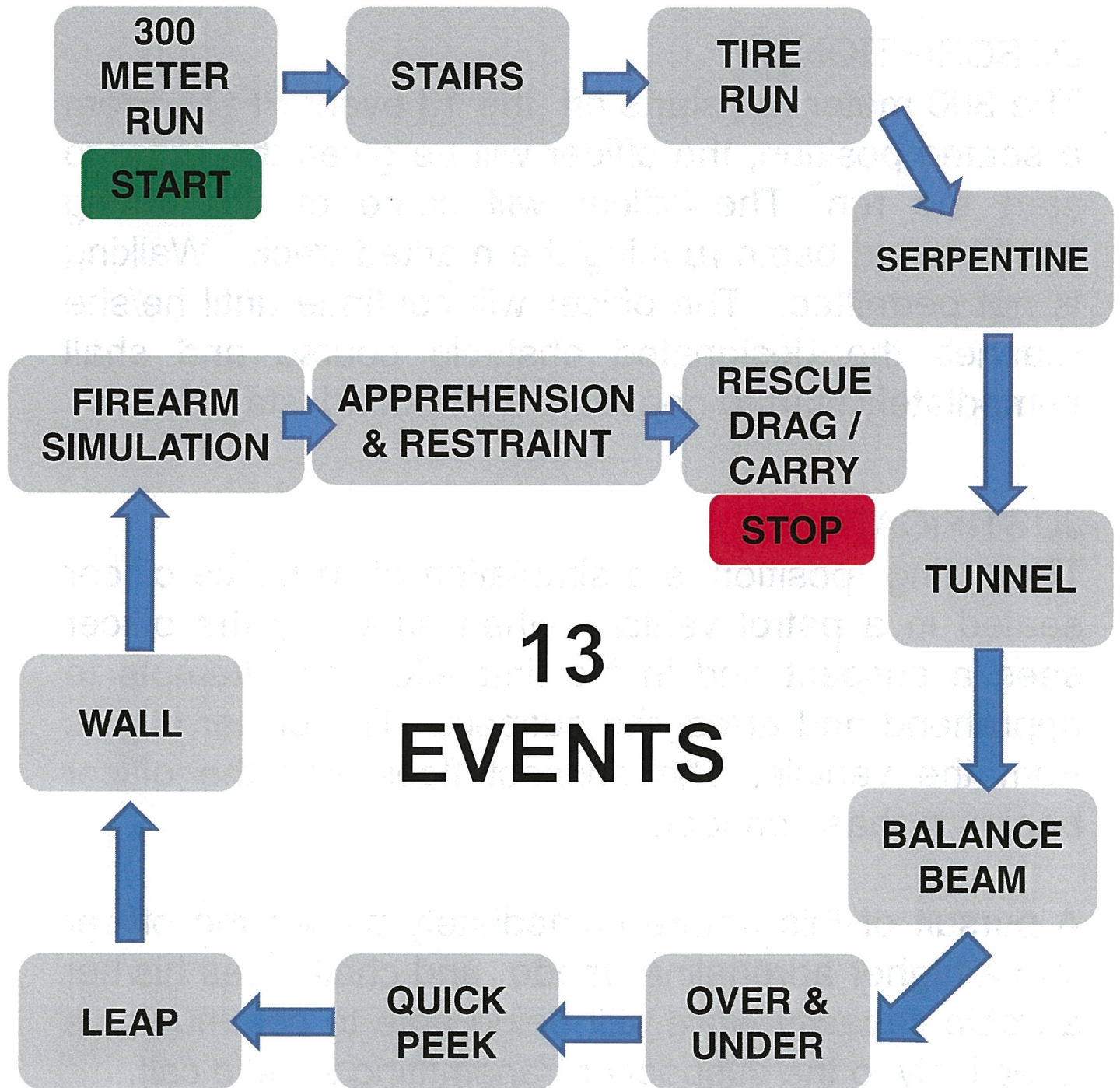
- An Agency-Specific Physical Fitness Qualification Test (PFQT) was researched, developed and tested to determine its practicality for the Guam Police Department (GPD).
- As a result, the Department implemented the **Police Officer Physical Ability Test or POPAT**. It is modeled after other law enforcement agency programs across the United States and Canada.
- The GPD POPAT is non-discriminatory. Officers of this Department must be prepared to perform the fundamental physical functions of police work at every stage in one's career, regardless of age, gender, rank, duty assignment, or seniority.
- It is designed to simulate an officer's response to emergency incidents, overcoming real-world obstacles, pursuing and apprehending suspects, and controlling combative or physically non-compliant individuals.
- It will effectively measure an officer's physical strength, muscular endurance, aerobic capacity, coordination and agility by performing basic physical tasks that an officer will encounter throughout his/her career.
- It is conducted in a continuous flow that is time-dependent in order to determine the officer's overall fit-for-duty level of readiness.
- The GPD POPAT must be completed within the established time of seven minutes and twenty seconds (7:20) in order to pass. An officer whose time exceeds the established time or does not complete all of the obstacles/stages within the established time will be recorded as "Unsatisfactory."
- Passing the GPD POPAT indicates the officer possesses the minimum physical ability level to perform duties of a police officer.

