



TRAINING

14.2 FITNESS

FIT Program

- A. The ultimate goal of the FIT program is to promote and provide a safe and ready workforce, along with long-term enhancements by advocating an active and healthy lifestyle. The training staff are currently reviewing the FIT program parameters to ensure that it continues to benefit the members of our workforce, while remaining consistent with current law enforcement physical fitness standards.
- B. **Revised Applicant Fitness Testing**
1. Applicants must be at or above the 70% (minimum) fitness levels for hiring consideration. The standards are consistent for applicants, recruits and incumbents.
 2. The pre-employment physical fitness battery will consist of three elements:
 - a. **1.5 mile run**
 - b. **Sit-ups**
 - c. **Push-ups**
 3. The Standard fitness test consisting of the 1.5-mile run, push-ups, sit-ups, flexibility, and body composition will continue to be used for successful graduation of training, and mandatory FIT testing.
- C. **Alternate Aerobic Fitness Test:** The Schwinn Airdyne bicycle may be used as an alternative aerobic fitness test. This alternative may be used in place of the 1.5-mile run by voluntary participants, mandatory employees who are unable to complete the run due to illness or injury, and mandatory participants who are over 40 years of age and do not wish to perform the run.
- D. **Allowable Fit Activities:** For the purpose of defining what fitness activities are authorized and thus for which OWCP coverage through the Federal Employees Compensation Act (FECA) may be allowed, this directive defines the list of "approved fitness activities" and guidance for implementation by USMS managers.
1. Employees who are injured while participating in the FIT Program and have fully complied with the directive requirements will be supported in a claim under FECA and OWCP. Claims will be supported when:
 - a. The employee was a current FIT program participant at the time of the injury. A current FIT participant is defined as "having completed a FIT assessment within the previous six months."
 - b. The employee was performing an "approved" FIT activity as defined below in section D.4.b. *Approved Fit Program Activities* in a **safe and responsible** manner.
 - c. The employee followed the prescribed procedures for participating in the approved fitness activities.
 2. The approved activity will take place at a USMS fitness facility or other fitness facility authorized by district or division management (private or public gym, track, running trail, park, etc.) An

employee's residence may be substituted for an approved facility by district or division management for good reason. (Exception: Administrative employees are only covered in USMS facilities.)

3. Prior to allowing an employee's participation in "approved" FIT activities, district or division management will have the employee sign an "acknowledgment of receipt" of this FIT directive. This acknowledgment is to be maintained in the district/division's file as long as the employee is assigned to the district/division.

4. **Approved Fit Activities**

- a. Approved activities performed should directly enhance performance in any element of the physical efficiency battery and/or support required job skills and incorporate any of the following principles:

- aerobic power
- muscular strength
- endurance
- flexibility

- b. **Approved Fit Program Activities** when performed as part of a structured exercise program are:

- brisk walking
- swimming
- running or jogging (treadmill or outdoors)
- cross training (elliptical type equipment)
- cycling (stationary or outside for aerobic condition-not recreation)
- stair climbing (actual or machine)
- row machine
- nordic skiing
- weight training (resistance training)
- jump rope
- calisthenics
- flexibility exercises
- aerobics training (low impact, step or dance, aerobic machines)
- fitness assessment test

5. District and division managers are required to verify that all FIT Program policy requirements have been met by the injured employee prior to signing off on a CA-1 supporting the employee's injury claim, i.e., a current FIT assessment, the activity was an approved fitness activity, supporting witness statements, fitness activity was performed in a safe and responsible manner, etc.

6. **Denial of OWCP Claims:** FIT related injuries occurring while performing non-approved fitness activities and in violation of the USMS FIT Program policy are not compensable.

E. Reimbursement of Health Club Fees for Employees on Official Travel: Many Marshals Service functions require that operational and administrative staff work out of district/division for extended periods of time. This poses special problems for employees trying to keep physically fit. To encourage employees to remain physically fit while on travel, employees may request reimbursement for guest fees charged at health clubs by adhering to the policy described below.

1. **Policy**

- a. Employees may be reimbursed for health club guest fees while on official travel that exceeds one week. Employees should receive permission from the authorizing official prior to incurring this expense.
- b. Employees must be current FIT Program participants to claim reimbursement for health club guest fees while on official travel.

