Building a Culture of Fitness at the Oregon City Police Department Through CrossFit

Oregon City Police Department

- Oregon City is the county seat of Clackamas County, Oregon, and is located on the Willamette River, near the southern limits of the Portland metropolitan area
- Oregon City Police Department – 58 employees
- Calls for service in 2016 – 27,173
- Budget for 2015–17 – $15.6 million
What Is the Need?

• My story
• What is the need?
  • Fighting is hard!
  • Mental health benefits
• What is fitness?
  • Fitness – Wellness – Sickness
• Do not be a liability
  • To your shift or squad
  • To the department
  • To the community
  • To your family
  • To yourself

Developing the Program

• An internal champion of the cause
• You cannot be a prophet in your own land
• Outside assistance from a local gym
  • CrossFit Lake Oswego
• Show the value
• Do not expect anyone to do the work for you
• Let the idea sell itself
• Do not be that guy . . .
Collaboration and Partnerships

- Management
- Unions or associations
- Officers and nonsworn employees
- Local CrossFit gym
- CrossFit
- Greg Amundsen

What Does Buy-In Look Like?

- Investment from the organization
- Leading by example
  - Chief, Lieutenants, Sergeants, FTOs, SWAT, and senior officers
- Money = Priority
  - Started with $5,000 from the department and $1,000 from the union
- Make it a line item; sustainment
  - Now it is a line item for six years; equipment and training
- Make it inclusive
- Make it fun
- Show the value
CrossFit

• Why CrossFit?
• Why start an affiliate?
• Starting a CrossFit nonprofit affiliate
  • CrossFit’s requirements
• CrossFit law enforcement support
• Education and certification
• Support
• Legitimize your program

CrossFit 1850 and the Oregon City Police

• Established in 2011 as the first law enforcement affiliate in Oregon
• 2,200-square-foot gym
• 24/7 access for members
• Serves the members of the Oregon City Police Department and several local partner agencies
• Several CrossFit Level 2 and Level 1 certified trainers available
• Boot camp courses available
• Certified nutritional consultation available
• CrossFit law enforcement seminar hosts
• Website with daily programming for law enforcement
Lessons Learned

• Start slow
• Let it grow on its own
• Supervise every workout
• Do not forget program workouts for yourself
• Know your officers
• Officers need to be able to work that day
  • “Do no harm”
• Six months of 5- to 10-minute workouts
• Grow your own coaches
• Movement, consistency, and then - and only then - intensity

Unanticipated Outcomes

• Now a part of the local CrossFit community
  • Community outreach and positive image for law enforcement
• Fund-raising and local charity support
  • Everyday Warrior, Oregon Fallen Badge, Battle of the Badge, Cover Six
• Officers and chief working out together
• More than eight officers have purchased and set up their own garage gyms
• Officers taken off high blood pressure medicine
• Officers’ confidence in use-of-force incidents improved
• Officer weight loss
• Officer chiropractic visits reduced
Cops, Coping, and CrossFit

Questions
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