

## PERSONNEL MANAGEMENT

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### PHYSICAL ABILITIES TESTING

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**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, police officers must possess the physical abilities necessary to carry out the duties of that position. Although a high level of physical ability is preferred, the minimum needed to carry out the job is requisite. All sworn members are highly encouraged to maintain a necessary fitness level to the physical abilities required to carry out the police function. [CALEA 22.2.2]

**Summary of Changes:** Physical Abilities Testing (PAT) requirements changed to modified "Cooper Standard" for new hiring of officers.

#### Definitions:

**Cooper Standard Testing:** The Cooper Standard Testing is a practical way to measure an applicant's cardiorespiratory fitness and dynamic strength via a battery of timed tests. The Cooper Tests have scientific evidence for having construct and criterion validity to measure job-related factors and are defensible. The Cooper Norms are scientifically valid based on the general population and law enforcement samples. They are a representative cross-section of fitness levels among those populations. Absolute cut points for the Cooper tests are job related and defensible. The courts have upheld the use of normed standards because the tests are designed to assess general fitness for police training. The normed standards are used to expand the competitive pool of qualified applicants, and normed standards that appear different actually represent comparable levels of underlying physical fitness.

#### Procedure:

##### 1. General Provision

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

##### 2. Physical Abilities Testing Administration

2.1 The PAT is a Pass/Fail stage of the hiring process for Police Officer Candidates with the NLRPD. The Training Unit will use the "Cooper Standard" to determine if a candidate passed the PAT. The minimum passing scores, in accordance with the "Cooper Standard," were obtained by getting an average of all passing scores from numerous past recruit classes.

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

##### 3. Physical Abilities Test

3.1 The PAT was developed specifically for this department based on an average of previous classes' fitness scores applied to various "Cooper Standards."

3.2 The PAT consists of three (3) tasks: timed run, push-ups, and sit-ups.

3.3 The time/reps standard for passing the PAT:

3.3.1 1.5 mile run: Males 18:37/Females 22:22

3.3.2 1-minute push-ups: Score: Males 5/Females 1

3.3.3 1-minute sit-ups: Score: Males 17/Females 7

##### 4. Fitness Program

4.1 Since a higher level of physical fitness than that of the 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 22.2.3b, d and e]

4.1.2 Access to the department's fitness gym.

4.1.3 Health and wellness screening provided through sworn members' city-provided insurance. [CALEA 22.2.3c]

4.1.3.1 The city health insurance provides a yearly physical examination by a qualified physician at no cost to the member. [CALEA 22.2.1]

4.2 Participation in the department's fitness program is conducted voluntarily. [CALEA 22.2.3a]

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