Fitness

- c. Employees may be reimbursed up to \$10.00 per health club visit, up to three days per week.
- d. Receipts must be provided for reimbursement.
- e. Reimbursement for health club fees is over and above per diem.
- f. Reimbursement for health club fees comes from the employee's district/division workplan. It is the responsibility of the authorizing official who signs the travel voucher to review health club receipts and ensure that funds are available from the workplan to cover reimbursement expenses.
- g. It is the responsibility of the authorizing official who signs the travel voucher to make the determination as to the employee's eligibility (verifying FIT Program participation).

USMS Fitness In Total Standards

Women's Standards

[Back to FIT FAQ](#)

Men's Fitness Standards											
% BODY FAT						SIT-UPS PER MINUTE					
Age	20-29	30-39	40-49	50-59	60+	Age	20-29	30-39	40-49	50-59	60+
Superior	<5.3	<9.2	<11.5	<13.0	<13.2	Superior	>54	>50	>46	>42	>38
Excellent	5.3 - 9.4	9.2 - 13.9	11.5 - 16.3	13.0 - 17.9	13.2 - 18.4	Excellent	47 - 54	43 - 50	39 - 46	35 - 42	30 - 38
Good	9.5 - 14.1	14.0 - 17.5	16.4 - 19.6	18.0 - 21.3	18.5 - 22.0	Good	42 - 46	39 - 42	34 - 38	28 - 34	22 - 29
Fair	14.2 - 17.4	17.6 - 20.5	19.7 - 22.5	21.4 - 24.1	21.1 - 25.0	Fair	38 - 41	35 - 38	29 - 33	24 - 27	19 - 21
Minimum	15.9	19	21.1	22.7	23.5	Minimum	40	36	31	26	20
Poor	17.5 - 22.4	20.6 - 24.2	22.6 - 26.1	24.2 - 27.5	25.1 - 28.5	Poor	33 - 37	30 - 34	24 - 28	19 - 23	15 - 18
Very Poor	>22.4	>24.2	>26.1	>27.5	>28.5	Very Poor	<33	<30	<24	<19	<15
SIT AND REACH						1.5 MILE RUN					
Superior	>22.9	>21.9	>21.2	>20.4	>19.9	Superior	<8:14	<8:45	<9:31	<10:41	<11:21
Excellent	20.5 - 22.9	19.5 - 21.9	18.5 - 21.2	17.5 - 20.4	17.3 - 19.9	Excellent	8:15 - 10:16	8:45 - 10:47	9:31 - 11:44	10:41 - 12:51	11:21 - 13:53
Good	18.5 - 20.4	17.5 - 19.4	16.3 - 18.4	15.5 - 17.4	14.5 - 17.2	Good	10:17 - 11:41	10:48 - 12:20	11:45 - 13:14	12:52 - 14:24	13:54 - 15:29
Fair	16.5 - 18.4	15.5 - 17.4	14.3 - 16.2	13.3 - 15.4	12.5 - 14.4	Fair	11:42 - 12:51	12:21 - 13:36	13:15 - 14:29	14:25 - 15:26	15:30 - 16:43
Minimum	17.5	16.5	15.3	14.5	13.5	Minimum	12:18	12:51	13:53	14:55	16:07
Poor	14.4 - 16.4	13.0 - 15.4	12.0 - 14.2	10.5 - 13.2	10.0 - 12.4	Poor	12:52 - 14:13	13:37 - 14:52	14:30 - 15:41	15:27 - 16:43	16:44 - 18:00
Very Poor	<14.4	<13.0	<12.0	<10.5	<10.0	Very Poor	>14:13	>14:52	>15:41	>16:43	>18:00
PUSH-UPS PER MINUTE						SCHWINN AIRDYNE					
Superior	>61	>51	>39	>38	>27	Superior	>53.96	>52.52	>50.35	>47.10	>45.20
Excellent	47 - 61	39 - 51	30 - 39	25 - 38	23 - 27	Excellent	48.20 - 53.96	46.75 - 52.52	44.11 - 50.35	40.98 - 47.10	38.09 - 45.20
Good	37 - 46	30 - 38	24 - 29	19 - 24	18 - 22	Good	44.23 - 48.19	42.42 - 46.74	39.89 - 44.10	36.65 - 40.97	33.59 - 38.08
Fair	29 - 36	24 - 29	18 - 23	13 - 18	10 - 17	Fair	40.98 - 44.22	38.86 - 42.41	36.65 - 39.88	33.76 - 36.64	30.15 - 33.58
Minimum	33	27	21	15	15	Minimum	42.49	40.98	38.09	35.20	31.83
Poor	22 - 28	17 - 23	11 - 17	9 - 12	6 - 9	Poor	37.13 - 40.97	35.35 - 38.85	33.04 - 36.64	30.15 - 33.75	26.54 - 30.14
Very	<22	<17	<11	<9	<6	Very	<37.13	<35.35	<33.04	<30.15	<26.54

