Nevada Commission on Peace Officer Standards and Training

POST COMMISSION MEETING

TUESDAY NOVEMBER 1, 2016 AT 4:00 P.M.

SOUTH POINT HOTEL AND CASINO, NAPA ROOMS A/B, 9777 LAS VEGAS BLVD SOUTH, LAS VEGAS NEVADA

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

BRIAN SANDOVAL
Governor

MICHAEL D. SHERLOCK
Executive Director

NOTICE OF PUBLIC MEETING (NRS 241)

NOTICE IS HEREBY GIVEN THAT STARTING AT 4:00 P.M. ON TUESDAY, NOVEMBER 1, 2016, THE COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING WILL HOLD A REGULARLY SCHEDULED MEETING AT THE SOUTH POINT HOTEL AND CASINO, 9777 LAS VEGAS BLVD SOUTH, LAS VEGAS, NV .

The agenda will include the following items. The Commission, at their discretion, may take items out of order, combine two or more agenda items for consideration, and remove an item from the agenda or delay discussion relating to an item on the agenda at any time. A request to have an item on the agenda heard out of order shall be made to the Commission's secretary prior to the commencement of the meeting. Prior to the commencement or conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual, the Commission may refuse to consider public comment. See NRS 233B.126.

I. REGULARLY SCHEDULED MEETING AGENDA ITEMS

1. Call to order

2. Roll call of Commission Members

3. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
   Approval of minutes from the August 24, 2016 regularly scheduled POST Commission Meeting.

4. **INFORMATION.** Executive Director's report.
   A. Training Division update
      a. Academy 2016-2 graduates November 10, 2016 at 10 am Academy 2017-1 begins the end of January 2017
      b. Reserve Officer Training Program is moving forward with dates set
   B. Standards Division
      a. Audits continue and we appreciate those agencies who have participated and pleased with the compliance found statewide.
   C. Administration Division
      a. It is budget season and our budget has been submitted

5. **INFORMATION.** Presentation by the Las Vegas Metropolitan Police Department, MACTAC Unit, on what MACTAC next generation active shooter response is and how their agency are integrating this process.

6. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Request from the Nye County Sheriff for a waiver, pursuant to NAC 289.370, of all running related portions of the State Physical Fitness Examination which a peace officer is required to pass to be certified by the Commission, pursuant to NAC 289.200(1)(c), for her Undersheriff Brent Moody. The running portions of the State Physical Fitness Examination, set out in NAC 289.205, includes the 300 meter run, 1.5 mile walk/run, and the agility run. The Commission may vote to close a portion of the meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person. If the Commission goes into closed session, the Commission will reconvene in open session to deliberate and take action, if any, on the requested waiver.

7. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Request from the Southern Nevada Adult Mental Health for their employees for a 6 month extension past the one year requirement in order to meet the requirements for certification for the following employees:

Name	Hire Date	6 month extension end date
Akens, Joel L	02/29/2016	08/29/2017
Bailey-Duran, Brittany P.	02/29/2016	08/29/2017
Breeland, Rebecca F.	04/25/2016	10/25/2017
Black, Russell E.	01/19/2016	07/19/2017
Carvajal, Yucely H.	02/16/2016	08/16/2017
Gomez, Robert	02/16/2016	08/16/2017
McKnight, Corey A.	12/21/2015	06/21/2017
Mitchell, Jerome	12/21/2015	06/21/2017
Patterson, Maurice D.	12/28/2015	06/28/2017
Powell, Michael W.	02/16/2016	08/16/2017
Pratt, David M.	12/28/2015	06/28/2017
Tindall, Jeffrey L.	03/21/2016	09/21/2017

8. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Request from the Esmeralda County Sheriff's Office for their employee Dallas Terry, for a 6 month extension past the one year requirement, to August 10, 2017, in order to meet the requirements for certification.

9. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Request from the Carson City Sheriff's Office for their employee Bruce Pendragon, for a 6 month extension past the one year requirement, to April 2, 2017, in order to meet the requirements for certification.

10. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Request from the Carson City Sheriff's Office for their employee Daniel Henneberger, for a 6 month extension past the one year requirement, to April 2, 2017, in order to meet the requirements for certification.

11. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Request from the Carson City Sheriff's Office for their employee Jeremy Garcia, for a 6 month extension past the one year requirement, to June 11, 2017, in order to meet the requirements for certification.

12. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION**
Request from the Las Vegas Metropolitan Police Department for their employee Captain Shawn Andersen for an Executive Certificate.

13. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Hearing pursuant to NAC 289.290(1)(e) on the revocation of Solomon Coleman, formerly of the Las Vegas Metropolitan Police Department, certification based on a Gross Misdemeanor conviction for Capturing An Image Of The Private Area Of Another Person. The Commission will decide whether to revoke Mr. Coleman's Category I Basic Certificate.

14. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Hearing pursuant to NAC 289.290(1)(e) on the revocation of Saverio Scarlata II, formerly of the Mineral County Sheriff's Office, certification based on a Gross Misdemeanor conviction for False Report By A Public Officer. The Commission will decide whether to revoke Mr. Scarlata II's Category I Basic Certificate.

15. **PUBLIC COMMENTS**
The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

16. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Schedule upcoming commission meeting.

17. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Adjournment.

POSTED AT THE FOLLOWING LOCATIONS:

POST Administrative Office, Carson City
Nevada State Capitol, Carson City
Blasdel State Building, Carson City
Nevada State Library and Archives, Carson City
Grant Sawyer Building, Las Vegas
Carson City Sheriff's Office
White Pine County Sheriff's Office
http://post.state.nv.gov
http://notice.nv.gov

Electronically Posted pursuant to NRS 241.020(4)

Pursuant to NRS 241.020(2)(c), a copy of supporting materials for the meeting may be obtained by contacting Rick Radecki, Administrative Assistant III, POST Standards Division, at (775) 687-3326, Commission on Peace Officer Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701.

NOTE: We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify the Commission on Peace Officer Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701 or call Scott Johnston at (775) 687-7678, Ext. 3335, no later than 2 working days prior to the meeting.

AGENDA ITEM 1 & 2

1. Call to order

2. Roll call of Commission Members

AGENDA ITEM 3

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Approval of minutes from the August 24, 2016 regularly scheduled POST Commission Meeting.

PEACE OFFICERS STANDARDS AND TRAINING

PUBLIC MEETING

August 24, 2016

10:01 a.m.

The Commission on Peace Officer Standards and Training
Nevada Gaming Control Board
Room 100
1919 East College Parkway
Carson City, Nevada

And

Grant Sawyer Building
Suite 2450
555 East Washington Avenue
Las Vegas, Nevada

MEMBERS PRESENT:

Ronald Pierini, Sheriff – Chairman,
Douglas County Sheriffs' Office

Michele Freeman, Chief
City of LV Department of Public Safety

James Ketsaa, Chief
Clark County School District Police Department

Russell Pedersen, Chief Deputy
Washoe County Sheriff's Office

Gary Schofield, Deputy Chief
Las Vegas Metropolitan Police Department

Troy Tanner, Police Chief
Mesquite Police Department

Dan Watts, Sheriff
White Pine County Sheriff's Office

James M. Wright, Director
Department of Public Safety

STAFF PRESENT:

Michael Sherlock, Executive Director,
Commission on Peace Officers Standards and Training

Michael Jensen, Senior Deputy
Attorney General
Department of Motor Vehicles and Department of Public Safety

Scott Johnston, Bureau Chief,
Commission on Peace Officers Standards and Training

RONALD PIERINI: All right. What we'd like to do now is we'd like to say it is I got it about one minute after ten a.m. here on the August 24th, and we're divided actually in two different locations for our video conference, and what I'd like to do now is say that we have these two locations, one where we're at right now, which is Nevada Gaming Control Board, Room 100, at 1919 East College Parkway in Carson City, Nevada. The second one is a commission meeting is also at the video conference at the Grant Sawyer Building, Suite 2450 at 555 East Washington Avenue, Las Vegas, Nevada. And so what I'd like to do right now if we could is to call for order and start with, Scott, if we could.

SCOTT JOHNSTON: Scott Johnston, POST.

MICHAEL SHERLOCK: And Mike Sherlock from POST.

MICHAEL JENSEN: Mike Jensen with the Attorney General's Office.

RON PIERINI: Ron Pierini, Douglas County Sheriff.

RUSSELL PEDERSEN: Russ Pedersen, Washoe County Sheriff's Office.

JAMES WRIGHT: Jim Wright, DPS.

RON PIERINI: And now if we could go to Las Vegas start with you, Dan.

DAN WATTS: Dan Watts, White Pine County.

GARY SCHOFIELD: Gary Schofield, Las Vegas Metropolitan Police Department.

JAMES KETSAA: Jim Ketsaa, Clark County School Police.

TROY TANNER: Troy Tanner, Mesquite Police.

MICHELE FREEMAN: Michele Freeman, Las Vegas Department of Public Safety.

RON PIERINI: Okay. And the only one that (inaudible) have right now is the Undersheriff McKinney from Elko County Sheriff's Department is not present.

I'd like to maybe have Scott, if you could explain a little bit about the -- how this works with the mics.

SCOTT JOHNSTON: Yeah. Yeah, thank you. Scott Johnston for the record. As many of you have already figured out, there's a switch on your console there that activates the mic, so it will be heard at both ends of the state, and then you can turn it off after you're done speaking, if you wish, so that your conversation doesn't get out.

RON PIERINI: Okay, Scott. Thank you. All right. We'd like to do this, is start off with members of the public, and I stated that we have four in this location, you've got one in yours, and if you came into this at this room, would you please -- if you haven't done, put your name down. There's a list over there to do such. Remember if you come up here to make a comment, you have to have your name and the agency that you work for. I want to also make sure for all the Commissioners that, and especially for this event, is when we have a motion or a question, make sure it's clear that your name is given to that and what agency you're from. Also remind the Commissioners that the mics are very sensitive, and so that it could be recorded if you're talking to the Commissioner next to you.

So on those we'd like to go from there. And Scott, if we could go and list exactly where this information as far as posting that we have this meeting today, if you could list all the locations.

SCOTT JOHNSTON: Thank you, Mr. Chairman. Scott Johnston for the record. As part of the compliance with the open-meeting law on posting meetings, the agenda was posted at the POST Administrative Offices in Carson City, Nevada State

Capitol Building in Carson City, Blasdel State Building in Carson City, Nevada State Library and Archives in Carson City, Grant Sawyer Building in Las Vegas, the Carson City Sheriff's Office, the White Pine County Sheriff's Office, and it was also posted on the POST website at post.state.nv.us, and the state notice website at notice.nv.gov, and it was e-mailed to all law enforcement agency point of contacts that we have listed on an ongoing list.

RON PIERINI: Okay, Scott. Thank you very much.

We're going to start off with Number 3 if we could now discussion and public comment and for possible action. And approval from the minutes from the May 5th, 2016, regularly scheduled POST Commission meeting. Does anybody from the audience would like to -- maybe looked at those particular minutes that we had on that particular day. Okay. Anybody would like to make a comment on that? Okay. Seeing none, how about the Commissioners? Do we have any commissioners might have any corrections that they saw from the minutes on May 5th? Okay. Not seeing any, do we have a motion?

RUSSELL PEDERSEN: Russ Pedersen, motion to approve.

RON PIERINI: Okay. Do I have a second?

JAMES WRIGHT: Jim Wright, second.

RON PIERINI: Thank you. Any other discussion? All in favor? Aye.

COMMISSIONERS: Aye.

RON PIERINI: Any opposed? So carried.

All right. Now, Mike Sherlock, it's your turn to talk about executive (inaudible). Boy, this button thing is really weird. (Inaudible) record. Mike.

MICHAEL SHERLOCK: For the record, Mike Sherlock from POST. Real quick, I'm going to try to be brief. I'm not going to lie. This is our chance to kind of let the Commissioners know what's going on at POST. Even though we do a lot of outreach with our newsletter and that kind of thing, we use this time to at least let the commissioners know what's going on at POST and what things we are doing. I'm going to just go by division real quick.

For the Training Division we are working on what we originally called statewide lesson plans. Really what that is is student material that we're going to provide all academies to make sure that all basis are covered in terms of state certification tests, and we're nearing completion with that

project, and that'll be rolling out hopefully by January.

One of the big programs that we were ask to develop and we're nearing a completion with that, actually it's done, is the Post Reserve Academy. I just want to let the commissioners know that priority will be given to Category I agencies with the understanding that the -- the State Reserve Training requirements under the NAC are based on Category I agencies, and that's why the emphasis there. This new academy will include a component, but that must be provided by the hiring agency, you know, range, arrest control, that kind of thing, an online component, and a three-day stay at POST to finish that academy over the weekend.

Our goal was to increase the standard of training for reserves while at the same time recognize that reserves are often voluntary in nature and agencies have a limited budget in terms of training reserves. This program will be free to our -- to the agencies across the state that -- that with to use that. We are having a roll-out meeting and presentation on September 7 at ten a.m. at POST in Carson City for anyone that would like to -- to come and learn what that program is. We have a lot

of people coming already, but we do have room for agencies to come hear about that program. We're pretty excited about it, and I think it'll be a benefit across -- across the state.

As we've been talking about a lot, we've kind of changed focus at our academy, more structure. We've updated curriculum, added quite a bit of performance based learning, scenario training, that kind of thing. Again, we've had another request to include Category III, which we do not do right now. We will be doing that in January. Our Cat III program will emphasize detention, not state prison type training, but will be the first eight weeks of our academy. Cat II will be included as it is now at 10 weeks, and then Cat I will expand to 17 weeks beginning in January.

If you have any questions on that, I would suggest you get a hold of our training staff. They put a lot of work into integrating Cat III subjects and -- and marrying those up with Cat I. There were some issues, and there still remain some issues in the NAC, but we're -- we're working hard to -- to clean those. So we're -- we're there on that, and -- and we're pretty excited about that. And again, that came from a request from agencies across the

state.

In the standards division, academy audits are on schedule. We wanted to meet the NRS. It says we are to inspect them yearly. We've done that, and we will continue to do that. We're trying to change our focus a little bit in terms of audits and inspections to look at all requirements under the NAC whether it's standards of appointment rather than just simply training, and a lot of the training issues in terms of Continuing Ed fixed themselves throughout the year, because we do it every year in looking at those records. So we're on track there.

We continue to look at personnel assignments within POST looking for the best combination we can come up with. We are getting close on a -- an administrative manual that we're going to roll out that will provide agencies a resource on -- on what is required under the NAC and -- and most importantly how POST really interprets or looks at compliance with those regulations and how agencies can work better with POST, and we hope to get that done very soon.

In terms of the budget, I think we do a good job with the -- the funds that we receive right now. With this budget season coming up, we've been

asked, as every other state agency, to budget at five percent less on our cap on our case budget for the biennium. Again, it's a bit frustrating. We are a 100 percent fee-based agency. We receive no general funds, but we are building our budget with that requirement, which would be a loss of one position, so we'll see what happens there. We are hopeful that that will be restored and the government -- governor's budget recommendation includes additional resources for us, and so we're just waiting to see on that.

On a national issue, you know, in terms of POST, the National Certification Project is -- is moving quickly across the country. We hope to be -- be able to update our regulations to fall within that, and this about core certification, not officer certification, and -- and we've worked out a plan with NCP to be able to do that hopefully fairly soon and -- and they may require a small change in our regulation.

We're being tasked constantly to help with this project dealing with a National Use of Force Model policy. We continue to take the stand that it's not a POST issue, and frankly it's an issue for local agencies, so honestly we're trying to push the

back onto the agencies. When I say them, I'm talking about Washington, DC.

We continue to have to be involved in studies related to training dealing with mentally ill and also DS relation, and we continue to do that. And -- and here in Nevada, as you know, we do a pretty good job. Our basic training requirements include both CIT and dealing or handling those with mental illness, which covers a lot of what is being suggested nationally and -- and -- and our academy in house we've included -- added about 40 hours of scenario-based training dealing with decision making and DS relation, that kind of thing.

So in a nutshell, that is what's been going on at POST. Be happy to answer any questions and feel free to get a hold of us at any time.

RON PIERINI: Okay. Thank you very much, Mike. And anybody have any questions or comments?

RUSSELL PEDERSEN: Russ Pedersen. Mike, I just want -- you said September 7th is the rollout. I'm sorry. What time for the reserves?

MICHAEL SHERLOCK: It's September 7th at ten a.m. is the meeting.

JAMES WRIGHT: For the record Jim Wright. Comment for Mike and his staff. DPS is standing up

a basic academy in Las Vegas and -- and Mike, you and your staff was a tremendous help to us in getting that certified for us to -- to launch that class down there, and we certainly appreciate it. We know it was a rush thing. We were rushing to get an agreement in place where we're going to have that academy at one of the National Guard facilities down there, and we're hoping to have up to 35 cadets into that class. So it starts September 12th, but it was getting that POST certification and the location that made all that happen, so thank you. Thank you and your staff for helping us with that.

RON PIERINI: Las Vegas, any questions or comments? I'm going to make one, and I tell you what. You're doing a great job.

MICHAEL SHERLOCK: Thank you.

RON PIERINI: It's been a year now that Mike has taken over that Executive Director position, and I think we've -- we've really done very well. People working hard and you're really tackling some of the questions that we've always had in the past and doing something to fix it, so I just wanted to say, Mike, appreciate it.

MICHAEL SHERLOCK: Thank you.

RON PIERINI: Anybody from the comment --

out in the public would like to make a comment? Question?

TROY TANNER: I have a quick comment. Troy Tanner for the record. I just want to thank Mike (inaudible) the academy and a little bit more quality training that we asked (inaudible). So I appreciate (inaudible).

MICHAEL SHERLOCK: Thank you.

RON PIERINI: Does that mean your ego is going up?

MICHAEL SHERLOCK: Not at all.

RON PIERINI: Go on to Number 5 if we would now, please. Discussion, public comment, and for possible action, discussion of possible action. Establish Commissioners' interpretation of NAC 289.300, which sets the standards of certification and operation of basic training course as presented by the law enforcement agencies in other areas approved by the Commission. Commission to discussion and -- and possibly take action determine whether it will -- what am I trying to say? Where am I at? Okay. Well, anyway NAC 289.300(1) which permits an entity approved by the Commission to present basic training courses to include private nongovernmental entities.

So I think, Mike, that's up to you.

MICHAEL SHERLOCK: Mike Sherlock for the record. The reason this is on the agenda is staff has had some inquiries as to whether a private entity can present a Basic Training Peace Officer Academy.

Just to give you some background, under the current regulation NAC 289.300 states that, "POST shall certify basic training courses that meet the minimum standards on our -- and are presented by an agency," and there's a definition in there of an agency. Real quick, it simply is a state or local entity that employs peace officers. But the second part of that reg or of the sentence and -- and who may present says, "Or approved by the Commission." So the inquiry is where it says, "approved by the Commission," does that mean a private entity could come before the Commissioners and ask to -- to be able to present a basic training academy.

So real quick what I'd like to do is give you just the history of that wording. I think in your books there's a portion of a meeting and workshop from 2002 when that language was changed and "or approved by the Commission" was added. So as you can see back then the issue at hand was that

POST does not meet the definition of an agency. And I'm talking about POST staff. And yet we are tasked with presenting basic training academies. So back in 2002, if you look at the comments, the language was updated to ensure POST was within its own regulation.

Even more to put it in context, if you look at that meeting and the comments there Commission was not Commissioners, but Commission was staff; whether or not staff could present or the Commission staff could present an academy not being an agency by definition. And that -- and that seems to be the reason that wording was -- was placed in there.

So the question I think today is do the Commissioners interpret that regulation to mean law enforcement agencies and POST staff may run an academy, or is it a broader interpretation that would allow private entities to present a peace officer academy. Again, in -- in terms of getting you as much information as I can, I did check with -- we pulled states from the western states to determine what -- how they handled peace officer academies, and none of the westerns states, and frankly none of the United States that I could find,

but specifically in the western states none of them allow private entities to present academies. In fact, a couple of states specifically prohibit private entities, but most of them their language is very similar to ours in that law enforcement agencies are authorized to run academies, not private entities. So that's kind of the basis of this and -- and some of the confusion with this particular regulation.

I will say regardless of the Commissioners' interpretation of that language, staff has looked at this pretty thoroughly and for some time now. Staff's recommendation would be regardless of the interpretation is to not open the door for police academies, peace officer academies to private entities.

And I believe Mike was going to -- going to give you some information in terms of the regulation.

MICHAEL JENSEN: This is Mike Jensen for the record. Just from the -- from the legal aspect on this particular question, why -- why it's coming to you as a question of interpretation of your regulation, with an entity like the POST Commission that has rule-making authority, with that comes the

ability because of your expertise in a particular field to interpret your regulations. And in this particular case where there is some ambiguity as to whether or not, you know, your regulation when it talks about other courses approved by the Commission where there's some ambiguity about what kinds of entities would be appropriate to come forward and request those certification, the -- the Commission has the authority to interpret that regulation based on expertise and your policy considerations to determine whether you want to interpret that way so that the whole field would be covered as opposed to potentially if you didn't make an interpretation having to deal case by case as particular applications for a certification came in. So the thinking is to give the Commission the opportunity to make -- potentially make an interpretation on whether or not that could include private entities.

The other thing that's important is that the Courts recognize that when an agency makes an interpretation of its own regulations that that interpretation is given deference by the Court. So if there were a challenge to that interpretation, the Court would give deference, meaning it would -- it would recognize the expertise of the Commission

in making those kinds of determinations when deciding whether or not that was appropriate.

And so I think -- I think from a legal perspective, that's -- that's a couple of the important points to consider.

RON PIERINI: Thank you. Any of the Commission like to make a comment?

GARY SCHOFIELD: Gary Schofield for the record. I think for my fellow Commissioners (inaudible) when it comes to this regulation is background checks. The reality is that those individuals that go into our academies be it (inaudible) open this up to a private entity (inaudible) not be the same (inaudible). (Inaudible) refer to what staff has recommended for the (inaudible) trailblazer decision (inaudible).

RON PIERINI: Thank you.

TROY TANNER: Troy Tanner for the record. A question, Mike Sherlock. Do we have any private entities at this point inside of Nevada?

MICHAEL SHERLOCK: No, we do not. We -- all academies are associated with and sponsored by a law enforcement agency across the state currently.

UNIDENTIFIED MALE: I agree with Gary's comments.

RON PIERINI: Okay. Any more from the Commissioners?

RUSSELL PEDERSEN: Yes, (inaudible). Russ Pedersen. I just absolutely agree with them. I think we should stay away from the private entity. I don't think for one we're trying to control our regulations and -- and I don't believe POST is set out to expand that with personnel budget as we try to, you know, make sure that we adhere to a much -- a higher standard what's expected of us especially across the nation. I -- to me agency is law enforcement. I think that still gives the flexibility to an agency or a department who may want to partner with an entity, be it a school or a private, they can go ahead and sponsor, but the background issue, all of those things come into play, so I -- my recommendation is agency is law enforcement or as -- just as it's defined.

RON PIERINI: Thank you. Anybody else like to -- any other Commissioners? Let's go to the public. Is there anybody from the public would like to make comment on this agenda item?

Interpretation, if I could to Mike Jensen, because we go and we make, for example, a possible action on this that we believe this is what

we want to have done or not to do, do we -- should we make it more clear in doing (inaudible), you know, some kind of in -- in our regulations that this is what it really means or how would we do that?

MICHAEL JENSEN: Well, certainly the Commission has the option to -- to go through rule making and -- and clarify that particular section of the regulation for purposes of where you're at right now. It's also appropriate in a circumstance like this to -- to have a motion where you would say, you know, the Commission interprets other entities approved by the Commission to mean something, you know, whether it means in this particular case that it doesn't apply to private entities. That could be one potential way that you could deal with that.

RON PIERINI: All right. Any other comment from the Commissioners? Looking for a motion. Gary, I think I see her or Chief, do you see her?

JAMES KETSAA: Jim Ketsaa for the record. I make a motion define the agency as a law enforcement (inaudible).

TROY TANNER: Second. Troy Tanner, second.

RON PIERINI: Does everybody understand that okay? Was it loud enough for everybody? I think need you to clarify it.

MICHAEL SHERLOCK: Mike Sherlock for the record. If I could clarify, in the regulation agency is -- is defined fairly well. Actually really well. The -- the question is the second part of that sentence says or approved by the Commission, so what we were looking for is an interpretation of the meaning. Does that mean that a private entity can be approved by the Commission? If the answer to that is no, I think the motion would be just that, that the second part of that sentence does not allow for private entities, if that makes sense.

RON PIERINI: I think we're all okay on that. We want to make sure that it's better motion on this if we could maybe with you, Gary, or maybe Mike Jensen. I don't know. You can't do that, but you understand what we're trying to do to make sure that we're correct in what we're doing.

MICHAEL JENSEN: Yes. Yeah.

RON PIERINI: I guess that's what I'm reaching to do.

GARY SCHOFIELD: Gary Schofield for the record. I think that since Chief Ketsaa has a

motion on the floor that you clarify that (inaudible).

JAMES KETSAA: Yeah, I'd like to clarify, Jim Ketsaa for the record, that the specified language in the second part -- should the attorney general give us some (inaudible) appropriate or not (inaudible) proper language or just basically say that (inaudible) not -- not allow private entities or (inaudible) academy (inaudible)?

MICHAEL JENSEN: This -- this is Mike Jensen for the record. Yeah, in terms of clarifying, that makes sense, you -- you just want to make sure that in -- in your motion you're not limiting the term "agency" to how it's defined in the NAC, because that would exclude POST from presenting a basic training course. So yeah, I think the clarification that you've made for the record it -- it -- it sounds like what you're saying is that the interpretation of that regulation would be that private entities would not be entities that would be approved for certification.

RON PIERINI: So are we good enough on that right now and should be going with a clear second on it on that? I think we're okay on that?

TROY TANNER: Troy Tanner for the record.

I'll second the motion.

RON PIERINI: Okay. Any other comments or information? All in favor?

COMMISSIONERS: Aye.

RON PIERINI: Anybody opposed? So carried. Okay. Thank you.

Well, I -- I think that we did public. I think we're okay on the public end of it. I did ask that and I didn't see (inaudible), so we're okay on that.

UNIDENTIFIED MALE: Sorry.

RON PIERINI: That's okay. I appreciate you getting me squared away. That's all right. Any time you want to do that is fine with me.

We're going to go on Number 6, discussion, public comment, and for possible action as result the Nevada Department of Public Safety for their employee Captain Charles Powell for the executive certificate, and I would think that is probably you, Mike.

MICHAEL SHERLOCK: Mike Sherlock for the record. Yes, staff received and reviewed the application for an executive certificate for Captain Charles Powell, Nevada Department of Public Safety. Staff finds that all requirements under the NAC have

been met for the -- for the certificate, and we recommend awarding the executive certificate.

RON PIERINI: Make it official (inaudible) have any questions? (Inaudible) the public. Anyone being in the public would like make a comment on this, Number 6? And do we have Charles here today? I thought that was you. Why don't you come on up front, please? Thank you, sir. That's fine right there. Okay. Is there anybody who'd like to make any more comments? Seeing none, do I have a motion?

RUSSELL PEDERSEN: Russell Pedersen move to approve the executive certificate for Captain Charles Powell.

RON PIERINI: Do we have a second?

DAN WATTS: Dan Watts for second.

RON PIERINI: Okay, Dan. All in favor?

COMMISSIONERS: Aye.

RON PIERINI: Anybody opposed? So carried. Captain, we want to congratulate you very much.

CAPTAIN POWELL: (Inaudible).

RON PIERINI: Thank you.

CAPTAIN POWELL: Thank you, sir.

RON PIERINI: Charles, what we do is we have the certificate here, so be more than glad to

get that to you. And we just want to congratulate you with one of the things that I want to say and we're going to have to say it for the next couple more, because the fact it's really an important thing to receive. You've worked hard for it, and we really appreciate your profession and that you really count that as a positive thing and being able to get as much training and education possibly could get. That certificate is sometimes very difficult, but you made it out (inaudible), so we want to thank you very much.

