

FACT-FINDING BETWEEN

STATE-EMPLOYEES
RE
Jan 23 9 43 AM '96

Fraternal Order of Police--)
Ohio Labor Council, Inc.)
and) SERB Case Nos.
) 95-MED-09-0720
) 95-MED-09-0721
City of Forest Park, Ohio)

Decision Issuing January 24, 1996

I. Hearing

The undersigned fact-finder, Cynthia Stanley, conducted a mediation and fact-finding between the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP") and the City of Forest Park, Ohio ("City") on January 17, 1996, at City Hall, commencing at 9:30 a.m.. Mediation and fact-finding proceeded until approximately 2 p.m.. The decision will issue by February 5, 1996, the date to which the parties by mutual agreement have extended fact-finding.

Guy Kauffman, Staff Representative, represented the FOP. Paul Berninger, Esquire, represented the City. Also participating were: Chief of Police Steve Vollmar, City Finance Director Alfred C. Watterson, HR Director Tye Smith, Lieutenant John A. Burns, Patrol Officers Jeff Larsh, Steve Schmitz, Don Simpson, and Bob Huber. Ken Hughes (title unspecified) of the police department also participated.

The parties' pre-fact-finding submissions were received prior to hearing, and were reviewed and considered in this process. The fact-finder wishes to thank the representatives for their organized presentations.

The two bargaining units consist of: (a) patrol officers (24); (b) supervisors: sergeants (4) and lieutenants (3).

II. Mediation

During mediation prior to fact-finding, the parties resolved the language of a new physical fitness program, labelled Joint Exhibit 1. They also agreed to language regarding promotional and new employee probationary periods. Please see the item-by-item list at Section IV. of this report.

III. Criteria

This fact-finder has given consideration to the criteria set forth in Rule 4117-9-05(J) of the State Employee Relations Board.

IV. Issues and Recommendations

Each party's fact-finding proposal is incorporated herein by reference. The fact-finder recommends that all portions of the just-expired contracts not specifically amended by this report should continue as they were, through the term of the agreement.

a. Fitness Program

Please see Joint Exhibit 1 for the text of the parties' agreed language. The remaining issue for the fact-finder's recommendation is the treatment the program is to receive: the City wishes to add new section G to Article II, management rights, plus a new article defining City's authority relative to the fitness program, with the program itself either in an appendix or totally outside the contract. FOP opposes the addition to management rights and City's new article, and wants the program itself in the contract because otherwise, FOP fears, the City will not be required to bargain mandatorily about any changes to the program.

This is an issue about which both sides are relatively adamant. However, they are in agreement that a fitness program is needed and on the language creating that program.

The fact-finder believes the fitness program is an excellent idea, especially as the police department provides the community with its most public role models. She recommends the fitness program, Joint Exhibit 1, be added to the contracts as Article XXVII, with the articles following to be re-numbered.

b. Probationary Periods, Article V.

The parties reached tentative agreement on the following language during mediation:

Patrol Officers:

Article V. Probationary Period

New Section (A)

A. Employees hired after January 3, 1996 shall serve a probationary period. The probationary period for persons who are not certified as a Peace Officer by the State of Ohio and who must attend and complete academy training shall be fifteen (15) months which shall commence after completion of academy training and certification. The probationary period for persons who have been previously certified as a Peace Officer by

the State of Ohio at the time that they are hired shall be fifteen (15) months from the date of hire. After successful completion of the probationary period, employees shall be credited with seniority and sick leave from the first day of hire. Probationary employees shall receive the vacation benefits provided by this agreement after twelve months of employment.

B. delete (applicable to supervisors)

Supervisors:

Article V. Probationary Period

Promoted employees shall serve probationary period of six (6) months. An employee who fails a promotional probationary period shall have the right to return to his former classification without loss of seniority or benefits.

c. Wages, Article XI and Appendix II

The parties made substantial presentations on wages. The fact-finder will not attempt to restate those arguments here, but rather summarize a few key points, as the substance may be found in the parties' written submissions at fact-finding. In Forest Park, the City pays the 10% employee portion of the pension contribution, as well as the employer's 20% contribution.

