

697 PHYSICAL ABILITIES TEST (PAT)

- I. PURPOSE: This directive is provided to establish a minimum level of physical fitness as it pertains to performing the job of law enforcement. This minimum must be maintained by all sworn personnel, from the time of the initial selection process to the date of termination.

- II. DISCUSSION: The Criminal Justice Standards and Training Commission (CJSTC) determined the need to identify minimum physical fitness standards for entry level law enforcement officers. These minimum standards must also be legally defensible in court (validated), contain minimum adverse impact, and comply with the Americans with Disabilities Act. The Physical Abilities Test (PAT) was developed in consideration of these guidelines, and satisfies the requirements set forth in the Americans with Disabilities Act.

Sworn employees are required to maintain a sufficient physical condition, and encouraged to participate in a regular fitness program. Workout equipment is available to all employees at the District buildings, 34th Street Training Facility and Headquarters Building free of cost. Employees are also encouraged to participate in the City's free Wellness Program; which offers guidance regarding general health, fitness and nutrition programs.

- III. PROCEDURE:
 - A. All sworn personnel, except those exempted under section III D., are required to take an annual Physical Abilities Test as part of their annual in-service training.

 - B. The PAT will be conducted at the Tampa Police **Training Facility** or other designated location under the supervision of a Physical Abilities Test instructor.

 - C. The Physical Abilities Test consists of the following:
 - 1. Participation in a series of tasks which include the following:
 - a. Exiting car/opening trunk;
 - b. 220 yard run;
 - c. Obstacle course;
 - d. Fence climb or dummy pull;
 - e. Obstacle course (repeat);
 - f. 220 yard run (repeat);

- F. Before participating in the PAT, sworn officers will have the opportunity to have their blood pressure taken by a qualified individual via TPD Form 52 (Blood Pressure Testing Request). The employee will not be able to take the PAT if the results are above (140/90). On site blood pressure testing will be coordinated through the Personnel and Training Section. Blood pressure test results will be documented only as pass/fail. No costs will be incurred by the officers.
1. In lieu of submitting to a blood pressure test, an employee may sign a form expressly waiving the blood pressure test or submit a physician's release via TPD Form 54 (Fitness for Duty Report) at the time they report for the PAT. The form is available on the I-NET.
- G. If an officer advises Training Unit personnel that he/she is unable to perform the PAT due to a short term illness (common cold, influenza, bronchitis, asthma, etc), but feel that they can complete the remainder of the scheduled In-Service Training, and Training Unit instructors agree based on the condition of the officer and the scheduled curriculum for the day, the officer may complete that day of training. The officer will then have 10 days in order to complete the PAT, based upon scheduling availability. If the officer does not complete the PAT within the 10 days, the Training Unit will notify the Commander of that officer's division and the officer will be placed on light-duty status.
- If the Training Unit instructors do not agree that the officer who is ill can complete the remainder of the scheduled In-Service Training day, then the officer will need to take the day off as sick (SCK).
- H. If an officer cannot attend In-Service Training due to illness, that officer will notify his/her shift commander in the appropriate manner and time frame. It will be the responsibility of the officer's immediate supervisor to reschedule the officer for the PAT and In-Service Training.
- I. If an officer misses or is late to their In-service Training date for any unexcused reason such as, but not limited to oversleeping, forgetting, etc. the officer will notify their shift commander immediately. The shift commander will then notify the Training Unit. If the tardiness is minimal, and the Training Unit is able accommodate, then the officer will adjust their schedule on that date (to include their meal time or staying after hours) to complete the PAT or other training activity, as needed. If the tardiness is not minimal, then the officer will need to reschedule their day of In-service training through their chain of command. Additionally, the officer will be subject to progressive discipline.
- J. If an officer is injured while participating in the PAT, the incident will be documented following normal department procedures. If the officer is unable to finish the test due to his/her injury, he/she will be carried light duty.

- K. Officers on modified duty subsequent to PAT failure or inability to run the PAT will not return to full duty status until they submit a physician's release or, if applicable, expressly waive a subsequent blood pressure test, and successfully complete the PAT.
- L. The test is intended to be conducted in a continuous fashion resulting in a total composite score (time to complete course) which provides a simple pass or fail rating. Only one standard shall prevail for all officers, because all officers must be capable of successfully performing the essential job functions. The description of the PAT course is contained within a corresponding training bulletin.
- M. If at any time during test participation, the officer complains of pain or injury in joints or any other physical complaint and the PAT instructor determines that participation in this test may cause further injury, the instructor will stop the officer from completing the PAT. In addition, participation in the PAT may be stopped at the instructor's discretion if they determine continuing with the PAT would be detrimental to the officer if allowed to continue. Either of these circumstances will be considered a failing score.
- N. If at any time after the officer has begun to run the PAT, the officer decides to not complete the test due to pain or injury in joints or otherwise, the officer will receive a failing score on the test.
- O. If the officer complains of pain or injury in joints or otherwise prior to beginning the test, and the PAT instructor determines that participation in this test may cause further injury, the PAT will be rescheduled. The officer will be placed on light duty status until they have completed the PAT.
- P. The maximum time that an officer is allowed to complete the PAT is six minutes and four seconds. Officers scoring at or above six minutes and five seconds do not pass, and will be placed on Administrative Duty, until the minimum standard is met. Officers who fail will be rescheduled as follows:
 - 1. All such officers will be scheduled for a re-evaluation after a minimum of thirty days;
 - 2. The officer must show constant improvement at each re-evaluation until the minimum standard is met. Falling below or staying at the same level as the original non-passing level is unacceptable and is considered as no progress, subject to the following disciplinary action:
 - a. First failure to show improvement - Letter of Counseling;
 - b. Second failure to show improvement - Written Reprimand;
 - 3. After the first two steps in the disciplinary chain, an officer is subject to a change in job assignment, suspension, or dismissal; and