Okay. We're going to go onto Number 7 of the agenda. This is a discussion, public comment, and for possible action, we request the Las Vegas Metropolitan Police Department for their employee Captain Christopher (Inaudible) for the executive certificate. So I guess Mike, you're up on that one again.

MICHAEL SHERLOCK: Mike Sherlock for the record. Again, staff received and reviewed the application for an executive certificate for Captain Christopher Tomaino, Las Vegas Metropolitan -- sorry, go ahead.

UNIDENTIFIED MALE: (Inaudible).

MICHAEL SHERLOCK: Okay. Las Vegas

Metropolitan Police Department. Staff finds that all requirements under the NAC have been met for the certificate, and staff recommends awarding the executive certificate.

RON PIERINI: Thank you, Mike.

UNIDENTIFIED MALE: (Inaudible).

RON PIERINI: Did anybody --

UNIDENTIFIED MALE: No.

RON PIERINI: Are we okay? I guess, but anyway, what I wanted to say is comments from any Commissioners? Seeing none, do we have Christopher in the audience? Okay. Thank you, Gary. All in favor? Oh, let's make a motion first. Let's do that, huh? There we go.

GARY SCHOFIELD: Gary Schofield (inaudible) for the record make motion to award (inaudible).

RON PIERINI: Thank you, Gary. Second?

MICHELE FREEMAN: Michele Freeman. I second.

RON PIERINI: Thank you. Any other discussion? All in favor?

COMMISSIONERS: Aye.

RON PIERINI: Anybody opposed? So carried.

We're going go on Number 8. Discussion, public comment, and for possible action request from Las Vegas Metropolitan Police Department for employee Captain James J. Seebock for the executive certificate. Mike?

MICHAEL SHERLOCK: Mike Sherlock for the record. One more time, staff received and reviewed the application for an executive certificate for Captain James J. Seebock of the Las Vegas Metropolitan Police Department. Staff finds that all requirements under the NAC have been met for the certificate, and we recommend awarding the executive certificate.

RON PIERINI: Thank you, Mike. Questions from the Commission? (inaudible) to the public then. Does anybody (inaudible) make comment on Number 8? Seeing none, we'll now look for a motion.

RUSSELL PEDERSEN: Russell Pedersen --

MICHELE FREEMAN: Michele Freeman -- Michele Freeman. I make a motion to approve.

RON PIERINI: Thank you. Do I have a second?

RUSSELL PEDERSEN: And Russell Pedersen move to second.

RON PIERINI: All right. Any other

comment? All in favor?

COMMISSIONERS: Aye.

RON PIERINI: Is anybody opposed? So carried.

Number 9 is (inaudible) discussion and public comment and possible action. Request from Washoe County Sheriff's Office for employee Captain Frank Schumann for the executive certificate. Mike?

MICHAEL SHERLOCK: Mike Sherlock for the record. Staff received and reviewed the application for an executive certificate for Captain Frank Schumann of the Washoe County Sheriff's Department. Staff finds that all requirements under the NAC have been met for the certificate and staff recommends awarding the executive certificate.

RON PIERINI: Thank you, Mike. Any comments or questions from the Commission? How about to the public? Anybody who would like to make a comment on this particular Number 9 (inaudible)? All right. Looking for a motion. Somebody should really make a motion. I'm sorry.

TROY TANNER: Troy Tanner for the record. I'll make the motion to approve Captain Frank Schumann for executive certificate.

RON PIERINI: Thank you. Do I have a

second? Second? Okay. Any other comments from the Commissioners? All in favor?

COMMISSIONERS: Aye.

RON PIERINI: Anybody opposed? And did you want to make any comment?

RUSSELL PEDERSEN: Yeah. Russell Pedersen just for the record (inaudible).

RON PIERINI: Thank you very much.

Okay. Number 10 (inaudible) discussion, public comment, and for possible action. Hearing pursuant to NAC 289.290(1)(g) Patrick Gale Taylor (inaudible) Las Vegas Metropolitan Police Department certification based on a felony conviction for the possible or visual presentation (inaudible) sexual conduct of a child. Commission will decide whether to revoke Mr. Taylor's Category I Basic Certificate. And Mr. Jensen?

MICHAEL JENSEN: Mr. Chairman, this is Mike Jensen for the record. We have two of these revocation hearings scheduled for this morning. If you recall from the last hearing I was sort of new on the Commission. We will be going through some of the -- the exhibits that we've received -- that POST has received in support of any action that the Commission might take this morning and -- and would

ask that any exhibits be made part of the record for each of these hearings.

The hearings are proceeding under the authority of NRS 289.510 that provides for the Commission to adopt regulations establishing standards for the certification and decertification of officers. In regulation, the Commission has adopted and established those causes to revoke, recuse, or suspend a certificate in 289.290. The specific section that we're dealing with today is Section (1)(g) that authorizes the revocation or suspension of a certificate for a -- either a -- entry of plea to or a conviction for a felony. Under your Tab Number 10 there are a number of documents that I'll just go through real -- real briefly so you can see the basis for the action that you may take today.

Starting with Exhibit A, which is the Amended Notice of Intent to Revoke, which is required by the Commission's regulations. It informed Mr. Taylor of his ability to appear this morning and to present any evidence, cross examine any witnesses.

He was served with this Notice of Intent shown in Exhibit B, which is the Declaration of

Service on July 25th of 2016, and that satisfies requirements for notice both in the Commission's regulations as well as in the other statutes here in Nevada.

Exhibit C is the Personnel Action Report from the Agency showing that Mr. Taylor retired from his employment effective May 13th of 2015.

Exhibit D is the Basic Certificate that was issued to Mr. Taylor which is a Category I Basic Certificate.

The next series of documents are the court documents that set out the criminal conviction and -- - and the original charging documents.

Exhibit F or Exhibit E is the certified copy of the -- of the information which charged Mr. Taylor with that. It's a Category D felony of possession of a visual presentation depicting sexual conduct with a child, which is a Category D felony.

To give you -- if you look at that particular exhibit, you can see basically the factual allegation of the charge, which was that Mr. Taylor willfully and lawfully, feloniously, and knowingly had in his possession in a film, photograph, or other visual presentation depicting a child under the age of 16 years of age as the

subject of a sexual portrayal or engaging in, simulating, or assisting others in engaging in or simulating sexual conduct to whit two prepubescent female children in bed wearing shirts and underwear. The children are seen taking off their underwear and the camera zooming in on one of the child's genitals. So that's the factual allegation in the charge against Mr. Taylor.

The next document, Exhibit F, is the Guilty Plea Agreement where Mr. Taylor agreed to plead guilty to that particular charge, that Category D felony.

You then have in your documents the actual conviction documentation, which is the Judgment of Conviction, which is Exhibit G showing that he was convicted of that charge, felony charge.

As his sentence he received a -- a minimum term of 24 months, a maximum term of 72 months in the Nevada Department of Corrections. That sentence was suspended. He was placed on probation for an indeterminate period not to exceed three years with a number of stated special conditions that you can see there in that document.

Mr. Chairman, I would ask that those Exhibits A through G be admitted as part of the

record in support of any action that would be taken by the Commission today.

RON PIERINI: (Inaudible) Mr. Jensen (inaudible) Exhibits are approved and accepted.

MICHAEL JENSEN: The evidence in this particular case, I think, is pretty clear and straightforward. Mr. Taylor has been convicted of a extremely serious felony. The type of criminal activity that's inconsistent and incompatible with him being in a position of a peace officer. It certainly has violated public trust that was placed in him as a peace officer, and based on that evidence it would be the recommendation that his Basic Certificate be revoked.

RON PIERINI: Thank you, Mr. Jensen. Any comments from the Commissioners? We want to reach out. Is there a Mr. Taylor in the audience or his representatives? Seeing none. Any public comment (inaudible)? Not seeing any, looking for a motion.

RUSSELL PEDERSEN: Russell Pedersen, move to revoke Patrick Gale's Category I Basic Certificate.

RON PIERINI: Do I have second?

JAMES WRIGHT: Jim Wright. I'll second.

RON PIERINI: Thank you. Any other

questions or comment? All in favor?

COMMISSIONERS: Aye.

RON PIERINI: Anybody opposed? So carried. Thank you.

GARY SCHOFIELD: Gary Schofield for the record (inaudible).

RON PIERINI: Okay. Thank you, Gary.

Number 11, discussion, public comment, and possible action. Hearing pursuant to NAC 289.290(1)(g) revocation of Michael Anthony Horne formerly of the Nye County Sheriff's Office. Revocation based on two felony convictions (inaudible) conduct of a public officer in possession of controlled substance. The Commission will decide whether to revoke Mr. Horne's Category I Basic Certificate. Mr. Jensen?

MICHAEL JENSEN: Thank you, Mr. Chairman. This is the second in -- in our revocation hearings for today. Again, we're proceeding -- you would be proceeding under the two statute -- the statute regulation previously cited. 289.510 (inaudible) and also 289.290, which provides as a cause for revocation a plea of guilty or a conviction for a felony or felonies.

Again, just would go through these --

quickly through these exhibits. The first of which is Exhibit A, which, again, is the Amended Notice of Intent to Revoke. It informs Mr. Horne of the intent to initiate action to revoke his Basic Certificate. It informs him of the law that provides all the information about his convictions and which provide for revocation for those convictions. The date, time, and location of the hearing was set out in that -- is set out in that notice, as well as his rights to appear and to cross examine and present witnesses.

It also informed him of the requirement to inform the Commission within 15 days of the letter of his intent to appear at the hearing today, and it's my understanding that he did not notice the Commission on his intent to appear and I don't believe that he's present here today. As well as the scope of the hearing, which would be whether his -- his certification should be revoked for that felony or conviction or convictions.

Exhibit B is the Declaration of Service. It shows that he was -- he was served with that Amended Notice of Intent on August the 4th and that service complies with both the -- the Commission's and the state's regulations for notice.

Exhibit C is the Personnel Action Report showing Mr. Horne retired from employment as a peace officer effective December 1st of 2014.

Exhibit D is the start of -- is his Basic Certificate, and Exhibit E is the beginning of the court documents that set out both the criminal charge and conviction.

Exhibit E is the certified copy of the original information, which you can see charged that multiple both gross misdemeanor and felony charges including the two charges for which he ultimately pled guilty. The first of those charges is misconduct of a public officer, which is one he pled guilty to, as well as possession of a controlled substance.

Exhibit F is the order which bound him over for trial on those charges.

Exhibit G is Amended Information or Charging Document that was -- that was filed by the prosecuting authority, and you can see in there the two charges for which he ultimately did plead guilty

To give you an idea of the factual basis for this particular -- these particular convictions. The first under if you look at Count 1 under Exhibit G, that’s misconduct of a public officer, which is a

Category E felony. It indicates that the defendant in the time period indicated in the charging document used his public officer official control or direction or his -- or items within his official custody for his private benefit or gain, which in essence is obtaining prescription medications intended -- that were intended to be destroyed through a medication disposal program, which he, instead, appropriated for his own use and benefit or gain.

The second is that -- a charge that he pled guilty is Count 3, which is the possession of controlled substance, which shows that during the time period indicated in the charging documents he willfully and unlawfully and knowingly had in his possession and under his dominion and control a Schedule II controlled substance morphine and/or hydrocodone.

Moving on to the next documents, his Guilty Plea Agreement in which he pled to -- or he agreed to plead guilty to both of those counts, both Count 1 and Count 3. As part of that he agreed with the state that they would recommend Veterans Diversion for him, and would not request any jail time and posed as a condition of probation if he was

granted probation. The state also further agreed that if the defendant was placed in a diversion program on both counts and received an honorable discharge from probation that the -- that he could withdraw his plea to the felonies and the case would be dismissed.

Exhibit I is a certified copy of the Judgment of Conviction. It shows that he was convicted of those two counts, those felony counts, both the -- the misconduct of a public officer and possession of controlled substance, both of which are Category E felonies. The court deferred sentencing on Count 3 under the Drug Diversion Program, and on Count 1 they sentenced him to a minimum of 19 months, a maximum of 48 months in the Nevada Department of Corrections, and on Count 1 the sentence was suspended. He was placed on probation for a term of five years with the special conditions that you can see are set out in the Judgment of Conviction.

Mr. Chairman, I would ask that you would admit into evidence and make a part of the record Exhibits A through I to support any action taken by the Commission today.

RON PIERINI: Absolutely. Exhibits are

included and accepted.

MICHAEL JENSEN: Would submit that the evidence in this case shows that Mr. Taylor has been convicted of two felony offenses, one of which or both of which relate to using his authority as a -- as a peace officer for his own private benefit or gain. Certainly that type of conduct is incompatible with the position of a peace officer, and it's a clear violation of the trust that was placed in him. And based on the evidence that's presented, the recommendation would be that Mr. Horne's Basic Certificate be revoked.

RON PIERINI: Thank you, Mr. Jensen. Any comments or questions from the Commissioners? Seeing none. Reaching out Mr. Horne present or any of his representatives here? Okay. How about to the public? Is there anybody from the public here that would like to make a comment or question (inaudible)? Okay. Looking for a motion.

GARY SCHOFIELD: Gary Schofield. I make a motion (inaudible).

RON PIERINI: Thank you, Gary. Do I have a second?

DAN WATTS: Second.

RON PIERINI: Okay, Dan Watts. Any other

questions? Comments? All in favor?

COMMISSIONERS: Aye.

RON PIERINI: Anybody opposed? So carried.

Okay. We're going go on to Number 12 (inaudible) public comments or anybody in the audience would like to make a comment (inaudible) any items that were not discussed -- discussed today. Seeing none, we move on Number 13, which is scheduling of our next meeting. Sherlock?

MICHAEL SHERLOCK: Mike Sherlock for the record. Right now what we have is Tuesday, November 1st, at South Point Hotel in Las Vegas, Sonoma Room A at four p.m. That is the first day of the Sheriff's and Chief's Annual Conference. It's always a struggle to get around their agenda and still be able to, you know, have our meetings, so that's we've come up with at this point.

RON PIERINI: (Inaudible) you mind if I could just ask a couple of questions. One of which that we have an agenda that's growing. In other words, there's quite a few items that we have to discuss.

MICHAEL SHERLOCK: I only know of one right now, and Chairman is aware of that one. And

probably why we need to -- to figure out that date so we can get notice out to these tentative agenda items, but that's the only pending agenda item right now is the one item.

RON PIERINI: Okay. Thanks, Mike. At the same time (inaudible) there might be a -- a change of interest on this or they may not want to ask (inaudible). But we'll find out, and if it does happen that way, then certainly notify you. We'll notify you regardless one way or the other.

Okay. So we've got that time down, and we need to end discussion, public comment, and for possible action we're adjourned. Got to be somebody who'd want to do that.

RUSSELL PEDERSEN: Russ Pedersen move to adjourn.

RON PIERINI: Thanks, Russ.

Can I have a second?

DAN WATTS: Dan Watts, second.

RON PIERINI: Thank you, Dan.

All right. Any other questions? All right. All in favor?

COMMISSIONERS: Aye.

RON PIERINI: Anybody opposed? So carried. Thank you very much.

(MEETING ADJOURNED AT 11:02 a.m.)

AGENDA ITEM 4

INFORMATION. Executive Director's report.

A. Training Division update
   a. Academy 2016-2 graduates November 10, 2016 at 10 a.m. Academy 2017-1 begins the end of January 2017
   b. Reserve Officer Training Program is moving forward with dates set
B. Standards Division
   a. Audits continue and we appreciate those agencies who have participated and pleased with the compliance found statewide.
C. Administration Division
   a. It is budget season and our budget has been submitted

AGENDA ITEM 5

INFORMATION. Presentation by the Las Vegas Metropolitan Police Department, MACTAC Unit, on what MACTAC next generation active shooter response is and how their agency is integrating this process.

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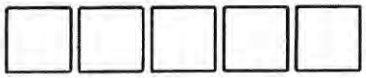

MACTAC-NextGen Active Shooter Response

Written by Ed Sanow

You will soon be hearing a lot about MACTAC (Multi-Assault Counter-Terrorism Action Capabilities). Recently, MACTAC has been presented to the chiefs at the IACP conference; the sheriffs at the NSA conference; and tactical officers at SWAT conferences in California, Oklahoma, Pennsylvania and Illinois.

POST-certified MACTAC training is underway with the Los Angeles Police; Los Angeles County Sheriff; and Orange County, Calif., sheriff's departments, and is virtually complete with the Las Vegas Metro Police and the Clark County, Nev., sheriff's departments.

The new and imminent threat is cops against highly trained terrorists, or offenders who mimic terrorists' tactics. They are just waiting for our response so they can engage us. Our response is very much a part of their overall plan. MACTAC is the next step in the response to an initial incident and the prevention of follow-up incidents for which the primary incident was either a lure or a distraction.

Don't Over-Deploy

MACTAC coordinates the entire response to the first incident in preparation for follow-up incidents. These secondary incidents may be entirely aimed for the responding police units lured en masse to the scene by the first incident. Or the first incident may be intended as a distraction for the "real" attack, draining emergency resources away from what will be one of the follow-on incidents. Or there may be multiple, simultaneous, serious attacks. Think 9/11—four at the same time.

The overall MACTAC concept is easy to understand: Deploy the resources necessary at the first incident, but don't over-resource the response. Over-resourcing has always been one of our biggest mistakes in this kind of response. Instead, deploy these other resources to other threat areas—intentionally spread out the police response. That way, we are able to respond more effectively to follow-on incidents or, hopefully, prevent them altogether because, no, we were not distracted, and no, we did not "knee-jerk respond" as predicted.

Open-Air Approach

MACTAC is an enhancement to the active shooter training we have all been through, just applied to outside the dwelling. It uses the same military small unit tactics that brought us the first phase of active shooter maneuvers. (Yes, with the timeline of violence so short, the number of officers in this small unit has changed from four or more to two or less.)

However, most traditional active shooter training misses the open air approach. Right now, your patrol officers or tactical team approaches a hot zone all bunched up in one stack—and one AK-47 burst will take most of you out before you ever get to the building.

I still have a small speck of paint on my goggles where I was hit by a paintball during our team's approach to a dwelling. "Hey, you can't shoot at us while we arrive! You can't shoot as we approach! You have to wait until we get in the building!" How naive. And the paintball mark has remained there for more than 15 years as a reminder. Active shooter training misses the open air approach. MACTAC trains you on how to go from the last point of cover or concealment to the breach point.

Part of MACTAC training is coupling overwatch or leapfrogging maneuvers with the use of suppressive fire during the advance. Yes, cover fire—controlled, deliberate, directed fire to the last known location where we have received fire or believe the suspect to be. Don't kid yourself. Cops find themselves in positions to lay down directed fire—best to train them in the proper way to do it.

Intent to Take Over

What separates the past active shooter incidents from the future MACTAC-oriented incidents is intent. It is one

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thing for us to respond to an angry ex-employee or a troubled teenager who has grabbed some guns and goes shooting. It is an entirely different thing for us to respond to simultaneous attacks where the intent is for the terrorists to take over a building.

Think about the 10 coordinated bombing and shooting attacks in Mumbai. Think about the Muslim versus Christian Beslan school hostage crisis. These international events are just dress rehearsals for incidents on our soil. MACTAC training will help responding officers to recognize the difference between an active shooter incident and a terrorist takeover and to get ahead of the game.

Multiple Attacks and Police Response

MACTAC is all about the big picture, and it specifically applies to all of our cities and counties. For the Top 120 Cities most vulnerable, or at the highest risk of an attack, the need for MACTAC training is totally obvious. A repeat of multiple, simultaneous or concurrent terrorist attacks (like 9/11) is only a matter of time. The already foiled plans make this clear.

However, MACTAC also applies to the rest of law enforcement. We are more than a match for the typical, relatively untrained active shooter. Their level of commitment is confirmed by the fact that the vast majority of active shooters commit suicide when we arrive, and they almost never engage us. Highly trained terrorists, however, are just waiting for our response so they can engage us. Their response to our response is very much a part of their overall plan.

No offense, but the average patrol officer is no match for a committed, fundamentalist terrorist. Some officers still lack a patrol rifle. And only those with a military or tactical background have the training and tactics for this kind of situation. That is some of what MACTAC addresses. It does not change the active shooter response. Instead, MACTAC builds from this "take the fight to them" foundation.
Exactly like the active shooter response, MACTAC is a "come as you are" affair. And that means a ready bag with a lot of survival gear, definitely including many extra magazines. The officer who deploys with a long gun is on the right track. The officer who deploys with five to seven extra mags "gets it."

High Risk Patrol

NTOA has taken the lead in MACTAC training, just as it did with active shooter response training. Check its Web site, www.ntoa.org, under High-Risk Patrol Operations courses. Look for three-day or five-day Train-the-Trainer courses, with the intent that the officer would return and then train the department. Also expect one-day patrol courses.

Significantly, the NTOA has this listed among its High-Risk Patrol Operations courses. That is exactly what MACTAC is— a patrol function, not a SWAT function— because it occurs in exactly the same extremely short timeline of violence. And literally fighting to take the fight to them is an extremely aggressive task for patrol officers.

Once again, MACTAC is not for full-time SWAT. MACTAC is for patrol officers. Of course, the vast majority of SWAT officers are part-time and on routine patrol when not on callouts. The odds, however, are that the first responding officers will not have military or tactical training, thus the clear need for MACTAC training across the board.

Large agency or small, find out about MACTAC. Find the funding. Get the training done. It took us nearly a decade to get active shooter training rolled out. As the threat of terrorism escalates, or as the training of active shooters improves, the need for the next generation of active shooter response training becomes more urgent.

Just like for active shooter training, funding must be acquired for the initial phase of training. Expect it to be a full eight-hour training day for every sworn officer on your department. Plan to fund that now. Grants may be available from all of the usual sources with a special focus on anti-terrorism, as the terrorism threat is at the very core of MACTAC training.

The first active shooter response—Immediate Action Rapid Deployment (IARD) or QUick Action Deployment (QUAD)—was less driven by a terrorism threat, while this threat is at the very core of MACTAC training.

Today, we cannot imagine officers not having the training on how to respond to an active shooter. We will soon feel that way about MACTAC training.

Ed. Note: Special thanks to Orange County, Calif., Sheriff's Department Deputy Chris Hays for his tremendous assistance in presenting this MACTAC summary.

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Rating : 9.8

Comments

AGENDA ITEM 6

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Request from the Nye County Sheriff for a waiver, pursuant to NAC 289.370, of all running related portions of the State Physical Fitness Examination which a peace officer is required to pass to be certified by the Commission, pursuant to NAC 289.200(1)(c), for her Undersheriff Brent Moody. The running portions of the State Physical Fitness Examination, set out in NAC 289.205, includes the 300 meter run, 1.5 mile walk/run, and the agility run. The Commission may vote to close a portion of the meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person. If the Commission goes into closed session, the Commission will reconvene in open session to deliberate and take action, if any, on the requested waiver.

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

BRIAN SANDOVAL
Governor

MICHAEL D. SHERLOCK
Executive Director

October 20, 2016

Mr. Brent C. Moody
[redacted]

Re: Notice of meeting of the Commission to consider your character, alleged misconduct, competence or health

Dear Mr. Moody,

Your request for waiver (NAC 289.370) of all running related portions of the State Physical Fitness Examination has been added to the POST Commission meeting agenda. This public meeting will begin at 4:00 p.m. on November 1, 2016 and is being held at the South Point Hotel Casino, 9777 S. Las Vegas Blvd., Las Vegas, Nevada.

The Commission may decide to go into a closed session to consider the following: your physical health and professional competence as they relate to your request for a waiver of the State Physical Fitness Examination, and your abilities to perform the essential functions of a Category I peace officer. You are welcome to attend the closed session. You may have an attorney or other representative present during the closed session. You may present written evidence, provide testimony, present witnesses related to your character, alleged misconduct, professional competence, physical or mental health.

Any deliberation or action taken by the Commission, regarding your waiver, will be conducted once the meeting has been reconvened in an open session.

Please let me know if you need further assistance.

Thank you,

Michael Sherlock, Executive Director
Commission on POST

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

BRIAN SANDOVAL
Governor

MICHAEL D. SHERLOCK
Executive Director

DECLARATION OF SERVICE

I, John Winters, served the foregoing **Notice of Possible Closed Session/Public Meeting** pursuant to NRS 241.030 which may include matters related to character, alleged misconduct, professional competence, physical or mental health, by personally serving:

Individual's Name: **Brent Moody**

at [redacted] *(location)* on this

24th *Day* day of October *Month*, 2016 *Year*.

I declare under penalty of perjury that the forgoing is true and correct.

Executed on this 24th *Day* day of October *Month*, 2016 *Year*.

Signature of person serving the Notice

SGT J. Winters, Jr.

Printed name of person serving the Notice

DPS/NPP

STATE OF NEVADA

COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING

November 5, 2015

Nye County Sheriff's Office
Sharon A. Wehrly, Sheriff
1520 E. Basin Ave
Pahrump, NV 89060

RE: Undersheriff Brent Moody

Dear Sheriff Wehrly:

This letter is to advise you on November 3, 2015 the POST Commission held a regularly scheduled meeting at the Palace Station Hotel and Casino in Las Vegas, Nevada. At this meeting your request for a six-month extension of time pursuant to NRS 289.550 to complete the certification process for your employee Undersheriff Brent Moody, that has not completed the process within the one year time period, was reviewed.

After review of all information and consideration, the Commission approved the six-month extension of time pursuant to NAC 289.550. Undersheriff Moody will need to complete the certification process by July 2, 2016.

If you are in need of further assistance, please feel free to contact me.

Sincerely,

Michael D. Sherlock, Executive Director
Nevada Commission on Peace Officers' Standards and Training

MDS/dsj
cc: Brent Moody

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

BRIAN SANDOVAL
Governor

MICHAEL D. SHERLOCK
Executive Director

June 1, 2016

Sharon Wehrly, Nye County Sheriff
1520 E. Basin Avenue
Pahrump, Nevada 89060

Re: Brent Moody

Dear Sheriff Wehrly:

I am in receipt of your email dated April 22, 2016. Based on our conversation and your emails, it appears Mr. Moody has been unable to pass the state validated physical fitness test for Category I officers. As you are aware, an extension was granted previously to allow Mr. Moody time to meet the standards. As I recall, he has failed to meet the academy entrance physical fitness test requirements, the basic academy training requirement and the certification level physical fitness test (Category I). However, based on our conversation and the emails sent, I am unclear as to your request.

Pursuant to NAC 289.370, an agency administrator may petition the Commission for a waiver of any provision of the Commission's regulations including the physical abilities requirements. For your consideration the Commission has never waived the physical requirements for certification. For those reasons, I still suggest that Mr. Moody meet the physical fitness standards before the issue is brought before the Commission.

However, as the agency administrator, you have the right to request a waiver of any provision in the Commission's regulations. If you wish to pursue a request for a waiver of the State Physical Fitness Examination, the academy entrance physical fitness test and the physical requirements of an academy, please let me know. Based on the medical documentation you sent, it is unclear from your letter if there are any physical health issues that may be raised in support of a waiver request. The document indicates no restrictions and "full duty". From a certification perspective, a Category I officer full duty includes, the possibility of completing critical tasks the validated PT test simulates. The Open Meeting Law imposes certain duties on the Commission if an action relates to the physical health of a person. These duties include notice requirements to the person whose physical health will be considered, and agenda language permitting the Commission to go into closed session to consider the physical health of the person. As a result, if you will be presenting any physical health issues in support of the waiver request, I would request that you immediately notify me so that the Commission can comply with the Open Meeting Law implications of the request. Additionally, the Commission will need current medical documentation explaining Mr. Moody's physical health issue(s), and how

that issue impacts his ability to perform the State Physical Fitness Examination. I would request that you provide me with all medical documentation that will be submitted in support of the waiver request as soon as possible. If physical health issues will not be presented in support of the waiver request, I would request that you confirm that fact to me in writing.

