



Fitness Incentive Program Information Page



Shape It UP! El Paso City of El Paso Employee Wellness Program

The Fitness Incentive Program is an alternative to the Biometric Incentive Program. You may either earn the Fitness Incentive or the Biometric Incentive, **but not both**.

UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME

How it works

The Fitness Incentive Program is available to all employees eligible to enroll in the City's Medical Plan, except Uniformed Fire Employees. The City of El Paso will pay up to \$150 a month based on the overall Average Fitness Score of six (6) Physical Fitness Tests. Scores are age and gender appropriate based on the Cooper Institute norms. Biometric screening and review through H2U City Wellness Clinics (dating back six months) and annual preventive medical exam (dating back 12 months) are recommended before fitness incentive testing is administered.

By participating in this Fitness Incentive, I agree that it is my responsibility to consult with my personal physician to determine if there are any medical conditions, past or present injury, illness, health condition or medication that may affect or limit my ability to participate in the Fitness Incentive Program. I agree to self-limit my exertion during testing through good judgment and to terminate any physical activity immediately if it exceeds my personal limitations and comfort level.

I understand that my participation in this Program is voluntarily and that I may withdraw at any time.

Submission of the Fitness Incentive Application is required*

Section I - Complete form with your information

Section II - Parks and Recreation or Police Department designee completes Fitness Tests information

*Parks and Recreation or Police Department designee will document only average fitness score on this data sheet and submit to Benefit Services

Physical Fitness Tests

1. 1.5 Mile Walk/Run – cardiovascular; measures for max oxygen uptake
2. Bench Press – upper body strength
3. Sit Ups – core strength
4. Push Ups - upper body strength
5. Vertical Jump Test – lower body strength
6. 300 Meter Dash – anaerobic capacity

Criteria Level – Determined by Fitness Tests

- a. Level 1 for \$50 monthly = final average of 4 – 5.9
- b. Level 2 for \$100 monthly = final average of 6 – 7.9
- c. Level 3 for \$150 monthly = final average of 8 – 9.9

Additional information

Monthly incentives for Fitness Incentive will be processed through payroll and paid twice a month (excluding the 3rd paycheck of the month). The pay-period that starts the incentive pay will become the incentive begin date. The amount earned will remain at that level for an entire year (24 pay periods) as long as you are receiving a paycheck. **Submissions are processed through Payroll during the first week of the pay period.** To avoid a lapse in payment, attempt your fitness test by your last incentive payment date. Please contact ShapeltUp@elpasotexas.gov if you have any questions regarding this City's Wellness Program or visit the Wellness Program page at My.ElPasoTexas.gov/Wellness/.



Fitness Incentive Program Application



Shape it UP! El Paso City of El Paso Employee Wellness Program

NOTICE: Must be an active employee eligible to enroll in the City’s Medical Plan (except for Uniformed Fire employees) and not participating in the Fitness Incentive Program. The City of El Paso will pay up to \$150 a month based on the completion and submission of all required criteria. Monthly incentives will be processed through payroll and paid twice a month (excluding the 3rd paycheck of the month). Submissions are processed through Payroll during the first week of the pay period. To avoid a lapse in payment, attempt the fitness test by your last incentive payment date. The amount earned will remain at that level for an entire year (24 pay periods).

UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME

Biometric screening and review through H2U City Wellness Clinics (dating back six months) and annual preventive medical exam (dating back 12 months) are recommended before fitness incentive is administered.

Submission of the Fitness Incentive Application is required*

Section I Complete form with your information

Section II Parks and Recreation or Police Department designee completes Fitness Tests information

*Parks and Recreation or Police Department designee will document only average fitness score on this data sheet and submit to Benefit Services

Section I Employee Information	
Employee Name _____	KRONOS ID _____
Department _____	City Email address _____

Criteria Level – Determined by Fitness Tests

- a. Level 1 for \$50 monthly = final average of 4 – 5.9
- b. Level 2 for \$100 monthly = final average of 6 – 7.9
- c. Level 3 for \$150 monthly = final average of 8 – 9.9

Section II Completed by Parks and Recreation or Police Department Designee		
Fitness Tests		
1.5 Mile Walk/Run	Bench Press	Sit up
Push Up	Vertical Jump	300 Meter Dash
Average Fitness Score _____		Stamp: _____
Parks and Rec/PD Designee Signature _____		Date: _____

Employee Signature _____

Date: _____

For HR use only	
Date Received	
Received By	

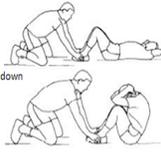
Fitness Incentive Test Score Sheet

Level 1	Fitness score average of 4 – 5.9 for a monthly \$50 incentive
Level 2	Fitness score average of 6 – 7.9 for a monthly \$100 incentive
Level 3	Fitness score average of 8 – 9.9 for a monthly \$150 incentive



Sit Ups Test

- Lie on your back, knees bent, feet flat on floor; hands behind ears
- Partner holds feet down while subject performs as many correct sit ups in one minute
- Up position: Subject should touch elbows to knees or upper legs and then return to the down position before starting next sit up
- Subject should not raise buttocks from ground
- Down position: touch lower part of shoulder blades to the ground.
- A repetition is counted when the subject reaches the up position. You may only rest in the up position.



