

PERSONNEL MANAGEMENT

PHYSICAL ABILITIES TESTING

Purpose: To establish the procedures for pre-employment Physical Abilities Testing (PAT) and provisions for the health and wellness of sworn members.

Policy Statement: In the interest of public safety and member safety, it is necessary for police officers to possess the physical abilities necessary to carry out the duties of that position. Although a high level of physical ability is preferred, the minimal abilities needed to carry out the job are requisite. All sworn members are highly encouraged to maintain a level of fitness requisite to the physical abilities that are necessary to carry out the police function.

Summary of Change: New Purpose and Policy Statement. Removed all sections relating to mandatory testing for sworn personnel.

Procedure:

1 General Provision

1.2 Successful completion of the PAT is required for initial employment in a sworn position.

2 Physical Abilities Testing Administration

2.2 The test will be administered as designed by the expert consultants who developed it. No variances will be permitted.

2.4 The Training Unit will be responsible for administration of the test.

3 Physical Abilities Test

3.1 The PAT was developed specifically for this department based upon extensive job evaluation by competent expert consultants.

3.2 The PAT consists of six tasks: Sprint, stair climb, physical restraint, pursuit run, victim rescue, and trigger pull. The test will be performed while wearing ballistic vest and gun belt.

3.3 The time standard for passing the test is 3.9 minutes (3 minutes, 54 seconds).

3.4 Detailed information about the PAT is contained in the *Test Administration Guide* and the *Job Task Analysis*, and *Job-Related Physical Ability Test Validation*. These documents are available at the Training Unit for review.

4 Fitness Program

4.1 Since a higher level of physical fitness than that of the general public is expected of officers to perform their duties, the Department will assist officers in achieving and maintaining their physical fitness by the following means:

4.1.1 Providing a certified physical fitness coordinator to provide individual fitness education, goal setting, exercise and diet plans, ongoing support and evaluation. [CALEA 22.3.3b, d and e]

4.1.2 Access to the Department's fitness gym.

4.1.3 Health and wellness screening provided through sworn member's city provided insurance.

4.2 Participation in the Department's fitness program is conducted on a voluntary basis. [CALEA 22.3.3a]

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Chief of Police