

**Police Department  
Craig, Colorado  
Office of Chief of Police**

**Physical Performance Standards**

General Order 2.20

Date Issued: June 1, 2002

Revision Date: September 21, 2006

Reference: CACP STD

To: All Officers

**I. POLICY:**

The department accepts only physically fit and medically approved applicants who are capable of performing the essential job functions for the position of police officer. It is the intent of the department to improve and maintain its sworn personnel in a physically fit condition throughout their employment. Improved physical condition of its sworn personnel should improve their overall physical and mental wellness. It should also improve the effectiveness of such personnel and result 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 description does not require defensive tactics training and are 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, it must be maintained by him/her throughout the remainder of his/her employment as an 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, in-part, based on a study done in July of 1993 at a conference attended by the major City Chiefs Association, National Executive Institute Associates and the Federal Bureau of Investigation. The department feels that this test meets the requirements of both the ADA and the EEOC.

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 Test**

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

The course is approximately 130 yards long. Interspersed along the course are the following:

1. Leaving a parked vehicle with a safety belt on and running approximately 25 yards.
2. Ascending and descending several stairs.
3. Minimum five foot fence climb.
4. Climb through a window opening.
5. Crawl under two tables.
6. Properly identify and drag a 150 lb. dummy approximately five (5) feet.

The minimum standard time to complete the course is 60 seconds, and was established based on the mean time of officers tested at implementation of this order.

##### **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. 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:  
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