City's proposed language would make patrol officer Step 5 status dependent upon maintaining proficiency in specified skills. City's wage offer is 2 1/2% in each of three years, for patrol officers. The City offered internal and external comparables to support its position. City's data also included documentation and testimony regarding an anticipated slowing of revenue growth, with a consonant drop predicted by 1-1-97 in the sizeable year-end cash balances the City has enjoyed. The City has recently settled contracts with employees in the fire and public works departments with increases of 3-3-3% for 1996-98. The fire department also has pension pick-up.

The FOP wage position is 4% for each of the three contract years. In addition, FOP proposes increasing the differential between a top-step patrol officer and step one sergeants to 12%, in increments spread over the three years of this contract. FOP opposes making Step 5 a reward for proficiency. FOP provided documentation of internal and external comparables. Mr. Kauffman noted that the City raised similar concerns about the instability of the mall vacancy rates during the last round of bargaining.

The fact-finder finds most persuasive the fire and public works settlements. A 3-3-3% wage award would keep these two units in step with employees of fire and public works, leaving essentially unchanged the economic relationship among the groups. The fact-finder sees changing that relationship to be the responsibility of the parties in bargaining.

when possible. She recommends settlement at 3-3-3%. Supervisor wages are tied to patrol officers' and will rise automatically. The fact-finder has maintained the 9% gap between top-step patrol officer and Step 3 sergeant that existed in the 1994 and 1995 contract years. She maintains also the \$300 gap between sergeants at Step 3 and Step 1. Lieutenants' salaries continue to be 12% above sergeants' at each step in each year of the contract.

The fact-finder recommends that Article XI. language in both contracts remain as is. Appendix II in the patrol officers' contract should read:

	Step 1	Step 2	Step 3	Step 4	Step 5
Effective 1/1/96	\$29134	\$30794	\$32457	\$34122	\$35786
Effective 1/1/97	\$30008	\$31718	\$33431	\$35146	\$36860
Effective 1/1/98	\$30908	\$32670	\$34434	\$36200	\$37966

For the term of the Agreement the City will pick up and pay the full 10% of the employee's 10.0% contribution to the Police and Fire pension plan.

Any increase in the employee contribution rate during the term of this Agreement shall be paid by the employee.

Should the Internal Revenue Service determine that picked-up employee contributions are subject to social security tax, the employee shall pay such tax.

Appendix II in the Supervisors' contract should read:

Police Sergeant

	Step 1	Step 2	Step 3
Effective 1/1/96	\$38707	\$38857	\$39007
Effective 1/1/97	\$39877	\$40027	\$40177
Effective 1/1/98	\$41083	\$41233	\$41383

Police Lieutenant

	Step 1	Step 2	Step 3
Effective 1/1/96	\$43352	\$43520	\$43688
Effective 1/1/97	\$44662	\$44830	\$44998
Effective 1/1/98	\$46013	\$46181	\$46349

For the term of the Agreement, the City will pick up and pay the full 10% of the employee's 10.0% contribution to the Police and Fire pension plan.

Any increase in the employee contribution rate during the term of this Agreement shall be paid by the employee.

Should the Internal Revenue Service determine that picked-up employee contributions are subject to Social Security tax, the employee shall pay such tax.

d. Longevity, Article XVII

The City proposes to add Section D. Merit Bonus to Article XVII, Longevity. Under the new section, the Chief would have discretion to distribute on a merit basis a small fund which would be a percentage of actual longevity payments in 1995. In the alternative, the Chief could accumulate the fund until 1998 and distribute it. This plan would be in lieu of an increase in the longevity payments during this contract. The City estimates \$320 would be generated in 1996, \$400 in 1997, and \$480 in 1998.

