



**Rhode Island Department of Public Safety
Division of Sheriffs**



ORDER	EFFECTIVE DATE	NUMBER	ISSUING DATE
GENERAL	08/14/2018	250.03	08/14/2018
SUBJECT TITLE		SUBJECT AREA	
HEALTH AND FITNESS STANDARDS		CONDITIONS AND BENEFITS	
RIPAC REFERENCE		PREVIOUSLY ISSUED DATES	
3.5			
DISTRIBUTION	REEVALUATION DATE	PAGES	
ALL	AS NEEDED	4	

HEALTH AND FITNESS STANDARDS

I. PURPOSE

The purpose of this policy is to inform all employees that the functions of law enforcement requires a level of physical fitness that is not demanded in many other occupations. All employees are encouraged to engage in a personal wellness plan.

II. POLICY

It is the policy of the Rhode Island Division of Sheriffs to promote the general health and wellness of its sworn and non-sworn employees. The Division wishes to make employees aware of the available resources for those employees who participate in the State of Rhode Island medical plan.

Employees who have other medical plans are encouraged to utilize any fitness benefit available to them.

III. DEFINITIONS

Physical Fitness - Employees will keep themselves physical fit which will readily enable them to perform their official duties and assignments.

Examinations - Employees are recommended to maintain regular medical examinations and cancer screenings to maintain their health and their longevity.

IV. RI WELLNESS INITIATIVE

- A. Employees may sign on to the Rhode Island Wellness Initiative at www.wellness.ri.gov. Employees may participate in programs that will:
 - a. Offer financial rewards for taking part in wellness programs and health screening.
 - b. Help to achieve a recommended weight loss or weight gain.
 - c. Help them quit smoking.
 - d. Give them general or specific information on issues concerning pregnancy
 - e. Give current information on other health concerns such as (asthma, heart condition, diabetes, etc.)
 - f. Give information on an Employees Assistance Program
 - g. General health surveys and health screenings
 - h. Employees who do not subscribe to the State provided Health Insurance and have another medical plans must check to see if they are subject to the same benefits such as the R.I. Wellness Incentive or equivalent program offered by the State.
- B. The web site also offers contact with the Nurse Line (1-866-202-0434). This site provides 24/7 access to a nurse who can recommend general health care information such as but not limited to:
 - a. Locating a doctor or hospital
 - b. Answering medication questions
 - c. Understanding treatment options
 - d. Choosing appropriate medical care
 - e. Locating other available resources

V. RHODE ISLAND DEPARTMENT OF HEALTH

- A. The Rhode Island Department of Health www.health.ri.gov/programs is available to anyone who wishes to log on and no enrollment is necessary. The website will provide information on:
- a. Physical Activity
 - b. Stress Management
 - c. Breast Feeding
 - d. Smoking Cessation
 - e. Injury Prevention
 - f. Immunizations
 - g. Screenings
 - h. Nutrition
 - i. General Access to Healthcare

VI. HEALTH PROGRAM PROVIDER

- A. The state's health care provider is accessible at www.myuhc.com is available to any subscriber and employees may log on and create a personal site to access information such as:
- a. Locating a doctor or pharmacy
 - b. Completing healthcare forms
 - c. Obtaining mental health resources
 - d. Estimating health care costs
 - e. Q&A formats
 - f. Claims managing programs

VII. EMPLOYEE ASSISTANCE PROGRAM

State employees, dependents, and household members can receive free confidential assistance with personal and job-related problems through the Employee Assistance Program (EAP). Trained counselors provide professional assistance with a wide range of issues including stress, eating disorders, family and relationship problems, depression, and substance abuse. Access to legal and financial professionals is also available.

These programs are available to all employees regardless of which health care provider they subscribe to.

For more information about this benefit, you can access specialists and resources 24/7 at 1-866-248-4094.

VIII. PRECAUTIONS

All employees should consult a physician prior to any change in diet and/or exercise. Employees are encouraged to seek regular medical screening.



Per Order Of:



David M. DeCesare
Chief Sheriff
Division of Sheriffs
Rhode Island Department of Public Safety