1.5 Mile Walk / Run Test

- Run 1 1/2 miles on designated course track.
- Cool down after run is recommended (walk slow for 3-5 Minutes)
- Tip: Run in 2 minute intervals as fast as you can for best results, take some time to recover after each sprint before running again; this will help you get a better time score.



Physical Fitness Points (Score)	SIT UPS											
	Number of sit-ups completed under a minute without failure											
	Male					Female						
	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs
9.9	>62	>55	>51	>47	>43	>39	>55	>51	>42	>38	>30	>28
9.5	62	55	51	47	43	39	55	51	42	38	30	28
9	55	52	48	43	39	35	54	49	40	34	29	26
8.5	53	49	45	40	36	31	49	45	38	32	25	20
8	51	47	43	39	35	30	46	44	35	29	24	17
7.5	50	46	42	37	33	28	40	42	33	28	22	15
7	48	45	41	36	31	26	38	41	32	27	22	12
6.5	48	44	40	35	30	24	37	39	30	25	21	12
6	47	42	39	34	28	22	36	38	29	24	20	11
5.5	46	41	37	32	27	21	35	37	28	23	19	10
5	45	40	36	31	26	20	34	35	27	22	17	8
4.5	42	39	36	30	25	19	34	34	26	21	16	8
4	41	38	35	29	24	19	32	32	25	20	14	6
3.5	39	37	33	28	22	18	30	31	24	19	12	5
3	38	35	32	27	21	17	29	30	22	17	12	4
2.5	37	35	31	26	20	16	29	28	21	16	11	4
2	36	33	30	24	19	15	28	24	20	14	10	3
1.5	34	32	28	22	17	13	27	23	18	13	7	2
1	33	30	26	22	15	10	25	21	15	10	6	1
0.5	27	27	23	17	12	7	25	18	11	7	5	0
0.1	<27	<27	<23	<17	<12	<7	<25	<18	<11	<7	<5	0

Physical Fitness Points (score)	1.5 Mile Run									
	Completion time in minutes									
	Male					Female				
	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs
9.9	8:29	8:49	9:10	9:34	10:09	9:30	9:58	10:09	11:20	12:24
9.5	9:17	9:33	9:51	10:37	11:26	10:28	11:00	11:33	12:53	14:05
9	9:34	10:01	10:28	11:10	12:20	11:10	11:33	12:11	13:40	14:53
8.5	10:00	10:24	10:48	11:45	12:53	11:33	11:58	12:53	14:24	15:45
8	10:09	10:46	11:15	12:08	13:23	11:58	12:24	13:23	14:34	16:33
7.5	10:43	11:06	11:40	12:36	13:52	12:24	12:53	13:45	15:13	16:46
7	10:59	11:22	11:58	12:53	14:16	12:51	13:24	13:58	15:43	17:30
6.5	11:10	11:33	12:11	13:20	14:34	12:53	13:47	14:34	16:13	17:38
6	11:29	11:54	12:24	13:35	15:04	13:24	14:08	14:53	16:35	18:27
5.5	11:41	11:58	12:53	13:58	15:23	13:48	14:28	15:13	16:46	18:37
5	11:58	12:24	13:12	14:23	15:56	14:04	14:34	15:34	17:19	19:04
4.5	12:20	12:50	13:24	14:34	16:21	14:34	15:14	15:58	17:38	19:35
4	12:38	12:58	13:50	15:06	16:46	14:50	15:43	16:31	18:18	20:16
3.5	12:53	13:24	14:11	15:26	17:11	15:14	15:58	16:46	18:37	20:52
3	13:15	13:44	14:34	15:58	17:41	15:46	16:42	17:29	19:10	21:36
2.5	13:36	14:05	14:53	16:28	18:33	16:21	16:56	18:05	19:43	22:21
2	14:00	14:34	15:24	16:58	19:10	16:46	17:38	18:37	20:44	22:52
1.5	14:34	15:13	15:58	17:38	20:19	17:38	18:37	19:35	21:38	23:37
1	15:30	15:57	16:46	18:37	21:51	18:33	19:43	20:52	22:52	24:48
0.5	17:04	17:25	18:48	20:38	24:03	20:03	24:34	22:22	24:46	26:19
0.1	20:58	20:58	22:22	25:00	29:47	26:58	24:56	25:49	29:09	30:12



Bench Press Test

- Lie spine on the bench of a bench press rack
- Grasp the bar with the desired fashion, dismount it from the rack and with arms extended, and hold it above your chest.
- Lower the weight in a straight line down to your chest while forearms travel perpendicular to torso, looking from the side.