POLICE OFFICER PHYSICAL AGILITY TEST (P.O.P.A.T)

- The GPD POPAT measures specific abilities through a series of thirteen (13) stages which must be performed in sequential order:

1. 300 METER RUN
2. STAIR CLIMB
3. TIRE RUN
4. SERPENTINE
5. TUNNEL
6. BALANCE BEAM
7. OVER AND UNDER
8. QUICK PEEK / PIE WALL
9. FOUR (4) FOOT LEAP
10. FOUR (4) FOOT WALL CLIMB / JUMP
11. FIREARM SIMULATION
12. APPREHENSION & RESTRAINT
13. RESCUE CARRY / DRAG

13 TEST STAGES



STAGE 1

300 METER RUN

DESCRIPTION:

The 300 meter run starts off the 13 event PFQT. From a seated position, the officer will be given the order to start the run. The officer will come off the sitting position and begin running the marked track. Walking is not permitted. The officer will continue until he/she reaches the designated obstacle course and shall immediately start to negotiate the second stage.

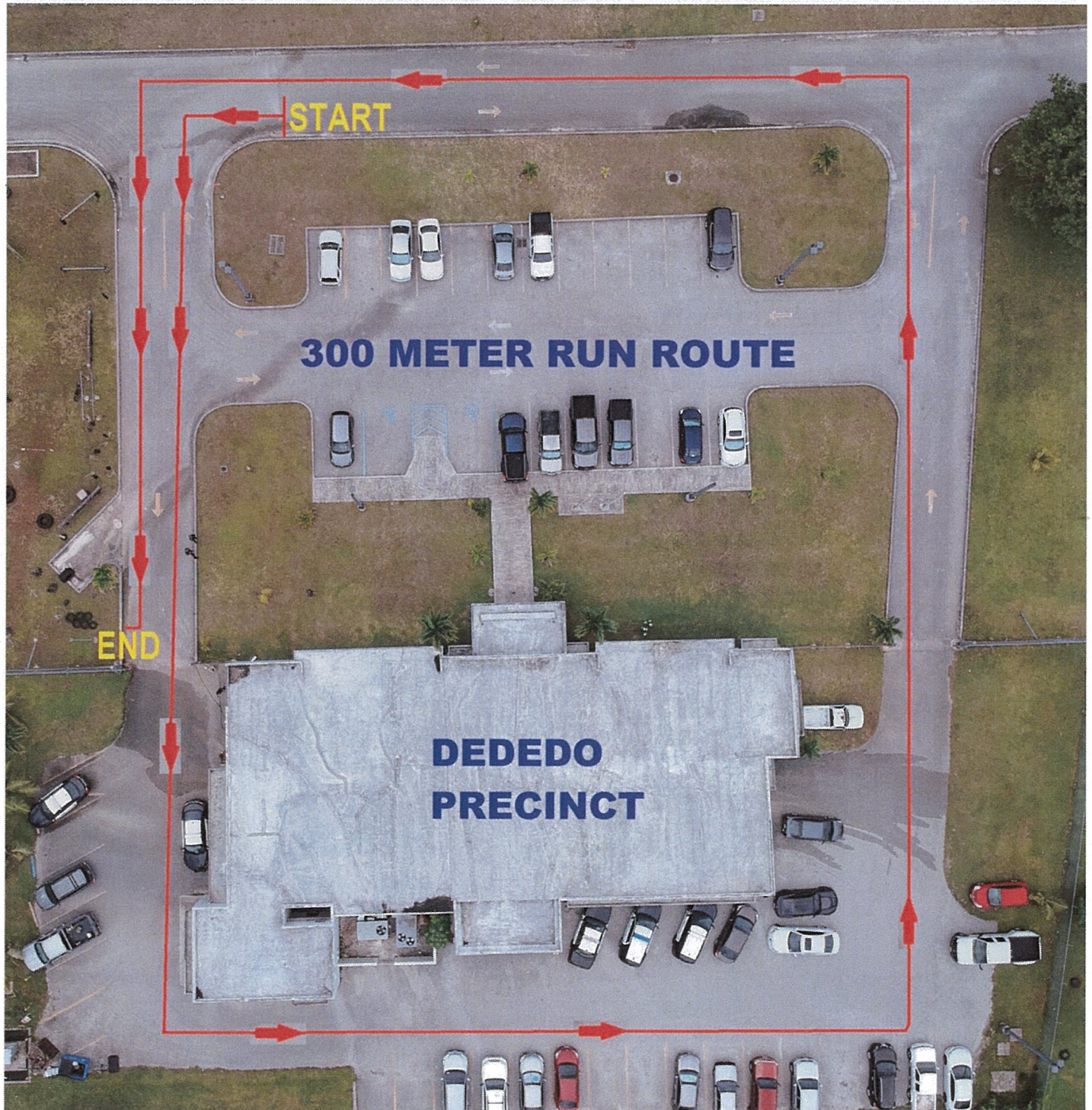
JUSTIFICATION:

The sitting position is a simulation of a police officer seated in a patrol vehicle, when suddenly the officer sees a suspect and in his first effort he attempts to apprehend and arrest the suspect. The officer alights from the vehicle. The suspect flees and the officer begins a chase on foot.

A pursuit of this nature immediately places the officer into a higher adrenaline mode and challenges his/her aerobic capacity while still being able to communicate effectively to the suspect or transmitting a radio call.

STAGE 1

300 METER RUN ROUTE



STAGE 1

300 METER RUN

FROM THE SEATED POSITION, AND AT THE COMMAND TO "START", BEGIN RUNNING ALONG THE MARKED TRACK.



CONTINUE RUNNING UNTIL THE DESIGNATED "STOP" MARK AT THE END OF THE OBSTACLE



STAGE 2

STAIR CLIMB

DESCRIPTION:

Immediately coming off the 300 meter run, the officer will engage the (simulated) stair climb. This obstacle is a concrete curb that measures approximately six (6) inches high. Starting with either foot followed by the other, the officer will step up onto the single stair step obstacle. The officer will then with either foot followed by the other step back off the stair step to the original position. This will complete one (1) repetition. The officer will continue the stair climb until completing twenty (20) repetitions.

JUSTIFICATION:

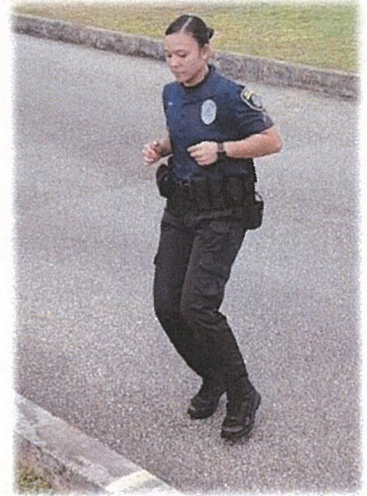
Often while in a foot pursuit of a suspect, an officer will have to chase his quarry up or down a stairway or similar obstacle. The purpose of this event is to expose the officer to the reality of the physical exertion required to negotiate flights of stairs.

It will challenge the officer's aerobic capacity as he/she will have just completed the 300 meter run.