Finally, please advise me as soon as possible if Mr. Moody is requesting a reasonable accommodation under the Americans with Disabilities Act (ADA). If so, the Commission will need current medical documentation showing he has a "disability" covered by the ADA. The ADA defines "disability" as a physical or mental impairment that substantially limits a major life activity. Although not exclusive, major life activities include seeing, hearing, speaking, breathing, learning or working. Substantially limits means the person is unable to perform, or is significantly restricted as to the condition, manner or duration under which an individual can perform, a particular major life activity as compared to the condition, manner or duration under which the average person in the general population can perform the same major life activity. If Mr. Moody intends to request a waiver as part of an accommodation request under the ADA, please provide current medical documentation showing Mr. Moody is substantially limited in a major life activity. The documentation needs to identify the major life activity that is substantially limited, and specifically identify the substantial limitation on that major life activity. Additionally, if Mr. Moody is requesting a reasonable accommodation that would allow him to take and pass the physical fitness test under the ADA, it would be extremely helpful to the Commission if you could provide any legal authority supporting the position that (1) the identified major life activity is a recognized major life activity under the ADA, and (2) the type of limitation your employee claims to have of the major life activity is recognized as a substantial limitation under the ADA.

The next Commission meeting will be scheduled for July 28, 2016 in Ely. As a result, I need to receive all documentation, including medical documentation, supporting your waiver request by June 25, 2016. If I do not receive notice and medical documentation by the above date, the Commission will not be able to consider this as a physical health issue or a request for accommodation under the ADA. Your prompt attention to this matter will enable the Commission to get the matter on the July 2016 meeting agenda. Finally, I would remind you that a peace officer who has not been certified by the Commission within the statutory time frame shall not exercise the powers of a peace officer. See, NRS 289.550. Please feel free to give me a call if you have any questions or concerns.

Sincerely,

Mike Sherlock
Executive Director
Commission on POST

Pahrump Office
Nye County Government Center
2101 Calvada Blvd
Suite 100
Pahrump, NV 89048
Phone (775) 751-7075
Fax (775) 751-7093

Office of the County Manager
Administration Department
Tonopah, Nevada

Tonopah Office
Nye County Courthouse
William P. Beko Justice Facility
PO Box 153
Tonopah, NV 89049
Phone (775) 482-8193
Fax (775) 482-8198

June 10, 2016

Nevada Commission on Peace Officer
Standards and Training
5587 Wa Pai Shone Avenue
Carson City, NV 89701

Subject: **Physical Fitness Examination Requirement Waiver**

Dear Commissioners:

As the Nye County Manager I am aware of Undersheriff Moody's current POST extension and the medical facts upon which it was based. Additionally, I am aware of the provision in the current law and administrative code which states in **NAC 289.370 Waiver of provisions.** (NRS 289.510) Any administrator of an agency may petition the Commission for a waiver of any provision of this chapter on behalf of an officer." And I fully support Sheriff Wehrly in her request for a permanent waiver of the state physical fitness examination requirement for Undersheriff Brent C. Moody.

Brent Moody has performed the duties of Undersheriff for Nye County since January 5, 2015 in a professional, thorough, and ethical manner. He has been a certified law enforcement officer in two states and holds a management position in the Nye County Sheriff's Office. His law enforcement career spans forty-one years. He brings stability and maturity to this county; he is not a new officer on the street.

I have had weekly and in some instances have worked with Brent and the Sheriff on a daily basis. Together they have provided this county with law enforcement leadership and have been open with the county in every transaction, partnering in any and all areas requested of them. I do not want to lose this management team.

Thank you for your consideration in this matter.

Sincerely,

Pam Webster
Nye County Manager

PW

Nye County Law Enforcement Association

P.O. Box 5401 Pahrump, Nevada 89041--www.nclea.org--board@nclea.org

President
David Boruchowitz

Vice-President
Morgan Dillon

Secretary
Chris Puckett

Treasurer
John Powell

Sergeant At Arn
Logan Gibbs

Labor Advisor
Trevor Meade

June 20, 2016

To whom it may concern:

It is our understanding that Nye County Undersheriff Brent Moody is asking for a waiver of his physical fitness requirements for his POST certification.

The NCLEA Board has met on this matter and has no objection to POST granting Undersheriff Brent Moody this waiver.

The NCLEA represents all sworn non-management law enforcement in Nye County.

Any questions feel free to call or e-mail at dboruchowitz@nclea.org.

Regards,

David Boruchowitz
President
Nye County Law Enforcement Association
775-513-7771

June 8, 2016

Michael Sherlock
Executive Director
Nevada Commission on Peace Officer Standards and Training

RE: AGENDA PLACEMENT REQUEST – UNDERSHERIFF BRENT MOODY

Michael Sherlock:

The Nye County Sheriff's Office is requesting to be placed on the upcoming Nevada Police Standards and Training meeting agenda in July.

[redacted]

Brent Moody was given peace officer status immediately after his background was completed and found to meet the Nevada State standard on February 2, 2015. The original waiver was requested and granted for six months [redacted]

Undersheriff Moody's current six month extension began on February 2, 2016 and will end on August 2, 2016. Due to the circumstances [redacted] I am requesting a permanent waiver for a portion of the state physical fitness examination requirement for Undersheriff Moody in accordance with **NAC 289.370 Waiver of provisions.** (NRS 289.510) Any administrator of an agency may petition the Commission for a waiver of any provision of this chapter on behalf of an officer.

[Peace Officers' Standards & Training Com., § IX subsec. 2, eff. 5-7-82]—(NAC A 12-17-87; 4-28-94; A by Peace Officers' Standards & Training Comm'n by R102-99, 11-2-99).

Personal statistics

[redacted]

Law Enforcement Synopsis:

- June 9, 1969, Burnsville Public Safety Department, Minnesota – continuous to present. Minnesota Board of Peace Officer Standards and Training, license # 2157, expiration date: 06/30/2017. Police Officer Standards and Training Instructors Certificate
- January 1984 – September 26, 2014, Alaska sworn officer – Instructor Certificate
- January 30 2005 to March 31, 2005 - S.A.I.C. – Senior International Police Instructor III
- April 1, 2015 to November 1, 2006, MPRI – Senior International Police Instructor, Master Instructor

LICENSES & CERTIFICATIONS:

1. Certified Police Officer "Advanced", State of Alaska APSC #703
2. Licensed Police Officer, State of Minnesota, P.O.S.T. #2157
3. Certified Police Science Instructor, State of Minn. P.O.S.T. Board
4. Certified Police Instructor, State of Alaska APSC #522
5. Certified NRA Basic Pistol & Rifle Instructor #BHB9373N
6. Licensed "Armed" Private Security Officer, State of Alaska, DPS
7. Certified EMT III, State of Alaska, DHSS, expiration 03-31-2016

PAST LICENSES & CERTIFICATIONS:

1. Certified NRA Law Enforcement Rifle Instructor #BPM2003H
2. Certified Police Juvenile Administrator, International Juvenile Officers Association
3. Certified Police Juvenile Specialist, International Juvenile Officers Association
4. Certified NRA Police Firearms Instructor
5. Certified Intoximeter Operator, State of Alaska DHSS #2312
6. Certified Firearms Instructor, Alaska Concealed Handgun Program
7. Certified NRA Police Tactical Firearms Instructor
8. Licensed Concealed Handgun Permit, State of Alaska, DPS Lic # 712723
9. Certified NRA Select-Fire Rifle Instructor
10. Advanced First Aid Instructor, American Red Cross, St. Paul, Minnesota 13 years 1970-1983
11. CPR Instructor, American Red Cross and Minnesota First Aid Assoc. 13 years, 1970-1983
12. Certified Breathalyzer Operator, State of Minn. BCA Lab #1094 - Breathalyzer series 900A & 900B
13. Certified EMTII, Defibrillator, State of Alaska Lic. # 85344190
14. Certified Radar Operator, State of Minnesota, P.O.S.T. Board

ORGANIZATIONS:

1. National Rifle Association of America (Endowment Member) #BPM2003H.
2. Minnesota Police and Peace Officers Association (life member)
3. Alaska Peace Officers Association
4. BPOE #1516 Petersburg, AK
5. Fraternal Order of Alaska State Troopers, Associate Life Member #17
6. Law Enforcement Alliance of America, Life Member # 12464

1520 E BASIN AVENUE
PAHRUMP, NEVADA 89060

P.O. BOX 805
BEATTY, NEVADA 89003

P.O. BOX 831
TONOPAH, NEVADA 89049

PAST ORGANIZATIONS:

1. International Association of Chiefs of Police, Membership #417705
2. International Association for Identification (Minnesota Chapter) #284
3. American Society of Law Enforcement Trainers, Member #9850
4. International Narcotic Enforcement Officers Association
5. The Police Marksmen Association
6. International Association of Law Enforcement Firearms Instructors
7. National Tactical Officer Association
8. International Tactical Officers Training Association

To be clear, I am not requesting an academy waiver or a full physical fitness waiver. Undersheriff Moody is to complete the Nevada Police Officer Standards and Training Category 1 knowledge and performance based program and all of the physical fitness requirements except the one and a half mile (1 ½) run, the Agility Run, and the three (300) Meter Sprint. He is enrolled in the Silver State Academy; however his attendance is on hold until he is released from his doctor.

Brent Charles Moody has been a certified law enforcement officer for forty-one years and remains certified in Minnesota and Alaska. He is sixty-six years old and will not be performing the duties of patrol officer as the primary responsibility of his position. He does not plan on working for another Sheriff or run for the office in the State of Nevada himself. Therefore I request his Category I Peace Officer Commission with the physical fitness requirement waived is contingent to and spans my tenure as Nye County Sheriff.

Please consider the Board of County Commissioner and Nye County Manager letters of support attached.

Thank you for your consideration in this matter,

Cordially,

Sharon A. Wehrly,
Nye County Sheriff

cc: file
Brent Moody, Undersheriff
Danelle Shamrell, Human Resources Manager

1520 E BASIN AVENUE
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EXECUTIVE SUMMARY

PHYSICAL READINESS STANDARDS VALIDATION FOR THE NEVADA P.O.S.T. CATEGORY I PEACE OFFICERS

FINAL REPORT

Hoffman & Associates: Total Fitness for Public Safety
March 6, 2009

EXECUTIVE SUMMARY

The Nevada P.O.S.T. contracted with Hoffman and Associates to develop and validate job-related physical readiness standards for applicant and incumbent Category I Peace Officers in the Nevada P.O.S.T. Our judgment team consisted of Mr. Bob Hoffman, MS, director of Hoffman and Associates, Dr. Tom Collingwood, PhD, president of Fitness Interventions Technologies, and Mr. Jay Smith, MS, president of FitForce.

The judgment team applied both a content and a construct/criterion validation process to develop job-related readiness tests and standards for applicants and incumbents. Those tests and standards must measure the underlying and predictive physical fitness factors necessary to perform the essential and critical physical job tasks of Category I Peace Officers to be defensible as job-related and consistent with business necessity. **Section A** provides detail on the practical, legal and scientific considerations.

A validation study is a complex task. Prior to starting this project, the judgment team developed a plan based on sound rationale and the federal guidelines for validation work. The validation study design consisted of eight basic tasks: 1) review of existing program and fitness/health data, 2) physical job-task analysis, 3) job-task and fitness test identification, 4) fitness coordinator refresher training, 5) validation testing, 6) data analysis, 7) judgment process to define standards, and 8) standards implementation recommendations. **Section B** discusses the thought process leading up the identification of the project work tasks, and presents those tasks.

To develop a fitness test battery and standards that predict effective job performance, you must know what the physical job tasks are. **Section C** provides details on how the judgment team identified, verified, and documented the essential physical tasks performed by Category I Peace Officers. Sources included job descriptions, site visits, interviews, and a job-task analysis focused on the physical aspects of the job. A random sample of 213 officers stratified by age and gender completed the survey. Drawing on all of those sources, the judgment team drafted three job-task simulation tests as the criterion measures of the ability to perform the essential physical tasks of the job. The Nevada P.O.S.T. Oversight Committee of ten experienced officers reviewed the tests, agreed they were applicable, and modified the parameters based on their job experience.

The job-task simulation tests consisted of a roadway clearance, victim extraction and a foot pursuit/arrest. The judgment team analyzed the job-task simulation tests sand identified the underlying components of fitness. Eight physical fitness tests were identified as valid measurements of the fitness factors underlying the abilities to perform the tasks included in the job-task simulation tests. The components of physical fitness and the tests selected to measure those fitness factors were:

- Aerobic power = 1.5-mile run

- Anaerobic power = 300 meter run
- Upper body absolute strength = 1 RM bench press raw or ratio score
- Upper body strength/endurance = maximum push ups
- Abdominal muscular endurance = one minute sit ups
- Agility = Illinois agility run
- Explosive leg power = Vertical jump
- Flexibility = Sit and reach

A second random sample of 204 Category I Peace Officers also stratified by age and gender completed the fitness battery and the job-task simulation tests. Trained fitness coordinators conducted the testing under the supervision of our judgment team. In addition to recording scores on the fitness and job-task simulation tests, the coordinators rated each participant's performance on the job-task simulation test as effective or ineffective. After completing the job-task simulation tests, the participants rated them for realism and noted the possible consequences of inability to perform. **Section D** outlines the test procedures, reports the results, compares test scores, and presents the realism ratings of the test sample.

The judgment team performed a number of statistical analyses utilizing the test data. These analyses identified which fitness tests had significant relationships, both individually and in clusters, with the job-task simulation tests. Consequently, the judgment team was able to further refine the potential fitness test battery. At this point, all fitness tests remained in consideration for inclusion in the test battery, as they exhibited significant relationships with the job-task simulation tests either individually, in clusters, or both. **Section E** presents the results of the univariate and multiple regression analyses.

At this point we had a pretty good idea which tests measured the ability to perform the job-task simulation tests, and thus should comprise the fitness battery. Since the validation process is complex, **Section F** summarizes the preceding three sections, and leads to the ultimate step of identifying potential fitness standards.

For a standard to be useful and defensible, it must accurately predict who can and cannot perform the essential functions at a minimum level of safety and effectiveness. The judgment team applied another statistical process called a specificity/sensitivity analysis to determine which scores on the fitness tests maximized that predictability. **Section G** contains what is perhaps the most important information in this report. It discusses how the judgment team arrived at potential criterion cutoff scores for the job-task simulation tests, explains what specificity and sensitivity mean, presents the results of the analysis, proposes four readiness test battery options with a discussion of their pros and cons, and calculates the potential for adverse impact. We propose two options for incumbent standards: Options #1 and #2 are applicable for Category I agencies electing to implement incumbent standards. Options #3 and #4 would be applicable for applicants, with the recognition that they will improve their fitness during the academy, depending on which set of standards the Nevada P.O.S.T. selects for graduation. The graduation standard would be Option #1 or #2. The four

options are:

OPTION # 1 – Incumbents and applicants. Standards based on maximizing specificity

Vert. Jump	1RM Raw	1RM Ratio	Agil. Run	Sit Ups	300 Run	Push Ups	1.5 Run
16.0	**165**	**.84**	**18.6**	**31**	**68.0**	**29**	**16:15**

OPTION # 2 – Incumbents and applicants. Standards based on maximizing sensitivity

Vert. Jump	1RM Raw	1RM Ratio	Agil. Run	Sit Ups	300 Run	Push Ups	1.5 Run
14.0	**140**	**.83**	**19.5**	**30**	**68.0**	**23**	**16:57**

OPTION # 3 – Applicants if incumbent standards are option #1. Standards set 20% below the specificity standards

Vert. Jump	1RM Raw	1RM Ratio	Agil. Run	Sit Ups	300 Run	Push Ups	1.5 Run
13	**135**	**.70**	**22.3**	**25**	**82**	**24**	**19:26**

OPTION # 4 – Applicants if incumbent standards are option #2. Standards set 20% below the sensitivity standards

Vert. Jump	1RM Raw	1RM Ratio	Agil. Run	Sit Ups	300 Run	Push Ups	1.5 Run
11.5	**120**	**.67**	**23.4**	**24**	**82**	**18**	**20:20**

While not validated as being job-related, the judgment team recognizes that flexibility and body composition relate to job performance. Health benefits are also associated with higher levels of fitness in these areas. Therefore, we recommend the following goals for Nevada P.O.S.T. Category I Peace Officers:

% fat	= 50th%tile on the CIAR age and gender norms
Flexibility	= 14.5 inches on the sit and reach

Recognizing that the purpose of this project was to develop incumbent fitness tests and standards, our experience is that tests alone do not ensure that officers attain the requisite levels of fitness and subsequent readiness for the job. Therefore the 42 recommendations in **Section H** go beyond testing, and address education, programming and leadership issues as well.

Bottom line: Based on the data and its interpretation, we recommend implementing the specificity standards for Category I incumbents and for academy graduation. The judgment team believes these standards are defensible as being job-

related for assessing incumbents' capabilities to perform the essential physical tasks of the job. These standards reflect the underlying physical fitness areas that determine those capabilities.

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Appendices – to be finalized based on feedback from meeting about the draft report.

Appendix A – Test Procedures

Appendix B – Fitness Handbook

Appendix C – Health Forms

Appendix D – Remedial Training

Appendix E – Sample Incentive Program

Appendix F – Job Description Recommendations

SECTION A

INTRODUCTION

The Nevada P.O.S.T. contracted with Hoffman & Associates (H&A) to identify job-related physical fitness tests and standards for incumbent Category I Peace Officers, based on the essential physical functions of the positions. The focus of the study was on the readiness levels required to perform the physical tasks that are unique to the Nevada P.O.S.T. These tasks are performed infrequently and often without notice. Consequently, this report will use the term "**physical readiness**" to describe the tests and standards that measure an officer's physical fitness, and the program that trains officers to attain and maintain adequate levels of fitness.

The rationale for establishing physical readiness standards is that Nevada P.O.S.T. Category I Peace Officers are called upon to perform important, often critical, job functions. Their physiological capabilities and readiness directly relate to their effectiveness, their safety, and the safety of co-workers and citizens. Recognize that the "bottom line" is the development and maintenance of a fit and capable work force. The key vehicle for accomplishing that objective is the physical readiness program. The implementation of job-related physical readiness standards is but a part of that broader readiness promotion effort within the agency. There will also be associated health and longevity benefits, but the main objective is to have reasonable assurance of safe, effective job performance.

As noted, a component of the program is identification of expected performance requirements. An agency may express these requirements as "goals" in a voluntary program, or as "standards" if compliance is mandatory. Regardless of approach, experience demonstrates that an agency must establish some minimum readiness levels for trainees in order to ensure training capability, and for incumbents to ensure effective job performance. Those levels of readiness must be defensible as being job-related if they are challenged. The methodology we used in this study was more

narrowly focused than most readiness or wellness programs, in that we identified readiness as a job-related factor and developed a battery of tests and standards that predict ability to perform essential Category I peace officer job functions at a minimum level of safety and effectiveness.

The physical performance standards and testing battery can be viewed as a tool for assessing the ability of recruits to master job training and the ability of incumbents to perform the essential, often critical, physical job tasks safely and effectively. The standards evaluate an individual's readiness for the job.

A test battery and standards also provide the agency with a tool to evaluate the effectiveness of the agency's readiness program. The purpose is to help Category I Peace Officers attain or maintain the level of readiness required to perform the physical tasks associated with the job. Periodic testing gauges effectiveness of the program.

In defining physical readiness programs and standards that are specific, related to job requirements, and fair, the agency must first ascertain the function or purpose of such programs and standards. The purpose of any standard is to provide a definable minimum for physical performance status to ensure that a trainee or employee has the physical capacity and readiness status to:

1. learn and perform essential physical job-tasks that are frequent;
2. learn and safely and effectively perform essential physical job-tasks that are critical and may present strenuous physical demand;
3. minimize known health risks affecting absenteeism and disability.

Given the purpose and function of programs and standards, an agency must undertake an empirically based judgment process to "validate" them as being job-related and not arbitrary. If a standard is to be used as a criterion for applicant selection, academy graduation and/or incumbent retention, the agency must establish the job-relatedness of that standard, using acceptable validation criteria. This section

addresses the issues surrounding this application of readiness standards, and is divided into seven parts:

I. The Functional Issue

II. The Standards Balancing Act

III. The Rationale for a Program and Standards

IV. Current status of Readiness Programs in the Nevada P.O.S.T.

V. The Validation Model

VI. Conclusions

VII. References

I. THE FUNCTIONAL ISSUE

Historically, standards have existed only in applicant selection batteries or as a condition for completing a law enforcement academy. As noted, the focus of this validation study is to define applicant and incumbent standards. We believe this approach is critical, as the failure to address mandatory incumbent physical readiness is becoming an issue. There is no basis in logic or in law for the proposition that one has to display a certain level of readiness to get hired, but does not have to do so once on the job. The experience of installing incumbent readiness standards for officers in a large number of other law enforcement agencies has revealed the following conclusions:

- Voluntary participation with readiness goals tends not to work. We have found that only those officers already exercising participate. If the Nevada P.O.S.T. implements a voluntary program for its officers, expect that approximately 25% of the Category I Peace Officers will participate.

- Mandatory participation in readiness assessments, but voluntary compliance to goals, is a first step for evolutionary program implementation. While 100% participate, approximately 25% of the Category I Peace Officers will not voluntarily comply with goals.

- Eventual compliance with a standard is usually required to get the remaining 25% of Category I Peace Officers to participate fully and meet the standard.

Based on these conclusions, it appears that most agencies will have to address readiness requirements at some point in time. The mission of any agency readiness program is to ensure all incumbents are fit enough to perform essential physical tasks of the job. And while an agency can't mandate that incumbents are healthy, health benefits will occur from improving their physical capabilities. Remember, however, that providing the readiness program is the most important step toward accomplishing that mission - not just the readiness standards. Total readiness is about changing to and sustaining healthy behaviors. As such, the program elements are also important factors because they directly impact the behavior change. From a behavioral change perspective, standards are but motivational strategies applied to help meet that objective. Consequently, this validation report will also address incumbent readiness programming.

The experience of installing physical readiness programs within law enforcement agencies has shown that most of the administrative concern is over the readiness standards, not the readiness program. This is unfortunate because it places an inappropriate emphasis on the readiness test standards. Physical readiness standards alone do not work. A corresponding readiness program is necessary to accomplish the mission of having Category I Peace Officers capable of performing all essential job functions. While the focus of this report is on readiness test standards, we must underscore the fact that the process of defining standards is but one element of the total readiness program.

II. THE STANDARDS BALANCING ACT

Both the development and application of any type of standard are of critical importance because they have a bearing on each officer's employment status. There

are many specific considerations that exert an influence on the development and application of physical readiness standards. Those considerations exert pressure both on the needs of the organization and fairness to the individual employees.

The remainder of this section will discuss eleven issues that the agency must consider when developing and applying physical readiness standards. The agency should base the formulation of its policy regarding physical readiness standards upon them. We have identified these issues from our experience in developing readiness standards and programs and in providing expert witness testimony in court cases challenging readiness standards and policies. This section provides background concerning each issue, summarizes what the Nevada P.O.S.T. should know about the issue, and provides a recommendation about developing a policy to address the issue.

The eleven issues the Nevada P.O.S.T. should address when developing a readiness test and standards policy are:

1. Disparate impact based on gender
2. Age discrimination
3. Discrimination based on disability
4. Liability
5. Continuity of standards
6. Past patterns and practices
7. Agency accountability
8. Relative versus absolute standards
9. Minimum standards
10. Sanctions for non-compliance
11. Physical readiness vs. job-task simulation tests

ISSUE #1- DISPARATE IMPACT

Title VII The Civil Rights Act of 1964 (CRA) prohibits the use of any selection device that results in disparate or adverse impact based on race, color, national origin, gender, or religion unless the selection device was demonstratively job- related. Disparate impact exists if the success rate for one of the protected classes is less than

80% of the success rate of the most successful group. For example, if 90% of the men pass a given test, the test will demonstrate disparate impact if the success rate for the women is less than 72% (90% x 80% = 72%.)

If disparate impact exists, the employer would be violating federal law unless the agency can show that the standard is job-related. If the standard is job-related, then it can be utilized even if it results in disparate impact. A recent appeals judgment (USDOJ v. SEPTA, U.S. Court of Appeals, 3rd Cir. 2000) for the Lanning et. al. vs. SEPTA case ruled that an absolute single standard resulting in disparate impact was valid because the data demonstrated sufficient job relatedness.

What the Nevada P.O.S.T. should know: Valid readiness standards will most likely demonstrate adverse impact against untrained women. Many people will mistakenly assume that the standards are illegal because of the adverse impact. That is false. Inability to meet readiness standards is a training issue, not a gender issue.

Our position: If the agency can show that the readiness standard is "job related" and "consistent with business necessity", it can legally defend the standard. The issue from a developmental perspective is to develop standards in a valid manner, and be able to show those standards are predictive of ability/inability to perform essential job functions. To accomplish this, the developmental process to define the readiness standard must address the job functions.

ISSUE # 2- AGE DISCRIMINATION

Mandatory retirement ages were routinely enforced by law enforcement agencies in the United States. Individuals who could still perform the minimum essential functions of the job were forced to retire simply because they reached a certain age.

What the Nevada P.O.S.T. should know: The Age Discrimination in Employment Act (ADEA) of 1978 was enacted to protect people from losing their job simply because they have reached a certain age. Public safety entities argued that this law would have a negative impact on their work forces. As a result, Congress granted them a temporary exemption from the ADEA, pending the results of a study commissioned through The Pennsylvania State University. The Penn State Aging Study found that the inability to perform the essential functions of the job was a better predictor than age of when a person should be required to retire. The report recommends physical performance testing (unspecified) as the alternative. Further, earlier studies found readiness to be a twenty-year factor. That is, a fit 60 year old can perform at the same level as an average 40 year old. Research suggests that lack of physical activity and the resultant decline of physical readiness are the causes of much of the performance declines seen as early as the fourth decade - not the aging process per se.

Our position: There remains confusion as to public safety agency's exempt status with regard to this law. We believe that only agencies with a mandatory retirement age prior to the enactment of the ADEA can legally continue to enforce that policy. Ideally, all officers must be able to demonstrate the ability to perform the minimum essential functions of the job. Agencies can enforce a validated readiness standard regardless of the officer's age.

ISSUE # 3-DISCRIMINATION BASED ON DISABILITY

The American with Disabilities Act (ADA) requires that an employer focus only on the essential functions of the job when determining whether a person with a qualifying disability is able to perform the essential functions of the job with or without reasonable

accommodation. The issue hinges on the job-relatedness of standards, that is, how well do they measure an individual's capability to perform essential functions**.**

What the Nevada P.O.S.T. should know: An agency has the authority to set standards that may discriminate against a disabled person if: 1) the person cannot perform essential functions even with an accommodation, or 2) the person's disability poses significant risk of substantial harm to him/herself or others, or 3) if any necessary accommodation would cause the agency "undue hardship". The major question is, "Can a person with a qualifying disability perform the essential physical functions?" Lack of readiness is not a disability. However, since its inception the ADA has raised many controversies surrounding readiness.

1. The ADA does not allow the gathering of medical information (through a screening or examination process) prior to a conditional offer of employment. Yet the ADA allows the application of "agility" tests prior to a conditional offer for hire. Any type of agility or physical testing without screening violates the standard of "ordinary care" put forth by the American College of Sports Medicine and the American Heart Association. Complying with the ADA implies implementing a negligent screening process. Some agencies are dealing with this issue by requiring a physician approval or clearance to participate in agility or readiness testing.

2. Some lawyers have expressed opinions that readiness tests are not appropriate because of the ADA. While the ADA uses the terminology "agility" testing, the EEOC has rendered an opinion that readiness tests are acceptable as, and meet the definition of, "agility" tests. The ADA does not make readiness tests unlawful.

