



Volume Three – Work Rules and Benefits

Health, Wellness, and Safety

3-503 Workouts on Duty

xx/xx/25

I. Purpose

This policy establishes clear, department-wide guidelines for permitting the privilege of on-duty workouts for sworn members in alignment with the Federation labor agreement, while also supporting member health and wellness and maintaining operational readiness.

II. Policy

The health and wellness of MPD members is important and helps contribute to high-quality job performance and morale. The MPD aims to find balance between member well-being and proper staffing. Sworn MPD members may obtain the necessary approval for working out on duty.

- A. Members shall remain available by phone or radio during their workout time and shall respond to any dispatched call or other situations, as required.
- B. The Chief, at any time, may revoke the ability to authorize workouts, in accordance with the Federation labor agreement.
- C. Any exceptions to the policy below shall be approved, in writing, by the Chief, Assistant Chief, or a Deputy Chief to the supervisor requesting it.
- D. Field Training Officers (FTO) may only workout at their assigned precinct, but shall retain supervision of their Office in Training (OIT).

III. Workouts on Duty Considerations

A. Location

1. On-duty workouts may occur at any of the following:
 - One of the five police precincts.
 - Public Service Center.
 - Strategic Operations Center (SOC).
 - Emergency Operations Training Facility (EOTF).
 - Lifetime Fitness at the Target Center.
 - Minneapolis Athletic Club.

B. Timing and Frequency

1. Members shall only workout on OTL.
2. Member's wishing to workout are required to follow the same protocols as requesting OTL and shall be marked as OTL for the duration of their workout time.
3. Workouts shall be limited to a maximum of one hour per day. This includes travel to and from the workout facility, changing, workout, and showering time.
4. Workouts shall not change the length of OTL.
5. Members may not request a second OTL.

C. Type

1. Workouts shall be limited to:
 - Weightlifting.
 - Organized fitness classes.
 - Traditional cardio workouts such as running, cardio machines, and stationary bicycles.
2. Organized team sports, such as basketball and football, individual sports, such as racquetball and pickleball, and other competitive activities are not allowed.

D. Supervisor Considerations

Supervisors shall ensure each shift is staffed appropriately. Granting workouts are on a case-by-case, shift-per-shift, basis.

1. Each Precinct Inspector/Division commander will be allowed to set other restrictions within the above guidelines, such as limiting workouts to only their assigned precinct station.
2. A supervisor may also limit or prohibit shifts from working out based on the performance of their shift, such as, quality of reports, punctuality, timely call response, and adherence to uniform standards.
3. Supervisors may limit workouts for the shift when there are pending calls, emerging violent crime trends, or other work-related tasks to be completed.
4. Groups or Units (Ex. SWAT, CSO's, Cadets, Recruits) participating in organized Department fitness programs, with Inspector or Commander approval, may be exempt from location and timing, type, and frequency requirements listed in this policy.