The FOP proposes adding a reward system based in the new physical fitness program, with specific incentives to be paid for completing and maintaining certifications, fitness, and attendance. Please see the specifics in FOP's fact-finding submission. FOP resists City's suggestion of a merit element. City rejects FOP's incentive program.

The fact-finder recommends essentially the City language, while acknowledging the reality of FOP's concern that this Chief will not be here forever. The point is to try to assemble a package that both parties could accept.

The additional language would read (the fact-finder has changed the language that read "equal to...but not less than", in an effort to make the paragraph say what seems to be intended; the parties are welcome to word this any way they please):

Article VIII. D. Merit Bonus

(1) In lieu of any increase in the amount of longevity payments, provided in Section A (1) through (4), the city shall contribute to a merit bonus fund in an amount equal to or greater than four percent (4%), but less than five percent (5%), of the total of all bargaining unit longevity payments made in 1995. The chief of police may distribute that amount or retain it in the fund during 1996. During contract year 1997, the city shall contribute to the merit bonus fund an amount equal to or greater than five percent (5%), but less than six percent (6%), of the total of all bargaining unit longevity payments made in 1995. The chief of police may distribute that amount or retain it in the fund during 1997. During contract year 1998, the city shall contribute to the merit bonus fund an amount equal to or greater than six percent (6%), but less than seven percent (7%), of the total of all bargaining unit longevity payments made in 1995. The chief of police shall distribute all of the money in the merit bonus fund during 1998.

(2) The criteria which shall determine who shall receive merit pay include supervisory recommendations, performance evaluations, peer recommendations, city residency, training, certifications, education, community involvement, and exceptional service or performance beyond the normal call of duty.

(3) No bargaining unit member shall be paid more than fifteen percent (15%) of the total amount of the merit bonus fund in any contract year. *

* This provision shall not be included in the Police Supervisors Agreement.

e. Sick Leave, Article XIV.

The FOP proposes as follows:

Patrol Officers' Article XIV. Sick Leave

C. Current contract language.

2. Take up to ninety days terminal leave at the rate of one (1) day for each two (2) days of accrued sick leave (180 days maximum) immediately preceding retirement date.

This is an increase from sixty days for 120 accrued, under the last contract. The improvement would bring the patrol officers in line with their supervisors' last contract.

Supervisors' Article XIV. Sick Leave

- C. 1. Be compensated for accrual of sick leave days (225 maximum) at the rate of one day's pay for each two (2) days accumulated; or,
2. Take up to one hundred twelve and one half (112.5) days of terminal leave at the rate of one (1) day for each two (2) days of accrued sick leave (225 days

maximum) immediately preceding retirement date.

The union's proposal increases from 180 to 225 the maximum number of accrued days that can either be converted to pay or taken as terminal leave, in a 1 for 2 ratio. The increase is especially important to the supervisor unit, where three of the seven members have reached the maximum accrual limit, and so lose up to fifteen days per year.

The City offers a \$4700 cost-out for the patrol officers' improvement, and opposes on financial grounds, also noting that the City has no interest in improving the inducement to retirement.

The fact-finder believes this is an important place in the contract to expend a reasonable amount of money. She recommends the modifications as proposed by the FOP.

f. Uniforms, Article XXI.

The FOP proposes:

- (1) an increase from \$200 to \$300 in the annual cleaning allowance paid to patrol officers pursuant to Article XXI, Section 5;
- (2) an increase from \$500 to \$600 in the annual clothing allowance account for each supervisor, under Article XXI, Section 1.

The City objects to the requested cleaning increase for patrol officers, pointing out that they can choose to take their cleaning to the cleaners where the supervisors take theirs, so that the City will pay directly for the cleaning, rather than the allowance being paid to the patrol officer. City argues this is simply a hidden request for a pay increase.

