SCSO / EMPLOYEE WELLNESS

TACTICAL FIT

FOUNDATIONS • 2–3 DAYS A WEEK

STEARNS COUNTY SHERIFF'S OFFICE | EMPLOYEE WELLNESS

SCAN TO SAVE

TRAIN FOR THE JOB. BUILD STRENGTH. IMPROVE ENDURANCE. STAY READY.

A practical, full-body training guide for patrol, corrections, dispatch, and other law enforcement employees. Sessions combine strength, power, cardiovascular fitness, agility, functional movement, and core stability.

WORKOUT	TACTICAL FOCUS	EST. TIME
1 Tactical Strength & Power	Lift, carry, push, pull	40–50 min
2 Pursuit & Recovery	Speed, agility, cardiovascular recovery	35–45 min
3 Officer Down: Rescue Strength	Drag, carry, lift, emergency response	40–50 min
4 Tactical Endurance Circuit	Repeated work capacity	35–45 min
5 Total Duty Readiness	Integrated strength and conditioning	45–55 min

HOW TO USE THIS GUIDE

Choose 2–3 sessions weekly, rotating through the five workouts across roughly two weeks. Allow recovery between hard sessions; you do not need to complete all five every week.

Use an effort level of approximately 6–8 out of 10 for strength work, leaving 2–4 quality reps in reserve. Prioritize technique and gradually increase resistance or repetitions.

Equipment varies by location. Use the substitutions noted and follow agency facility, equipment, and duty-gear policies. These are general fitness sessions, not a formal occupational fitness test.

See page 3 for the 3-month progression plan and page 4 for equipment swaps.

Ready for more? Tactical Fit: Performance is a separate 3–5 day-a-week program with five different workouts.

FOR HELP WITH THESE WORKOUTS, CONTACT
KAMI PRIBNOW
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PROGRAM

TRAINING GUIDELINES & ROTATION

SAMPLE TWO-WEEK SCHEDULE

WEEK	MON	WED	FRI
Week 1	Workout 1	Workout 2	Workout 3
Week 2	Workout 4	Workout 5	Workout 1 (or recovery)

ADJUST TO YOUR FITNESS LEVEL

BEGINNER

2 sets / 2 circuit rounds; light loads; walk or cycle instead of sprinting.

INTERMEDIATE

Use listed prescriptions and controlled challenging efforts.

ADVANCED

Progress load, pace, or one additional round selectively, not all at once.

REST, RECOVERY & SAFETY

Warm up for 5–8 minutes and cool down for 3–5 minutes. Rest 60–90 seconds between moderate strength sets, and 90–150 seconds after demanding heavy sets when needed. Hydrate, eat adequately, and adjust training for sleep loss or fatigue after demanding shifts.

Stop if you develop chest pain, dizziness, unusual shortness of breath, or sharp pain. Seek appropriate medical evaluation. For recent injury, cardiovascular concerns, or significant physical limitations, obtain individualized clearance and exercise modifications.

MOVEMENT SUBSTITUTIONS

IF UNAVAILABLE / NOT APPROPRIATE	TRY
Sprints or shuttles	Bike/row intervals or fast walking
Sandbag or sled	Dumbbell carry or loaded march
Pull-ups	Lat pulldown or assisted pull-up
High-impact jumps	Fast controlled step-ups
Trap bar	Kettlebell or dumbbell deadlift

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12-WEEK PLAN

3-MONTH PROGRESSION

Follow this program for 3 months. Keep progressing by adding more weight to your lifts, more reps, or more time.

You rotate through all five workouts about every two weeks, so compare each session with the **last time you did that same workout**. Log your load, time, and effort every session on the tracker (page 10).

MONTH 1 | WEEKS 1–4

BUILD THE BASE

- Learn each movement and the order of every workout.
- Use light-to-moderate loads at about 6 out of 10 effort, leaving 3–4 reps in reserve.
- New to training? Start with 2 sets and 2 circuit rounds.
- Your first logged numbers are your baseline.

