

	ROSENBERG POLICE DEPARTMENT	
	General Order 3.03 Physical Readiness Fitness Testing	
	Effective Date: 06-30-2021	Replaces: N/A
	Approved:  Chief of Police	
	Reference:	

I. POLICY

The Rosenberg Police Department requires applicants, recruits and incumbent officers to have a minimum level of physical readiness in order to perform the essential physical functions of the job. The Department believes that physical readiness is important because it determines an individual's capability to perform strenuous job tasks. Physical fitness is also essential to ensure the safety of the officer and the safety of fellow officers. Between 50-80% of an officer's ability to perform certain critical tasks is determined by fitness levels. To ensure that officers can safely perform those physical tasks, the Department has adopted a physical readiness (fitness) test battery with standards that predict the minimum levels of safe and effective performance.

II. PURPOSE

The purpose of this policy is to establish The Rosenberg Police Department's commitment to the total fitness and overall wellness of its sworn police officers. Fitness testing is intended to compliment a total fitness approach to the physical readiness of sworn personnel. This policy presents information about the abilities necessary to perform physically demanding functions on the job, and also describes the testing process and requirements of officers.

III. VALIDATION

The Rosenberg Police Department used studies conducted by Texas DPS, to investigate ways to decrease subjectivity, improve efficiency, increase employee testing options, reduce potential injury, and provide tests of functionality. Based on thousands of data points collected by Dr. Fritz Hagerman, Texas DPS implemented the Concept 2 Rower Physical Readiness Testing in 2011 (2000m row). The 500m row and 4-minute row testing were added in 2017.

The row testing is designed to determine the overall fitness level, while physically challenging the upper and lower hemispheres of the body. This full body exercise movement, functionality, addresses the physical demands of a police officer. These demands include:

- Walking and standing for extended periods
- Pursuit running for short and long distances, over uneven terrain, and up stairs
- Light, moderate and heavy, lifting and carrying
- Pulling, pushing and dragging heavy objects (to include vehicles) and people
- Climbing over, under and around obstacles
- Vaulting and jumping over low and high obstacles
- Bending and reaching
- Crawling and stooping and dodging around obstacles
- Balancing oneself
- Ability to use force for short and long periods of time
- Use of control holds, restraining devices and hands and feet for self defense
- Forced entry using pushing and pulling

The inability to perform these tasks would mean you are unable to perform your duty. The lack of physical readiness would also place yourself and others at risk for potential injuries or loss of life. The minimum standards from validated studies were selected by the Rosenberg Police Department as being related to the essential duties of a Rosenberg Police Officer.

The Physical Readiness Test Battery is job-related. It measures the underlying physical abilities necessary to train for and perform essential job tasks. The standards predict the ability to perform the essential and critical physical tasks of the job at a minimum level of safety and effectiveness.

The physical demands of all sworn Rosenberg Police Department officers are the same. In compliance with Texas Government Code 614.172 titled “Physical Fitness Programs and Standards”, law enforcement agencies shall adopt physical fitness programs that a law enforcement officer must participate in and physical standards that a law enforcement officer must meet. Furthermore, these standards must directly relate to the officer’s job duties, and shall include individual fitness goals specific to the officer’s age and gender. The rowing evaluation also calculates the individual’s weight.

Physically fit officers maintain a professional image and that has a direct impact on how the public judges police officers. This judgment affects how effectively “police presence” produces a deterrent effect. Your physical appearance is related to your fitness.

Physical fitness is important to minimize risk for a variety of health problems, many of which can also affect job performance. The fitness areas required to do the job are also necessary for good health.

IV. IMPORTANT PHYSICAL FITNESS AREAS

Police officers must be physically ready to perform the strenuous and critical physical tasks of the job. Researchers have identified five specific components of physical fitness that underlie the ability to perform those tasks.