The fact-finder recommends addition of the following sentence to Section 5, Article XXI, Patrol Officers' contract: "In the alternative, the City shall pay the cost of cleaning up to five uniform pieces per week for each employee."

The City did not voice serious objection to an increase from \$500 to \$600 in the supervisor annual clothing allowance. The maximum annual cost of the increase is \$700. The fact-finder recommends that change be made, in Article XXI, Section 1, to read:

The Chief of Police shall maintain a clothing allowance account, amounting to a maximum of \$600 per year for each employee covered by this Agreement. Arrangements will be made for suppliers to bill the city directly for any approved purchase of uniform equipment. Uniform purchases will be considered to be purchases of pants, shirts, shoes, coats, ties, belts, leather goods, socks, gloves and hats and other additions to or changes in the uniform as determined by the Chief of Police. Equipment as determined by the Chief of Police may be purchased through this account with mutual consent of the FOP. If the maximum of \$600 per employee is not used by the employee, the remaining money reverts to the City General Fund.

g. Term of Agreement, Article XXIX.

The parties are in agreement on a three-year term.

h. Recognition, Article I.

The union has proposed the following language be added to the end of the first paragraph of Article I: "And only bargaining unit members will do bargaining unit work." The City adamantly opposes the proposal.

The fact-finder does not believe a settlement is possible if this language is included. This is an important provision that the parties should deal with in bargaining, rather than a fact-finder imposing language. She recommends it not be included in this contract. FOP is free to raise it in future bargaining.

i. Holidays, Article XIII.

The union proposes an additional personal day and an increase from three to six in the number of holidays which members may be required to work that are considered premium time. The City opposes these increases. The fact-finder does not recommend them for this contract, in an effort to keep the focus on those items she has recommended.

j. Hours of Work, Article XIX.

The union proposes language that would allow a member to take up to two days of compensatory time in conjunction with an unlimited amount of accrued vacation time. Approval by management would be based on available staffing, and the provision requires the employer to notify the employee, if staffing needs change. FOP points to the stress levels experienced by police officers, and the positive function a period for stress reduction and venting can play.

The City opposes, citing to the difficulty it has now in managing overtime and trying to provide desirable vacation time for less senior officers.

The concept is an interesting one; however, the fact-finder does not recommend inclusion in this contract.

k. Shift Differential, Article XXII.

FOP proposes an increase in patrol officer shift differential from 1% and 2%, respectively, for second and third shifts, to 3% and 5%. The supervisor unit proposes an increase from 1% and 2%, for second and third shifts, to 2% and 3%.

The City argues that, since the patrol officers and sergeants swing from shift-to-shift, this increase in effect is a hidden salary increase.

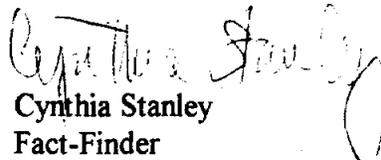
The fact-finder has worked third shift. Certainly, those working second, third, or swing shift experience sensations of being cut-off from normal routines and contacts. And some premium is necessary, to reward those who work those shifts. However, improvement here will have to wait for another bargaining, in deference to the articles where increases have already been recommended.

1. Other Leaves, Article XVI.

FOP proposes changes to bereavement leave that would allow the member to determine the amount of paid leave up to five days that he/she would take. The proposals would also increase from one to three the number of days available in case of death of a grandparent, grandchild, or any in-law or any other relative living in the employee's household. Finally, the proposal would add aunt and uncle to the last-mentioned list.

The City opposes each piece of this proposal, specifically mentioning that the City cannot allow employees to grant themselves paid leave.

The fact-finder does not recommend these changes for this contract. Certainly, bereavement leave can be raised again in future bargaining.