4. A maximum of four re-assessments will be allowed, regardless of if improvement is shown from the original score. The fourth reassessment must be completed within six months of the first attempt. If a passing score is not achieved after four attempts, an officer is subject to termination.
 5. After the first failed PAT attempt, officers will conduct an assessment with the Lead Peer Fitness Trainer to determine the appropriate course of action to improve their PAT time.
- Q. The results of the PAT will be recorded by a Physical Abilities Test instructor at the time the test is administered and furnished to the Personnel and Training Section. It will be the responsibility of the officer's evaluating supervisor, at the time of his/her annual evaluation, to contact the Personnel and Training **Section** and obtain the results of the officer's most recent PAT.
- R. The Personnel and Training Section will reschedule all officers who fail to achieve a passing score on the PAT. The notification of a failure will be made directly to the affected bureau/division commander via TPD Form 53.
- S. The bureau/division commander will review the results and forward them to the affected officer's immediate supervisor for appropriate action. (Refer to Section III: Procedure - M.2.)
- T. The re-test process will continue as scheduled by the Personnel and Training Section, every (30) days until the test is either passed or other appropriate action is taken, as stated in Section III.M.4.
- U. The PAT consists of a series of eight specific tasks conducted in a continuous fashion. The following is a description of these tasks:
1. The test begins with the officer seated in a full size automobile, seat belt on, with hands at the 10 and 2 o'clock positions on the steering wheel. Flags are positioned around the officer's waist over each hip. The trunk key is in the vehicle glove compartment, which is in the closed position. If the vehicle has a trunk latch cover, it is placed in the open position revealing the trunk lock. A crate is positioned inside a wooden frame located in the front center part of the trunk.

Upon the Physical Abilities instructor's signal that the test has begun, the stop watch is started and the officer removes his/her hands from the steering wheel, unfastens the seat belt, opens the glove compartment, removes the trunk key and exits the vehicle. The officer moves to the back of the car and twists open the manual trunk latch that has been installed on the vehicle. Immediately after opening the trunk, the officer places the trunk key inside of the crate and removes each flag with the opposite hand from behind the back. The crate is then removed from the trunk and the trunk is closed. Immediately after placing the crate on the nearby

stool located five feet from the rear tail light, the officer proceeds with the radio in hand to the beginning of the 220-yard run.

2. Carrying a radio, the officer runs 220 yards on a flat surface to the entrance of the obstacle course.
3. Upon completion of the 220 yard run, the officer passes through the cones at the entrance to the obstacle portion of the course. Ten feet into the obstacle course the officer must climb a 40" wall followed by a series of three (24, 12, and 18 inch) hurdles, five feet apart, located ten feet beyond the wall. Ten feet beyond the final hurdle, the officer encounters the first of nine cones in a single row spaced five feet apart. The officer must serpentine through the cones. Ten feet beyond the last cone, the officer must crawl under a 27" high, eight foot long, low crawl area after which the officer stands, moves to the cones located seven feet beyond the low crawl and turns to the right. The officer then sprints fifty feet to a cone marking the next section of the test.

NOTE: If at any time the officer knocks over a hurdle or a cone, they immediately stop and repeat that portion of the obstacle course.

4. After circling the around the outside of the cone, the officer must proceed through various obstacles to another cone which is 100 feet away. The obstacles within this 100-foot range are as follows:
 - a. Proceed 15 feet and crawl under a 29" high barrier;
 - b. Stand up, move 5 feet and go over a 26" hurdle;
 - c. Move 5 feet and crawl under a 29" high barrier;
 - d. Stand up, move 25 feet and climb a 48" chain link wall;

Note: When climbing this wall, the officer can elect to keep the radio in his hand or give the radio to a PAT instructor to hold. Once over the wall and prior to reaching the next obstacle, the officer must proceed again with radio in hand.
 - e. Proceed 25 feet and crawl under a 29" high barrier;
 - f. Stand up, move 5 feet and go over a 26" hurdle;
 - g. Move 5 feet and crawl under a 29" high barrier; and
 - h. Stand up, move 15 feet and circle around the cone.

- i. The officer may elect to pull a 150lb drag sled 100 feet instead of the above listed obstacle course.
5. Upon completion of the 100 feet, the officer sprints 50 feet back to the cones and reverses course through the obstacles. After the wall climb, the officer moves through the cones and once again repeats the 220-yard run.
6. 220 yard run (Repeat of Task 2).
7. After completing the 220, the officer places the radio in the crate. He then obtains a firearm from the crate. With arms extended at shoulder height and parallel to the ground, the officer holds the firearm in one hand and dry fires the weapon by pulling the trigger six times. The officer then holds the firearm in the opposite hand and pulls the trigger six times.
8. Following the dry firing of the weapon, the firearm is placed back into the crate. The officer then takes possession of the crate, opens the trunk, places the crate inside the wooden frame, and closes the trunk. After the key is removed from the crate, the officer re-enters the vehicle, closes the vehicle door, places the key in the glove compartment, closes the glove compartment, re-fastens the seat belt and places both hands on the steering wheel, at which time the test ends.

Supersedes SOP 697, dated 4/24.