



DEPARTMENT OF PUBLIC SAFETY OPERATING PROCEDURES MANUAL		
CHAPTER 108	PHYSICAL CONDITIONING	
	Effective: 03/01/2016	Commissioner Approval: 
	Authorities: Click here to enter text.	
	Applicability: ALL DEPARTMENTAL EMPLOYEES	
	Special Instructions: Click here to enter text.	

108.100 INTRODUCTION

All departmental employees are required to meet the physical and mental demands of the position they hold.

108.300 GENERAL POLICY

- A. *Officers are responsible for physical conditioning.*** Officers at all ranks must maintain a level of physical conditioning sufficient to perform daily tasks with vigor, alertness, and only reasonable fatigue and must be capable of all levels of exertion required to handle crisis and emergency situations. An officer's level of conditioning must be sufficient that they can maintain good judgment and make correct decisions during and after periods of physical exertion.
- B. *Biennial medical examinations required.*** Employees, covered under the PSEA collective bargaining agreement, are required to have a Department-paid medical examination once every two years in accordance with contractual guidelines. [Examination results](#) shall be completed and delivered to the supervisor at least two weeks prior to the anniversary date of the year in which the examination is due.
- C. *Additional medical examination may be required.*** The Department may require, at departmental expense, additional medical examinations for reasonable cause to determine fitness for duty for any employee.
- D. *Physical conditioning testing.*** Officers must participate in annual testing to determine physical conditioning. This testing may be done in conjunction with training schools, shoots, and other similar occasions. The tester will record the results on a [Fitness Testing Record form](#), the date of testing recorded in the APSIN Training Records System. The Fitness Testing form shall be added to the employee's Field File. If this form includes any medical information or doctor's notes, then it shall be placed in the employee's Medical File.
- E. *Conditioning standards.*** All officers are expected to maintain conditioning standards. Officers hired after 1991 are **required** to meet conditioning standards during annual testing. Failure to meet these standards subjects these officers to progressive discipline.
1. An officer failing to meet the minimum standards will be allowed an opportunity to re-test within two weeks at the officer's discretion.
 2. An officer failing to meet minimum standards upon re-testing, or who declines the initial opportunity to re-test, will be subject to a written warning and will be

re-tested in three month intervals, up to six months. An officer who shows significant progress towards achievement of minimum conditioning standards will not be disciplined so long as they show continued progress towards meeting the applicable minimum standards. An officer failing to show improvement will be subject to progressive discipline.

Under this section the terms "significant progress" and "improvement" mean an increase in score of at least 25% of the margin for failure at the first testing at which the officer failed to meet the applicable minimum standards.

F. *Permanently Unfit.* Employee's deemed permanently unfit to perform the essential duties of their position, with or without a reasonable accommodation, shall not be retained in that position. Officers failing to show significant progress in meeting the physical conditioning standards will be subject to progressive discipline up to and including separation.

108.310 FIT FOR DUTY AWARD

A. *Officers may qualify to wear Fit-for-Duty award.* Officers who score at least 80% on each of the standard physical conditioning tests set out in 108.330 (maximum number of push-ups—to failure, 1-minute of sit-ups, 1.5 mile run) may wear the Fit-for-Duty award pin on their duty uniform in the manner described in OPM 102.

B. *Annual qualification for award required.* Officers must qualify to wear the Fit-for-Duty award annually. Officers not re-qualifying for the award within 14 months are no longer eligible to wear the award.

C. *Unlimited Fit-for-Duty testing allowed.* There is no limit to the number of times an officer may test for the Fit-for-Duty award.

108.320 TESTS TO DETERMINE PHYSICAL CONDITIONING

A. *Conduct of tests.* Testing to determine the physical conditioning of officers will include the maximum number of push-ups to failure, 1-minute sit-ups, and 1.5 mile run. Officers will pass the test if they score at or above the 50th percentile on each of the events as shown on the standards table in this chapter (OPM 108.330). The test sequence is push-ups, sit-ups, and the run.

B. *Testing Supervision.* Any DPS officer of the rank of corporal or above may supervise physical conditioning testing. Testing will be performed in accordance with instructions from the Academy, which may be modified from time to time. These instructions will include, but are not limited to training venues, time limits, and exercise technique. Supervisors must review any written and video instructions before testing. Supervisors shall limit the number of participants to the number the supervisor can personally supervise.

C. *Basis for standards.* The Cooper Aerobic Standards will be used as the basis for the Department's physical conditioning test.

D. *Excuses from testing.* Officers having a temporary injury or other medical condition that prohibits the completion of any of the physical conditioning testing events must obtain medical documentation from a qualified physician indicating in which events the officer cannot

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participate. With appropriate medical documentation, an officer will be excused from the requirement of completing that event.

108.330 STANDARDS TABLE

Category	Percentile (points)	Maximum Push-ups	1-Minute Sit-up	1.5 Mile Run
	99	70	58	9:30
	98	67	56	9:53
	97	64	54	10:15
	96	61	52	10:38
	95	59	50	11:00
	94	58	49	11:09
	93	56	48	11:18
	92	55	47	11:27
	91	54	46	11:36
	90	53	45	11:45
	89			11:51
	88		44	11:57
	87			12:03
	86			12:09
	85	52	43	12:15
	84	51		12:22
	83	49	42	12:27
	82	48	41	12:32
	81	47		12:37
Fit for Duty Award	80	45	40	12:42
	79			12:46
	78	44		12:49

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	77			12:53
	76			12:56
	75	43	39	13:00
	74			13:04
	73	42	38	13:07
	72	41		13:11
	71			13:15
	70	40	37	13:18
	69			13:20
	68	39		13:24
	67			13:28
	66			13:32
	65	38	36	13:36
	64			13:39
	63	37	35	13:42
	62			13:45
	61			13:48
	60	36	34	13:53
	59			13:56
	58	35		13:59
	57	34		14:02
	56			14:05
	55	33	33	14:09
	54			14:13
	53			14:17
	52			14:21
	51			14:25

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DPS Minimum	50	32	32	14:29
	45	30	30	14:39
	40	27	29	14:54
	35	25	27	15:12
	30	22	26	15:28
	25	20	24	15:47
	20	19	23	16:00
	15	14	20	16:32
	10	10	17	17:00
	5	4	13	17:47