

# HONOLULU POLICE DEPARTMENT

## POLICY HUMAN RESOURCES AND TRAINING

December 26, 2025

Policy Number 3.18

### PHYSICAL FITNESS ACTIVITIES

#### POLICY

All officers of the Honolulu Police Department shall be guided by the provisions of this directive when participating in any physical fitness activity authorized by the department and the director of the Department of Human Resources (DHR).

#### PROCEDURE

##### I. PHYSICAL FITNESS ACTIVITIES

A. Physical fitness activities include any organized departmental activity for law enforcement duty that arises outside of on-duty employment but enhances an officer's effectiveness.

1. This provision does not restrict training activities or other programs where an officer or employee is required to attend and participate under departmental order.
2. The director of the DHR shall determine what activities shall be considered compensable under workers' compensation.

##### B. Approved Activities

1. Self-defense training directed by an authorized instructor in a gymnasium approved by the Training Division commander.
2. Fitness activities carried out with equipment provided for and made available within facilities of this department.

### 3. Jogging at the following areas:

- The figure consists of a 10x10 grid of black bars. Each bar's length represents a value in a 10x10 matrix. The bars are arranged in a staggered pattern, with each bar having a small white square at its left end. The lengths of the bars vary significantly, indicating a wide range of values in the matrix.

C. Activities Not Approved

Activities not specifically approved under section I B above will not be considered compensable under workers' compensation.

**II. RECORDS**

Each division commander shall be responsible for maintaining a sign-in sheet of personnel who utilize their facilities for approved physical fitness activities.

**III. REQUIREMENTS**

- A. Any activity not specifically covered by this directive requires approval by the director of the DHR. Requests shall be sent via the Training Division commander to the Human Resources Division commander, who shall seek clarification and/or approval.
- B. Any officer desiring to participate in an approved physical fitness activity shall submit a request (on the Physical Fitness Activity, HPD-78 form) to the respective element commander and receive approval prior to the participation.
- C. The designated supervisor of an ongoing program may submit a listing of participants for blanket approval.
- D. Officers who are on limited/light duty, etc., or who have recently returned from injured/extended sick leave shall not be authorized to participate until they receive written approval from the city and county physician.
- E. The approval to participate in a physical fitness activity shall be revoked for officers who have lost time on a workers' compensation claim due to an injury from participating in any physical fitness activity.

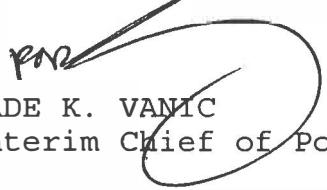
Officers who have had their approval revoked must, after medical recovery, resubmit their requests to be authorized (or approved) to participate in a physical fitness activity.

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Officers shall not participate in any physical fitness activity without a current written authorization from the Chief of Police.

  
RADE K. VANIC  
Interim Chief of Police

Post on bulletin board for one week

Policy first issued  
March 29, 2002