STAGE 2

STAIR CLIMB

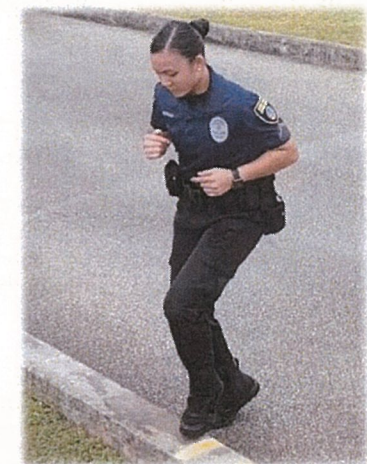
**START WITH BOTH
FEET FLAT ON THE
GROUND**



**STARTING FROM EITHER
FOOT FOLLOWED BY THE
OTHER, STEP UP ONTO
THE SINGLE STAIR
OBSTACLE**



**CONTINUE UNTIL
COMPLETING (20)
REPETITIONS**



STAGE 3

TIRE RUN

DESCRIPTION:

After completing the stair climb, the officer will engage the tire run which is comprised of six (6) standard sized car tires which lay flat in a zig-zag fashion and arranged in two (2) columns of three (3) tires. Starting at one end of the tires, the officer will with either foot step into the hollowed space of one tire, followed by the other foot into the parallel tire. The officer will continue the tire run until successfully completing running through all six (6) tires.

JUSTIFICATION:

When responding to emergency situations or pursuing suspects on foot, officers oftentimes are presented with uneven terrain and obstacles to maneuver about.

This obstacle will demonstrate the officer's ability to remain in response or pursuit mode when presented with such impediments.

Furthermore, this obstacle requires an acceptable level of eye and foot coordination, speed, agility, and leg strength.

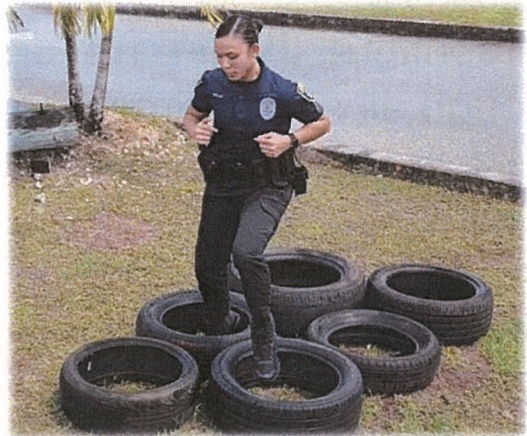
STAGE 3

TIRE RUN



**ENGAGE THE TIRE
RUN**

**WITH EITHER FOOT STEP
INTO EACH TIRE
FOLLOWED BY THE
OTHER FOOT INTO**



**THE PARALLEL TIRE, UNTIL
REACHING THE END OF
THE OBSTACLE**



STAGE 4

SERPENTINE

DESCRIPTION:

There are five (5) obstacles in this event. They are wooden poles that stand approximately two and a half feet (2 ½') tall and are staggered three (3) feet apart and offset to the right and left one after the other. The officer will come upon the first pole nearest him and execute a half circle to the outside of the pole and then back inside making his way to the next pole. The officer will execute the same motion around each pole until overcoming the last of the five poles.

JUSTIFICATION:

After running some distance and negotiating a series of other obstacles another very common occurrence while in pursuit of an offender is having to negotiate impediments that take you left and right.

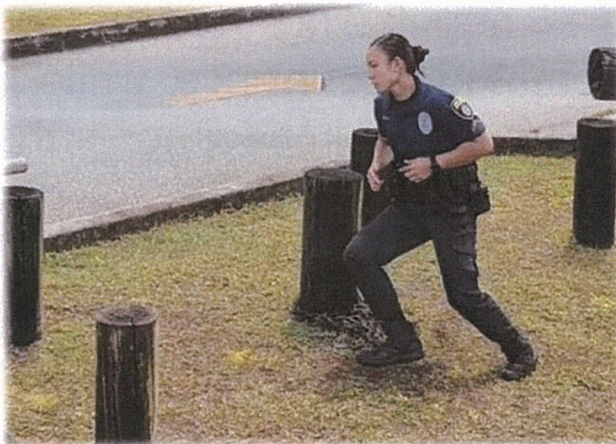
It is bone fide test of focus and agility, while still maintaining forward momentum at a determined pace.

STAGE 4

SERPENTINE



In a running stride approach the marked first pole, execute a half circle to the outside of the pole and then back inside to the next pole.



Execute the same motion around each pole until overcoming the last of the five poles

STAGE 5

TUNNEL

DESCRIPTION:

This obstacle is ten (10) feet in length with the entry point four (4) feet in height which is the tunnel's lowest point. Once entered and proceeding through the tunnel the height gradually increases to nearly five (5) feet at its exit. Upon approach, the officer must duck low enough to fit through and gain entry into the tunnel and continue through the tunnel and exit out the opposite end.