3) Another aspect of the ADA with implications for readiness standards is the connotation that there should be continuity between selection, training and incumbent standards. In other words, a selection standard is more defensible if incumbents must also meet a similar standard on an ongoing basis or if there is a plan in place for eventual incumbent requirements.

The purpose of the ADA is to ensure that people who can perform the essential functions of the job are not denied employment because of their disability. Lack of

readiness, in and of itself, is not a disability.

Our position: Validated readiness standards can be upheld even if they discriminate against disabled persons. We believe a person who can't meet the agency's readiness standards would have a very difficult time proving that they are both disabled and able to perform all of the essential functions of the job.

ISSUE # 4- AGENCY LIABILITY

This is of utmost importance for a public safety agency. Due to the public safety function, an agency must ensure the performance capability of its personnel or face the possibility of being found negligent*. The specific areas of negligence could be:

- hiring of "risky" personnel
- absence of training to minimize risk
- lack of supervision and management of risk
- assignment and retention of staff with known risk
- failure to comply with the federal government's goals and objectives to reduce health risk

What the Nevada P.O.S.T. should know: In *Parker v. District of Columbia*, the Washington D.C. Police Department was found negligent for not having a readiness test and standards. When an officer returned to duty after suffering a fractured shoulder, the D.C. police department assigned him to a warrant delivery team. Unable to subdue Parker, a resisting felon, the officer shot him. Testimony in the trial indicated that the officer had had no physical training for four years prior to the incident, that the department's training was inadequate, that he was unable to handle a physical confrontation, and that the department knew or should have known that he would likely have to shoot in a threatening confrontation.

Our position: As noted above, many agencies have chosen not to implement readiness standards because they are concerned about the impact on their incumbents.

We believe there is significant potential for litigation for NOT implementing readiness standards. An unfit officer's inability to provide service because of lack of readiness, an officer clearly out of shape having a heart attack on duty, or a partner unable to provide back up are all situations likely to result in litigation against the agency.

ISSUE #5-CONTINUITY OF SELECTION, TRAINING AND MAINTENANCE STANDARDS

The majority of law enforcement organizations that have developed readiness standards have addressed only selection or hiring criteria. To be hired, an individual often has to meet a standard that an incumbent employee does not. This not only appears to be illogical, but it goes against the purpose of readiness requirements, that is, to ensure a fit work force.

What the Nevada P.O.S.T. should know: In many agencies, the only time officers have to meet some readiness standard is when they are not officers. Agencies typically have readiness requirements for academy applicants, and generally apply a readiness standard that trainees must meet in order to graduate from the academy. In order to be defensible, a standard must be "job-related" and "consistent with business necessity." An agency will have a very difficult time defending an academy readiness standard as being job-related if it is not required of the incumbents.

Our position: While it is unlikely your agency will be sued by an applicant, it is not out of the question. We recommend that the agency validate a readiness standard that predicts the ability to perform the physical tasks of the job at a minimum level. The applicant and academy standards should be based on the incumbent standard. Ideally, they should be the same. The applicant standard can be lower than the academy graduation and incumbent standards, with the understanding that trainees can train up

to the incumbent standard. But the applicant standard cannot be higher than the incumbent standard.

Even if the NEVADA P.O.S.T. were only addressing selection and training standards, the continuity of standards is an issue that would eventually require review. Applying incumbent standards immediately is difficult and perhaps unfair. Rather than ignoring incumbents or immediately mandating that incumbents comply, the best approach appears to be postponing mandatory compliance, emphasizing programming during a phase-in period, and evolving into mandatory compliance over time.

ISSUE # 6-PAST PATTERNS AND PRACTICES

This refers to the situation whereby an agency applies standards that were not the normal practice in the past. Special consideration must be given to incumbent Category I Peace Officers when new or more stringent standards are set in place for employment. This issue is normally pertains to labor practices. While an agency has the authority to set standards, past practices may have implications for the timing for the implementation of those standards.

What the Nevada P.O.S.T. should know: The Lanning case tells us that an agency doesn't have to live with no or low standards just because that's the way it has always been. The judge said, "This court will not accept the proposition that employers are restricted from raising standards and that they are bound in their hiring by the level of performance of its incumbent work force."

However, the agency should consider what it has done in the past when phasing in a new program and test. An agency cannot impose standards on incumbents without allowing a fair transition period.

Our position: Doing something is better than doing nothing. But doing the

same thing and expecting different results is the definition of insanity. We recommend developing a readiness program following a logical progression. We recommend a minimum of two years for phasing in a standard before sanctions are imposed for non-compliance.

When developing incumbent standards, agencies must consider the "provision of means". The agency must demonstrate a commitment to assist incumbents to meet standards since an agency is requiring standards in a new area. Examples of the "means" that an agency should provide include the following:

- Screening for safe participation
- Readiness leadership to provide assistance
- Education and instruction on how to meet standards
- A time frame for improvement

On-duty time to train, facilities, and equipment are apparently not required. Designing an incentive program does appear valid for facilitating incumbent involvement in readiness training.

ISSUE # 7- ORGANIZATIONAL ACCOUNTABILITY

The Public Health Service and the President's Council on Physical Readiness and Sport have well-defined national goals to minimize the risk and increase the readiness and health status of employees. For example, in the 2010 Public Health Objectives for the Nation, one of the specific goals was that employing organizations should have physical readiness programs.

What the Nevada P.O.S.T. should know: The National Advisory Commission on Criminal Justice Standards and Goals in standards 20.1 and 20.2 made specific recommendations that agencies should implement standards and programs. In turn, the recent law enforcement accreditation effort has, as a specific criterion, that agencies have established physical readiness programs and standards. The FBI's national

training needs assessment indicated that stress management and physical readiness were the top two training needs within law enforcement.

The International Association of Directors of Law Enforcement Standards and Training (IADLEST) defined minimum standards for state law enforcement standard and training authorities. Associated with those standards were specific requirements that there be applicant and training physical readiness standards that have undergone validation to demonstrate job relatedness.

Our position: It is important to demonstrate that an organization is complying with these efforts. Having readiness standards or having a plan for the development of standards demonstrates the agency is "in line" with these recommendations.

ISSUE # 8- ABSOLUTE VERSUS RELATIVE STANDARDS

Many agencies have used and may be currently using readiness standards based on age and gender. Those are called "relative" standards, because individuals are being compared against norm groups based on their age and gender, as opposed to "absolute" standards. Agencies have adopted relative standards to accommodate older and female personnel to lower the possibility of disparate impact. However, that approach may be in violation of the Civil Rights Act of 1991, Section 106.

What the Nevada P.O.S.T. should know: Section 106 of the Civil Rights Act of 1991 requires the application of standards that are neither **adjusted or altered** based on race, color, gender, religion, or national origin. It further prohibits using **different** cutoff scores for those protected classes when making employment-related decisions. Yet, many agencies are using the Cooper Institute for Aerobics Research age- and gender-based norms as standards. The legality and validity of such standards is currently in doubt. The interpretations of this legislation have raised considerable controversy. For example:

1. There are conflicting opinions whether the Civil Rights Act of 1991 applies only

to applicant selection standards or only to incumbent standards. Some contend that since "trainability" is the objective of applicant standards, an agency has more latitude to use relative standards for selection purposes. While there are differing opinions on the interpretation of the law, the CRA of 1991 clearly suggests that single standards should be applied for all classifications (applicants as well as incumbents).

2. The EEOC has, in the past, supported age- and gender-based norms as standards. Recent presentations by the U.S. Department of Justice (DOJ) have even suggested that the DOJ may not initiate litigation against agencies that use age- and gender-based norms for selection purposes. However, at a recent State Police Hiring Summit, the DOJ Chief of the Civil Rights Division stated that using such standards is clearly in violation of the law, and individuals may be likely to challenge such standards under the Civil Rights Act of 1991. The law as written is very specific about prohibiting different standards for testing that affects employment decisions for personnel performing the same jobs.

Our position: Absolute standards that are job-related are the fairest, in that everybody in that job or seeking that job must meet the same level of performance. If all Category I Peace Officers must do the same basic job, then they should meet the same minimum standards, regardless of gender or age or any other factor. Those standards should be reflective of the physical demands of the job. If the agency quantifies specific physical demands through a validation study, then an absolute standard can be readily applied.

From a scientific validation and test integrity standpoint, there is no controversy. A test standard is valid if it predicts criterion performance. Past research clearly documents that an absolute standard, i.e., a single score used as a cut point, predicts criterion performance on physical job tasks and relative age- and gender-based scores do not. From a test integrity perspective, absolute single standards are the only ones that meet the test of validity.

ISSUE #-9 MINIMUM STANDARDS

A standard must be reflective of the "minimum ability" to do the job. Some agencies, in the past, have used aggregate or average scores of a battery of tests as a standard or have selected individuals with a higher score than others. These approaches used the assumption that "the more the better" principle should define a standard. However, this assumption violates current court precedents.

What the Nevada P.O.S.T. should know: The basis for validating a test score as a standard is how well that score predicts the ability to do the job. That is, the standard maximizes accurate classifications of individuals into those who can and who cannot perform job tasks. In the past, demonstrating a positive correlation between selection test scores and job performance measures was adequate to document job relatedness. That is still appropriate for the job relatedness of a test, but not the standard.

The original SEPTA court decision (Lanning et. al. vs. SEPTA U.S. District Court for the Eastern District of Pennsylvania, 1999) indicated that a higher burden of proof showing job relatedness is necessary for a test score to be used as a standard. The court ruled that a standard for a job related test must be a score or cut point that accurately predicts the **minimum ability or readiness** to perform the job. The appellate judgment (USDOJ vs. SEPTA, U.S. Court of Appeals, 3rd Cir.) for the Lanning et. al. vs. SEPTA case that ruled a single standard resulting in disparate impact was valid because the data demonstrated sufficient job relatedness, was also based on that concept of minimum ability.

Our position: The validation process must document more than just the relationship between performance on a readiness test and performance of job tasks. The process must be able to establish the level of performance on each readiness test that is predictive of performing job tasks at the minimum level of safety and effectiveness.

ISSUE # 10-STANDARDS COMPLIANCE AND SANCTIONS/INCENTIVES

When agencies establish goals for voluntary compliance, they often offer incentives for meeting those goals, as opposed to sanctions for non-compliance with standards. Agencies have employed recognition awards, extra leave days, and pay incentives for compliance with voluntary readiness goals. Offering positive incentives is of value, even with mandatory compliance to the readiness standards.

What the Nevada P.O.S.T. should know: The sanctions that agencies employ for failure to comply with standards must be consistent. While some agencies have required passing the readiness test as a condition for promotion or assignment, there are some who question the legality of such an approach. The soundest approach is to make compliance with any job-related readiness standard a minimal condition for the job. Because job status is affected by these decisions, we suggest a careful, reasoned process that takes into account employee concerns, management concerns, and legal concerns.

Our position: Standards should eventually apply to all Category I Peace Officers. Likewise, a sanction system should be developed as a separate step from the setting of the standards. If the NEVADA P.O.S.T. decides to utilize incentives and sanctions, they must apply both in a consistent and fair manner for incumbents.

ISSUE # 11- PHYSICAL READINESS VS. JOB-TASK SIMULATION TESTS

In general, law enforcement agencies use one of two different types of physical ability tests. Physical readiness tests generally consist of events such as push ups, sit ups, bench press, sit and reach, and the 1.5 mile run. Job-task simulation tests (JTST) are obstacle course type tests that consist of tasks performed on the job, such as climbing, lifting, pushing, pulling, dragging and running.

What the Nevada P.O.S.T. should know: At first glance, it is easier to

recognize job-task simulation tests as being job-related. As noted, they normally consist of tasks such as climbing walls, jumping over ditches, crawling through culverts, and sprint running while changing direction. These are things that officers do on the job.

Readiness testing, on the other hand, is a little more difficult for some to recognize as being job-related. But the components of readiness measured by the tests noted above underlie and predict the ability to perform all of the essential physical functions. A word of caution – while the readiness tests in the Cooper battery are valid measures of the components of readiness, the Cooper norms have not been validated as being predictive of the minimum level of readiness required for law enforcement officers.

Both types of tests have advantages. The primary advantage of the job-task simulation tests is they are more easily recognized as being job-related, because they look like the job. The advantages of readiness test include lower likelihood of injury during testing, the training is the same as the testing, you can account for a greater percentage of job tasks, remediation is easier, there are known health benefits associated with higher levels of readiness, and the readiness tests can be administered in a controlled environment. A key point to emphasize is that it is not about how fast an individual runs the 1.5 mile or how many pushups he/she does, per se. Rather, if the science is correct, the levels of readiness predicted by the readiness tests underlie the ability to perform the essential physical functions at the minimum level of safety and effectiveness.

Our position: While we believe that readiness tests have advantages over job-task simulation tests, both types of tests can be validated and are legally defensible.

We recommend that agencies consider a combination of the two when developing a physical readiness program. If an incumbent is unable to meet the standards for the physical readiness test, the officer should be given the opportunity to complete the job-task simulation test prior to any sanctions. In any case, administrators should consider the advantages and disadvantages of both types of tests, and make a decision based on its individual needs and resources.

III. CURRRENT STATUS OF READINESS PROGRAMS IN THE NEVADA P.O.S.T.

At the present time, the Nevada P.O.S.T. has no Physical Readiness Program.

IV. THE RATIONALE FOR READINESS PROGRAMS AND STANDARDS

Physical readiness standards measure an individual's physiological:

1. readiness to perform essential and critical physical tasks;
2. status relating to minimizing risk to oneself or the public. While task performance has priority, minimizing the health risk has benefits as well.

The physiological literature provides much data to support the notion that physical readiness is an underlying dimension of physical task acquisition and performance as well as health risk status. Likewise, specific research with a variety of law enforcement officers has documented a variety of physical tasks that are essential job functions, with physical readiness being job-related to the performance of those tasks. That rationale requires documentation to validate readiness standards and programs.

V. THE VALIDATION MODEL

Any type of standard must be based on data demonstrating validity. Validity is the degree to which inferences based upon test scores can be accepted as a basis for

discriminating among individuals or groups. The readiness test, the procedures for measuring test results, programming procedures, and the interpretation of the data are all addressed in the concept of validation. The validity of a readiness standard or requirement hinges on three key questions: Is the inference (based upon a specific test, procedure, and interpretation) made about an individual or group appropriate, meaningful, and predictive, at some level, of job performance?

Program validity refers to the content, process, and procedures for improving or maintaining physical readiness levels necessary to perform essential physical functions. The screening, assessment, and exercise prescription procedures as well as the organizational structure and implementation procedures are components of the program. Of related importance are the qualifications of staff responsible for program implementation. A key element of all aspects of program validity is that the components of the program are fairly and evenly applied.

The Nevada P.O.S.T. desires a physical performance test battery and standards that serve two functions:

1. The test battery should measure the components of readiness that underlie and predict the physiological readiness necessary to perform essential and critical physical tasks.
2. The standards should identify those who are not physically capable of performing required job functions at a minimum level. In turn, the incumbent physical readiness program should assist Category I Peace Officers to attain those minimum levels of readiness, measured by being able to meet the standards.

The criteria for demonstrating job-relatedness of a standard or program must be determined by a professionally acceptable procedure. There are three basic acceptable validation procedures. The Uniform Guidelines (1978) note that content, criterion, and construct validation methods are all acceptable for demonstrating the job-relatedness of

a test.

1. Content validation. The test measures the actual job-task and the program teaches that task. Physical readiness tests cannot be validated solely with this approach.

2. Construct validation. The test measures an underlying readiness factor for performing job-tasks and the program trains that factor.

3. Criterion validation. The test measures a predictive readiness factor for performing job-tasks and the program trains that factor.

The model employed for this project is based upon our staff's prior experience with the following:

1. research on the physical readiness/health requirements of the human body
2. research on the structure and analysis of physical performance and physical performance testing
3. research on the physical and health status of over 4000 public safety officers
4. readiness standards validation studies for over 85 public safety agencies
5. implementation of public safety medical standards, physical readiness and health promotion programs in over 200 settings
6. provision of expertise in the areas of court testimony, union bargaining agreements, and court consent decrees

Based on our experiences, we made the following assumptions when formulating the model:

1. Whatever standard is ultimately applied, it must be based on a relationship to performing the strenuous physical tasks of the job. As such, content validity is important.

2. There are too many specific tasks to measure them all. It is more practical to measure the underlying dimensions of physiological readiness to perform that variety of physical tasks. The underlying physical performance abilities, status, traits or constructs should be addressed. As such, construct validity is important.

3. A program and standards should be based upon an assessment of underlying physical capabilities or constructs that are predictive of specific job-task acquisition and/or performance. As such, criterion-related validity is the critical issue to be addressed.

4. Programming is necessary to ensure compliance to standards for both recruits and incumbents.

5. Having trained leadership within the agency to provide expertise for readiness testing and programming is a necessity.

6. Physical readiness should be an issue throughout an officer's career. Consequently, there is a need to develop a continuity of readiness standards and programs for selection, training, and maintenance.

While the direct focus of the validation was on readiness tests and standards, we once again emphasize that standards must be viewed in the context of an overall readiness program.

VI. CONCLUSION

For this study we utilized a construct/criterion approach to validate physical readiness tests and standards. The process also contained elements of content validation in that we identified essential job-task functions and developed job-task simulation tests to use as the criterion measure of being able to perform the job.

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SECTION B

PROJECT WORK TASKS

INTRODUCTION

The integrity of the standards validation process starts with a basic assumption that leads to a rationale supporting the development of the model. The validation process methodology must apply legitimate and acceptable procedures. This section discusses the assumption and the rationale supporting that methodology before describing the tasks making up the validation process. While these discussions are lengthy, we believe that a detailed explanation is necessary to avoid the misunderstandings so often surrounding the validation of physical readiness tests and standards. This section is divided into three parts:

I. Project Methodology

II. Project Work Tasks

III. References

I. PROJECT METHODOLOGY

The Nevada P.O.S.T. cannot go directly from the recognition that the jobs of Category I Peace Officers require a certain level of readiness to implementing a physical readiness test battery and standards. In the first part of Section B, we will discuss the basic assumption and outline a logical sequence leading up to the implementation of readiness tests and standards.

1. We start with the basic assumption that <u>the job requires some level of physical readiness.</u>

> Underlying physical abilities (physical readiness) **determine the capability of an individual to perform the strenuous physical tasks of the job.** These abilities must be addressed in order to develop job-related standards.
>
> The physical demands of Nevada P.O.S.T. Category I Peace Officers **are identical** regardless of age, race, or gender. It is analogous to firearms

qualification. The requirement to shoot accurately does not vary because of age, race, or gender. The Nevada P.O.S.T. job descriptions, site visits and interviews, this study's JTA data, and the test sample's ratings of the job-task simulation tests all support this conclusion.

The objective of a validation process is to determine the **minimum underlying level of readiness** necessary to perform the physical tasks of the job.

The strenuous physical tasks required by the job are **frequent and/or critical**. Critical tasks may be infrequent, but they are essential because the consequences of not being able to perform them may include failure to accomplish the agency's mission, injury, and loss of life. Again, it is analogous to the criticality of firearms proficiency. The ability to fire a weapon accurately is not a frequent job task but a very critical one.

The purpose of a readiness standard is <u>not</u> to predict the ability to do the total job. The validation process is only concerned with the ability to perform the strenuous physical tasks of the job. Using firearms as an example, most would agree that even if an officer did everything else in her/his job at an effective level on a daily basis but could not qualify with a firearm she/he should not be on full duty status. The core assumption is that the **underlying physical ability or readiness necessary to perform the strenuous physical tasks of the job is so important** that it requires specific standards to measure that ability independent of any other job functioning**.** If Category I Peace Officers cannot meet a validated physical performance standard they should not be on full duty status even if they are performing other job duties adequately.

<u>Conclusion for this study's methodology</u>
The current validation study addresses the physical demands of the job and the predictability of the underlying physical abilities (readiness). The study is focused strictly on the physical domain. It is not intended to address any other area of the job. Since the study was performed with randomly selected Category I Peace Officers stratified by age and gender the results can be generalized for all Nevada P.O.S.T. Category I positions.

2. Select an approach that guarantees <u>scientific integrity and test validity.</u>

The priority when conducting a validation study to ensure that the resultant test and standard have scientific integrity. The rationale is that from a credibility perspective, the standard must give reasonable assurance that applicants, recruits and incumbents are physically ready to perform the essential physical tasks of the job. **In our opinion any thing less will not be legally defensible.**

The primary purpose of a test is to discriminate. It must identify as accurately as possible individuals who should be included or excluded based on their physical ability to perform essential job functions at the minimum level of safety and effectiveness. It should not be based on non job-related concerns. Basing judgments on conclusive data is the best way to ensure the integrity and validity

of a test and to comply with the prevailing anti-discrimination requirements. The physical readiness standard must be based on solid data. Otherwise the integrity of the entire validation process is compromised.

A related purpose of testing is **to predict the ability to perform the strenuous tasks of the job** at a minimum level of safety and effectiveness**.** The approach that best meets the purpose is one that demonstrates the highest validity for job relatedness. Selecting that test is the most responsible choice, and, for litigation concerns, is the most legally defensible**.**

Conclusion for this study's methodology
This validation study focuses on the accuracy of the tests and standards to predict the ability to perform strenuous physical tasks at the minimum level of safety and effectiveness. The validity data determine the recommendations for the standards, not arbitrary considerations that are not based on data.

3. Consider whether the validation model should be based on content, construct, or criterion validity, or a combination of the three.

As noted in Section A, **all three of those validation approaches** are acceptable under the Uniform Guidelines for Employee Standards. By identifying the essential physical tasks and building job-task simulation tests around those tasks, we are employing elements of **content** validation. The standards eventually developed will identify the level of underlying abilities for performing physical job tasks. They do not measure the performance of a specific task. This approach employs elements of **construct** validation, and produces standards that account for the ability to perform most, if not all, of the physical tasks of the job. Typically, most job-task simulation tests include only 15-20% of the essential physical job tasks.

The basic approach of this process is **criterion validity**. That is, the tests and standards are predictive of the ability to perform critical physical tasks at an effective or criterion level. This study also has an element of concurrent validity in that the predictability is based on data obtained at the same point in time.

Criterion validity is defensible only if it is based on data that clearly demonstrates the ability of a test and standard to predict who can and who cannot perform critical physical tasks at an acceptable level.

Conclusion for this study's methodology
The validation process used in this study meets the criteria for a construct/ criterion validation. It is the preferred methodology because of the breadth of predictability the eventual standards will provide. The procedures employed in this validation process follow the guidelines put forth by the EEOC and Department of Justice in the Uniform Guidelines for Employment Selection Standards. In addition, this approach results in test standards that are not dependent upon prior learning, thus being fairer to applicants.

4. Identify the physical demands and tasks of the job in order to develop the job-task simulation tests.

All judgments regarding the selection of tests and standards must be **based upon valid job data**. Our team conducted job-site visits, interviews, and reviewed all pertinent job descriptions.

Most industrial organizational psychologists regard **a job-task analysis (JTA)** to be the most accurate way to define the essential tasks of the job. Incumbent employees rated physical tasks for frequency and criticality, and provided quantifiable measures of the physical demands of each task. This is the preferred procedure for obtaining an accurate description of job tasks and requirements.

To be valid, the study should collect job information from the total work force or a stratified random sample to **ensure the sample is representative**.

Conclusion for this study's methodology
This study depended primarily on a JTA that yielded quantified information on frequency, criticality and actual performance dimensions of strenuous physical tasks. A random sample of incumbents stratified by age, gender, and duty position provided the job data. We augmented the JTA findings with information gathered from the job descriptions and during the work site visits and interviews. Section C presents a summary of this data.

5. Determine the underlying physical factors necessary to perform the essential functions, identify tests that measure them, and administer the tests.

Experts in the field evaluated the essential job-tasks, and determined the components of readiness underlying the ability to perform those tasks. They then selected valid tests of each of those components.

Any data collected should be obtained from the total work force or a stratified random sample to **ensure the sample is representative**.

To be valid, a predictive test must demonstrate **a significant relationship with the performance of identified physical job tasks.** This is normally established through univariate and multivariate correlational statistical analysis.

Conclusion for this study's methodology
We tested incumbents to determine which physical readiness tests are related to performing the job tasks in the scenarios. A random sample stratified by age and gender completed both test batteries. This study applied correlational analyses between the readiness tests measuring underlying factors and criterion job task performance, and utilized multivariate analyses to identify the battery of tests

providing maximum predictability. Section E discusses the statistical analyses we employed, and Section F explains how we determined the potential test battery.

6. Determine the criterion level of performance on frequent or critical job tasks.

The criterion level of performance is the minimally acceptable level of safe and effective performance. The determination of the criterion level of performance on physical tasks must be based **on situations when the Category I Peace Officers may have to function alone** without backup or aid. Anything less stringent is irresponsible to the safety of individual Category I Peace Officers.

The standard should be based on the **ability to perform the most strenuous tasks**. The inability to perform the most strenuous tasks has the most serious consequences, such as injury and loss of life. Basing a standard on anything less would be negligent.

The best way to measure an employee's ability to demonstrate criterion performance on any job task is having an employee perform the task. As with firearms ability, the performance on many strenuous physical tasks is infrequent and rarely observed. Consequently, **observing and measuring performance on simulated tasks is the most practical way to evaluate each officer's ability to actually perform** a job task. This is more accurate than supervisor ratings or critical incident evaluation.

If job-task simulations are utilized, they should be **scenarios that approximate real world conditions**. They should be tasks incumbents have had to perform in the past or are expected to perform as part of an officer's duty. Asking participating Category I Peace Officers to rate the job-task simulations for realism serves as a check on the validity of the scenarios.

The performance of the job-task simulation tests should be **measured in terms of effective and ineffective performance**. There are two acceptable methods for accomplishing this, and they are discussed in Section G.

Conclusion for this study's methodology

We employed job-task simulation tests to represent criterion physical job-task performance. The tasks and the dimensions (distance, weight, heights etc.) defining the nature of the job were based on objective data from incumbents. The fitness coordinators evaluated each officer's performance. In addition, Category I Peace Officers who completed the job-task simulation tests rated each scenario for realism, that is, did each scenario reflect situations they have had to or might be expected to encounter. Two methods to determine criterion performance were employed. While both those methods are acceptable as valid methods for determining criterion levels of performance, they do have inherent inaccuracies that can affect predictability. By addressing both methods for determining criterion performance, a broader view of predictability can be obtained leading to a more precise and fair definition of standards. Section D summarizes the physical performance data.

7. Identify the scores on the underlying readiness tests that predict effective performance on the job-task simulation tests.

A test score should only be employed as a standard if that **score accurately predicts** the following:

1. The score predicts, with at least 70% accuracy, those individuals who performed at or above the minimum on the job-task simulation tests. This type of accuracy is called sensitivity.

2. That same score must predict with at least 70% accuracy, those individuals who do not perform at the minimum criterion level on the job-task simulation tests. This type of accuracy is called specificity.

See Section G for a more detailed discussion of sensitivity and specificity.

Conclusion for this study's methodology
This study employed a sensitivity/specificity analysis to define a score on each readiness test that had least 70% accuracy for predicting who can do the job, as measured by meeting or exceeding the criterion performance on the job-task simulation tests, and at least 70% accuracy of who could not. The 70% level reflects a high degree of predictive accuracy.

8. Standards implementation

In the majority of court cases in which readiness standards have been challenged, the key issue is most often that of **how the standards were applied**.

Conclusion for this study's methodology
This study includes recommendations for specifying policy, procedures and regulations to facilitate the implementation of readiness standards. Recommendations cover testing, education, program leadership, operations and administration, personnel performance review, medical fit for duty policy, and limited duty assignments. These recommendations are listed in Section H.

II. PROJECT WORK TASKS

The construct/criterion validation process confirmed that physical readiness is an underlying construct that is predictive of job-task performance. The validation study design consisted of eight basic tasks.