MONTH 2 | WEEKS 5–8

ADD LOAD

- Work at 6–8 out of 10 effort, leaving 2–4 reps in reserve.
- Progress when you finish every set with good form at the target effort **two sessions in a row**.
- Change one thing at a time: weight, reps, or time.
- Typical steps: 5–10 lb on lower-body lifts, 2.5–5 lb on upper-body lifts, 1–2 reps, or 5–10 seconds.

MONTH 3 | WEEKS 9–12

CHALLENGE

- Keep adding weight, reps, or time using the same one-change rule.
- Add one round to a finisher or circuit, or trim 15 seconds from the rest.
- In week 12, repeat a week-1 workout and compare load, time, and effort with your baseline.
- Then take an easier week before starting a new 12-week cycle.

HOW TO PROGRESS EACH TYPE OF EXERCISE

EXERCISE TYPE	MONTH 1	MONTH 2	MONTH 3
Barbell, trap bar & machine lifts	Learn technique with light loads.	Add 5–10 lb once targets are met.	Keep adding small steps; stay 2 reps from failure.
Dumbbell & kettlebell work	Pick weights you can control.	Move up one weight step or add 1–2 reps per set.	Move up again, or add a set.
Carries & sled or sandbag work	Complete the listed distance with steady posture.	Go heavier, or add 10 yards.	Go heavier again; keep posture tall.
Bodyweight (push-ups, step-ups, planks)	Hit the listed reps or time with good form.	Add 1–2 reps or 5 seconds.	Slow the lowering, add a pause, or add weight.
Intervals & circuits	Use the listed format; beginners use fewer rounds.	Add pace or one round.	Add a round, or shorten rest by 15 seconds.

HOLD OR GO LIGHTER WHEN

You slept poorly, feel unusually fatigued after a demanding shift, your form breaks down, or something hurts. Repeat last session's numbers instead of adding more. Stop for chest pain, dizziness, unusual shortness of breath, or sharp pain (see page 2).

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EQUIPMENT

EQUIPMENT SWAPS

Keep the same sets, reps, and work and rest times. Choose a lighter load when you switch, then progress as usual.

MISSING EQUIPMENT	USED IN	TRY INSTEAD
Sled (push)	W3, W5	Weighted walking lunges, or a hill or stair walk in a weighted vest or loaded backpack, over the same distance.
Sled (weighted drag)	W3	A suitcase or weighted-vest march, or drag a loaded duffel backward. Keep a clear path.
Assault bike	W1, W4, W5	Rower, stationary bike, jump rope, or a jog or brisk hill walk. Keep the same work and rest times.
Rower	W2, W3	Assault or stationary bike, jump rope, or a fast walk or jog. Keep the same intervals.
Trap bar	W1	Kettlebell or dumbbell deadlift (goblet or held at your sides), or a lighter barbell deadlift.
Sandbag	W3, W5	A weighted vest, a backpack or duffel loaded with books or water jugs, or a dumbbell in a bear-hug carry.
TRX / suspension trainer	W4	Inverted row under a sturdy bar or Smith machine, dumbbell rows, or band rows.
Landmine	W3	Single-arm dumbbell press, standing or half-kneeling.
Cable station	W1, W5	Resistance band anchored at chest height for rows and Pallof press, or single-arm dumbbell rows.
Pull-up bar / lat pulldown	W1	Assisted pull-up machine, band-assisted pull-ups, or inverted or dumbbell rows.
Kettlebells	W2, W4, W5	One dumbbell held with both hands works for swings and goblet squats.
Cones / turf space	W2, W5	Tape marks, water bottles or shoes in a clear hallway, gym floor or parking lot.
Step or box	W1, W3, W4	Sturdy bench or stairs at about knee height or lower. Go lower if balance is a concern.

Follow agency facility, equipment, and duty-gear policies. When a swap changes the movement, start lighter and focus on technique.

WORKOUT 1

TACTICAL STRENGTH & POWER

Tactical focus: Build strength for controlling resistance, moving equipment, and carrying heavy loads.

Warm-up (5–8 min): Easy cardio, dynamic mobility, bodyweight squats, controlled lunges, and progressive practice sets.

