

**2.20**  
**CRAIG POLICE DEPARTMENT**  
**Office of Chief of Police**  
**General Order**

**Date Issued:** June 1, 2002

**Revision Date:** January 7, 2008

**Subject:** Physical Performance Standards

**Reference:** CACP STD

**To:** All Officers

**I. POLICY:**

The department accepts only physically fit and medically approved applicants that are capable of performing the essential job functions for the position of police officer. It is the intent of the department for its sworn personnel to remain in a physically fit condition throughout their employment. Being in good physical condition will improve employee's overall physical and mental wellness; and, improve the effectiveness of such personnel resulting in improved service to the community. Sworn personnel mean those persons appointed as police officers and who are required by law to be POST certified as peace officers. Sworn personnel whose job is primarily administrative in nature may be exempt by the Chief of Police from the Physical Performance Standards. However, those personnel whose positions are exempted by the Chief of Police are highly encouraged to participate in the fitness program and maintain the same standards as all other officers.

**II. PROCEDURE:**

- A. Once an officer achieves the minimum standard on the Agility Test, it must be maintained by him/her throughout the remainder of his/her employment as a officer.
- B. The test will be conducted once a year, generally in June.
- C. Employees who are unable to participate in the scheduled physical performance assessment test due to illness, injury or other authorized leave; must participate in the testing (30) days from the date he/she returns to full duty status, unless it is recommended by the officer's physician that the officer not participate. A physician will review this status every thirty (30) days.
- D. **Overweight Problem:** Employees having an overweight problem that is determined by a physician to impair the individual's health or capacity to work shall be expected to show reasonable and progressive weight reduction according to an agreed upon plan until their weight falls within acceptable medical limits.

**III. THE PROGRAM:**

The Craig Police Department has adopted the following Physical Performance test. This test will be used for entry testing of police officer applications and for annual testing of the department's officers.

This test was developed by David L. Beaver, PHD with assistance from the U.S. Department of Justice, Virginia Department of Criminal Justice and the National Center for Public Safety and Fitness at George Mason University. The department feels that this test meets the requirements of both the ADA and the EEOC. The department also feels that the test closely resembles the real life job functions a Craig Police Officer would possibly encounter during any given day.

If an officer is denied medical clearance to participate in the test he/she must obtain written information from the examining doctor or medical facility setting forth the reason for denial. If this occurs, an "exemption from participation" form will be completed setting forth the reasons and length of the exemption.

The exemption from participation form may be in memo form and must be submitted to the Chief of Police for any waiver. The Chief of Police is the only person with authority to issue a long term testing waiver. If the waiver is granted the written waiver will be forwarded to the personnel file.

### **Physical Performance (Agility) Test**

#### **A. Officer/Applicant Test**

The course is approximately 150 yards long. Interspersed along the course are 10 different tasks with a sprint in between each task. The following is a short description of the course.

1. Leaving from a seated position in a straight back chair to simulate emerging from a patrol vehicle. The participant will be given descriptive information on a suspect which will later be used to identify same suspect. The monitor will tell the participant to go and the test will begin.
2. Running up to 25 yards between each task.
3. Jump three feet in length.
4. Minimum five foot obstacle climb.
5. Climb through a window opening 36" wide by 30" high located approximately 36" off the ground, not touch the top of the window opening.
6. Crawl under a structure 24" high and 10' long without touching top of the structure.
7. Climb up and down a step 8" high using the movement up/up down/down. 12 complete movements.
8. Properly identify the suspect.
9. Drag the suspect [150 lb. Dummy] approximately five (5) feet.

10. Trigger pull. Pick up a unloaded, safe and ready to fire double action weapon and place it through a 6 inch diameter circular opening at shoulder lever. While holding it with your dominant hand fire once. Withdraw the weapon from the opening and transition to non-dominant hand, replace in the opening and pull trigger again.

Any mistake [touching top of window opening, not jumping the full three feet, touching sides of six inch opening with weapon etc.] will result in a five second penalty for each mistake and will be added to final time after completion of course.

The minimum standard time to complete the course is 1 minute 21 seconds and was established based on the mean time of hundreds of officers tested by David L. Bever, PHD.

#### B. Administrative Sanctions

1. An employee who fails to comply with a physician's recommendation to correct a physical or medical problem which directly impacts their ability to perform their job, or fails to maintain their physical condition within the minimum standards adopted by the department, shall be subject to disciplinary action by the department.
2. If an officer is unable to pass the physical agility test, they must meet with a department physical fitness coordinator to formulate an action plan which will include a fitness test and subsequent fitness plan. The fitness test will include a 1.5 mile run, one repetition maximum bench press, pull-ups or lat pulldowns, sit-ups, sit and reach test, body fat estimation, resting heart rate and blood pressure. The fitness test will give the fitness coordinator a baseline for the fitness plan. The fitness plan will consist of several exercises to improve muscular endurance and strength and is designed to improve performance on the physical agility test. It will be the responsibility of the employee to exercise on a regular basis and use the fitness plan which will be given to them. They may also be required to meet with a department physician to assist with plan development. The employee's progress will be evaluated quarterly and continuous improvement must be documented or sanctions will be imposed. If the employee fails to show continuous improvement or follow the action plan for a period of 12 consecutive months the disciplinary process will be started. Disciplinary action for such failure may take various forms, up to and including termination.

**Approved By:**

**Walter K. Vanatta  
Chief of Police**