- A. Aerobic power or cardiovascular endurance** – Your heart and cardiovascular system must be efficient enough so that you can perform physical tasks over a sustained period of time. It is an important area for performing job tasks such as conducting foot pursuits and engaging in use of force situations lasting more than two minutes.
- B. Anaerobic power** – You must have the ability to make short intense bursts of effort. This an important area for performing job tasks such as short foot pursuits.
- C. Upper body absolute strength** – Some essential tasks require having enough upper body strength to make maximal efforts against a resistance. This is important for performing physical tasks that require lifting, carrying, pulling, dragging and pushing.
- D. Upper body muscular endurance** – Other tasks require the capability to make repeated muscular contractions with the upper body without getting fatigued. This is important for use of force job situations.
- E. Leg explosive strength or power** – Occasionally you are required to jump with power or make short intense bursts of effort. This an important area for performing job tasks such as jumping over obstacles and sprinting in pursuit situations.

V. PHYSICAL FITNESS TEST

There are three rowing tests used by the Rosenberg Police Department to determine the minimum level of fitness for duty. All official documented physical fitness testing shall be facilitated by a certified Rosenberg Police Department rowing instructor.

A. 2000m Rowing Test. (This test is an age and gender test)

For the 2000meter evaluation, certified testers shall:

1. Ensure the employee completed Rosenberg Police Department physical fitness waiver.
2. Weigh the employee before being tested.
3. Ensure that the employee's weight, age, and gender are recorded on the ETR-164.
4. Set the PM Monitor as noted on page 3 (Texas DPS Row Test Protocols).
5. The damper setting for the 2000meter row test must be set at 5 on the flywheel.
6. Instruct the employee to begin the test and to utilize maximum effort for 2000meters.
7. Record the finish time for the 2000meters on the ETR-164.
8. Sign the ETR-164 and obtain the signature of the employee who was tested.

B. 500m Rowing Test. (This test is a gender test)

For the 500meter evaluation, certified testers shall:

1. Ensure the employee completed Rosenberg Police Department physical fitness waiver.
2. Weigh the person before being tested.
3. Ensure that the employee's weight, age, and gender are recorded on the ETR-164.
4. Set the PM Monitor to Single Distance and set the distance to 500 meters (See Pg. 5).
5. The damper setting for the 500meter row test must be set at level 5 on the flywheel.
6. Instruct the employee to begin the test and to utilize maximum effort for 500 meters.
7. Record the finish time for the 500m on the ETR-164.
8. Sign the ETR-164 and obtain the signature of the employee who was tested.

C. 4-minute Rowing Test. (This test is a age and gender test)

For the 4 Minute Row evaluation, certified testers shall:

1. Ensure the employee completed Rosenberg Police Department physical fitness waiver.
2. Weigh the person before being tested (Do not use the weight on the ETR-162).
3. Ensure that the employee's weight, age, and gender are recorded on the ETR-164.
4. Set the PM Monitor to Single Time and set the time to 4–Minutes (4:00) (See Pg. 7).
5. The damper setting for the 4-Minute Row Test must be set at level 5 on the flywheel.
6. Instruct the employee to begin the test and to utilize maximum effort for 4-Minutes.
7. Record the meter distance for the 4-Minute test on the ETR-164.
8. Sign the ETR-164 and obtain the signature of the employee who was tested.

VI. MINIMUM STANDARDS AND INCENTIVE LEVELS FOR PASSING THE PHYSICAL READINESS TEST

The Rosenberg Police Department is committed to ensuring police officers are in good physical condition in order to effectively serve the community. The Rosenberg Police Department further recognizes the importance of positive discipline in recognizing officers that not only pass the minimum fitness standards, but exceed expectations. Below are the minimum passing standards and incentive levels for each test. To qualify for incentives, the officer must take the 2000m row evaluation.

500m Row and 4 Minute Row

Pass – **50%**

No incentive for these two evaluations.