JUSTIFICATION:

A fleeing criminal will do most anything to avoid capture. Having to squat to negotiate under low lying roofs and overhangs, tree branches or clotheslines are very common obstacles. Having to crouch in low or tight spaces to extract a suspect are very common experiences of a police officer.

This obstacle forces an officer to demonstrate his/her ability to decide quickly to stoop, posture and move successfully through a tight space.

STAGE 5

TUNNEL



APPROACH THE TUNNEL IN A LOW CROUCHING OR DUCKING FASHION TO ACCOMMODATE THE RESTRICTED HEIGHT OF THE TUNNEL.

CONTINUE THROUGH THE TUNNEL MAINTAINING A LOW POSITION UNTIL SUCCESSFULLY EXITING THE OBSTACLE.

STAGE 6

BALANCE BEAM

DESCRIPTION:

The Balance Beam measures approximately twelve (12) inches in diameter and stretches twelve (12) feet in length and is eighteen (18) inches off the ground. After successfully clearing the previous tunnel stage, the officer will approach the balance beam at its closest point and step up onto the obstacle with either foot followed by the other. The officer will make his/her way across the full length of the balance beam stepping off at the opposite end.

JUSTIFICATION:

During a foot pursuit, an officer may have to negotiate an obstacle that requires careful coordination of balance in an effort to successfully advance in a particular direction.

The uneven surface of this obstacle also challenges an officer's ability to clear it without losing balance and falling off.

STAGE 6

BALANCE BEAM



IMMEDIATELY AFTER COMPLETING THE TUNNEL STAGE, APPROACH BALANCE BEAM. STEP UP ONTO THE OBSTACLE WITH EITHER FOOT FOLLOWED BY THE OTHER



BALANCE FOOTING WHILE WALK ACROSS BEAM UNTIL REACHING THE END OF THE OBSTACLE

STAGE 7

OVER AND UNDER

DESCRIPTION:

A combination of two (2) hurdles create this obstacle, both identical in design. The horizontally-positioned metal poles measure approximately six (6) inches in diameter and are ten (10) feet in length. Both are supported by vertically-positioned wooden poles that are three (3) feet in height. The second hurdle is spaced approximately ten (10) feet and parallel to the first.

As the officer approaches the first hurdle he/she must stop short of the hurdle and demonstrate five (5) complete military-style pushups. The officer then gets up off the ground, unsupported and goes over the first hurdle. Once on the other side, the officer lays completely flat on his back. Immediately thereafter, the officer gets back on his/her feet.

STAGE 7

OVER AND UNDER

The officer will perform two (2) repetitions of this movement before moving to the next pole where he/she drops to demonstrate five (5) more pushups. He/she then goes under, and through the second hurdle. Once on the other side, the officer again lays completely on his back and then returns to his feet. The officer then repeats this movement once more and proceeds to the next event.

JUSTIFICATION:

An officer may have to push himself back up after taking a fall or exert upper body (push) force in the apprehension or pursuit of a suspect. The pushup repetitions demonstrate upper body strength and explosive exertion immediately after a cardiovascular event. The officer would then use his upper body strength to overcome an obstacle that is clearly in his way.

An officer may also have to quickly recover from a supine, back on the ground position or other position after falling or being forced down by a suspect. This event requires an officer demonstrate his/her ability to recover quickly to resume pursuit or prepare to defend himself against a combative subject. During a pursuit an officer may have to duck or go under a low level obstacle in an effort to advance towards the suspect.

STAGE 7

OVER AND UNDER



**PERFORM (5) MILITARY
STYLE PUSH-UPS**



**MAKE WAY
OVER OBSTACLE**

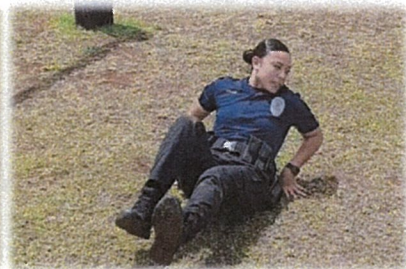
**LAY FLAT ON BACK THEN
COME TO THE STANDING
POSITION TWICE TO
COMPLETE (2) GET UPS**



**PERFORM (5)
MORE PUSH-UPS**



**MAKE WAY
UNDER OBSTACLE**



**LAY FLAT ON BACK THEN
COME TO THE STANDING
POSITION TWICE TO
COMPLETE (2) GET UPS**

STAGE 8

QUICK PEEK / PIE WALL 8' WIDE WALL

DESCRIPTION:

The officer approaches the eight (8) foot wide wall at its center. The officer must with any part of the body come in contact with the center of the wall. The officer simulating a drawn weapon starting from either side must demonstrate a Quick Peek/Pie technique around the left and right sides of the wall. When completed the officer proceeds to the next event.