Cynthia Stanley
Fact-Finder

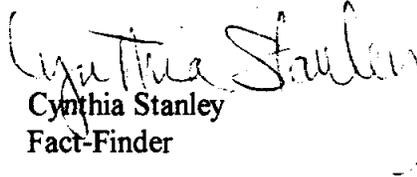
Certificate of Service

The undersigned hereby certifies that a true copy of the "Fact-Finder's Report and Recommendations" was served on:

Guy Kauffman
Fraternal Order of Police,
Ohio Labor Council, Inc.
163 Ellington Road
Dayton, Ohio 45431

Paul Berninger
WOOD & LAMPING
2500 Cincinnati Commerce Center
600 Vine Street
Cincinnati, Ohio 45202

by overnight delivery this 24th day of January, 1996.


Cynthia Stanley
Fact-Finder

FOREST PARK POLICE DEPARTMENT

CHAPTER 33 TRAINING & CAREER DEVELOPMENT

33.6 FITNESS ABILITY POLICY

I. PURPOSE

The objectives of this testing are to support and encourage officers in the maintenance of good health and fitness, to assist officers in the performance of duties during high levels of stress, physically demanding circumstances and under hazardous or dangerous conditions. The ultimate goal of the program is to develop and maintain a physically fit force capable of responding to and effectively dealing with emergency situations.

II. POLICY

It is the policy of this department that all full-time, part-time and auxiliary officers will be required to participate in and successfully complete the requirements of the physical ability testing program. Employees are expected to maintain the ability to satisfactorily perform the duties of their job. The requirement for testing is no different than any other basic requirement such as personal grooming, firearms qualifications, maintaining a drivers license, etc.

III. PROCEDURE

Effective January 1, 1996, mandatory physical ability testing will commence. All fulltime, parttime and auxiliary officers will be required to actively participate in the testing at least twice during each calendar year.

IV. COMPLIANCE

A. FITNESS ABILITY TESTING

The testing will include the current testing methods conducted by the department over the last five years with the option of a ¼ mile run, running/walking 1.5 miles or walking 3 miles (see attached). Pass/failure times are inclusive. Failure is based upon a poor rating. Participation will be mandatory twice a year, spring and fall. Remedial testing will occur during the summer.

B. DISCIPLINE

Officers who do not meet the minimum passing level or fail to improve over their best previous failing performance are subject to progressive discipline.

1. The first time an officer fails any portion of the process, he/she is subject to a counseling letter. As long as this officer improves over their previous performance during additional or remedial testing, they will only be subject to this level of discipline. The first recorded testing will begin in 1996. Officers are expected to do their best in this initial testing.
2. When an officer fails to improve during any subsequent testing, they are subject to the next level of the disciplinary process; i.e. disciplinary counseling. As long as this officer improves their performance during additional or remedial testing, they will only be subject to this level of discipline. This process continues through the steps listed in C. Improving performance is associated with failing any portion of the testing process. Anyone meeting the minimum passing levels is encouraged, but not required, to improve their performance.
3. Essentially, as long as an officer is improving, progressing toward passing the testing process, they cannot be disciplined above their original counseling letter. Progressing is defined as reducing the time that it takes you to complete one of the following options: the ¼ mile run, the 1.5 mile run/walk, the 3 mile walk or the obstacle course. The stretcher lift is pass or fail based upon ability to go up and down the steps as described in the testing process.

C. STEPS OF PROGRESSIVE DISCIPLINE*

1. Counseling letter
2. Disciplinary Counseling/oral reprimand
3. Disciplinary Counseling with loss of eligibility to work off duty details
4. Minor suspension 1-5 days
5. Minor suspension 3-5 days
6. Major suspension 6-10 days, special evaluation rating of below average
7. Major suspension 11-20 days, special evaluation rating of unsatisfactory
8. Anyone continuously failing to improve over the previous testing process after 24 months of mandatory testing and compliance will receive a major suspension of 25-30 days.
9. Anyone continuously failing to improve over the previous testing process after 30 months will receive a major suspension of 25-30 days and will be subject to a fitness for duty examination.

