



ORANGE COUNTY SHERIFF'S OFFICE GENERAL ORDER HEALTH & PHYSICAL FITNESS



Date Issued 10/18/13 Date Effective 10/18/13 Revision Number Revision Date Page
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**ISSUING AUTHORITY – SHERIFF CARL E. DuBOIS
DISTRIBUTION – ALL DEPUTY SHERIFFS
& OFFICE PERSONNEL**

POLICY: To ensure safe and efficient job performance, to bolster public confidence through the appearance of physically fit Deputies, and to improve long-term overall health, employees of the Orange County Sheriff's Office are encouraged to receive regular physical examinations, follow a healthy diet, refrain from smoking, and exercise routinely.

I. PHYSICAL EXAMINATION.

- A. Deputy Sheriff applicants who have been provided by the Office with a letter of intent to hire will receive a medical examination to determine any physical abnormalities, deficiencies, degenerative diseases or special physical or mental conditions which will interfere with the performance of the duties of a Deputy Sheriff. All physical examinations required by the agency will be paid for by the County.
- B. The sedentary and stressful nature of police work tends to erode good health if no physical conditioning program is maintained. It has been documented that police officers, as an occupational class, develop health risk problems in terms of cardiovascular disease, lower back disorder, and weight gain leading to varying degrees of obesity. Individuals in poor physical condition, or who are in unhealthy emotional states, may be less able to endure the physical and emotional demand of the job, especially in the long term. It is believed that a healthy and fit workforce is vital to effectively carry out the mission of the Office. Attention to physical fitness over a Deputy's career can minimize these known health risks. Members of the Orange County Sheriff's Office are encouraged to periodically consult with a physician of their choice and to adhere to their recommendations concerning diet and/or exercise, and to voluntarily participate in a regular weight control and exercise program designed to enhance cardio-vascular efficiency and promote physical fitness and good health.
- C. The Sheriff's Office complies with the OSHA mandate by providing the Hepatitis B vaccination and Tuberculosis screening free of charge to all at risk personnel.

II. INCENTIVES.

- A. Article 37 of the Collective Bargaining Agreement with the Deputy Sheriff's PBA provides incentives for maintaining one's physical fitness.
- B. Similar provisions are included in the Collective Bargaining Agreement with the Superior Officers Association.

CALEA: 22.3.2