Tip: Pushups exercises are great in helping you prepare for this test



Push-up Test:

- Subject starts in the plank position with hands approximately shoulder width apart, feet 0-12 inches apart
- Starting in the up position, subject lowers body to the floor until arms are at least 90 degrees or less at elbow
- Back must be kept straight throughout the exercise
- Subject can rest in the up position only
- If a knee is placed on the ground, the exercise will be terminated
- A repetition is counted when the subject returns to each up position
- Total number of correct push-ups in 1 minute or when the exercise is terminated



Tip: Triceps Exercises are great for this test...

Physical Fitness Points (score)	BENCH PRESS											
	Body percentage calculation: Weight lifted ÷ body weight											
	Male						Female					
	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs
9.9	>1.76	>1.63	>1.35	>1.20	>1.05	>.94	>.88	>1.01	>.82	>.77	>.68	>.72
9.5	1.76	1.63	1.35	1.2	1.05	0.94	0.88	1.01	0.82	0.77	0.68	0.72
9	1.46	1.48	1.24	1.1	0.97	0.89	0.83	0.9	0.76	0.71	0.61	0.64
8.5	1.38	1.37	1.17	1.04	0.93	0.84	0.81	0.83	0.72	0.66	0.57	0.59
8	1.34	1.32	1.12	1	0.9	0.82	0.77	0.8	0.7	0.62	0.55	0.54
7.5	1.29	1.26	1.08	0.96	0.87	0.79	0.76	0.77	0.65	0.6	0.53	0.53
7	1.24	1.22	1.04	0.93	0.84	0.77	0.74	0.74	0.63	0.57	0.52	0.51
6.5	1.23	1.18	1.01	0.9	0.81	0.74	0.7	0.72	0.62	0.55	0.5	0.48
6	1.19	1.14	0.98	0.88	0.79	0.72	0.65	0.7	0.6	0.54	0.48	0.47
5.5	1.16	1.1	0.96	0.86	0.77	0.7	0.64	0.68	0.58	0.53	0.47	0.46
5	1.13	1.06	0.93	0.84	0.75	0.68	0.63	0.65	0.57	0.52	0.46	0.45
4.5	1.1	1.03	0.9	0.82	0.73	0.67	0.6	0.63	0.55	0.51	0.45	0.44
4	1.06	0.99	0.88	0.8	0.71	0.66	0.58	0.59	0.53	0.5	0.44	0.43
3.5	1.01	0.96	0.86	0.78	0.7	0.65	0.57	0.58	0.52	0.48	0.43	0.41
3	0.96	0.93	0.83	0.76	0.68	0.63	0.56	0.56	0.51	0.47	0.42	0.4
2.5	0.93	0.9	0.81	0.74	0.66	0.6	0.55	0.53	0.49	0.45	0.41	0.39
2	0.89	0.88	0.78	0.72	0.63	0.57	0.53	0.51	0.47	0.43	0.39	0.38
1.5	0.86	0.84	0.75	0.69	0.6	0.56	0.52	0.5	0.45	0.42	0.38	0.36
1	0.81	0.8	0.71	0.65	0.57	0.53	0.5	0.48	0.42	0.38	0.37	0.33
0.5	0.76	0.72	0.65	0.59	0.53	0.49	0.41	0.44	0.39	0.35	0.31	0.26
0.1	<.76	<.72	<.65	<.59	<.53	<.49	<.41	<.44	<.39	<.35	<.31	<.26