NOTE: *The described steps occur in approximately four month increments. Dismissal would only occur with a determination that officer was deemed unfit for duty.*

* Privileges lost as the result of failing to improve over the last testing process can be reinstated if improvement is shown over the last testing event.

D. MEDICAL CONDITIONS AND PHYSICALS

1. Officers shall obtain a physical once a year. During 1996, an officer shall obtain a physical prior to participating in the test. Officers who have not successfully passed the ability test in the past may be required to obtain a physician's approval before being allowed to participate. Officers will inform the doctor of the test requirements. Cost for the physical will be covered by employees insured carrier. Any cost in excess of insurance coverage will be paid for by the employer.
2. Medical conditions that preclude an officer from taking the test must be supported with a physician's statement. Physician's statement must describe condition and expectations regarding participation in the testing process for the future. Permanent or persistent medical conditions may be evaluated by the city physician. The decision of the city physician regarding an employees fitness to do the job will be final.

V. PHYSICAL ATTRIBUTES ESSENTIAL JOB FUNCTION**

A. GROSS NEUROMUSCULAR/CARDIORESPIRATORY

1. **Strength/Power** - the ability to exert force
2. **Muscular Endurance** - the ability to perform repeated muscular contractions up to a few minutes duration such as running short distances and other muscular challenges such as physically restraining violent subjects
3. **Mobility** - officers must have the ability to move about
4. **Agility** - the ability to make well coordinated movements
5. **Aerobic** - the ability to perform repeated muscular contractions over an extended period of time exceeding several minutes and up to an hour or more
6. **Respiratory Muscle** - the ability to generate a forceful expiration.

B. FINE NEUROMUSCULAR

1. **Finger Dexterity** - the ability to finely control the fingers
2. **Reaction Time** - the ability to respond quickly to a stimulus
3. **Eye hand Coordination** - the ability to respond with the use of the hands to visual stimuli (reacting to a punch thrown, subduing a suspect with controlled and directed movements, use of weapons and equipment)

C. SENSES

1. **Speech** - the ability to communicate through speech
2. **Hearing** - the ability to hear sound
3. **Vision** - the ability to see
4. **Smell** - the ability to smell and distinguish odors
5. **Environmental Tolerance** - the ability to tolerate various extremes in weather conditions

** Definitions taken from a study by the Florida Department of Law Enforcement, Division of Criminal Justice Standards and Training

VI. CRITICAL AND ESSENTIAL TASKS OF BEING A POLITE OFFICER ASSOCIATED WITH FITNESS ABILITY TESTING

A. *There are various tasks from critical incidents that are associated with the quarter mile run, 1.5 mile run or 3 mile walk*

1. Critical Tasks Include:

- ◇ Running/walking with a canine unit
- ◇ Foot pursuits, sprinting short distances
- ◇ Walking great distances during searches for evidence, lost persons or suspects
- ◇ Defense of one's life or the lives of others

2. Essential Tasks Include:

- ◇ Ability to follow directions
- ◇ Appropriate use of radio equipment
- ◇ Pursuit of feeling suspects
- ◇ Following fellow officers who are in pursuit
- ◇ Providing security for canine units who are tracking suspects
- ◇ Looking for lost, missing or wanted persons
- ◇ Searching for evidence
- ◇ Searching for suspects in buildings, houses or property
- ◇ Apprehension of suspects
- ◇ Assisting in the defense of one's life or others
- ◇ Maintenance of personal fitness
- ◇ Ability to run or walk during training

B. *These are various tasks that are associated with the obstacle course*

1. Critical Tasks:

- ◇ Defensive tactics such as dropping and rolling
- ◇ Climbing into a window
- ◇ Climbing over 3' to 6' fences
- ◇ Administering first-aid/CPR
- ◇ Low crawling to remain unseen or below a field of fire
- ◇ Taking cover to get away from gunfire
- ◇ Ability to fire and control firearm

