



TEXAS MILITARY DEPARTMENT  
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NGTX-JHR

FEB 03 2017

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: (TMD P17-03) On-Duty Physical Fitness Training

**1. References.**

- a. 5 U.S.C. Section 7901, Health Service Program
- b. Department of Defense Instruction, 1010.10 Health Promotion and Disease Prevention, dated April 28, 2014
- c. Texas Government Code 664.061(6)

**2. Applicability.** This policy applies to all full-time military and civilian Texas Military Department (TMD) employees.

**3. Purpose.** The physical fitness program increases the health, fitness, productivity, and deployability of personnel. It is administered in accordance with applicable federal and state laws, including confidentiality requirements and anti-discrimination provisions.

**4. Policy.** Employees of the TMD are authorized three hours of on-duty time per week to conduct physical fitness, not to exceed one hour per day. Supervisors may temporarily suspend the program or adjust schedules to accommodate mission requirements.

a. Time allocated for physical fitness includes changing clothes, cool down and showering/dressing.

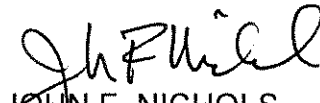
b. Typical programs include jogging, walking, calisthenics, and weight training.

c. Physical fitness time starts and ends at the work site. Supervisors may approve exceptions. Non-compliance may negatively affect any workers compensation claim in the event of injury. Injuries may not be covered during non-duty time and/or away from the official duty location.

d. Participation is voluntary and must be approved by the immediate supervisor.

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- e. Military physical fitness tests must be taken in a military status.
  - f. Lunch periods may be combined with fitness time, however, paid breaks may not.
  - g. Leaders and supervisors monitor compliance with this policy. Abusers of this program are subject to disciplinary/adverse action and having their privilege revoked. Leaders and supervisors who do not enforce the requirements in this policy are also subject to disciplinary/adverse action. Employees with a known or suspected injury may be required to provide medical certification prior to participating in the program.
5. This policy is effective immediately and will expire 2 years from the date of publication unless sooner rescinded or superseded.
6. The point of contact is the Human Resource Officer at 512-782-6725.

  
JOHN F. NICHOLS  
Major General, TXANG  
Adjutant General

Distribution:

A  
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CW3, TXANG  
SIG - Policy



TMD  
Official