

PHYSICAL PERFORMANCE PROGRAM

12/21/93

A. Participation

1. The Physical Performance Program shall be voluntary for all full-time safety (law enforcement) employees hired prior to January 1, 1994.
2. The Physical Performance Program shall be mandatory for all safety (law enforcement) employees hired on or after January 1, 1994.
3. For employees that are fifty-five (55) years of age or older, participation shall be voluntary regardless of their date of hire. Employees who are or become fifty-five (55) years of age or older and were hired prior to January 1, 1994 and maintain the required level of fitness shall receive full compensation as specified herein.

B. Documentation

1. All records of participation shall be kept separate for all employees hired before January 1, 1994 but not those employees hired on or after such date.
2. An employee's participation and scoring shall be kept confidential for employees hired before January 1, 1994 and shall not be used in any form of an employee review or for promotional purposes for these employees. This does not apply to employees hired on or after January 1, 1994.
3. A score of pass or fail shall be used based on the scoring guidelines established by P.O.S.T. This information shall be provided for the purpose of documenting participation.

C. Test Administration

The Physical Performance testing will be based on the five (5) P.O.S.T. recommended job related tasks outlined below:

99 Yard Obstacle Course

Run a 99 yard obstacle course consisting of several sharp turns, a number of curb height obstacles and a 34" high obstacle that must be vaulted.

Body Drag	Lift and drag a 165 pound lifelike dummy 32 feet.
Chain Link Fence	Run 25 yards to a 6-foot high chain link fence, climb over and run for an addition 5 yards.
Solid Fence	Same distance as for chain link fence.
500 Yard Run	Run 500 yards around a standard distance track.

Testing shall be conducted on a yearly basis and shall take place between the months of April through October when the weather is suitable for testing. The actual test date shall be established by the department, but the test date shall be posted at least 30 calendar days in advance of the test.

If in the event there is inclement weather as determined by the department, the testing shall be rescheduled within a two (2) week period at the department's discretion.

D. Scoring Procedure

1. The scoring for each event shall be based on the P.O.S.T. established scoring tables. A combined score of 384 points or greater shall be considered as passing.
2. Each deputy shall have two attempts at each event with the exception of the 500-yard run for which only one attempt shall be allowed. The best time for each event shall be used for the final score.
3. Any deputy having achieved a passing score shall be deemed to have met the requirements of the Physical Performance Program until the next scheduled annual test date.

E. Failure of test

1. A deputy who has failed to achieve a passing score at the completion of the annual testing shall be provided with one additional opportunity to successfully pass within the calendar year.
2. An additional test date shall be established by the department within (60) calendar days after the annual scheduled test to provide those employees who did not pass or were unable to pass or participate due to a medically certified injury, or for other

reasons acceptable to the department, an opportunity to retake the test. Any employee who provided a medically certified excuse shall provide a medical clearance before being permitted to participate in the testing. The County reserves the right for medical verification by the County's Examining Physician prior to participation when the County deems it necessary.

3. Failure of a test for those deputies hired after January 1, 1994 will be based on a point system with each failure equal to one (1) point. Scoring will be cumulative during any four (4) year period and any subsequent failure shall result in a continuation of the disciplinary process from the previous action during the four (4) year period. The scoring and disciplinary action is described in Section 4. below.
4.
 - (a) One Point: Shall result in the deputy formally notified in writing that he/she has failed the test and that if he/she fails a subsequent test within the four (4) year period that he/she shall not be considered for, or allowed continued participation in, the special assignments of Investigations, N.S.I.B., or any of the designated assignments such as Boat Patrol, Canine Unit, F.T.O., Range Master, S.E.R.T., Regional Deputy or D.A.R.E./School Liaison Officer. Furthermore, the deputy shall also be informed in writing that failure of such subsequent test shall result in the imposition of level three (3) discipline as outlined in the General Orders (written reprimand). However, if a deputy passes a subsequent test, then he/she shall regain his/her eligibility for appointment to a special assignment.
 - (b) Second Point (2): Shall result in the inability to participate in or removal from the special assignments described in 4 (a) above. The County shall refer the deputy to the County Examining Physician for a medical evaluation and guidance (when the County deems it appropriate) in an attempt to increase the deputy's level of fitness. The deputy shall receive level three (3) discipline as outlined in the General Orders (written reprimand).
 - (c) Third Point (3): Shall result in the deputy receiving level four (4) discipline as outlined in the General Orders (first step of economic sanction).
 - (d) Fourth Point (4): Shall result in the deputy receiving more severe discipline under level four (4) as outlined in the General Orders.
 - (e) Fifth Point (5): Shall result in the deputy receiving level five (5) discipline as outlined in the General Orders (termination).

F. Compensation

1. Time spent during the employee's regular shift to participate in the testing shall be considered as regular time worked.
2. Time spent outside the employee's regular shift participating in the testing shall be compensated in accordance with the appropriate provisions of the applicable Memorandums of Understanding.
3. An employee employed as of January 1, 1994 shall receive twenty-four (24) hours of personal leave upon successful completion of the test each year. This leave shall have no cash value and shall not be accrued beyond the next scheduled annual test cycle date.
4. Employees hired on or after January 1994 shall not receive any compensation for passing the test. Passing the test shall be a condition of continued employment, subject to all the provisions of Section E. above.