1. Existing data and program review
2. Physical job-task analysis

3. Job-task and readiness test definition
4. Fitness Coordinator refresher training
5. Evaluation testing
6. Data analysis
7. Judgment process
8. Standards implementation recommendations

TASK 1.0 EXISTING DATA AND PROGRAM REVIEW

The purpose of this task was to ascertain from existing data the critical physical performance areas required of Nevada P.O.S.T. Category I Peace Officers. There were four sub-tasks.

1.1 **Review of existing job definition information.** We reviewed job descriptions.

1.2 **Review of current and past readiness testing.** We reviewed test batteries and standards applied to Category I Peace Officers.

1.3 **Site visits.** Our staff did not make any site visits to category I peace officer work areas. Because of the budget, we relied on the fact that we have observed enough agencies with similar missions to conclude that the job-task analysis and review of job descriptions would be sufficient.

1.4 **Planning meetings with agency supervisory staff.** Planning meetings were held between our staff and Nevada P.O.S.T. staff in October 2007.

TASK 2.0 PHYSICAL JOB-TASK ANALYSIS

We conducted a focused physical job-task analysis assessing only physical tasks. Our staff has successfully applied a job rating process in the past that uniquely quantifies incumbents' assessment of the underlying physical readiness and physical performance capabilities necessary for rated job-tasks. There were six sub-tasks:

2.1 **Definition of essential physical tasks**. We utilized a Physical Task Requirement Rating Scale containing a list of 45 physical tasks that have been rated essential in previous studies with public safety organizations. A stratified random sample of incumbents rated the frequency and criticality of the tasks, using five-point rating scales. Inter-rater reliabilities from two studies of between r=.94 and r=.97 have been established for the frequency scales and between r=.93 and r=.96 for the criticality scales (Collingwood, 2000a, 2000b, 1999). The items listed on these JTA rating scales define relevant content of the job. The items are similar to what is found on most JTA's used in the field to assess the physical performance demands of law enforcement personnel.

There is considerable convergent validity for these scales. This instrument and our criterion validation methodology have been applied in 34 cross study replications. When the ratings are compared, there is considerable commonality among law enforcement personnel nationwide as to what they consider to be the critical physical tasks of the job. The ranges of ratings are similar to the point that they suggest that the instruments are sensitive to the actual demands of the job. Specific concurrent validity was shown in two studies with federal agencies which had an existing JTA analysis (Collingwood,1996, 1985). There was a 90% - 94% correspondence between their previous JTA tasks and JTA tasks rated as frequent or critical from this study's scales.

2.2 **Definition of the working conditions.** As in past studies, we utilized a modification of a scale developed for the San Bernardino Medical Standards Project (Nylander and Carmean, 1983). The original survey of 34 items has been expanded to assess 41 generic working conditions (e.g., working outside). Raters evaluated the extent that each condition affected the ability to perform the job. A scale of 0 to 3 was employed to measure a continuum of no effect to great effect. Inter-rater reliabilities of between r=.95 and r=.97 have been established for the Job Conditions modified scale (Collingwood, 2000a, 2000b, 1999).

2.3 **Definition of physical readiness abilities necessary to perform the essential tasks of the job**. An approach to classifying task performance is through the use of an identified domain of human abilities. Fleishman (1964) operationalized a system of physical performance abilities through factor analysis that provides a valid taxonomic system. His system has been modified into a Physical Ability Analysis Measurement Manual (PAAM) that has been successfully employed in several job analysis settings, including many federal, state, and municipal agencies such as San Bernardino city employees (Nylander and Carmean 1983), Philadelphia Police Department (Romashko, Hahn, and Brumback 1976) and Pacific Telephone and Telegraph positions (Zedeck 1975).

The basic assumption of this approach is that essential to the performance of any task is a level of physical proficiency which is dependent upon underlying physical abilities and/or health status. Through extensive factor analysis, a domain of underlying abilities has been operationalized that can be rated and measured. A seven-point scaling technique is utilized with the amount of ability essential for a job rated from one (low amount of the ability) to seven (high). The original scales with 22 items (reported in the San Bernardino Medical Standards Project, Nylander and Carmean, 1983) have undergone evaluation and have been shown to demonstrate reliability among raters (r = 0.68-0.87, Zedeck 1975) and criterion related predictive validity (r = 0.64, Theologes and Fleishman 1973). In short, the use of a physical ability status rating system for assessing each dimension’s validity as an essential factor for job performance has research support as a preferred methodology. In turn, research has demonstrated that the rating process using incumbent raters applying a seven-point scale produced reliability coefficients between r = 0.87-0.98 and predictive validity coefficients between ability ratings and actual energy cost of performing job-tasks of between

r = 0.72-0.81 (Hogan, Ogden, Gebhardt, and Fleishman 1980; Hogan and Fleishman 1979).

For this project, we employed a modification of the original survey (titled the Physical and Health Status Factors Rating Scale) containing 11 ability items. Due to ADA considerations, we eliminated the health related factors. Raters evaluated each readiness status area using the seven-point scale as to how essential that ability or status is to performing his/her job. In addition, the raters were to list example tasks reflective of the underlying readiness or health factor. This modified scale has also been employed in the 34 cross study replication studies. Inter-rater reliabilities of between r=.52 and r=.73 (Collingwood, 2000a, 2000b, 1999) have been obtained.

The predictive validity of the scales has been previously established by documenting the percentage agreement between a readiness test being a measure of the rated readiness factor and the test's predictability of officers' performance of physical tasks. In past validation studies we identified fitness tests that measured readiness factors meeting the threshold value on the Physical Factor Rating Scale. In other words, it further verifies the underlying factors for officer performance on the job-task simulation tests, or criterion measures of the ability to perform the job. Thus we know which tests to evaluate as possible valid predictors of performance. The percentage of readiness tests (reflective of threshold Physical Factor ratings) that significantly predicted job-task simulation test performance was 87.6%.

2.4 **Physical demand analysis**. The raters defined the physical demands of the job tasks in terms of duration, distance, weight, height etc.

2.5 **Data analyses.** The judgment team calculated means and standard deviations for all rated dimensions.

2.6 **Job-task rating data were categorized.** Tasks were distributed on a matrix of anatomical focus (upper body, lower body, total body) by generic physical activities (running, lifting, etc.).

TASK 3.0 JOB-TASK AND READINESS TEST IDENTIFICATION

Once we reviewed the data collected in Tasks 1 and 2 to identify those physical tasks rated as either frequent or critical, those tasks were organized into job-task simulation tests. We identify the underlying components of readiness, and decide which readiness tests best measure those components. There were five sub-tasks.

3.1 **Narrow physical job-tasks**. Tasks rated frequent and critical were narrowed to those most representative of the physical demands of the job.

3.2 **Develop job-task simulation tests**. Those tasks were configured into representative job-task simulation tests and the expected level of performance per task in terms of distances ran, weight carried, etc. was defined. To develop the job-task simulation tests the following steps contributed to the decision making process:

a. The job tasks gleaned from the following sources were reviewed:

(1) Job descriptions
(2) Interviews and site visits
(3) This study's Physical Task Requirements Scale ratings
(4) Tasks listed as examples of Readiness Status areas

b. Tasks were categorized to major movement categories.

c. Task and movement areas were nested into real world scenarios that were reflective of existing job and training scenarios.

d. Parameters from the Demand Analysis were used to define the weights, distance etc. for the movement areas in a scenario.

e. Supervisors and coordinators serving as SMEs reviewed the draft job-task simulation tests. The focus of the meetings was to:

(1) Review the information from steps 1-4.
(2) Discuss any changes that should be made, such as:

(a) Deletion of non-essential tasks
(b) Addition of any tasks they thought should be included
(c) Changes in parameters (distances, weights, etc.)

(3) Achieve consensus approval of final version of job-task simulations.

3.3 **The job-task simulation tests were evaluated for realism.** A stratified random sample of 204 Category I Peace Officers completed the job-task simulation tests. After completing the scenarios, they rated them for realism and identified the consequences of not being able to perform the scenarios. In part one, they reported if they had performed or were expected to perform those tasks. In part two, they checked possible consequences if an officer were unable to perform the job-task simulation tests. The test group concurred that the scenarios were realistic tasks that Category I Peace Officers perform or are expected to perform, and that there would be unfavorable consequences if an officer were unable top perform the task.

3.4 **The judgment team identified the underlying physiological demands (readiness factors) of selected job-task simulation tests.** Our team

considered the results of the job-task analysis and the Physical Factor Rating Scales to determine, in our expert opinion, the underlying readiness factors necessary to perform the job-task simulation tests. Those areas included the following:

a. Aerobic power
b. Anaerobic power and speed
c. Muscular endurance (upper body and trunk)
d. Strength (absolute and explosive)
e. Flexibility
f. Agility

3.5 **The team specified physical readiness tests.** Fitness tests measuring the underlying physiological demands of the job-task simulation tests were identified. We selected tests that did not require expensive apparatus and could be easily administered in the field. Those tests included the following:

a. Vertical jump
b. 1 repetition maximum bench press
c. Illinois agility run
d. 1 minute sit-up test
e. 300-meter run
f. Maximum push-up test
g. Sit and reach test
h. 1.5-mile run

TASK 4.0 FITNESS COORDINATOR TRAINING

We trained 25 incumbent officers as fitness coordinators during two four-day training courses. The courses were conducted in Henderson from February 25 – 29, 2008 and in Carson City from March 3 – 7, 2008. The incumbents were trained and certified to conduct fitness testing and programming through the FitForce program.

TASK 5.0 EVALUATION TESTING

The purpose of this task was to collect the data necessary to validate the predictability of the fitness tests for job performance. We tested 213 Category I Peace Officers during this phase of the project. Only Category I Peace Officers who were medically cleared participated. We conducted the testing during March, April,

November and December 2008. Our team was on site to supervise the testing process.

There were four major sub-tasks.

5.1 **Testing of incumbents**. A random sample of incumbent Category I Peace Officers stratified by age and gender completed the job-task simulation test and readiness test battery as defined in Task 3.

5.2 **Participants rated the realism of the scenario**. Incumbents identified the consequences of not being able to perform the scenario and also rated the extent that they had performed or were expected to perform similar job tasks as part of their job.

5.3 **Coordinators rated the effectiveness of each subject's performance on the job- task simulation test.** Coordinators used criteria developed during the supervisors meeting to rate each subject's performance as effective or ineffective.

5.4 **Coordinators defined the minimally effective times for each job-task simulation**. At each site, the coordinators observed all job-task simulation test performances, and made recommendations as to what they thought the minimum effective time on the scenario should be.

TASK 6.0 DATA ANALYSIS

The purpose of this task was to conduct the statistical analyses necessary to make the formal judgments about the job-relatedness of the physical readiness tests and to identify standards. All statistical analyses were performed for the total Nevada P.O.S.T. sample, as well as separately for men and women. There were three subtasks:

6.1 **Performance profiles for all job-task simulation test data and physical readiness test data were calculated** in terms of percentiles, means, and standard deviations.

6.2 **Multivariate statistical analyses were performed.** Correlations and multiple regression analysis defined the underlying readiness factors and tests predictive of job-task simulation test performance.

6.3 **Specificity and sensitivity analyses were performed.** These statistics were used to define the most accurate pass/fail cutoff points for the readiness tests. All raw scores were reviewed, but only those with at least 70% sensitivity and 70% specificity were considered as potential standards.

TASK 7.0 JUDGMENT PROCESS FOR READINESS TESTS AND STANDARDS

The judgment process identified which readiness tests were underlying of the ability to perform job tasks, and the levels of readiness (standards) that predicted effective performance required on each. The data from the review and job analysis provided the input to define the job for the judgment group. The testing data provided objective predictability trends. These data were critically considered in making the formal judgments. Besides the specific data from this project, longitudinal research and clinical experience were considered.

The judgment group consisted of the professional staff team including a licensed Psychologist, certified Health/Readiness Director and Exercise Physiologists.

There were three sub-tasks.

7.1 **Comparison of Nevada P.O.S.T. data.** This study's data were compared to data from other law enforcement agency norms to ascertain commonalties and differences.

7.2 **Definition of the readiness test battery.** The readiness test battery was defined that most accurately measured, in an economical fashion, the capability to perform essential job tasks of Category I Peace Officers.

7.3 **Definition of readiness standards.** Applicant selection, training and incumbent maintenance minimum standards were defined.

TASK 8.0 STANDARDS IMPLEMENTATION RECOMMENDATIONS

Recommendations were developed for applying the physical readiness standards process for the following ten sub-tasks.

8.1 Reviewed medical screening and safety guidelines for test participation required by the ADA requirements and recommended in the latest ACSM/AHA guidelines.

8.2 Developed an implementation sequence for testing.

8.3 Defined testing procedures for the physical readiness and job-task simulation tests.

8.4 Recommended training qualifications for personnel involved in administering the testing sequence.

8.5 Developed recommendations for ongoing data collection, analysis, and upgrades.

8.6 Recommended a timeline for phasing in all elements of the testing and standards application program.

8.7 Recommended a sequence for standards application and sanctions.

8.8 Identified personnel policy areas for the Nevada P.O.S.T. to address before implementing standards and program recommendations.

8.9 Recommended an incentive system to facilitate readiness improvement of Category I Peace Officers.

8.10 Made a formal presentation of the study results, which included discussion of implementation strategies.

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SECTION C

IDENTIFYING THE PHYSICAL DEMANDS OF THE JOB

INTRODUCTION

In order to define fitness standards that predict who can and cannot perform the essential physical functions of the job at a minimum level of safety and effectiveness, we must know what the essential physical functions are. We identified those functions through a variety of ways:

- A review of position descriptions
- Interviews with officers and their supervisors
- A job-task analysis focusing on physical tasks

This research identified a myriad of physical tasks performed by officers in the Nevada P.O.S.T. In addition to identifying those tasks, we wanted to know the frequency and criticality of the tasks, as well as quantifying data. For example, how heavy are the things officers push, pull, lift and carry? How many flights of stairs do they typically climb? How far do they run conducting foot pursuits, running assists, and back ups? In addition, we wanted to know the conditions under which officers in the state of Nevada performed their job, and the fitness factors underlying the ability perform those tasks.

Secondly we narrowed the taxonomy of tasks and underlying physical fitness variables to the most important physical task performance and fitness performance areas. This enabled us to decide the areas we should measure, culminating in the definition of this study's criterion measure (the job-task simulation test) and the predictor measures (the fitness tests).

There are six parts in this section:

I. Position descriptions

II. Direct observations, interviews, job-site visits

III. Job-task analysis

IV. Defining the underlying fitness areas

V. Conclusions

VI. References

I. JOB-DESCRIPTIONS

We reviewed sample position descriptions for the position of patrolman from a number of agencies throughout the state.

II. DIRECT OBSERVATIONS

We elected not to conduct site visits for this project. Our rationale was that we have observed officers in hundreds of agencies throughout the country, and feel confident that the job is not any different in Nevada than it is in other agencies. Likewise, we felt confident that we understand the physical demands of the job sufficiently well enough that we could devote our resources more effectively on other tasks in the study.

III. JOB-TASK ANALYSIS

Through the years we have been performing validations studies, we have identified a core list of job tasks that require some level of physical fitness. For this study, we utilized a list of 45 physical job tasks that the sample rated for frequency and criticality. We also collected quantifying information, i.e., how heavy, how far, etc., asked the sample to rate the conditions under which officers perform the job, and had them rate the importance of seven fitness factors.

A stratified-random sample of officers completed the job-task analysis. 'Stratified' means the sample is representative of the uniformed population of the Nevada P.O.S.T. by age and gender. 'Random' means the officers were selected using a method that gives reasonable assurance the sample is statistically representative of age groups and gender.

A total of 269 Category I Peace Officers, stratified by age, gender, and duty position, were randomly selected to serve as the raters. Of that group, 213 returned surveys for a response rate of 80 %. Based on our experience, this is a very high response rate. The sample that returned the JTA surveys reflects the demographics of the total Nevada P.O.S.T. Category I Peace Officers. The average discrepancy between demographic stratification category (age, gender, and duty position) of those who returned survey data and the actual demographic makeup of Nevada P.O.S.T. was less than 1%. The sample functioned as subject matter experts. Incumbents utilized the Physical Performance Rating Booklet to perform the rating. Besides the rating functions, this group also functioned as a focused subject matter expert group to elaborate upon the job requirements. The profile of this rating group was as follows:

TABLE C1: JTA SAMPLE DEMOGRAPHICS

INCUMBENT RATING GROUP – NEVADA P.O.S.T. Category I Peace Officers

	Gender		Mean Age
	Male	Female	
N = 213	84%	16%	38.43
Men N = 179	100%		38.6
Women N = 34		100%	37.5

INCUMBENT PHYSICAL PERFORMANCE RATINGS

The first items incumbents rated were the frequency and criticality of the 46 physical tasks identified through past job-task ratings, job descriptions, and direct observations. The sample used the following scales:

FREQUENCY	1	2	3	4	5
	Never	Seldom	Occasionally	Frequently	Daily
CRITICALITY	1	2	3	4	5
	Unimportant	Important	Critical	Urgent	Crucial

The points on the scale are defined as follows:

Frequency: I would expect to perform this

Never = Never have and never expect to perform this task in my job
Seldom = Once a year or less often
Occasionally = Once a month or less
Frequently = More than once a month
Daily = On most duty days

Criticality: Regardless of the frequency, when called upon to perform

Unimportant = Ability to perform task not part of the job.

Important	= Not essential, but ability would enhance performance.
Critical	= May be performed infrequently, but ability is essential.
Urgent	= Ability to perform may prevent property loss or damage.
Crucial	= Ability to perform this task may prevent injury or loss of life.

Table C2 provides the means and standard deviations for the rating group. The 5-point scale for each represents a continuum as opposed to a highly discrete measurement and, as a consequence, the selection of a threshold point for determining if a task is frequent or critical is a judgment call. We used a rating of 2.5 as a threshold rating to indicate that a task was rated frequent or critical. Several factors entered into this judgment.

The judgment for the threshold level was most crucial for the criticality scale since all task ratings meeting the frequency threshold also met the criticality threshold. A rating between level 2 and 3 signifies an "important to critical task". Most in the field would concur that a task being "important" is tantamount to saying it is essential. Consequently, if the task were rated 2.5 or greater, we considered the task to be critical. Note that every task rated 2.5 or higher for criticality was within one-half standard deviation of 3.0.

The ultimate use of these ratings was to identify tasks for possible inclusion into job-task simulation tests. The final determination of the job-task simulation test battery was made by SME's in a formal decision making process. We would rather consider an expanded list of tasks rated slightly less critical or frequent at that stage of the study process, knowing that the SME judgment is the final approval step.

Table C2 shows, for each task, the mean frequency (f) and criticality (c) ratings. The standard deviation (S.D.) is a measure of variability. For tasks that were quantifiable, such as how many hours officers stand, the table reports the mean (average), median (the mid-range value), and mode (value most often reported). Ratings meeting the threshold of 2.5 are bolded.

TABLE C2: INCUMBENT PHYSICAL JOB TASK RATINGS

Job task	Mean	S.D.	Med.	Mode
Stand f	**3.985222**	.9620411		
Stand c	**3.384236**	1.000073		
Stand hours	6.630556	11.36241	4	2
Walk f	**3.536946**	1.091082		
Walk c	**3.389163**	1.02989		
Walk hours	7.825967	37.80985	3	2
Brisk walk f	**3.334975**	1.041756		
Brisk walk c	**3.413793**	1.007991		
Brisk walk feet	751.7373	1827.877	150	100
Sprint f	**2.906404**	.9523854		
Sprint c	**4.197044**	1.062684		
Sprint feet	435.422	908.6429	300	300
Sustain run f	2.477833	.9663913		
Sustain run c	**3.990148**	1.112442		
Sustain run feet	736.8535	976.1606	500	1000
Sustain run f	2.044335	.8804842		
Sustain run c	**3.689655**	1.197043		
Sustain run minutes	4.909774	7.025342	3	3
Stairs f	**2.605911**	1.049453		
Stairs c	**3.704433**	1.165226		
Flights	4.439759	6.199168	3	2
Uneven f	**2.64532**	1.030387		
Uneven c	**3.73399**	1.163886		
Percent time	18.74874	24.12836	10	1
Heavy lift f	2.364532	1.046031		
Heavy lift c	**3.408867**	1.291756		
Heavy lift weight	128.2822	55.52727	120	100
Moderate lift f	**3.128079**	.9613057		
Moderate lift	**3.310345**	1.047033		

Job task	Mean	S.D.	Med.	Mode
Moderate weight	54.02367	27.53179	50	50
Light lift f	**3.940887**	1.101957		
Light lift c	**3.679803**	1.165059		
Light lift weight	19.69006	9.594292	20	25
Heavy carry f	**2.561576**	1.034026		
Heavy carry c	**3.142857**	1.191673		
Heavy carry feet	100	424.6991	50	50
Moderate carry f	**2.847291**	1.067675		
Moderate carry c	**3.226601**	1.159499		
Moderate carry feet	129.5602	483.6731	50	50
Light carry f	**3.566502**	1.300899		
Light carry c	**3.46798**	1.170051		
Light carry feet	292.9357	1327.375	50	50
Carry upstairs f	**2.73399**	1.23006		
Carry upstairs c	**3.197044**	1.286099		
Carry upstairs feet	25.93671	16.32656	25	25
Hoist by rope f	1.29064	.6365603		
Hoist by rope c	1.857143	1.187512		
Hoist by rope height	56.37037	58.95177	40	50
Hoist by rope weight	23.38542	19.57193	20	20
Push f	**2.660099**	1.032988		
Push c	**3.403941**	1.302847		
Push weight	212.3187	294.5352	175	200
Push feet	27.12105	65.68637	10	5
Push vehicle f	2.123153	.8081307		
Push vehicle c	**2.587685**	1.153383		
Push vehicle feet	49.02041	92.2808	25	50
Pull self obstacle f	**2.561576**	.9949882		
Pull self obstacle c	**3.492611**	1.279579		
Pull self obstacle feet	8.092593	14.43547	6	6
Drag victim f	1.921182	.7269185		
Drag victim c	**3.91133**	1.290491		
Drag victim weight	168.4221	43.37521	175	200
Drag victim feet	38.90341	35.28977	25	50
Extract victim f	1.91133	.7459592		
Extract victim c	**3.837438**	1.370906		
Climb obstacle f	**2.536946**	.9962129		

Job task	Mean	S.D.	Med.	Mode
Climb obstacle c	**3.655172**	1.250469		
Climb obstacle feet	5.883436	2.004294	6	6
Climb fences f	2.428571	.9792761		
Climb fences c	**3.53202**	1.343377		
Climb fence feet	6.204969	1.635994	6	6
Climb ledge f	2.142857	1.021688		
Climb ledge c	**3.246305**	1.385363		
Climb ledge feet	6.418919	6.411102	6	6
Climb ladder f	1.852217	.8192199		
Climb ladder c	**3.083744**	1.430877		
Climb ladder feet	18.59259	17.82221	15	20
Crawl/stoop f	**2.635468**	1.141097		
Crawl/stoop c	**3.394089**	1.328427		
Crawl/stoop feet	18.79592	29.08512	10	10
Thru windows f	2.182266	.8907005		
Thru windows c	**3.167488**	1.36488		
Crawl tunnel f	1.763547	.7467761		
Crawl tunnel c	**2.73399**	1.363665		
Crawl tunnel feet	50.80165	183.9781	20	20
Bend/reach f	**4.182266**	1.235322		
Bend/reach c	**3.916256**	1.221864		
Dodge run f	**2.610837**	1.025072		
Dodge run c	**3.541872**	1.255471		
Dodge run percent	11.04403	13.73499	5	5
Jump over obstacle f	2.399015	.9613311		
Jump over obstacle c	**3.359606**	1.267938		
Jump over obstacle feet	6.27707	9.172911	5	5
Low vault f	2.108911	.966102		
Low vault c	**3.029557**	1.349409		
Low vault feet	3.412752	1.530911	3	3
High vault f	1.778325	.792991		
High vault c	**2.768473**	1.476077		
High vault feet	5.435115	1.893711	5	5
Balance f	2.384236	1.080955		
Balance c	**3.108374**	1.300449		
Forced entry chopping f	2.487685	.9614325		
Forced entry chopping c	**3.724138**	1.343396		

Job task	Mean	S.D.	Med.	Mode
Forced entry prying	1.46798	.5825085		
Force entry prying c	2.487685	1.503658		
Forced entry push/pull f	1.724138	.7852342		
Forced entry push/pull c	**2.689655**	1.501564		
Use of force <1 min f	**3.009852**	.9799482		
Use of force <1 min c	**4.438424**	.9799482		
Use of force <1 min secs	35.9023	25.8313	30	30
Use of force >1 min f	2.364532	.9038549		
Use of force >1 min c	**4.364532**	1.060134		
Use of force >1 min secs	94.8012	65.71483	90	120
Control holds f	**2.901478**	.9544828		
Control holds c	**4.320197**	1.039295		
Control holds height	70.53179	3.438052	72	72
Control holds pounds	185.4082	26.60898	180	200
Restrain devices f	**3.004926**	1.096789		
Restrain devices c	**4.320197**	1.034521		
Restrain height	69.63068	8.082077	72	72
Restrain weight	183.399	33.59519	180	200
Use of hands/feet f	**2.635468**	1.012361		
Use of hands/feet c	**4.37931**	1.023953		
Use of hands/feet height	70.38506	3.867159	72	72
Use of hands/feet pounds	185.1795	32.70603	180	200
Swimming f	1.29064	.5795706		
Swimming c	2.448276	1.522451		
Ability to use firearms f	**3.270936**	1.338868		
Ability to use firearms c	**4.743842**	.705985		
Pursuit driving f	**2.788177**	1.185497		
Pursuit driving c	**4.428571**	1.125128		

INCUMBENT JOB CONDITIONS RATINGS

The ratings on the variety of job conditions under which the raters work provide an additional view of the job environment. Each job condition was rated on a scale of 1 (no effect) to 4 (great effect). Table C3 shows the mean ratings and standard deviations for the job conditions. Conditions rated at 2.0 or higher are bolded.

TABLE C3: INCUMBENT WORKING CONDITIONS RATINGS

FACTOR	Mean	S.D.
1. **INSIDE**	**3.35**	.538
2. **OUTSIDE**	**2.45**	.555
3. LOW TEMPERATURE	1.94	.718
4. **HIGH TEMPERATURE**	**2.28**	.802
5. **SUDDEN TEMPERATURE CHANGES**	**2.01**	.864
6. **LOW HUMIDITY**	**2.05**	.835
7. HIGH HUMIDITY	1.95	.892
8. WETNESS	1.50	.607
9. SLIPPERY SURFACES	1.67	.558
10. HIGH ELEVATIONS	1.36	.584
11. CONFINED SPACES AND/OR CRAMPED BODY POSITIONS	1.59	.592
12. VIBRATION	1.35	.545
13. NOISE	1.79	.676
14. DUST	1.72	.732
15. ODORS	1.48	.628
16. AIR PRESSURE	1.13	.387
17. **BODILY INJURIES (MINOR)**	**2.17**	.707
18. **BODILY INJURIES (MAJOR)**	**2.04**	.823
19. MOVING VEHICLES OR OBJECTS	1.90	.847
20. BURNS	1.33	.514
21. NON-IONIZING RADIATION	1.34	.579
22. SILICA DUST	1.26	.489
23. ALLERGENIC	1.75	.768
24. SMOKE CONDITIONS	1.43	.581
25. TOXIC CONDITIONS	1.35	.537
26. CHEMICAL IRRITANT	1.25	.455
27. OILY	1.24	.467
28. EXPLOSIVES	1.28	.569

29.	ELECTRICAL HAZARDS	1.28	.514
30.	IONIZING RADIATION	1.13	.349
31.	INFECTIONS	1.58	.681
32.	**WORKING WITH OTHERS**	**3.82**	.504
33.	**RESPONSIBILITY FOR PERSONS**	**3.28**	.756
34.	**JOB COMPLEXITY**	**3.73**	.520
35.	**ROLE AMBIGUITY**	**2.25**	.708
36.	**IRREGULAR OR EXTENDED WORK HOURS**	**3.39**	.645
37.	**IRREGULAR EATING PATTERNS**	**2.77**	.749
38.	**IRREGULAR SLEEP PATTERNS**	**2.51**	.777
39.	JOB STRESS	**3.17**	.677
40.	ATTENTION TO DETAIL	**3.78**	.481
41.	TRAVELING/JET LAG	2.60	.619

Using ratings above a mean of 2.0 (moderate) as the criterion, the sample rated their working conditions as working inside and outside, in high temperatures and low humidity, risk of minor and major injuries, working with and having responsibility for persons, having a complex job with ambiguity, irregular work, sleep and eating patterns, having job stress, with daily tasks that require attention to detail and requiring travel.