Poor						Poor					
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Women's Fitness Standards											
% BODY FAT						SIT-UPS PER MINUTE					
Age	20 - 29	30 - 39	40 - 49	50 - 59	60+	Age	20 - 29	30 - 39	40 - 49	50 - 59	60+
Superior	<10.9	<13.5	<16.2	<18.9	<16.9	Superior	>50	>41	>37	>29	>27
Excellent	10.9 - 17.1	13.5 - 18.0	16.2 - 21.3	18.9 - 25.0	16.9 - 25.1	Excellent	44 - 50	35 - 41	29 - 37	24 - 29	17 - 27
Good	17.2 - 20.6	18.1 - 21.6	21.4 - 24.9	25.1 - 28.5	25.2 - 29.3	Good	38 - 43	29 - 34	24 - 28	20 - 23	11 - 16
Fair	20.7 - 23.7	21.7 - 24.9	25.0 - 28.1	28.6 - 31.6	29.4 - 32.5	Fair	32 - 37	25 - 28	20 - 23	14 - 19	6 - 10
Minimum	22.1	23.1	26.4	30.1	30.9	Minimum	35	27	22	17	8
Poor	23.8 - 27.7	25.0 - 29.3	28.2 - 32.1	31.7 - 35.6	32.6 - 36.6	Poor	27 - 31	20 - 24	14 - 19	10 - 13	3 - 5
Very Poor	>27.7	>29.3	>32.1	>35.6	>36.6	Very Poor	<27	<20	<14	<13	<3
SIT AND REACH						1.5 MILE RUN					
Superior	>24.4	>23.9	>22.7	>22.9	>22.9	Superior	<10:48	<11:50	<12:52	<14:21	<15:07
Excellent	22.5 - 24.4	21.5 - 23.9	20.5 - 22.7	20.3 - 22.9	19.0 - 22.9	Excellent	10:48 - 12:51	11:50 - 13:43	12:52 - 14:31	14:2 - 15:57	15:07 - 16:20
Good	20.5 - 22.4	20.0 - 21.4	19.0 - 20.4	18.5 - 20.2	17.0 - 18.9	Good	12:52 - 14:24	13:44 - 15:08	14:32 - 15:57	15:58 - 16:58	16:21 - 17:46
Fair	19.3 - 20.4	18.3 - 19.9	17.3 - 18.9	16.8 - 18.4	15.5 - 16.9	Fair	14:25 - 15:26	15:09 - 15:57	15:58 - 16:58	16:59 - 17:55	17:47 - 18:44
Minimum	20.0	19.0	18.0	17.9	16.4	Minimum	14:55	15:26	16:27	17:24	18:16
Poor	17.0 - 19.2	16.5 - 18.2	15.0 - 17.2	14.8 - 16.7	13.0 - 15.4	Poor	15:27 - 16:33	15:58 - 17:14	16:59 - 18:00	17:56 - 18:49	18:45 - 19:21
Very Poor	<17	<16.5	<15.0	<14.8	<13.0	Very Poor	>16:33	>17:14	>18:00	>18:49	>19:21
PUSH-UPS PER MINUTE						SCHWINN AIRDYNE					
Superior						Superior	>46.74	>43.86	>40.97	>36.80	
Excellent	>24	>22	>17	>13		Excellent	40.98 - 46.74	38.57 - 43.86	36.28 - 40.97	32.31 - 36.80	
Good	20 - 24	18 - 22	14 - 17	10 - 13		Good	36.65 - 40.97	34.60 - 38.56	32.31 - 36.27	29.43 - 32.30	
Fair	14 - 19	12 - 17	9 - 13	6 - 9		Fair	33.76 - 36.64	32.31 - 34.59	29.45 - 32.30	26.85 - 29.42	
Minimum	16	14	11	7		Minimum	35.20	33.76	30.87	28.22	
Poor	9 - 13	7 - 11	5 - 8	3 - 5		Poor	30.63 - 33.75	28.70 - 32.30	26.54 - 29.44	24.25 - 26.84	
	<9	<7	<5	<3			>30.63	>28.70	>26.54	>24.25	

FIT Standards

Very Poor							Very Poor						
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