2. Essential Tasks:

- ◇ Ability to follow directions
- ◇ Gaining entry into residences, businesses or buildings
- ◇ Pursuit of feeling suspects
- ◇ Following fellow officers who are in pursuit
- ◇ Providing security for canine units who are tracking suspects
- ◇ Looking for lost, missing or wanted persons
- ◇ Searching residences, buildings or businesses
- ◇ Apprehension of suspects
- ◇ Assisting in the defense of others or themselves
- ◇ Ability to restrain offenders in emergencies
- ◇ Maintenance of personal fitness and strength

2. **Essential Tasks: *continued***
 - ◇ Ability to run obstacle in training
 - ◇ Getting to an injured person in a house, vehicle, etc.
 - ◇ Apprehending suspects
 - ◇ Subduing violent or resisting subjects

C. There are various tasks that are associated with the stretcher carry

1. **Critical Tasks:**
 - ◇ Extracting, carrying or dragging suspects
 - ◇ Pushing a vehicle
 - ◇ Administering CPR
 - ◇ Carrying victims, suspects or injured persons
 - ◇ Carrying equipment in an emergency
 - ◇ Pushing vehicles
 - ◇ Possessing personal strength and fitness

2. **Essential Tasks:**
 - ◇ Administering aid to injured persons at accidents, service calls, etc.
 - ◇ Apprehending suspect
 - ◇ Evacuating passengers from vehicles or people from buildings
 - ◇ Assisting officers in making arrests
 - ◇ Assisting firefighters and paramedics during emergencies

PHYSICAL ABILITY TEST

It is in the officer's best interest to prepare themselves as early as possible for the physical ability test. **Officers may be disqualified during any event if heartbeat or respiratory system is determined to be abnormal by an EMT (Emergency Medical Technician) or if the testing officer believes it is in the best interest of the employee.**

The following agility tests are minimum requirements for the police division. Failure to successfully complete this part of the testing procedure will eliminate any credit for the performance appraisal. The following briefly describes the events you will be required to perform during the physical agility test.

.25 MILE RUN
OR
1.5 MILE WALK AND RUN
OR
3 MILE WALK (NO RUNNING)

.25 MILE RUN

This event will consist of a timed one quarter mile run, then a voice broadcast. The object will be to exert the applicant and determine the aerobic fitness of the officer. Scores are based upon the scale provided for age and gender. Before beginning:

- CHECK PULSE OF APPLICANT
- .25 MILE RUN
- UPON COMPLETION OF THE .25 MILE RUN, THE OFFICER WILL HAVE TO READ ALOUD A RADIO BROADCAST
- THREE (3) TO FOUR (4) MINUTES AFTER THE RUN, THE APPLICANT'S PULSE WILL BE TAKEN

The scorer will record points upon the scale provided.

Record the time and heart rates on each applicant's score sheet.

1.5 MILE WALK AND RUN

This event will consist of a timed one and one-half mile walk and run, then a voice broadcast. The object will be to exert the applicant and determine the aerobic fitness of the officer. Scores are based upon the scale provided for age and gender. Before beginning:

- CHECK PULSE OF APPLICANT
- 1.5 MILE WALK AND RUN
- UPON COMPLETION OF THE 1.5 MILE WALK AND RUN, THE OFFICER WILL HAVE TO READ ALOUD A RADIO BROADCAST
- THREE (3) TO FOUR (4) MINUTES AFTER THE RUN, THE APPLICANT'S PULSE WILL BE TAKEN

The scorer will record points upon the scale provided.

Record the time and heart rates on each applicant's score sheet.

3 MILE WALK (NO RUNNING)

This event will consist of a timed three mile walk and then a voice broadcast. The object will be to exert the applicant and determine the aerobic fitness of the officer. Scores are based upon the scale provided for age and gender. Before beginning:

- CHECK PULSE OF APPLICANT
- 3 MILE WALK
- UPON COMPLETION OF THE 3 MILES, THE OFFICER WILL HAVE TO READ ALOUD A RADIO BROADCAST
- THREE (3) TO FOUR (4) MINUTES AFTER THE RUN, THE APPLICANT'S PULSE WILL BE TAKEN.