JUSTIFICATION:

An officer must at times control the tempo of his pursuit so as to permit and maintain a tactical vantage point and avoid ambush. This stage enables an officer to become cognizant of his/her surroundings when in pursuit, especially when one's heart rate and breathing has increased which may disorient him.

STAGE 8

QUICK PEEK / PIE WALL 8' WIDE WALL

**APPROACH THE 8
FOOT WIDE WALL AT
ITS CENTER WHILE
SIMULATING
DRAWING YOUR
WEAPON**



**FROM EITHER SIDE
BEGIN
DEMONSTRATING
THE QUICK PEEK/ PIE
TECHNIQUE**



STAGE 9

4 FOOT LEAP

DESCRIPTION:

The Leap Across is established with two (2) parallel lines as markers placed four (4) feet apart and flat to ground level. It simulates jumping over a small ditch or low-lying object on the ground. While in a running stride the officer without stepping on either line will in a single leap go over and clear both lines. The officer then continues running to the next stage.

JUSTIFICATION:

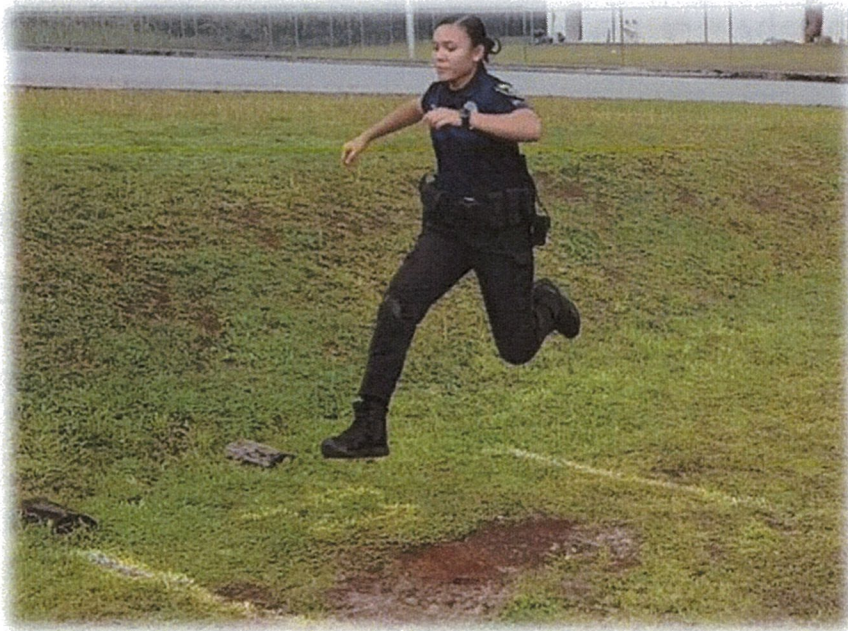
This obstacle requires critical timing and action. An officer may have to jump over an obstacle during a pursuit and land properly so that he/she can continue without injury or loss of time.

STAGE 9

4 FOOT LEAP



IN A RUNNING STRIDE AND WITHOUT STEPPING ON EITHER LINE, PERFORM A SINGLE LEAP ACROSS BOTH LINES THEN CONTINUE RUNNING ONTO THE NEXT STAGE



STAGE 10

CLIMB/JUMP OVER 4 FOOT WALL

DESCRIPTION:

A wall set eight (8) feet in length and four (4) feet high is the makeup of this obstacle. The officer approaches the wall from a running stride. The officer supported by any part of the body, must make his/her way over the wall to the opposite side. The officer then continues running to the next test stage.

JUSTIFICATION:

An officer should be able to pull himself up or climb over a solid obstacle in the pursuit of a suspect. He must land safely so as to avoid injury and continue the pursuit.

This event requires an officer demonstrate the upper body strength, agility and coordination essential to safely and effectively clearing the obstacle.