INCUMBENT PHYSICAL FITNESS RATINGS

The Physical Fitness Ratings represent the extent the raters felt the underlying physical fitness factors were essential for job performance. They rated each factor on a seven-point scale from an extremely high degree of importance to no degree of importance. The mean ratings and standard deviations for the rating group are presented in Table C5. All physical fitness factors were rated toward the 'tasks require maximum amount of this factor' anchor (a rating of 4.0 or higher).

The ratings on physical fitness factors underscore that according to the rating group, a relatively high level of physical fitness is essential for performing

the job. During our sire visits, we asked each officer to identify tasks requiring some level of each of these factors. The summary of their comments was presented earlier in this section. The various tasks that the officers felt required each of the fitness status factors correspond to tasks rated frequent and critical by the stratified random sample completing the job-task analysis. This correspondence implies internal validity for the rating instrument, indicating that the raters view the fitness factors as underlying dimensions for performing a variety of tasks. The various sources of data all aid in identifying underlying fitness areas that should be addressed when specifying fitness standards.

TABLE C4: INCUMBENT FITNESS STATUS RATINGS

Variable	Obs	Mean	Std. Dev.	Min	Max
Absolute str.	196	4.846939	1.490841	1	7
Explosive str.	196	4.80102	1.662929	1	7
Dynamic str.	196	4.892857	1.573417	1	7
Dynamic trunk str.	196	4.52551	1.596266	1	7
Extent flex	196	4.428571	1.488417	1	7
Endurance	196	5.107143	1.506822	1	7
Speed	196	4.887755	1.660291	1	7
Anaerobic power	196	4.857143	1.620383	1	7
Body comp.	195	4.348718	1.457804	1	7
Agility	194	4.953608	1.426221	1	7
Balance	196	4.780612	1.501395	1	7

PHYSICAL DEMANDS

In addition to rating the frequency and criticality of physical tasks the incumbent raters were also asked to quantify the physical demands of various

physical tasks. The physical activities were categorized into major physical activity areas that corresponded to the same physical tasks found to be frequent or critical. This information aided the development of job-task simulation tests that were eventually used in the study. For each category, the mean, mode, and median (50th %tile) scores were calculated and reviewed to ascertain which was most reflective of the job tasks. The results are presented in Table C5.

TABLE C5: MOVEMENT QUANTIFICATION

1.	**WALKING**	**2.**	**RUNNING**			
	Distance		**Distance**	**Time**	**% uneven**	**Stairs**
	1000 to 1400 feet		300 – 1000 ft.	2 - 4 min.	1-10%	2 - 5 flights
3.	**AGILITY RUNNING**	**4.**	**RANGE OF MOVEMENT**			
	Dodging obstacles		**Crawling distance**			
	2 - 5 %		10 - 30 ft.			
5.	**JUMPING**					
	Jump across obstacles					
	3-4 ft.					
6.	**PULL/PUSH/DRAG**					
	Weight of objects to push	**Distance to push objects**		**Weight of objects to drag/pull**		**Distance to drag**
	180-290 lbs.	5-25 ft.		160-200 lbs.		20-42 ft.
	Weight of person to drag	**Distance to drag**		**Distance to push a car**		
	170-200 lbs.	20-30 ft.		30-50 ft.		
7.	**LIFTING/ CARRYING**					
	Weight of objects	**Distance to carry**				
	25-135 lbs.	50-140 ft.				
8.	**CLIMBING**	**9.USE OF FORCE**				
	Climb over obstacles	**Suspect weight**				
	5 – 6 ft.	180-190 lbs.				

IV. JOB-TASK AND FITNESS TESTS IDENTICATION

The sources of data provided the necessary information from which to specify both the criterion job-task simulation tests and the predictive physical fitness tests.

JOB-TASK SIMULATION TEST DEVELOPMENT

To narrow the various job data for the purposes of specifying eventual tests, we fstate of Nevada t had to categorize the job-related tasks. The various sources of job data yielded information that can be categorized into two broad areas, specific physical tasks and their underlying physical fitness dimensions. The various tasks can be viewed as essential functions or bona fide occupational qualifications (BFOQs). We previously noted tasks rated frequent and/or critical. Table C6 lists those tasks.

TABLE C6: JOB TASKS RATED FREQUENT OR CRITICAL

Stand for extended period
Walking for extended periods
Brisk walking
Run in pursuit for short distance
Sustained running in pursuits (1-2 minutes and over 2 minutes)
Running up stairs
Running over uneven terrain
Light lifting < 25 lbs.
Moderate lifting 26-100 lbs.
Light carrying < 25 lbs.
Moderate carrying 26-50 lbs.
Heavy carrying > 50 lbs.
Carry equipment up and down stairs
Pull/drag heavy objects or people
Push heavy objects or people
Pull self over obstacle
Drag victims
Extract victim from car or building
Climb over obstacles, fences, ledges, ladders, fire escapes
Crawl/stoop around obstacles
Climb through windows
Bending/reaching
Dodge/run around objects
Jump over obstacles
Vault over low obstacles
Forced entry using pushing/pulling/chopping/prying/sawing/cutting tools
Use of force < 1 minute
Use of force > 1 minute
Use of control holds to subdue resisting person
Use of restraining devices to subdue resisting person
Use of hands and feet for self defense

In an attempt to further focus upon the identification of tasks from which to define representative job-task simulation tests, we categorized critical and frequent job requirement ratings according to movement activity and modality of tasks. Those tasks which the sample rated 2.5 or above for frequency and/or criticality are presented in Table C7.

TABLE C7: MAJOR MOVEMENT CATEGORIES

1. WALKING
Walking for extended periods
Brisk walking

2. RUNNING
Sprint running in pursuits
Sustained running in pursuits
Run up/down stairs
Running over uneven terrain

3. AGILITY RUNNING
Dodge/run around obstacles

4. RANGE OF MOVEMENT
Bending and reaching

5. JUMPING
Jump over obstacles
Vault over low obstacles

6. PULLING/PUSHING/DRAGGING
Drag victims
Push heavy objects or people
Extracting victims
Pull/drag heavy objects or people
Forced entry using pulling/pushing

7. LIFTING
Lifting (light < 25#)
Lifting (moderate 26-100#)

8. CARRYING
Carrying light (< 25#)
Carrying moderate (26 – 50#)
Carrying heavy (>50#)
Carry equipment up and down stairs

9. CLIMBING
Climb over obstacles, fences, ledges, ladders, fire escapes, through windows
(running up stairs included as running task)

10. USE OF FORCE
Less than 1 minute
More than 1 minute
Use of hands and feet
Use of restraints
Use of control holds

We used the information gleaned from the JTA, job descriptions, direct observations, Table C8 and our experience from previous validation studies to develop a draft job-task simulation test containing the most critical physical tasks

performed by Category I Peace Officers. We attempted to ensure the proposed job-task simulation test had 'real world' job relatedness. Category I Peace Officers rarely perform a physical task in isolation, but rather in combination with other tasks within a given situation. The goal was to develop a scenario that represents situations officers have performed or are expected to perform.

Supervisors were selected by the Nevada P.O.S.T. to function as Subject Matter Experts (SMEs). In meetings on February 25 and March 3, 2008 they reviewed the list of frequent and critical tasks, quantifying information, major movement categories, and the draft job-task simulation tests. Relying on that information and their job experience, the SMEs modified the proposed scenarios, producing three job-task simulation tests they considered to be more realistic, job-related and appropriate for Category I Peace Officers.

By reviewing all sources, we established concurrent and convergent validity for the selection of tasks incorporated into job-task simulation tests. For example, the most frequent job tasks that raters listed as examples of factors measured by the Physical Status Health Questionnaire concurred with the list of frequent and critical tasks selected on the Physical Job Task Questionnaire. Finally, the tasks incorporated into the job-task simulation tests based on these data were discussed with the members of the SME committees who, in turn, gave concurrence or made changes based on their experience in the field. Consequently, the job-task simulation tests were established as being job related.

The final check and balance we apply is to ensure that all tasks included in the job-task simulation tests meet a pre-determined 'decision rule'. The rule is that to be

included in the final job-task simulation tests, a given task must meet at least two of the three requirements shown in the chart below. Table C8 shows the verification for the tasks included in the job-task simulation tests with an "X" denoting that the task met one of the three requirements.

TABLE C8: TASK VERIFICATION

	Task meets the 2.5 rating on the Physical Task requirement rating	Task was listed as example task on Fitness status ratings	Task was accepted by SME's for use
Scenario tasks			
Sprint running	X	X	X
Run up stairs	X	X	X
Lift objects	X	X	X
Carry objects	X	X	X
Dodge obstacles	X	X	X
Vault low obstacle	X	X	X
Jump ditch	X	X	X
Subdue person	X	X	X

We based the physical demands of the various job tasks, such as duration, distance, and weight, on the quantifying information for each task provided by the raters in the JTA. We considered the mean, the mode, and median as shown in Table C6. As a consequence, not only do the job-task simulation tests contain those tasks the SMEs concurred with, the parameters came from data supplied by the rating sample. This clearly suggests that the scenarios are **valid representations** of the physical situations and tasks that the officers perform.

The description of the job-task simulation tests developed by the SMEs follows. Because the data collection was conducted at different sites, the order of tasks was modified to meet local conditions. The total distance, parameters of the obstacles and weight of the dummy were consistent from site to site.

SCENARIO # 1 ROADWAY CLEARANCE

"While patrolling a roadway the participant comes upon an area of debris and a stalled vehicle on the roadway. Timing is important because of the potential for traffic to arrive on the scene and the debris and car must be removed.

"You will start sitting in a vehicle, with the seat belt secured. On the command "GO" you exit the vehicle, run 20 feet to debris in the road (100 pound trash barrel, 50 pound dumbbell, and 25 pound dumbbell). Pick up each piece of debris and carry or drag them, one at a time, as fast as possible 50 feet to the first cone. You will then go back to stalled vehicle and push it 50 feet to last traffic cone. Your score is the time it takes to complete this task – the faster the better. Your performance will also be rated for overall effectiveness. Watch this demonstration. Do you have any questions?"

SCENARIO # 2 VICTIM EXTRACTION

"While on patrol, the participant comes across an accident scene and must extract an unconscious victim from the car and drag the person a safe distance from the vehicle because there is spilled gasoline surrounding the vehicle.

"You will start sitting in a vehicle, with the seat belt secured. On the command "GO", you will exit your vehicle, run 10 feet and vault over a simulated guardrail (3 feet high). Run 50 feet to victim's car. Open the car door, pull out the 165 lbs. dummy and drag it 20 feet to safety. Your score is the time it takes to complete this task. Your performance will also be rated for overall effectiveness. Watch this demonstration. Do you have any questions?"

SCENARIO #3 PURSUIT AND ARREST

"The participant is charged with pursuing and restraining a fleeing perpetrator. The various obstacles are simulations of barriers that officers may encounter during a pursuit situation.

"On the command GO you will run 300 feet to stairs. Run up and down stairs two times. Run 100 feet to the 50 foot serpentine course following the arrows painted on the ground. Run 100 feet to six-foot wall/fence. Climb the wall/fence (if you cannot climb the wall/fence, retrieve the blocks located 20 feet from the wall and use them to get over the wall) and run 75 feet to culvert, go through the culvert, then 75 feet and vault over the four-foot rail. Run 30 feet to cone. Fall on your back and stand back up then run 20 feet to impact bag. Deliver two palm heel strikes or straight punches and two knee strikes to the impact bag.

Roll the dummy over eight times (four times in one direction, then four back in the other), causing dummy to wind up on stomach. While down on one knee, pull dummy's arms to mid line of the body, simulating cuffing)"

Each officer is timed and performance graded as effective or ineffective.

Guidelines for ineffective performance:

a. Lack of sense of urgency

b. Inability to carry/drag debris, push vehicle

c. Cannot surmount 3 foot obstacle

d. Inability to drag dummy

e. Insufficient force when delivering palm-heel and knee strikes

f. Cannot roll dummy eight times.

IDENTIFICATION OF PREDICTIVE FITNESS TESTS

To define the underlying physical fitness variables associated with the job-task simulation test, the judgment team performed the following categorization for the scenario (Table C9). This categorization served as a hypothesis, subject to verification using the statistics generated from the validation testing process.

TABLE C9: PHYSICAL DEMAND CATEGORIZATION FOR JOB-TASK SIMULATION TEST

	Roadway clearance
A. Modality	Sprint/lift/carry/drag/push
B. Intensity	Anaerobic
C. Duration	Approximately 40 to 90 seconds
D. Anatomical Focus	
Body Parts	Total Body

Muscle Groups	Deltoids, Triceps, Biceps, Pectorals, Abdominals, Deltoids, Quadriceps, Hamstrings, Trapezius, Latissimus Dorsi

E. Fitness Areas

Strength	X
Endurance	~
Speed	X
Muscular endurance	X
Range of motion	X
Leg power	X
Agility	X

Victim extraction

A. Modality	Sprint/vault/drag
B. Intensity	Anaerobic
C. Duration	Approximately 15 to 25 seconds
D. Anatomical Focus	
Body Parts	Total Body
Muscle Groups	Deltoids, Triceps, Biceps, Pectorals, Abdominals, Deltoids, Quadriceps, Hamstrings, Trapezius, Latissimus Dorsi

E. Fitness Areas

Strength	X
Endurance	~
Speed	X
Muscular endurance	X
Range of motion	X
Leg power	X
Agility	X

Pursuit/Subdue

A. Modality	Run/climb stairs/climb fence/vault/crawl/change direction/jump/subdue
B. Intensity	Anaerobic
C. Duration	Approximately 15 to 25 seconds
D. Anatomical Focus	
Body Parts	Total Body
Muscle Groups	Deltoids, Triceps, Biceps, Pectorals, Abdominals, Deltoids, Quadriceps, Hamstrings, Trapezius, Latissimus Dorsi
E. Fitness Areas	

Strength	X
Endurance	X
Speed	X
Muscular endurance	X
Range of motion	X
Leg power	X
Agility	X

Body composition was not rated as an underlying essential fitness factor, and is not included in the physical demand classification. Research has indicated that the effect of body composition on performance is minimal if aerobic power and strength are accounted for. In other words, the measurement of body composition does not add any significant information or predictability if the other two areas are addressed. Likewise, addressing body composition raises a 'red flag' under the Americans with Disabilities Act (ADA) since some are contending that body fat is a 'handicapping' condition. We concluded that body composition is not a necessary condition to address for Category I Peace Officers' capability

to perform strenuous physical tasks. However, it is useful information about an individual's health status. Anecdotally, our professional observation is that a number of Category I Peace Officers are grossly overweight. In fact, 444 of 735 responders in a 2004 survey we conducted considered themselves to be overweight.

The judgment team's identification of the underlying physical fitness factors required to perform the job-task simulation tests correspond with and verify the ratings from the Fitness Factor ratings (Table C4). Based upon those physiological categorizations, nine field fitness tests were selected as representative tests to measure the underlying physiological variables and are presented in Table C10.

TABLE C10: UNDERLYING FITNESS PERFORMANCE FACTORS AND TESTS

FITNESS FACTOR	TEST
Absolute strength	1 RM Bench press raw score (pounds) and ratio score (weight pushed divided by body weight)
Explosive strength	Vertical jump in inches
Dynamic strength (muscular endurance)	1 minute sit up (n) Maximum push up (n)
Trunk strength	1 minute sit up (n)
Extant flexibility	Sit and reach in inches
Endurance	1.5 mile run in min:sec
Speed	300 meter run in seconds
Anaerobic power	300 meter run in seconds
Gross Coordination (agility)	Illinois agility test in seconds
Gross equilibrium (balance)	Illinois agility run in seconds

All of these tests are accepted within the field as being accurate, reliable, and valid measures for the respective physical fitness areas. All are field as opposed to clinical tests and can be administered economically. A detailed description of each test with reliability and validity data is presented below.

PHYSICAL FITNESS BATTERY

1.5-Mile Run

A measure of aerobic power. Reliability coefficients reported between r=0.75-0.90 and predictive validity coefficient of r=0.74 with max V02 (AAHPERD 1984; Cooper 1968). Scoring is time (in minutes and seconds) to run 1.5 miles.

Sit and Reach Test

A test of static lower back and upper leg range of motion or flexibility. Reliability coefficients have been reported between r=0.84-0.98 (AAHPERD 1984). This test is accepted as face valid or content valid defining lower back range of motion and flexibility (Wells and Dillon 1952). Scoring is based on how far the individual reaches in the extension, scored to the half-inch.

One Minute Bent-Leg Sit-Up Test

A measure of the muscular endurance or dynamic strength of the abdominal muscles in the trunk. Reliability coefficients have been reported at r=0.68-0.94 (Johnson and Nelson 1974). The sit-up test is accepted as face and content valid defining muscular endurance or dynamic strength (Fleishman 1964). Scoring is number of sit-ups completed in one minute.

Maximal Push-Up Test

A measure of upper body extensor muscular endurance or dynamic strength. Reliability coefficient reported at r=0.88 with a validity analytic factor loading of 0.68 for dynamic strength (Fleishman 1964). Scoring is maximum number of push-ups.

300-Meter Run

A measure of anaerobic capacity and speed. Validity coefficients with measures of anaerobic power have been reported between r=0.67 and r=0.76 (Scott et al. 1990). Scoring is time to run 300 meters.

Vertical Jump

A measure of leg power. A validity of 0.78 has been reported with the criterion of a sum of four track and field event scores. Reliability has been reported as high as 0.93 and an objectivity coefficient of 0.93 has been obtained (Johnson and Nelson, 1979). Scoring is the number of inches between the standing reach and the jumping reach.

The Illinois Agility Run

A measure of agility for muscular coordination and movement. The Illinois Agility run is accepted within the field as a general measure of agility and is the most widely applied agility test. It has been demonstrated reliability coefficients of r. between .80 and .93 and a validity coefficient of .82 concurrently with over 16 other agility tests (Johnson and Nelson 1974). Scoring is time to complete the course.

One Repetition Maximum Bench Press

A measure of absolute strength of the major muscle groups of the upper body. Reliability coefficient has been reported at r=0.93 (Johnson and Nelson 1974). This test is accepted as face valid or content valid defining upper body maximum absolute strength. Scoring is the maximum pounds pushed from the down position. A ratio of pounds pushed divided by body weight is also computed.

V. CONCLUSION

The various sources of job task data all point to the conclusion that there are definite physical demands that incumbent Category I Peace Officers may be confronted with in a critical situation. The identification of the physical job-task simulation tests and physical fitness tests reflects the critical physical demands of the job and the underlying physiological readiness variables that are required to successfully perform the job. The data at this level of analysis suggest the job-task simulation tests have face or content validity and the fitness tests have construct and criterion validity. As such, they are valid and representative tests to use in the validation process to determine standards. The judgment team will utilize incumbent testing data to confirm these assumptions and further define the criterion performance levels required of Category I Peace Officers.

VI. REFERENCES

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SECTION D

PHYSICAL PERFORMANCE TEST RESULTS

INTRODUCTION

The keystone for the entire process of validating fitness standards is the accuracy of the data collected from a stratified random sample of Nevada P.O.S.T. officers who completed the fitness testing and the job-task simulation tests. All other analyses, comparisons, and judgments are meaningless if the data is not accurate. This section has four parts:

I. Test performance data from this study

II. Comparisons of performance data

III. Job-task simulation test evaluations

IV. Conclusions

I. TEST PERFORMANCE DATA FROM THIS STUDY

We tested and collected data from a sample of 204 incumbent officers. The randomly selected sample was stratified by age and gender. The sample approximates the demographic breakdown for Category I Peace Officers in the state of Nevada. We conducted the testing at three different sites (Carson City, Henderson and Elko City) in March, April, November and December 2008.

Ten to twenty five officers reported for each test session. Individuals completed a screening device called the PAR-Q that was reviewed by a trained fitness coordinator. The purpose was to give us reasonable assurance that it was safe for the officer to participate in physical activity. Once cleared, the officer filled out the heading on the score sheet, providing demographic information to ensure that the sample was representative of the Category I Peace Officers in Nevada. Officers were reminded that

if at any time during the testing they didn't feel it was safe to continue, they should alert one of the staff and they would be released from the testing. All briefings were scripted and read to each group to ensure all received the same instructions (see Appendix A.)

After the introduction, we conducted a group warm up. Then the entire group heard a description of the vertical jump, Illinois agility run, and the bench press, observed a demonstration of each test, and had time for questions. The group cycled through those three tests in the same order. The fourth test was the sit up. The lead instructor read the description, a coordinator demonstrated the event, and the group had time to ask questions (we followed this sequence for all subsequent fitness tests.) The group was subdivided into as many groups as there were coordinators available and completed the sit up test. Trained fitness coordinators scored all tests.

The group rested for five minutes after the last person completed the sit up test. The 300-meter run was conducted in groups of six. Ten minutes after the last person finished the 300 meter run, we conducted the briefing for the push up, and followed the same procedure used for the sit up. A 30-minute rest period began after the last person finished the push up, during which time the coordinators administered the sit and reach test.

The entire group started the 1.5-mile run together. As part of the briefing, the group was instructed to walk for five minutes to cool down after the run. Coordinators were assigned to observe participants, and were alert for any possible physical problems. The protocol called for a one-hour break between the end of the 1.5-mile run and the beginning of the job-task simulation tests. To ensure each participant had a minimum of one-hour rest, we instructed the group to return to the test site 75 minutes after the last person finished the run. We also sequenced the

order for the job-task simulation test by having the fastest finisher on the 1.5-mile run go first, and the slowest person go last. These steps ensured that everyone had a minimum of one-hour rest between the fitness tests and the job-task simulation test.

Table D1 presents the demographics for the entire test sample. The scores shown are the medians and means for each fitness and job-task simulation test.

TABLE D1: PHYSICAL FITNESS TEST PERFORMANCE

	ALL	M	F
N	204	182	22
Gender			
Male	89%	100%	0%
Female	11%	0%	100%
Age (years)	38.8	38.9	37.3
Experience (years)	8.3	8.6	5.2

Variable	Obs	Mean	Std. Dev.	Min	Max
Vertical jump	204	17.67647	3.51152	8	26
Bench press	203	187.9803	54.21455	65	325
Bp ratio	203	.9520197	.2287382	.44	1.59
Agility run	204	18.69534	2.974871	12.9	48.07
Situps	203	34.64532	10.27071	1	62
300 meter	203	67.56158	16.94691	45	228
Pushup	201	34.46269	14.69625	1	100
Sit and reach	204	18.63358	3.435039	9	28
1.5 mile run	202	15.96312	3.619762	10.25	30.3
jtst1	203	61.28079	18.34232	40	181
jtst2	202	20.81188	8.761162	12	93

jtst3	198	142.803	32.0703	94	298

	All	Men	Women
Vertical jump	17.67647	18.206	13.295
Bench press	187.9803	199.6	92.72
BP ratio	0.9520197	0.98	0.67
Il. agility run	18.69534	18.51	20.19
Sit ups	34.64532	34.86	32.86
300 meter	67.56158	66.54	75.95
Push ups	34.46269	35.41	25.9
Sit & reach	18.63358	18.31	21.27
1.5 mile run	15.96312	15.9	16.45
JTST #1	61.28079	58.39	85.04
JTST #2	20.81188	19.35	33.4
JTST #3	142.803	138.82	176.33

II. COMPARISONS OF PERFORMANCE DATA

Comparisons of men and women to the total test sample are shown in Table D2.

TABLE D2: TEST SAMPLE COMPARISONS

	Vert. Jump	BP Raw	BP Rat.	Agil. Run	Su	300 Run	Pu	S+R	1.5 Run	JTST #1	JTST #2	JTST #3
Men	+	+	+	+	=	+	+	-	=	+	+	+
Women	-	-	-	-	-	-	-	+	-	-	-	-

\+ = Average score above the total Nevada P.O.S.T. sample
\- = Average score below the total Nevada P.O.S.T. sample
= = Average score equivalent to the Nevada P.O.S.T. sample

When comparing the average scores of the men to the women, not at all surprisingly the men outperformed the women on every test except for the sit and reach. Some of this difference is due to the physiological differences between the genders. The women's average scores on the agility run, sit up, 300-meter, 1.5-mile run, and the

job-task simulation test were within one standard deviation of the overall average. For the vertical jump and the push up, their mean scores were within one and one-half standard deviations. This suggests two things. One, in general the standard deviations for the women were greater than of the men because the least fit women scored very poorly. There were some very fit females within the test sample, so we want to note that this is not just a male-female issue. Perhaps more importantly, we believe that with a little extra training, the women can improve their scores enough to perform as well as the average category I peace officer.

While being interested in seeing how different groups within the Nevada P.O.S.T. compare to each other, some may ask the question, “What do the various physical performance test profiles mean?” The level of performance exhibited by the various samples of incumbents has greater meaning when compared to some ‘norm’ performance.

The physical fitness tests employed in this study have normative sampling distributions from representative law enforcement populations. Because the job-task simulation tests tend to vary from study to study, we do not have any normative data for those tests.

The comparisons presented in Table D3 compare the average and median scores for the Nevada P.O.S.T. Category I Peace Officers to a database of over 4000 law enforcement personnel from over 80 agencies. The database represents federal, state, and municipal agencies. For each agency, the sample was stratified by age and gender, and randomly selected.

TABLE D3: COMPARISONS TO LAW ENFORCEMENT NORM PERCENTILES

	FITNESS TEST								
	VJ	Bpraw	Bprat	AR	SU	300m	PU	S&R	1.5mi
Average	46th	53rd	52nd	27th	50th	25th	57th	56th	30th
Median	45th	52nd	50th	39th	51st	41st	50th	60th	35th

We can see from Table D3 that overall, the fitness levels of the Category I Peace Officers in the Nevada P.O.S.T. fall below between the 25th and 60th percentiles when compared to the national law enforcement norms. The performances of this sample on the bench press raw and ratio, and the sit up are about at the median. The push up and the sit and reach are at the 56th and 57th percentiles. The other average scores fall between the 25th and 46th percentiles.

These comparisons are presented only to show how the fitness levels of the Nevada Category I Peace Officers relate to comparable populations, and to suggest areas for improvement in a pure "fitness" sense. These data do not suggest any conclusions about job relatedness. Those will be addressed in Sections E, F, and G.

III. JOB-TASK SIMULATION EVALUATIONS

After they completed the job-task simulation tests, the sample evaluated the scenario for realism. They also noted the potential consequences of being unable to perform the job-task simulation test. Tables D4 and D5 present the results of those evaluations.

TABLE D4: CONSEQUENCES OF INABILITY TO PERFORM

CONSEQUENCES OF INABILITY TO PERFORM TASKS EFFECTIVELY

When asked about the inability to perform the job-task simulation tests, the percentages indicate how many of the tested sample of 204 rated each as a possible consequence:

Failure to provide required service	68.1%
Potential for property loss	46.3%
Failure to apprehend suspect	81.9%
Potential for injury to self or others	91.7%
Potential for loss of life to self or others	86.6%

Up to ninety-one percent of the officers in the test sample felt there were potentially severe consequences of being able to perform the job-task simulation test. With any survey instrument, there are margins of error. While the instructions were to select as many consequences for each scenario as the respondent thought were possibilities, a significant number selected just one for the scenario. Nonetheless, the sample completing the job-task simulation test concurred that the inability to perform could have unfavorable consequences. In addition to the possible consequences noted above, several officers added others, to include loss of self-respect, inability to save another officer, and potential for civil liability.