EXERCISES

EXERCISE	SETS × REPS / DISTANCE
Trap bar deadlift	4 × 5
Dumbbell bench press	3 × 8–10
Pull-ups or lat pulldowns	3 × 8–10
Dumbbell step-ups	3 × 8 each leg
Farmer's carries	3 × 40 yards
Pallof press	3 × 12 each side

FINISHER

Assault bike: 5 rounds – 20 seconds hard, then 70 seconds easy.

COACHING CUES

Keep a braced trunk on deadlifts and carries. Drive through the whole foot on step-ups. Choose loads that allow controlled technique.

LOG YOUR SESSION

DATE	LOAD / MODIFICATIONS	EFFORT (1–10)

MISSING EQUIPMENT? USE THESE SWAPS

ASSAULT BIKE: Rower, stationary bike, jump rope, or a jog or brisk hill walk. Keep the same work and rest times.

CABLE STATION: Resistance band anchored at chest height for rows and Pallof press, or single-arm dumbbell rows.

STEP OR BOX: Sturdy bench or stairs at about knee height or lower. Go lower if balance is a concern.

TRAP BAR: Kettlebell or dumbbell deadlift (goblet or held at your sides), or a lighter barbell deadlift.

PULL-UP BAR / LAT PULLDOWN: Assisted pull-up machine, band-assisted pull-ups, or inverted or dumbbell rows.

WORKOUT 2

PURSUIT & RECOVERY

Tactical focus: Build short-burst speed, directional control, and recovery between intense efforts.

Warm-up (5–8 min): Easy cardio, dynamic mobility, bodyweight squats, controlled lunges, and progressive practice sets.

EXERCISES

EXERCISE	SETS × REPS / TIME
Shuttle runs (5-10-5 yards)	4 rounds
Lateral shuffle to short sprint	4 rounds
Kettlebell swings	3 × 12
Reverse lunges	3 × 10 each leg
Push-ups	3 × 12–15
Side plank	3 × 30 seconds each side

FINISHER

Rower: 6 rounds – 30 seconds hard, then 90 seconds easy.

COACHING CUES

Practice acceleration and deceleration at a controlled speed before progressing. Maintain a neutral back during kettlebell swings. Allow full recovery if footwork quality declines.

LOG YOUR SESSION

DATE	PACE / MODIFICATIONS	EFFORT (1–10)

MISSING EQUIPMENT? USE THESE SWAPS

ROWER: Assault or stationary bike, jump rope, or a fast walk or jog. Keep the same intervals.

CONES / TURF SPACE: Tape marks, water bottles or shoes in a clear hallway, gym floor or parking lot.

KETTLEBELLS: One dumbbell held with both hands works for swings and goblet squats.

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WORKOUT 3

OFFICER DOWN: RESCUE STRENGTH

Tactical focus: Develop capacity to lift, drag, and carry loads during demanding tasks.

Warm-up (5–8 min): Easy cardio, dynamic mobility, bodyweight squats, controlled lunges, and progressive practice sets.

EXERCISES

EXERCISE	SETS × REPS / DISTANCE
Sandbag deadlift to bear-hug carry	4 × 5 lifts + 30 yards
Sled push	4 × 20 yards
Weighted sled drag	4 × 20 yards
Single-arm dumbbell row	3 × 10 each arm
Landmine press	3 × 8 each arm
Suitcase carry	3 × 30 yards each side

FINISHER

4 rounds: 30 seconds rowing, 30 seconds rest, then 30 seconds controlled step-ups. Rest as needed before the next round.

COACHING CUES

Use secure grips, stable posture, and manageable loads. Keep a clear path for drags and carries. Never practice partner drags without qualified supervision and proper safety procedures.

LOG YOUR SESSION

DATE	LOAD / MODIFICATIONS	EFFORT (1–10)

MISSING EQUIPMENT? USE THESE SWAPS

SLED (PUSH): Weighted walking lunges, or a hill or stair walk in a weighted vest or loaded backpack, over the same distance.

ROWER: Assault or stationary bike, jump rope, or a fast walk or jog. Keep the same intervals.

LANDMINE: Single-arm dumbbell press, standing or half-kneeling.

SLED (WEIGHTED DRAG): A suitcase or weighted-vest march, or drag a loaded duffel backward. Keep a clear path.