STAGE 10

CLIMB/JUMP OVER 4 FOOT WALL

CLIMB



JUMP

IN A RUNNING
STRIDE
APPROACH 4
FOOT WALL AND
CLIMB OR JUMP
OVER



STAGE 11

FIREARM SHOOT LEFT AND RIGHT

DESCRIPTION:

The officer approaches this event where he/she will find an unloaded service weapon (9 mm handgun or revolver) placed on a three (3) foot high stable platform. The officer will immediately retrieve the weapon and demonstrate dry-fire shooting from the left and right sides of the platform using his/her dominant and non-dominant hand.

The officer is required to pull the trigger six (6) successive times with either hand unsupported before transitioning to the other hand where the trigger pull sequence is repeated. After proper demonstration, the officer will place the weapon back onto the platform and proceed to the next test stage.

JUSTIFICATION:

During a pursuit, an officer may become tired and find his motor skills diminished. This stage demonstrates an officer's ability to focus and perform valuable lifesaving action. It also requires an officer demonstrate fine motor skills and dexterity essential to proper weapons handling and use in a difficult situation or advanced degree of exhaustion.

STAGE 11

FIREARM SHOOT LEFT AND RIGHT

WEAPON DRAW



RIGHT HAND
UNSUPPORTED



LEFT HAND
UNSUPPORTED



STAGE 12

APPREHENSION AND RESTRAINT

DESCRIPTION:

A fixed metal pipe apparatus is used for simulation of a suspect's upper extremities. The officer swiftly and safely confronts the suspect and applies properly a set of handcuffs obtained from his/her duty belt. This action completes this phase before advancing to the rescue event.

JUSTIFICATION:

After a pursuit, an officer's ability to exert explosive physical action in a controlled manner is paramount in order to overcome resistance from a suspect. The officer, although exhausted at this point should demonstrate his/her ability to properly subdue and restrain the suspect.

STAGE 12

APPREHENSION AND RESTRAINT



**REMOVE
HANDCUFFS
FROM DUTY
BELT**



**APPLY ONE
SIDE OF
HANDCUFFS
TO THE
OBSTACLE
AND SECURE
CUFF**

**APPLY THE OTHER
CUFF TO THE
OOPPOSITE BAR AND
SECURE CUFF**

STAGE 13

RESCUE CARRY/DRAG

DESCRIPTION:

An apparatus simulating a human subject weighing one-hundred fifty (150) to one-hundred and sixty-five pounds (165) is used to demonstrate a rescue attempt. The officer will lift and carry or drag the weighted apparatus (50) feet to a designated location.

JUSTIFICATION:

It's possible that after apprehending a suspect, an officer may have to remove the person from a potentially dangerous location.

The officer also may at some point be in a position to rescue a fellow police officer or citizen from potential dangers. The ability to perform this function while experiencing physical and emotional exhaustion is absolutely essential.

STAGE 13

RESCUE CARRY/DRAW

PREPARE TO
CARRY OR DRAG
150 – 165 POUND
APPARATUS

IN THE DIRECTION
OF THE FINISH
LINE, CARRY OR
DRAG THE
APPARATUS.

MAINTAIN
CONTACT WITH
THE APPARATUS
UNTIL THE
FINISHED LINE
IS PASSED.