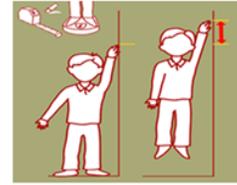
Physical Fitness Points (Score)	PUSH UPS									
	Number of push ups completed under a minute without failure									
	Male					Female				
	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs
9.9	100	86	64	51	39	53	48	23	23	23
9.5	62	62	40	39	28	42	39.5	20	20	20
9	57	46	36	30	26	37	33	18	18	18
8.5	51	41	34	28	24	33	26	17	17	17
8	47	39	30	25	23	28	23	15	15	15
7.5	44	36	29	24	22	27	19	15	15	15
7	41	34	26	21	21	24	18	14	14	14
6.5	39	31	25	20	20	23	16	13	13	13
6	37	30	24	19	18	21	15	13	13	13
5.5	35	29	22	17	16	19	14	11	11	11
5	33	27	21	15	15	18	14	11	11	11
4.5	31	25	19	14	12	17	13	10	10	10
4	29	24	18	13	10	15	11	9	9	9
3.5	27	21	16	11	9	14	10	8	8	8
3	26	20	15	10	8	13	9	7	7	7
2.5	24	19	13	9.5	7	11	9	7	7	7
2	22	17	11	9	6	10	8	6	6	6
1.5	19	15	10	7	5	9	6.5	5	5	5
1	18	13	9	6	4	8	6	4	4	4
0.5	13	9	5	3	2	6	4	1	1	1
0.1	0	0	0	0	0	3	1	0	0	0



Vertical Jump Test:

- Jump and reach as high as possible using a measuring device
- Score is the inches to the nearest 1/8 inch.
- There is a maximum of three (3) attempts.

Tip: Squats are great in helping you prepare for this test



Physical Fitness Points	Vertical Jump							
	Results in inches							
	Male				Female			
	<30yrs	30-39yrs	40-49yrs	50-69yrs	<30yrs	30-39yrs	40-49yrs	50-69yrs
9.9	30.3	28.4	25.1	22	19	18	13.5	13.5
9.5	26.5	25	22	21	18.8	16.9	13.5	13.5
9	25	24	20.3	19.5	18.1	16	13.3	13.3
8.5	25	23	19.5	18	18	15.5	13	13
8	24	22	19	17	17.7	15	13	13
7.5	23	21	18	16.5	17	15	12.7	12.7
7	22.5	21	18	16	16.3	14.9	12.3	12.3
6.5	22	20	17	15.5	16	14.3	11.6	11.6
6	21.5	20	17	15	15.9	13.2	11.5	11.5
5.5	21	20	16.5	14.5	15.5	13	11.1	11.1
5	20.5	19.5	16	14	15.2	12.5	10	10
4.5	20	19	16	14	14.3	12.4	10	10
4	20	18.6	15.5	13.5	14	12	9.6	9.6
3.5	19	18.5	15	13.5	13.9	12	9	9
3	18	18	14.5	13	13.5	11.1	9	9
2.5	18	17	14	12.2	13	11	8.5	8.5
2	17.5	16.5	14	11.9	12.6	11	7.8	7.8
1.5	17	16	13	11	12	10.9	7.1	7.1
1	16	15.5	12.1	10	12	10.2	7	7
0.5	13.6	14.5	11	9.3	11.4	9.1	7	7
0.1	10.3	12.1	6.9	6.5	11	6	7	7



300 Meter Dash Test

- Run 300 meters on designated course or track
- No lane changes during run
- Cool down after this run is recommended (walk slow for 3-5 minutes)



Physical Fitness Points (score)	300 meter dash							
	Completion time in seconds							
	Male				Female			
	<30yrs	30-39yrs	40-49yrs	50-69yrs	<30yrs	30-39yrs	40-49yrs	50-69yrs
9.9	42.6	42	47	52	54	55	65	65
9.5	46	46.1	52	58	54.3	56.5	65	65
9	48	49	55	61	56	60	66	66
8.5	49	50	56	63	58	63.5	68.2	68.2
8	50.3	51	57	66.4	58.3	66	72	72
7.5	51	52	60	68	59.7	66.5	72	72
7	52	53	61	70	60	68	75.3	75.3
6.5	53.5	54	62	72	61	69.9	78.7	78.7
6	54	55	64	74	61	71	79	79
5.5	55	56	66	77.4	62.7	72	80.5	80.5
5	56	57	67.6	80	64	74	86	86
4.5	57.5	58	70	82.6	68.5	75.5	91.7	91.7
4	59	58.9	72	83.2	71	79	94	94
3.5	60	61	74.8	85	74.5	80.5	101.8	101.8
3	62.1	63	77	87	75	82	106.7	106.7
2.5	64	65	81	89	76	85.5	109.3	109.3
2	66	68	83	95	78	86	110	110
1.5	69	70	86	99	88	93.5	116	116
1	73.4	74.9	90	101.6	97	100	121.5	121.5
0.5	81.3	80.9	104	112	106.7	114	125	125
0.1	95.1	113.9	143	184	120	210	125	125