The scorer will record points upon the scale provided.

Record the time and heart rates on each applicant's score sheet.

STRETCHER CARRY

Two (2) officers will carry a stretcher with 150 pounds of weight through a series of steps. The course will consist of two flights of stairs up and two down. Officers will carry the stretcher to the top of the second floor without stopping. They are then required to set the stretcher down, adjust their grip and immediately return to the bottom of the stairs. There is no time limit.

Scoring: 100 points for completing the test and 0 points if the applicant fails to complete the test.

OBSTACLE COURSE

In this test, the officer will be required to overcome a series of obstacles individually against a time standard. While performing this test, the officer will wear the duty vest and gun belt.

The course includes a 30 ft. Sprint, passing through a series of cones, climb or vault a 4 ft. Barrier, negotiating another series of cones, climbing through a window, negotiating another series of cones and turning a corner, leaping a simulated four foot culvert, negotiating another series of cones, climb or vault another 4 ft. Barrier, negotiating another series of cones, passing under an obstacle, and continuing to a table. Upon arriving at the table, the applicant will draw an unloaded pistol, fire three (3) shots with each hand, then place the pistol back into their holster. At this point, the officer will retrace his or her steps back through all the obstacles to the start/finish line.

The officer must successfully complete each component before going on to the next obstacle. In order to pass test #3, the officer must successfully complete the course in 1 minute 45 seconds or less.

BROADCAST AFTER THE 1.5 MILE WALK AND RUN

8 FRANK 11 . . . I HAVE AN EMERGENCY . . . WANTED FOR ASSAULT ON A POLICE OFFICER . . . A MALE WHITE 20-25 YEARS OF AGE . . . 5'10", 175 LBS., WEARING A GRAY SWEATSHIRT AND BLUE JEANS . . . BROWN CURLY HAIR SHOULDER LENGTH . . . LAST SEEN RUNNING SOUTH ON WINTON ROAD TOWARD WAYCROSS ROAD.

**PHYSICAL FITNESS
AEROBICS FITNESS CLASSIFICATION**

WOMEN

1.5 MILE WALK AND RUN

<u>GRADE</u>	<u>RATING</u>	<u>AGE</u>				
		20-29	30-39	40-49	50-59	60+
100	LESS THAN SUPERIOR	12:30	13:00	13:45	14:30	16:30
	EXCELLENT	12:30	13:00	13:45	14:30	16:30
	TO:	13:30	14:30	15:55	16:30	17:30
85	GOOD	13:31	14:31	15:56	16:31	17:31
	TO:	15:54	16:30	17:30	19:00	19:30
70	FAIR	15:55	16:31	17:31	19:01	19:31
	TO:	18:30	19:00	19:30	20:00	20:30
55	POOR	18:31	19:01	19:31	20:01	20:31
	TO:	19:00	19:30	20:00	20:30	21:00

MEN

1.5 MILE WALK AND RUN

<u>GRADE</u>	<u>RATING</u>	<u>AGE</u>				
		20-29	30-39	40-49	50-59	60+
100	LESS THAN SUPERIOR	9:45	10:00	10:30	11:00	11:15
	EXCELLENT	9:45	10:00	10:30	11:00	11:15
	TO:	10:45	11:00	11:30	12:30	13:59
85	GOOD	10:46	11:01	11:31	12:31	14:00
	TO:	12:00	12:30	13:00	14:30	16:15
70	FAIR	12:01	12:31	13:01	14:31	16:16
	TO:	14:00	14:45	15:35	17:00	19:00
55	POOR	14:01	14:46	15:36	17:01	19:01
	TO:	16:00	16:30	17:30	19:00	20:00