TABLE D5: EVALUATION OF JOB-TASK SIMULATION TESTS REALISM

Check the statement that best reflects your conclusion about the realism of the job-task simulation tests.

The percentages indicate how many of the sample of 204 indicated they had performed a similar task, had not performed a similar task, or haven't performed such a task and never expect to.

Roadway clearance

23.1% 1. The scenario represents an example of situations and tasks that I have had to perform in the past.

74.2% 2. The scenario represents an example of situations and tasks I could be expected to perform but have not personally performed in the past.

2.7% 3. The scenario does not represent an example of situations or tasks I have had to perform and does not represent any that I would ever be expected to perform.

Rescue

27.2% 1. The scenario represents an example of situations and tasks that I have had to perform in the past.

70.3% 2. The scenario represents an example of situations and tasks I could be expected to perform but have not personally performed in the past.

2.5% 3. The scenario does not represent an example of situations or tasks I have had to perform and does not represent any that I would ever be expected to perform.

Pursue and subdue

23.5% 1. The scenario represents an example of situations and tasks that I have had to perform in the past.

74.2% 2. The scenario represents an example of situations and tasks I could be expected to perform but have not personally performed in the past.

2.3% 3. The scenario does not represent an example of situations or tasks I have had to perform and does not represent any that I would ever be expected to perform.

For the job-task simulation test, over 97% of the officers tested said they had either performed a task similar to each of he scenarios, or would expect to have to perform something similar in the future. This rating provides concurrent validity that the job-task simulation test is job-related.

IV. CONCLUSIONS

In general, the Nevada P.O.S.T. Category I Peace Officers appear to be in about average physical condition than law enforcement officers across the country. The sample further validated the job-task simulation tests as being job-related with their ratings of realism and possible consequences of inability to perform.

SECTION E

RELATIONSHIP DATA ANALYSIS

INTRODUCTION

The sample of 204 incumbent test scores provided the data for analyses to document the relationships between fitness and performance on the job-task simulation test. There were two purposes for these data analyses: to determine the fitness factors that underlie and predict the ability to perform the job-task simulation test, and to define the strength of those relationships. This information **provides focused data to aid in selecting potential tests for the physical readiness battery.** The various analyses employed use a technique known as '**dimension reduction'.** That is, sets of many interrelated variables are reduced to a relatively few meaningful independent and predictive dimensions.

The correlational and regression analyses employed were only exploratory and investigative tools to identify the underlying physical abilities as measured by the fitness tests. Those analyses establish construct validity. Further evaluation will determine how well they predict performance on the job-task simulation test, establishing criterion validity.

Some validation designs do not have any criterion or predictive test performance measures and the correlational and regression analyses actually determine the test battery. That was not the case in this study since we could evaluate the predictive strength of the fitness tests using actual data in a specificity and sensitivity analysis. Section G explains how we conducted that additional analysis to finalize the test battery and determine standards.

This section will discuss the two types of relational statistical analysis performed in this study. Section E has four parts:

I. Univariate correlation analysis

II. Multiple regression analysis

III. Conclusions

IV. References

I. UNIVARIATE CORRELATION ANALYSIS

Rationale

The purpose of this analysis was to assess the strength of linear relationships among singular test items. A Pearson Product Moment Correlation coefficient (r) is a statistic that displays the strength of a relationship between two variables, which in this study are test scores. Correlation coefficients range between +1.00 and -1.00. The closer the r is to either +1.00 or -1.00, the stronger the implication is that one factor is predictive of the other. Negative correlations indicate inverse relationships. For example, VO2max is a term used to express an individual's level of cardiovascular endurance. A higher VO2max indicates a higher level of cardiovascular endurance. The 1.5-mile run is a predictor of cardiovascular endurance, with the faster (lower) time predicting better (higher) levels of VO2max. The r for this relationship is -.90, indicating a very high inverse relationship. Table E1 contains the correlations between the physical fitness test scores and the times on the job-task simulation tests.

Statistical significance is a term expressing the degree of confidence one can have that the results obtained are not due to chance but are due to a 'true relationship'.

There are specific statistical procedures to test for the significance of a finding. Usually the .05 level is accepted as the lowest level of confidence of a true finding. It means that the probability of the results being due to chance are 5 out of a 100. A .01 level is 1 out of 100 and .001 is 1 out of a 1000. Correlations in Table E1 at the .05 level are noted with '*', those at .01 with '**'and those at the .001 level with '***'. In other words, one could feel confident that the correlation is true valid.

We calculated correlations for raw scores of the fitness tests against each of the other fitness tests and against the job-task simulation tests.

TABLE E1
CORRELATIONS AMONG FITNESS AND JOB-TASK SIMULATION TESTS

	vj	bp	bpratio	ar	situp	meter	pushup
Vertical jump	1.00						
Bench press	0.45***	1.00					
BP ratio	0.51***	0.85***	1.00				
Agility run	-0.60***	-0.23**	-0.38***	1.00			
Situps	0.39***	0.14	0.34***	-0.39***	1.00		
300 meter	-0.51***	-0.17**	-0.35***	0.61***	-0.51***	1.00	
Pushups	0.39***	0.39***	0.56***	-0.37***	0.58***	-0.44***	1.00
Sit & reach	0.09	-0.07	0.02	-0.07	0.13	-0.07	0.08
1.5 mile	-0.31***	-0.02	-0.25**	0.58***	-0.56***	0.63***	-0.44***
jtst1	-0.37***	-0.42***	-0.36***	0.32***	-0.22**	0.48***	-0.30***
jtst2	-0.44***	-0.50***	-0.41***	0.35***	-0.27***	0.41***	-0.29***
jtst3	-0.59***	-0.40***	-0.48***	0.65***	-0.53***	0.58***	-0.48***

	s&r	1.5 m	jtst1	jtst2	jtst3
Sit & reach	1.00				
var1	-0.09	1.00			
jtst1	0.15	0.26***	1.00		
jtst2	0.14	0.24**	0.82***	1.00	
jtst3	-0.03	0.55***	0.51***	0.57***	1.00

Results

For the **roadway clearance**, all tests were significantly related at the .001 level except for the sit up (significant at the .05 level) and the sit and reach. The bench press raw and the 300 meter demonstrated the highest correlations, with r's of .42 and .48.

For the **rescue**, all tests were significantly related at the .001 level except for the sit and reach. The bench press raw and the vertical jump demonstrated the highest correlations, with r's of .50 and .44.

For the **pursuit and subdue**, all tests were significantly related at the .001 level except for the sit and reach. The vertical jump, the Illinois agility run and the 300 meter demonstrated the highest correlations, with r's of .59, .65 and .58.

While we are primarily interested in the correlations between each fitness test and the job-task simulation test, the correlations amongst the fitness tests may aid in decisions regarding the makeup of the final test battery. For example, the relationship between the push up and the bench press ratio is strong, r = .56. This tells us that the two tests largely account for the same underlying abilities to perform the job-task simulation tests. While those two tests measure different components of fitness (upper body muscular endurance vs. upper body muscular strength), we could defend a decision to include only one of the two tests in the final readiness battery. Reasons for such a decision may include test economy, i.e., minimizing the number of tests in the battery. An agency might also desire a battery that is equipment free.

Implications

In viewing the various fitness tests in a univariate or singular sense, it appears that all the fitness test scores demonstrate some measure of relationship with the job-task simulation scores. Historically, correlations below r. = .30, while statistically significant, are not usually accepted by the courts as being strong enough to warrant using a physical performance test (Biddle and Sill, 1999). With that guideline all tests except the sit and reach deserve consideration as being part of the physical fitness battery.

Physiologically, aerobic power, anaerobic power, agility, upper body strength and muscular endurance, lower body explosive power, and abdominal muscular endurance emerge as the related physical fitness factors or constructs. The correlations do not

imply direct causation (i.e., one factor causes another's effect) but does imply a strong enough relationship so that some level of predictability exists. For example, if one's performance on the 1.5-mile run was poor, then one would expect poor performance on the pursuit/subdue scenario since the correlation between the two is very high (r = .55). The correlations between fitness tests and job-task simulation tests provide a concurrent validation for the job relatedness of the fitness tests. These relationships establish construct related validity between those tests that demonstrate significant correlations.

The various fitness tests that significantly correlate with the job-task simulation test define an underlying factor structure that consists of seven basic fitness factors and tests. Based upon the correlation data, the variables presented in Table E2 are potential elements to include in the physical fitness battery.

TABLE E2: PHYSICAL CONSTRUCTS AND TESTS RELATED TO JOB-TASK SIMULATION TEST

Fitness Construct	Fitness Test
Aerobic Capacity	1.5-Mile Run
Anaerobic Capacity	300-Meter Run
Upper Body Muscular Endurance	Push Up
Trunk Strength	Sit Up
Upper body strength	1 RM bench press raw and ratio score
Agility	Illinois agility run
Lower body explosive power	Vertical jump

The univariate correlation analysis demonstrated significant relationships. However, since the set of job-task variables are not independent, but rather are an intact set of interrelated measures, a clearer picture of the relationships among the test data requires additional statistical analysis. Multivariate analysis controls for test data

interdependence and allows another assessment of predictability between physical fitness and job-task test performance.

II. MULTIPLE REGRESSION ANALYSIS

Rationale

Multivariate analyses are statistical procedures to clarify the underlying structure of many variables. This type of analysis is especially useful for demonstrating construct validity in that the relationships describe how a pattern of fitness tests, rather than individual fitness tests, relate to the job-task simulation test.

Regression analysis is a statistical tool that can aid in establishing relationships between a cluster of predictor tests (fitness tests) and the criterion test (job-task simulation test). The regression analysis does not assess how well the cluster of fitness test predicts a specific criterion test score. It assesses how well the cluster relates to the total range of criterion test scores. The specificity and sensitivity analysis is the definitive analysis for assessing that predictability of fitness test scores to the specific criterion test score. Consequently, the regression analysis was appropriate for assessing relationships between the fitness tests and the job-task simulation test, thus providing additional support of the fitness tests that are potentially predictive of job performance.

For each regression there is a statistic called an R^2. This represents the amount of variance in the job-task simulation test score that is accounted for by the fitness tests. In other words, if the fitness tests were able to account for 100% of how the sample performed a job task scenario, the R^2 would be 1.00; if it were 50%, it would be .50; and if 10%, it would be .10. The larger a R^2 value, the more the fitness tests predict

performance on the job-task simulation test. The F statistic is used to test for the significance of that R^2 and it has a corresponding probability that the R^2 value is not due to chance. As with the correlations, p = .05 is accepted as the minimal level of significance with higher significance levels expressed as p = .02, .01, .001 and higher. A significance level of p. = .000 means the probability that the finding was due to chance was even less than one in a thousand.

In looking at the specific fitness tests in a regression, the key statistics are the "t" and the P> t. These are two statistics that tell us if a given fitness test score is statistically significant as a predictive score for the total regression. As with the correaltions, a probability of at least p = .05 is the minimal level of probability accepted as indicative of a valid relationship.

We conducted multiple regression analyses. In the first, all fitness tests except for the sit and reach were included for analysis. We then examined varying combinations of the fitness tests to see how each cluster related to performance on the job-task simulation test. The first regression produced the greatest R^2. As expected, each subsequent cluster of tests produced smaller R^2s.

Associated with each regression analysis is a list of fitness tests that predict the ability to perform the job-task simulation test. The cluster of fitness tests with p < .05 for that regression included the most test (5). Other regressions also had five test clusters, but with smaller R^{2s}. No other regression produced any different tests with p < .05.

Table E3 presents the results of the most predictive regression analysis, along with two other regressions to show how the R^2 gets smaller as the clusters get smaller. Listed below are the fitness tests that emerged as statistically significant predictors.

TABLE E3: REGRESSION ANALYSES

Source	SS df	MS	Number of obs =	197
	F(9, 187)	= 17.26		
Model	22232.2827	9 2470.25363	Prob > F	= 0.0000
Residual	26766.4077	187 143.13587	R-squared	= 0.4537
			Adj R-squared	= 0.4274
Total	48998.6904	196 249.993318	Root MSE	= 11.964
JTST #1	Coef.	Std. Err. t	P>t	
Vertical jump	-.4233648	.3227935 -1.31	0.191	
Bench press	-.1873448	.0337837 -5.55	**0.000**	
BP ratio	27.64296	8.652945 3.19	**0.002**	
Agility run	-.8666589	.547203 -1.58	0.115	
Situp	.0345387	.1201828 0.29	0.774	
300 meter	.5508429	.0976345 5.64	**0.000**	
Pushup	-.0768511	.0824765 -0.93	0.353	
Sit & reach	.6452856	.253528 2.55	**0.012**	
1.5 mile run	.4854669	.3640043 1.33	0.184	

Source SS	df	Number of obs = 196
	F(9, 186)	
Model 4012.16619	9 445.796243	Prob > F = 0.0000
Residual 3784.33381	186 20.3458807	R-squared = 0.5146
		Adj R-squared = 0.4911
Total 7796.5	195 39.9820513	Root MSE = 4.5106
JTST #2	Std. Err. t	P>t
Vertical jump	.1217627 -1.28	0.202

Bench press	**.0128742 -6.27**	**0.000**
BP ratio	**3.279892 3.39**	**0.001**
Agility run	.2063398 0.93	0.353
Situp	.045312 -1.50	0.135
300 meter	**.0368228 4.44**	**0.000**
Pushup	.031113 0.24	0.807
Sit & reach	**.0956821 2.23**	**0.027**
1.5 mile	.137761 0.40	0.689

Source SS	df MS	Number of obs = 192
	F(9, 182) = 31.76	
Model 98609.1492	9 10956.5721	Prob > F = 0.0000
Residual 62790.7206	182 345.003959	R-squared = 0.6110
		Adj R-squared = 0.5917
Total 161399.87	191 845.025496	Root MSE = 18.574
JTST #3	Std. Err. t	P>t
Vertical jump	**.5668769 -2.41**	**0.017**
Bench press	**.0533117 -2.99**	**0.003**
BP ratio	13.56863 1.08	0.280
Agility run	**1.068143 3.79**	**0.000**
Situp	**.1873136 -2.99**	**0.003**
300 meter	.170698 1.60	0.111
Pushup	.1284287 -0.51	0.612
Sit & reach	.3984313 0.80	0.427
1.5 mile	**.6115062 2.59**	**0.010**

1. For **JTST #1,** the R^2 of .4274 demonstrates a high significant regression coefficient. The analysis yielded the vertical jump, bench press raw and ratio, 300 meter and the sit and reach as the predictive readiness test cluster.
2. For **JTST #2** the R^2 of .4911 demonstrates a high significant regression coefficient. The analysis yielded the vertical jump, bench press raw and ratio, 300 meter and the sit and reach as the predictive readiness test cluster.
3. For **JTST #3** the R^2 of .5917 demonstrates a high significant regression coefficient. The analysis yielded the vertical jump, bench press raw, agility run, sit up, and the 1.5 mile run as the predictive readiness test cluster**.**

III. CONCLUSIONS

Analyzing the correlational and regression data indicates seven fitness constructs emerge as statistically significant predictors of the ability of IRS special agents to perform essential physical tasks as measured by performance on the job-task simulation test. These data indicate a potential battery of representative readiness tests measuring those fitness constructs. The potential constructs and tests are presented in Table E4.

TABLE E4: PHYSICAL FITNESS CONSTRUCTS AND TESTS PREDICTIVE OF PERFORMANCE ON THE JOB-TASK SIMULATION TESTS

Fitness Construct	Readiness Test
Lower leg power	Vertical jump
Upper body strength	1 RM bench press raw and ratio score

Agility	Illinois agility run
Trunk Strength	Sit-Up
Anaerobic Capacity	300-Meter Run
Upper Body Muscular Endurance	Push-Up
Flexibility	Sit and reach
Aerobic Capacity	1.5-Mile Run

Based upon these data, these tests have **potential** to be included in the fitness test battery. However, finalizing that battery requires a more focused approach that addresses specific criterion performance on the job-task simulation test performance. This will be addressed in Section F and Section G.

IV. REFERENCES

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SECTION F

IDENTIFICATION OF A POTENTIAL PHYSICAL READINESS TEST BATTERY

INTRODUCTION

Sections C, D, and E provided information leading to the identification of a physical readiness battery. Section C explained how we identified the essential and critical job functions. We used those tasks to develop the criterion measures (the job-task simulation tests), and select the tests measuring the components of fitness underlying the ability to perform those job functions. Section D reported the data collection results. And Section E discussed the various statistical analyses utilized to determine the most predictive of those tests. The purpose of this section is to summarize the information presented in those sections before proceeding to the identification of standards that predict who can and cannot perform in Section G.

While this study emphasized construct and criterion validity, it included elements of content validity. We started with the basic assumption that some essential job tasks require physical fitness. Because it is more difficult to evaluate performance of those tasks, a battery measuring the underlying components of fitness is more efficient and effective. The job-task analysis identified the essential physical tasks of the job. Subject matter experts verified those tasks and developed three job-task simulation tests comprised of the most critical of those tasks. The combination of the job-task analysis, the SME verification and the resultant test subjects' ratings established the content validity of the job-task simulation tests. The job-task simulation tests became

the criterion-referenced measurement used to evaluate how well the fitness tests predicted the ability to perform the essential physical functions of the job.

We analyzed the job-task simulation tests to identify the components of fitness necessary to accomplish those tasks and selected valid measurements of those fitness components. This established construct validity of the fitness tests used in the study. To establish criterion validity for the fitness tests, we determined the relationships between these tests and the content valid job-task simulation tests. The next step was to interpret the data and select the potential fitness test battery items, using the data as objective indicators of validity.

We employed a rationale of **economy of test administration.** That is, we analyzed the data to determine the fewest number of test items that accounted for the most variance of performance. We accomplished this using a narrowing process.

The narrowing process leading to the selection of test items followed a chain of logic based upon the various statistical analyses. There were two steps to define the battery in terms of construct and criterion validity:

1. establish that the fitness tests measured the underlying fitness factors necessary to perform essential physical job tasks;
2. analyze the relationships between the fitness and job-task simulation test scores.

The first step aids in ensuring that the potential fitness test battery items have construct validity for being underlying dimensions that are job related. The second step ensures that the potential fitness test items have statistical relationships to the job-task simulation test.

This section summarizes the process for identifying a **potential** fitness battery with construct/criterion validity that predicts performance on the job-task simulation test at a generic level. We apply the term '**potential battery'** because the final test battery must demonstrate certain minimum levels of predictive accuracy. The specificity and sensitivity analysis described in the next section assesses how well specific fitness test scores predict performance on the job-task simulation test. We further attempted to reduce the potential fitness battery to tests that are independent and do not duplicate measurement.

This section has five parts:

I. Job-task analysis data

II. Variable relationship analysis

III. Regression analyses

IV. Selection of the potential fitness test battery

V. Conclusions

I. JOB-TASK ANALYSIS DATA

The job-task simulation test we employed as the criterion measure in this study has content validity. They consist of tasks rated as frequent and/or critical, were developed by SMEs, and 97% of the officers completing the job-task simulation tests rated them as being realistic. The consultant team identified the components of fitness underlying the ability to perform the job-task simulation tests and selected fitness tests measuring those components. Physiological experience indicates that all eight of the fitness tests underlie the ability to perform the job-task simulation tests. The job data clearly suggests the following components of fitness, with the tests measuring those

components in parentheses, as the underlying physical factors for an officer's ability to perform the physical tasks of the job:

Aerobic power (1.5-mile run)
Anaerobic power (300-meter run)
Upper body muscular endurance (push-up)
Upper body strength (1RM bench press - raw score or ratio score)
Trunk endurance (sit-up)
Flexibility (sit and reach)
Leg power (vertical jump)
Agility (Illinois agility run)

In summary, the job analysis indicates that the physical fitness areas are essential for performing the job and can be classified as underlying variables (constructs) of the content valid job tasks.

II. VARIABLE RELATIONSHIP ANALYSIS

Up to this point, we relied on incumbent ratings and expert judgment to define the battery. One aspect of construct validity is criterion-related validity among variables. We established this by observing the intercorrelations between the physical fitness test items and the job-task simulation test. To narrow the list of tests to those with the most significant correlations we eliminated tests with correlation coefficients less than .30. Those tests of physical fitness factors that demonstrated significant correlations (above .30) with the job-task simulation test are as follows:

Vertical jump
1 RM bench press (raw score and ratio score)
Illinois agility run
Sit up
300-Meter Run
Push-Up
1.5-Mile Run

These statistically significant correlations indicate a measure of concurrent validity. That is, the fitness tests are predictive of performance on the job-task items.

III. REGRESSION ANALYSES

The regression analysis provided the strongest data for determining as economical fitness test battery that is predictive of effective job performance. Those tests that appeared as predictive in clusters are:

Vertical jump
1 RM bench press raw and ratio scores
Agility run
Sit up
300 meter
Sit and reach
1.5 mile run

IV. TEST BATTERY SELECTION

The judgment process to select the test battery was systematic and based upon the statistical data. Selecting the battery of tests required four steps:

1. List the physical fitness tests that underlie job performance (n = 9).

2. Establish criteria for test selection. The fitness test:

   a) Appears to be an underlying factor based on the job task analysis.

   b) Has a correlation above .30 with the criterion test.

   c) Is a significant predictor in at least one of the regression patterns.

3. Evaluate each fitness test item using the three criteria.

4. To be considered for inclusion as part of the fitness battery a test must meet at least two of the three criteria.

The results of the judgment process are presented in Table F1.

TABLE F1: TEST BATTERY SELECTION PROCESS

	CRITERIA			
Test	Criteria a JTA	Criteria c Correlation	Criteria c Regression	Total
Vertical Jump	X	X	X	3
1 RM bench press raw	X	X	X	3
1 RM bench press ratio	X	X	X	3
Illinois agility run	X	X	X	3
Sit-Up	X	X	X	3
300-Meter	X	X	X	3
Push-Up	X	X	X	3
Sit & Reach	X		X	2
1.5-Mile Run	X	X	X	3

Using these criteria, all eight tests and nine scores are eligible to be part of the fitness battery as they demonstrate construct and criterion validity based upon the statistical data.

1. Vertical jump
2. 1 RM bench press raw score
3. 1 RM bench press ratio score
4. Illinois agility run
5. Sit-ups
6. 300-Meter Run
7. Push ups
8. Sit and reach
9. 1.5-Mile Run

V. CONCLUSIONS

The data clearly suggest that all eight test items should be considered for the final battery. One test reduction could be made for the 1RM bench press test since the high correlation between the raw score and ratio score indicates either could be utilized. If the Nevada P.O.S.T. desires an equipment free test, we could also support replacing the bench press with the push up.

The relationship data **only** document that 'more fitness' as measured by each test relates to 'better' performance on the job-task simulation tests. However, as was noted in section A, that concept is no longer defensible for setting a standard. Tests and standards must predict 'minimum' abilities to perform job tasks. The relationship data can only be used as preliminary statistical information to suggest a potential test battery. The specificity and sensitivity analyses, reported in the next Section, provides the data we will use to finalize the items in the fitness test battery, and will determine the standards that are predictive of minimally effective performance on the job-task simulation test (criterion).

SECTION G

IDENTIFYING THE FITNESS TEST BATTERY AND STANDARDS

INTRODUCTION

The initial steps of the construct/criterion validation process resulted in the development of three job-task simulation tests that represent the criterion measurement of the ability to perform the essential physical tasks of the job (see Section C). We then defined the predictive fitness tests that measure the underlying abilities to perform those tasks (see Section F). The Nevada P.O.S.T. has three options for implementing physical readiness performance standards: 1) use the criterion job-task simulation tests; 2) use the predictive fitness tests; or, 3) use them both in combination. Determining the standards for the criterion job-task simulation tests is a relatively simple and direct process. The process for defining fitness test standards is much more complicated. Further analysis is required to:

1. narrow the test battery to those tests truly predictive of attaining the criterion cutoff score on the job-task simulation tests
2. identify standards for those fitness tests

To avoid confusion, throughout this section we will use the term "**criterion cutoff score**" when referring to the minimum effective performance on the job-task simulation tests. The term "**standard**" refers to **scores** on the physical readiness tests predictive of that level of performance.

From a criterion validity perspective, the judgment process must start with the identification of a criterion cutoff score for the job-task simulation tests. The job-task simulation tests demonstrated content validity based upon the job-task analysis data, verification by subject matter experts, and evaluation of their realism by the test sample. Therefore, we can support using it as the criterion test to measure the ability to accomplish the strenuous physical tasks of the job.

The physical readiness tests measure the factors that underlie the abilities to perform those tasks. As expected, the various data analyses clearly demonstrate that the fitter Category I Peace Officers score better on the job-task simulation tests. As noted earlier, however, we cannot take a “more is better” approach. The challenge is to identify standards that differentiate between Category I Peace Officers who can perform the physical tasks of the job at a minimally effective level and those who cannot. Identification of the standards for those tests requires a structured process. The selection of the physical readiness standard must strike a balance among three elements:

1. What level of physical fitness is the minimum threshold to give reasonable assurance of safe and successful performance of frequent and critical job-related physical tasks?

2. Will that level of fitness give reasonable assurance that a reserve of physical fitness is available for the infrequent but most demanding critical tasks?

3. Is that level of physical readiness a fair and job-related expectation for all applicants, trainees and, eventually, incumbent Category I Peace Officers to achieve?

This section has twelve parts:

I. The rationale for the standards development process.

II. Potential criterion cutoff scores

III. Potential readiness test standards

IV. Sensitivity and specificity analyses

V. Recommended physical readiness battery based on sensitivity and specificity

VI. Recommended physical readiness battery standards based on sensitivity and specificity

VII. Options for incumbent standards

VIII. Options for applicant standards

IX. Implications for adverse impact

X. Defensibility of options

XI. Conclusions

XII. References

I. RATIONALE FOR THE STANDARDS DEVELOPMENT PROCESS

The rationale for the standards development process is as follows:

1. Standards should be based on statistics generated from data collected from a sample representative of the population of Category I Peace Officers.

2. The standard must be predictive of Category I Peace Officers' ability to perform essential job-tasks.

3. The organization should evaluate the impact of the standard on the incumbent population prior to implementation of the test and standards. We start with the assumption that the majority of incumbent Category I Peace Officers are performing adequately.

The standard for any test should maximize predictability, that is, most accurately classify individuals based on their scores. In other words, to be used as a **standard,** a readiness test score must be **valid.** The same people who pass the physical readiness test also achieve the criterion cutoff score for the job-task simulation tests and those who do not pass the physical readiness test do not pass the job-task simulation tests**.** The terms applied to express the predictability of a standard are **specificity** and **sensitivity.**

> The higher the specificity of a test score, the more it minimizes the possibility of having someone passing the fitness test but failing the criterion test. That type of person would be called a false positive. A test with good specificity helps ensure that someone who passes the fitness test can perform the physical demands of the job. **It minimizes the risk of passing someone who cannot do the job.**

The higher the sensitivity of a test score, the more it minimizes the possibility that someone fails the fitness test but passes the criterion test. That type of person is called a false negative. A test with good sensitivity helps ensure that someone who does not pass the fitness test is, in fact, someone who cannot perform the physical demands of the job. **It minimizes the risk of failing a person that can do the job.**

The ideal test standard would have 100% specificity and 100% sensitivity – that is, there would not be any false positives or false negatives. However, the reality is that it is impossible to achieve 100% specificity and 100% sensitivity for any type of testing. Consequently, the judgment team had to decide which had the highest priority - specificity or sensitivity.