SANDBAG: A weighted vest, a backpack or duffel loaded with books or water jugs, or a dumbbell in a bear-hug carry.

STEP OR BOX: Sturdy bench or stairs at about knee height or lower. Go lower if balance is a concern.

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WORKOUT 4

TACTICAL ENDURANCE CIRCUIT

Tactical focus: Build sustained work capacity and muscular endurance for repeated physical demands.

Warm-up (5–8 min): Easy cardio, dynamic mobility, bodyweight squats, controlled lunges, and progressive practice sets.

Format: 4 total rounds. Work 40 seconds per station; allow 20 seconds to transition. Rest 90 seconds between rounds.

STATION	EXERCISE	ROUNDS
1	Assault bike	4
2	Goblet squats	4
3	TRX / suspension rows	4
4	Alternating step-ups	4
5	Incline or standard push-ups	4
6	Farmer's carry or loaded march	4

COOLDOWN

Finish with 5 minutes of easy walking or cycling.

COACHING CUES

Select loads that allow steady, repeatable work across all four rounds. Aim for consistency rather than maximum speed. Reduce work intervals to 30 seconds if needed.

LOG YOUR SESSION

DATE	ROUNDS / MODIFICATIONS	EFFORT (1–10)

MISSING EQUIPMENT? USE THESE SWAPS

ASSAULT BIKE: Rower, stationary bike, jump rope, or a jog or brisk hill walk. Keep the same work and rest times.

KETTLEBELLS: One dumbbell held with both hands works for swings and goblet squats.

TRX / SUSPENSION TRAINER: Inverted row under a sturdy bar or Smith machine, dumbbell rows, or band rows.

STEP OR BOX: Sturdy bench or stairs at about knee height or lower. Go lower if balance is a concern.

WORKOUT 5

TOTAL DUTY READINESS

Tactical focus: Integrate full-body strength, power, agility, conditioning, and core stability.

Warm-up (5–8 min): Easy cardio, dynamic mobility, bodyweight squats, controlled lunges, and progressive practice sets.

PART A | STRENGTH

Complete all sets of one exercise before moving to the next. Rest approximately 60–90 seconds between sets.

EXERCISE	SETS × REPS
Front squat or goblet squat	3 × 8
Dumbbell push press	3 × 6
Romanian deadlift	3 × 10
Seated cable row	3 × 10

PART B | TACTICAL CIRCUIT

Complete 3 rounds of all five stations. Rest 90 seconds between rounds.

EXERCISE	PER ROUND
Sled push	20 yards
Sandbag carry	30 yards
Lateral cone shuffle	20 seconds
Assault bike	45 seconds
Dead bug	10 each side

COACHING CUES

Finish strength work with good technique before beginning the circuit. On the push press, use a controlled leg drive; avoid excessive lower-back arching.

LOG YOUR SESSION

DATE	LOAD / MODIFICATIONS	EFFORT (1–10)

MISSING EQUIPMENT? USE THESE SWAPS

SLED (PUSH): Weighted walking lunges, or a hill or stair walk in a weighted vest or loaded backpack, over the same distance.

SANDBAG: A weighted vest, a backpack or duffel loaded with books or water jugs, or a dumbbell in a bear-hug carry.

KETTLEBELLS: One dumbbell held with both hands works for swings and goblet squats.

ASSAULT BIKE: Rower, stationary bike, jump rope, or a jog or brisk hill walk. Keep the same work and rest times.

CABLE STATION: Resistance band anchored at chest height for rows and Pallof press, or single-arm dumbbell rows.

CONES / TURF SPACE: Tape marks, water bottles or shoes in a clear hallway, gym floor or parking lot.

TRACKER

WORKOUT TRACKER

Record the date, session, and one measurable outcome (load, time, distance, or completed rounds). Increase difficulty only when movement quality remains consistent.

DATE	WORKOUT #	RESULT / LOAD / NOTES	RPE

3-MONTH CHECK-IN

MONTH	KEY LIFT & LOAD	CONDITIONING RESULT	NOTES
Month 1			
Month 2			
Month 3			

PERSONAL TRAINING NOTES

Goal for the next 2 weeks: _____

Equipment or exercise modifications: _____