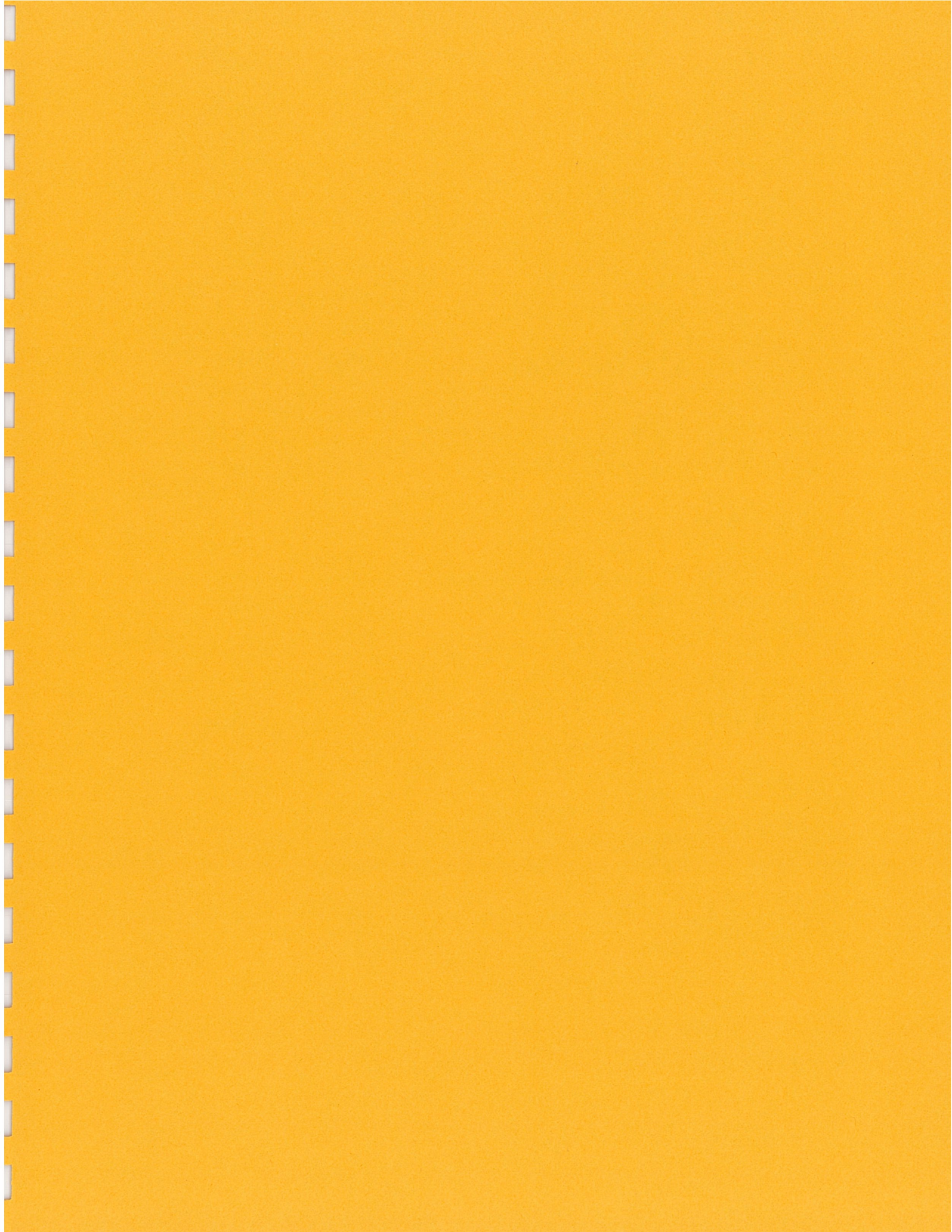


P.O.P.A.T.

FULL COURSE



PLAY VIDEO





GUAM POLICE DEPARTMENT

DIPATTAMENTON POLISIAN GUAHAN

Government of Guam



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

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Barrigada, Guam 96913
P.O. Box 23909 Barrigada, Guam 96921
Telephone: (671) 475-8473 (Switchboard); (671) 475-8508 / 8509 / 8512
Fax: (671) 475-3222

JOSEPH I. CRUZ
Chief of Police

[INSERT DATE]

ATTACHMENT "H"

Fire Chief **[insert name]**
Guam Fire Department
Suite 1001 DNA Building
Archbishop Flores Street
Hagåtña, GU 96928

Subject: Request for Assistance
RE: Medic Support for Physical Fitness Qualifications Test

Dear Chief [insert name],

Buenas yan Hafa Adai! The Guam Police Department (GPD) requests for your support in our efforts to come into compliance with the Guam Peace Officer Standards & Training (POST) Commission's physical fitness requirements. We will be conducting our fitness assessment this entire week between the hours of **[insert dates & time]**. The assessment will be conducted at the Dededo Police Precinct Obstacle Course. Having a medic unit/team on standby for emergency and non-emergency matters will support our mission and will be greatly appreciated.

I will make time at your convenience to further discuss this request should you feel the need to do so. Otherwise, the designated point of contact will be [insert name of OIC T&SDS], who may be reached via my office at 475-8509/12 or mobile phone at [insert cell number]. Again, thank you for your time and attention to consider this request.

Senseramnente,

[insert name Agency Head]