2000m Row

Pass – **40%**

1 paid day off– **50%**

- 2 paid days off – **70%**
- 3 paid days off – **75%**
- 3 paid days off + \$150 – **80%**

VII. REQUIREMENTS FOR PHYSICAL FITNESS INSTRUCTORS

All Rosenberg Police Department physical fitness instructors shall meet the following minimum requirements as set by the Chief of Police.

- A. Been employed with the Rosenberg police department as a sworn officer for at least one year.
- B. TCOLE instructor certified is preferred but not mandatory.
- C. Certified as a Law Enforcement Rowing Instructor.

VIII. PHYSICAL READINESS TESTING PROCEDURES

Concept 2 Rower Evaluation

The Concept2 Rower Evaluation consists of a 2000meter row for time, a 500meter row for time, and a 4-minute row for distance. All commissioned personnel taking this evaluation will need to do so in the presence of a certified tester.

Commissioned Personnel must pass the fitness evaluation at 50% based on standardized age and gender norms for the 500m and 4 minute row. The minimum passing score for the 2000m row is 40%.

Please note that the damper setting is set to 5 for the evaluation.

Procedures

1. Officers should make sure they have prepared for the testing by having proper nutrition and hydration prior to completing the test. Officers should warm up and stretch thoroughly prior to the test.
2. If possible, each officer should have experienced some practice in rowing prior to the test.
3. Upon test completion, a mandatory cool down period is enforced. Officers should walk slowly for about 5 minutes immediately after the row to prevent pooling of the blood in the lower extremities which reduces the return of blood to the heart and may cause cardiac arrhythmias.

IX. MEDICAL SCREENING

Reference the Rosenberg Police Department physical fitness waiver in participating in the rowing tests. The waiver should be reviewed and signed by the employee prior to each evaluation period.

X. PHYSICAL READINESS FITNESS TESTING FREQUENCY

- A.** During the Rosenberg Police Department's fitness program/policy implementation, mandatory physical readiness testing will be offered to all sworn officers every quarter of the year or other times as determined by the Chief of Police.
- B.** Effective June 30, 2021 as determined by the Chief of Police, all sworn officers not on approved leave, light duty, or temporarily sick/injured shall attend a mandatory physical readiness testing time or be subject to discipline.
- C.** Officers are required to pass the rowing test at least once annually. After attaining a passing score, attendance at subsequent testing dates for the remaining year is not required.
- D.** Officers not available for scheduled testing due to leave or temporary sickness/injury shall coordinate through their chain of command and the physical fitness instructor within 10 days of returning to duty for a make-up testing time, unless the next testing date is scheduled within 30 days after returning to duty.
- E.** Any officer that cannot attend an available physical readiness testing time due to a temporary sickness/injury shall notify their chain of command and physical fitness instructor prior to testing. If an officer cannot participate in physical readiness testing for any sickness or injury, they may be referred to a physician for fitness for duty considerations.
- F.** Officer returning to duty from injury leave or light duty shall have 60 days to schedule a physical readiness test.

XI. FIT FOR DUTY

Any sworn officer that has been determined by a physician to not be clear for full duty will be considered not fit for duty until cleared by a physician.

XII. OFFICERS NOT PASSING THE PHYSICAL READINESS TEST

It is the goal of the Rosenberg Police Department to provide all available resources and remove any barriers the officer may have to ensure all officers are physically fit for duty.

- A.** Effective June 30, 2021, any officers that do not meet the minimum standards on a physical readiness test will be provided at their request, information in regards to increasing their physical fitness.
- B.** Effective June 30, 2021, any officers that do not meet the minimum standards on a physical readiness test will be expected to show improvement from the previous test. Improvement may include improved tests scores, weight loss, etc.
- C.** Effective June 30, 2021, any officers that do not meet the minimum standards on a physical readiness test may lose their privileges to work outside extra employment.
- D.** Effective June 30, 2021, any officers that do not meet the minimum standards on a physical readiness test may also lose any specialized assignment and be reassigned to patrol duties.