The judgment team, in evaluating the demands of the job along with the data, concluded that **specificity should be the higher priority**. We concluded that the critical nature of an officer's mission is such that minimizing false positives is key. In other words, it is more important to have a test standard that minimizes the risk of having someone pass the physical readiness test but fail in performing essential job tasks.

The process for defining the standards for Category I Peace Officers involves two major steps:

1) identifying the criterion cutoff scores;
2) examining how various scores on the fitness tests predict who can and cannot meet the criterion cutoff scores.

II. POTENTIAL CRITERION CUTOFF SCORES

Before defining standards for the physical readiness test battery, it is necessary to identify the cutoff scores for the criterion tests. We assumed that

the faster an officer could complete the job-task simulation tests, the higher the probability he or she could successfully accomplish the mission.

While variations of the job-task simulation tests utilized for the Nevada P.O.S.T. validation project have been used before, there are no previously set criterion cutoff scores. There are measurement errors associated with the setting of any criterion level of performance. Consequently, the judgment team considered several different statistically acceptable methods for determining criterion cutoff scores to use for computing the specificity and sensitivity of physical fitness test scores. After weighing the pros and cons of each, we selected two of those methods. By applying both it is possible to minimize the error associated with each method.

Method # 1 – Performance of the test sample

Using this method the judgment team selected criterion cutoff scores based on the actual performance of the sample performing the job-task simulation tests. We assumed that, as in most agencies, the majority of Category I Peace Officers can perform the variety of physical job task in a satisfactory fashion. While the Nevada P.O.S.T. does not formally assess an officer's ability to perform physical tasks, during interviews and site visits officers and first-line supervisors estimated that 10 to 20% of serving Category I Peace Officers could not perform all essential physical tasks at a minimum level of safety and effectiveness. This is consistent with findings in law enforcement agencies across the country.

The test sample was stratified, meaning it was representative of the Nevada P.O.S.T. Category I Peace Officers by age and gender, and randomly selected. The combination provides statistical assurance that the sample includes the same proportion of fit and unfit officers as are within the agency.

We decided to examine the 10th percentile level, the 16th percentile level (1 standard deviation below the mean), and the 20th percentile level of performance on the job-task simulation tests as potential criterion cutoff scores. The 10th%tile criterion assumes that 90% of the sample are performing adequately, the 16th%tile criterion assumes that 84% of the sample are performing adequately, and the 20th%tile criterion assumes that 80% of the sample are performing adequately. To further clarify this method, the 100th%tile would reflect the best performance (fastest time) and the 1st%tile would reflect the poorest performance (slowest time). In

other words, those scoring at the 10th%tile took longer to complete a job-task simulation test than those at the 20th%tile.

Additional rationales for the selection of these types of criterion cutoff scores are the conventional practices in the field and conclusions from past validation studies. First, there is a consensus assumption within the field that the faster one performs strenuous physical tasks, the more effective the performance of the task. Since the tasks utilized are "critical" tasks with injury or loss of life as potential consequences, that rationale has been accepted by professionals in the field.

The standard deviation (SD) is a statistic that reflects the variation of test scores around the average score. A standard deviation criterion cutoff score is often used as an indicator of acceptable performance. This approach is called the modified Angoff method, in which the standard is set at 1 standard deviation (1sd) below the mean. Empirically, this type of approach appears valid. Past validation studies conducted by others in the field (Gebhardt, 1999) as well as ourselves, have found that the minimum acceptable performance consistently falls between the 10^{th} and 20^{th} percentiles.

The advantage to this method is that the criterion cutoff score is based upon objective statistics and not human rater judgment. The drawback is that there is no judgment of effective performance based on observation of the test sample performing the job-task simulation test.

Method # 2 - Field rating of performance

During the validation testing, trained Fitness Coordinators administered both the fitness tests and the job-task simulation tests. These subject matter experts observed each subject undergoing the job-task simulation tests and evaluated the performance of each subject as effective or ineffective. The Coordinators were trained to rate performance based on the subject's ability to perform the job tasks:

1) using appropriate procedures and at a satisfactory skill level;
2) in a safe and efficient manner;
3) at a pace required to accomplish the mission of the scenario successfully.

The judgment team analyzed the frequency distribution of actual scores to identify a criterion cutoff score that accurately differentiated between the fastest ineffective time and the slowest effective performance.

The advantage of this method is that the evaluation of the effectiveness of each performance takes into account the quality of how tasks were performed. The disadvantage is that it is a subjective rating.

These two methods yielded the criterion cutoff scores presented in Table G1.

TABLE G1: POTENTIAL CRITERION CUTOFF SCORES FOR JOB-TASK SIMULATION TESTS

	Roadway clearance	Rescue	Pursuit/subdue
20th %tile	69 secs.	23 secs.	166 secs.
1 SD (16th %tile)	73 secs.	25 secs.	173 secs.
10th %tile	77 secs.	28 secs.	188 secs.
Effective level from field ratings	120 secs	25 secs.	150 secs.
Effective level from SMEs	120 secs	25 secs.	150 secs.

As you can see in Table G1, the SME's effective times are the same as the field ratings. We considered the effective time as well as the 10th, 16th and 20th percentiles as potential criterion cutoff scores for performing specificity and sensitivity analysis. Evaluating four criterion cutoff score options provides a more meaningful view of the ability of the fitness tests to predict job performance.

III. POTENTIAL READINESS TEST STANDARDS

To identify potential physical readiness test standards, we applied the same rationale utilized to identify criterion cutoff score levels. Our previous experiences indicate that the most predictive scores will fall between the 10th and 50th percentiles. To ascertain a starting point for more detailed analysis, we identified the 10th, 16th, 20th, 30th, 40th, and 50th percentiles of the test sample scores on the selected fitness tests for specificity/sensitivity analysis. Table G2 shows those six performance levels for each test.

TABLE G2: FITNESS TEST RAW SCORES

	Vert. Jump (in.)	1RMB Raw (lbs.)	1RM Ratio %tage	Agility Run (sec.)	Sit-Up (n)	300 run (sec.)	Push-Up (n)	Sit+ Reach (in.)	1.5mile Run (m:sec)
50th	17.5	185	.93	18.1	35	65	31	19	15:36
40th	17	175	.89	18.6	32	67	30	18	16:12
30th	16	155	.84	19.1	30	70	25	17	16:54
20th	15	135	.75	19.6	26	74	21	16	18:12
16th	14	135	.72	20.1	25	77	20	15	18:48
10th	13	115	.66	21.4	23	83	17	14	20:24

IV. SPECIFICITY AND SENSITIVITY ANALYSIS

The judgment team performed the sensitivity and specificity analysis by computing the percentage of the test sample correctly identified as passing and failing the criterion tests (job-task simulation tests) for each potential fitness test standard. The matrix below depicts that statistical analysis.

The condition is having the fitness and ability to perform the job as measured by meeting or exceeding the criterion cutoff score for each job-task simulation test.

Positive test = Passing the test indicating having the condition
Negative test = Failing the test indicating not having the condition

Sensitivity= The percentage of individuals **with the condition** that is correctly identified as **having the condition** by passing the fitness test.

Low sensitivity means that the test may incorrectly identify some individuals who in fact have the minimal levels of fitness to perform effectively.

Specificity= The percentage of individuals **without the condition** that is correctly identified as **not having the condition** by failing the test.

Low specificity will mean that the test may incorrectly identify some individuals who in fact do not have the minimal levels of fitness to perform effectively.

Fitness Test	Criterion Test (Has condition) Passes Criterion (+)	Criterion Test (Does not have condition) Fails Criterion (-)
Pass Fitness (+)	A = True Positive (Pass both tests)	B = False Positive (Pass fitness but fail criterion test)
Fail Fitness (-)	C = False Negative (Fail fitness but pass criterion)	D = True Negative (Fail both tests)
Sensitivity =	A / A+C	
Specificity =		D / B+D

The scores for specificity and sensitivity reflect the percentage of individuals the fitness test correctly identifies as passing and failing the criterion test. Higher percentages for cells A and D lower the risk of misclassifying an individual. The specificity and sensitivity analysis produces percentages of accuracy for each category. Refer to Table G3 for the following example.

Table G3 is divided into three parts. The first five columns refer to job-task simulation test 1, and the second five columns to job-task simulation test 2. The sensitivity/specificity for job-task simulation test 3 is shown in columns 1 – 5 below Scenario 1.

Column 1 lists scores for each of the fitness tests that had a minimum of 70% sensitivity and 70% specificity. For example, test scores for the vertical jump ranges from 8 to 26 inches. However, the lowest score with a minimum of 70/70 for any scenario was 13.5 inches (jtst #1), and the highest score was 17.0

inches (jtst #3). Therefore, no score on that test lower than 13.5 inches or higher than 17.0 inches would be eligible for consideration as part of the readiness test battery because they would not predict who could and could not perform the job tasks with acceptable accuracy.

Column 2 lists the sensitivity/specificity for the estimated effective time (120 seconds) for job-task simulation test #1, column 3 for the 10th percentile (77 seconds), column 4 for the 16th percentile (73), and column 5 for the 20th percentile (69). Columns 6 through 10 repeat this data for job-task simulation test #2.

Here is how to interpret this Table. In column 2 (effective time for the job-task simulation test #1 = 120 seconds), go down to the first set of sensitivity/ specificity numbers, 90/100 Track over in that row to column 1, where you will see a vertical jump score of 13.5 inches. This tells us that 90% of the officers who did less than 13.5 inches on the vertical jump also completed the job-task simulation test in a time slower than 120 seconds, while 100% of the officers who did 13.5 inches or more on the vertical jump completed the job-task simulation test in a time faster than 120 seconds.

As raw scores for each fitness test improve, sensitivity goes down and specificity goes up. In other words, the higher the standard, the greater assurance officers meeting that standard can also perform the essential job functions, and vice-versa. Refer to column 5 in Table G3, and go down to the BP ratio. You see that how well a bench press ratio score predicts who will pass the

job-task simulation test at 69 seconds goes from 70% to 77% as the score increases from .88 to .89.

The trade off is that the number of false negatives also goes up. That is, while we would expect only 10% false negatives if the standard for the vertical jump was 13.5 inches (100% – 90% = 10%), that number would grow to 28% if the standard were 16 inches (100% – 72% = 28%). In other words, 28% of the officers who could not reach 16 inches on the vertical jump could in fact complete the job-task simulation test in 120 seconds or faster.

TABLE G3: SENSITIVITY AND SPECIFICITY FOR FITNESS TESTS

	eff. time	**10th%ile**	**16th%ile**	**20th%ile**		**eff. Time**	**10th%ile**	**16th%ile**	**20th%ile**
	120	**77**	**73**	**69**		**25**	**28**	**25**	**23**
Scen 1					**Scen 2**				
VJ					**VJ**				
13.5	90/100				13.5				
15.5					15.5		78/77		
16	72/100				16		76/77		
Bp raw					**Bp raw**				
120	88/100				120				
160	70/100	74/70			160	77/73	74/77	77/73	
165		73/70			165		74/77		
170			71/75	74/75	170				
175			70/75	73/75	175	72/83		72/83	73/75
BP rat					**BP rat**				
0.81	74/100						78/72		
0.85	70/100						74/72		
0.86						75/73		75/73	
0.88			70/72	72/70		72/80		72/80	
0.89				70/77					
Agil. Run					**Agil. Run**				
none					none				
Sit up					**Sit up**				
none					none				

300 meter					**300 meter**				
69		70/70			69		71/83		
68					68	70/70		70/70	
Push up					**Push up**				
none					none				
Sit&reach					**Sit&reach**				
none					none				
1.5 mile					**1.5 mile**				
none					none				
	eff. Time	**10th%ile**	**16th%ile**	**20th%ile**					
	150	**188**	**173**	**166**					
Scen 3									
VJ									
14.5		87/73							
15.5			82/77	85/78					
16		77/84							
17			70/80	72/81					
Bp raw									
160		74/73							
165		73/73							
170			71/70						
175			70/70						
BP rat									
0.81		79/78							
0.86			75/74	76/70					
0.88		70/89	70/87	71/81					
0.89	74/71								
0.9	71/73								
Agil. Run									
20.1		91/73							
19.9			92/70	94/70					
19.2	91/71								
18.9		72/84	70/87						
18.7				70/86					
18.5									
18.4	73/82								
Sit up									
30		77/72							
31		73/77							

300 meter									
70		75/73		74/70					
69		70/73		70/78					
67	75/75								
Push up									
21		88/76	83/72						
26				75/71					
28		70/88							
29			71/75	71/71					
30									
Sit&reach									
None									
1.5 mile									
18.8		90/73							
17.9			85/70						
16.5		70/78	70/74	71/70					
16.3									
16.2	72/71								
16	70/73								

As noted earlier, to be considered as a potential fitness standard, each fitness score must have both a specificity and sensitivity of at least 70%. In other words, as a minimum, the score provides 70% accuracy of predicting passing and failing the job-task simulation test. Choosing a criterion of 70% is based on several factors. First, experience has shown that a limited number of fitness test scores are more than 70% accurate for both specificity and sensitivity. In fact, specificity and sensitivity analyses applied to most medical diagnostic tests only rarely achieve that level. Secondly, 70% is almost universally accepted as a passing criterion for physical, cognitive and job-related tests. Thirdly, the decision in Lanning et. al. vs. SEPTA, the only court case in which specificity and sensitivity could be defined as a predictor of who could and could not perform essential functions of the job, supported a fitness standard with a 80/68 specificity/ sensitivity.

In summary, the specificity and sensitivity analysis is the most conclusive statistical method to determine a fitness standard. It maximizes predictability of who can and cannot perform, while balancing the assurance that an officer is capable of performing essential physical tasks with fairness. We recommend implementing fitness standards that ensure applicants are ready for training and incumbent Category I Peace Officers can meet the physical performance demands of tactical situations.

V. RECOMMENDED INCUMBENT PHYSICAL READINESS TEST BATTERY

Section F defined a potential physical readiness test battery based upon the job task analysis and relationship data. That battery consisted of eight items demonstrating criterion validity in that those test items were correlated with performance on the job- task simulation tests. Better scores on the fitness tests related to better performance on the job-task simulation test. However, one of those tests, the sit and reach, does not have any scores that predict performance on any of the job-task simulation tests with a minimum of 70% accuracy. That leaves seven tests and eight scores eligible for inclusion in the fitness battery:

Vertical jump
1 RM bench press - raw and ratio score
Illinois agility run
1 minute sit ups
300 meter run
Maximum push ups
1.5 mile run

The specificity and sensitivity analysis provides data to determine which tests have scores that are predictive of potential criterion cutoff scores on the job-task simulation tests. Those criterion cutoff score represent a range of minimally

acceptable job performances. The specificity and sensitivity data indicated that seven tests met that predictability criterion, i.e., they each had at least one score with a minimum of 70% sensitivity and 70% specificity. Consequently, all fitness tests except for the sit and reach remain eligible for inclusion in the recommended physical readiness test battery.

VI. RECOMMENDED PHYSICAL READINESS STANDARDS BASED ON SPECIFICITY/SENSITIVITY DATA

We implemented a formal three-step process to review the specificity and sensitivity data and consequently identify readiness test standards. As you can see in Table G3, there is a lot of data to consider. We reduced the data to facilitate the process.

Identification of potential readiness standards. We first examined readiness test scores with high specificity as potential standards. As previously noted, the judgment process is imperfect, making it difficult to assure a definitive criterion cutoff score for the job-task simulation test. Our approach is to balance the effects of human judgment with statistical perspective. We consider both a single criterion cutoff score for the job-task simulation test, i.e., the SME consensus score, and a band of scores between the 10^{th} and 20^{th} percentiles, i.e., where the criterion cutoff score has historically fallen. We compute the readiness test scores with the highest specificity and a minimum of 70% sensitivity. There are three steps to this process:

1. **Compute the average fitness test score with the highest specificity across the band of scores for the job-task simulation test.** For each readiness test, we averaged the scores that had the highest specificity for each of the three potential criterion cutoff scores and a minimum of 70% sensitivity. For example, multiple scores for the vertical jump have 100% specificity for predicting who will be effective at the effective level for job-task simulation #1 – 13.5, 14, 14.5, 15, 15.5, and 16 inches. Of those three, 13.5 inches has the greatest sensitivity, so that is the score we select. Using the same logic, we select 15.5 inches as the best predictive score for JTST #2, and 14.5 inches for JTST #3. The average of those scores is 14.5.

2. Select the readiness test score with the highest specificity for the effective level for the job-task simulation test. These fitness scores are specific for a precise effectiveness level on the scenario, not a band of scores. As a consequence, that score provides the greatest assurance that officers meeting the standard can in fact perform the essential physical functions at the minimum level of safety and effectiveness. Continuing the example from step 1, 16 inches has the highest specificity for all three scenarios.

3. Giving greater weight to the SME consensus score, we average the scores from steps 1 and 2. The average of 13.5 and 14.5 is 14 inches.

The same process was applied for the fitness test score that had the highest sensitivity with a minimum of 70% specificity. That score reduces the risk of excluding an officer who can perform the essential physical functions at the minimum level of safety and effectiveness, but cannot meet the readiness test standard.

This process results in the identification of potential standards based on all the data. As in the example for the vertical jump, scores were rounded down to next lowest "real-life" score. Table G4 presents the reduced data.

TABLE G4: POTENTIAL READINESS TEST STANDARDS BASED ON SENSITIVITY/SPECIFICITY

	Vert. Jump (in.)	1RM Raw (lbs.)	1RM Ratio (%)	Agil. Run (sec.)	Sit Up (n)	300m Run (sec.)	Push Up (n)	1.5 Run (m/sec)
Specificity								
Average raw score	16.5	171	.87	18.8	31	68.6	28.6	16:30
Highest effective level raw score	16.0	160	.81	18.4	31	67.0		16:00
Mean Specificity raw score (rounded)	**16.0**	**165**	**.84**	**18.6**	**31**	**68.0**	**29**	**16:15**
Sensitivity								
Average raw score	15.25	165	.85	19.1	30	69.0	22.6	17:42
Highest effective level raw score	13.5	120	.81	19.9	30	67.0		16:12
Mean Sensitivity raw score (rounded)	**14.0**	**140**	**.83**	**19.5**	**30**	**68.0**	**23**	**16:57**

VII. OPTIONS FOR INCUMBENT READINESS STANDARDS

The objective of this validation study was to develop a job-related physical readiness battery and standards for Nevada P.O.S.T. Category I Peace Officers. The standards were developed based on data describing the physical demands

of the jobs of those officers. The standards provide maximum predictability for insuring an individual can perform those physical tasks.

A secondary objective was that the tests and standards provide maximum defensibility for job relatedness. To be defensible as being job related and consistent with business necessity the Nevada P.O.S.T. cannot only apply the standards to applicants, but will likely have to impose standards on the incumbents as well. Our understanding is that the Nevada P.O.S.T. does not intend to impose fitness standards for incumbents immediately. However, the data clearly suggest what those standards should be if and when implemented. We recommend that incumbent standards be phased in, and presented as "fitness goals" for Category I Peace Officers to achieve as part of their in-service program during the phase-in period.

There are three options for incumbent fitness standards:

1. Standards that maximize specificity as shown in Table G4. This option would be viable regardless of which option the Nevada P.O.S.T. selected for applicant standards. **We recommend this option**.
2. Standards that maximize sensitivity as shown in Table G4. This option would be viable only if the Nevada P.O.S.T. selected standards based on sensitivity for applicants.
3. Start with the standards based on maximizing sensitivity and transition to the more stringent standards based on specificity. This option would be viable regardless of which option the Nevada P.O.S.T. selected for applicant standards. The length of the transition period would be up to the Nevada P.O.S.T., but we recommend the transition be two years.

Finally, the standards and the process for developing them must be defensible if challenged. The Nevada P.O.S.T. should have a reasonable expectation of prevailing if challenged under Title VII of the 1964 Civil Rights Act,

the Civil Rights Act of 1991, the ADA, or the ADEA. Of note is the decision from the 3rd circuit Court of Appeals (Lanning vs. SEPTA, 1999). The Appeals Court firmly stated that a job-related standard must have data to document that it is predictive of the minimum physical ability to perform the physical tasks of the job. This study's data provide a high level of predictability for performing physical job tasks at a minimum or criterion level. In addition, the recent ruling by the district court for the Lanning v SEPTA decision (U.S. District Court for the Eastern District of Pennsylvania, 2000) clearly established that a job-related fitness standard can be applied even if disparate impact is shown. Part IX of this section discusses the implications for adverse impact.

VIII. OPTIONS FOR APPLICANT FITNESS STANDARDS

Upon graduating from the academy, applicants will be expected to perform the essential physical job functions of Category I Peace Officers. Therefore the fitness standards should be based on data reflecting the requirements expected of incumbents.

There are several issues surrounding the determination of applicant standards. The first and primary concern should be that the standards meet the Nevada P.O.S.T. objective for developing them. That objective is for the standards to predict who can and who cannot meet the physical demands of the job. Absolute job-related standards for applicants give the Nevada P.O.S.T. reasonable assurance that personnel can meet the strenuous physical demands of training and the job.

The second concern is that the standards meet the scientific criteria for test integrity and validity. The validation process applied provides that assurance.

Based upon past validation studies, we have learned that there are several applicant standards options that can be defended. We propose four options for applicant standards. All are based on the assumption that the Nevada P.O.S.T. will eventually implement incumbent standards that maximize specificity.

The **first option** is to select standards that **maximize specificity** as shown in Table G4. The basic rationale is that these predict who can and cannot perform at the criterion cutoff score level, and provide maximum assurance that a trainee would complete the academy physical training because he/she is already at the graduation standard.

The **second option** is to select standards that **maximize sensitivity** as shown in Table G4. The basic rationale is that they also predict who can and cannot perform at the criterion cutoff score level, but by requiring a lower level of fitness they will minimize disparate impact. Choosing these standards as entrance standards takes into account the training effect to increase fitness performance by graduation.

The **third option** is to select reduced specificity test scores based on **projected training gains in the academy**. We have analyzed data on trainees from other agencies during the last several years, and found an average gain of 20% on fitness tests during the academy. The reduction of the specificity test scores by 20% would reflect a reasonable entrance standard based on the expectation for improvement in the academy.

	Vert. Jump	1RM Raw	1RM Ratio	Agil. Run	Sit Up	300 Run	Push Up	1.5 Run
Standards	13	135	.70	22.3	25	82	24	19:26

The **fourth option** is to select reduced sensitivity test scores based on **projected training gains in the academy**. The rationale is the same as for option #3. Choosing this option would be appropriate if the NEVADA P.O.S.T. decides to use the sensitivity standards for incumbents.

	Vert. Jump	1RM Raw	1RM Ratio	Agil. Run	Sit Up	300 Run	Push Up	1.5 Run
Standards	11.5	120	.67	23.4	24	82	18	20:20

IX. IMPLICATIONS FOR ADVERSE IMPACT

While we believe that the data firmly supports the defensibility of the recommended standards, there remains potential for adverse impact. We feel obliged to provide information for the Nevada P.O.S.T. to address that concern. Recent opinions rendered by the Civil Rights Division of the Department of Justice seem to suggest that litigation is more probable if applicant standards show adverse impact regardless of job-relatedness. Their frame of reference implies that the DOJ considers avoiding adverse impact more of a priority than ensuring officers can perform the essential physical functions of the job. While we strongly disagree with that opinion, we also recognize that the Nevada P.O.S.T. may want to consider alternatives before implementing applicant standards. We caution, however, that whatever option the Nevada P.O.S.T. selects it must be configured in a manner that job-relatedness and predictability are not violated in order to minimize the disparate impact problem.

In previous studies we have found that standards tend to show adverse impact against females. As a consequence, we have computed the projected pass rates for three of the sets of recommended standards for Nevada P.O.S.T. males and females in the test sample. The comparison is based upon actual test data and not on some normative database. Table G5 presents the pass rates, with adverse impact noted by an asterisk.

TABLE G5: MALE /FEMALE PASS RATES FOR RECOMMENDED STANDARDS

	VJ	BP raw	BP ratio	AR	SU	300 m	PU	1.5 mile	JTST #1	JTST #2	JTST #3
Spec.											
All	0.71	0.69	0.71	0.60	0.68	0.65	0.63	0.62	0.98	0.84	0.70
Men	0.79	0.77	0.77	0.65	0.68	0.67	0.66	0.63	0.98	0.90	0.75
Women	0.14*	0.00*	0.14*	0.23*	0.68	0.45*	0.41*	0.55	0.86	0.41*	0.27*
Sens.											
All	0.85	0.79	0.72	0.79	0.73	0.65	0.77	0.71			
Men	0.92	0.89	0.79	0.82	0.73	0.67	0.79	0.72			
Women	0.32*	0.00*	0.14*	0.50*	0.68	0.45*	0.59*	0.59			
Spec - 20%											
All	0.93	0.87	0.87	0.93	0.84	0.89	0.74	0.88			
Men	0.97	0.97	0.91	0.95	0.85	0.91	0.75	0.88			
Women	0.68*	0.05*	0.50*	0.82	0.77	0.73	0.59	0.86			
Sens. - 20%											
All	0.98	0.87	0.89	0.96	0.86	0.89	0.89	0.89			
Men	0.99	0.97	0.93	0.97	0.87	0.91	0.90	0.90			
Women	0.86	0.05*	0.50*	0.86	0.77	0.73	0.77	0.86			

* Adverse impact at 80% of the male pass rate

The recommended standards do reflect adverse impact against females for all tests except the sit up and 1.5 mile run using the standards that maximizes specificity or sensitivity. For the standards 20% off specificity, there is no disparate impact for the agility run, sit up, 300 meter and 1.5 mile run. The pass rate for the push up is only one percentage point shy of demonstrating no disparate impact. For the standards 20% off sensitivity, there is no disparate

impact for any of the tests except the bench press. However, we offer the following cautions when interpreting the extent of the adverse impact.

1. The standards are based on the test results of incumbents, many of whom had not been training. In a survey conducted in 2004 in another agency, 365 of 739 officers (49%) indicated they exercised fewer than three times per week. One hundred thirty nine (19%) said they didn't exercise at all.
2. There may have been a few who did not make a "best effort" knowing that the test results would be used to set standards.
3. The pass rates for the women, even though many of whom are untrained, are unusually high. But for the same reason, so are the pass rates for the men.

We believe that the pass/fail rates would improve dramatically with training. For example, we calculated how many female officers whose scores fell below the standard based on a 20% reduction in specificity were within small increments of meeting those standards.

- 1.5 mile run: 95% within 70 seconds
- 1RM bench press ratio: 73% within .12
- Vertical jump: 95% within 3 inches
- Agility run: 95% within 3 seconds
- 300 meter run: 86% within 15 seconds
- Push up: 90% within 8 reps
- Sit up: 86% within 5 reps

The training factor is further noted when the average scores of the female sample are compared to the recommended standards. It appears that the standards are well within reach if an individual female trains. Physiological training studies indicate that in general, individuals can expect a 20-25% gain in performance with a moderate training program lasting from 3 to 6 months. The

female means (Table G6) are within 25% of most of the standards. The more difficult standards for females are the 1RM bench press raw score and push up. However, past experience has shown that the 1RM bench press ratio score can be readily improved and by allowing officers to meet either the raw score or ratio score minimizes the potential for adverse impact. The same conclusion is true regarding the push up. Past research conducted by our team (Hoffman, R. and Bahrke, M.1997, Improving push up performance. The Law Enforcement Trainer November, 38-40) found a 140% increase in pushups by females in a six week time period. There was an average gain of 24 pushups during that short time span. The issue is clearly training, not gender.

TABLE G6: FEMALE MEAN FITNESS SCORES

Fitness test	Vertical Jump	1RMB Weight	1RMB Ratio	Agility Run	Sit Up	300 run	Push Up	1.5 Run
Specificity standard	16.0	165	.84	18.6	31	68.0	29	16:15
Sensitivity standard	14.0	140	.83	19.5	30	68.0	23	16:57
20% spec. reduction	13	135	.70	22.3	25	82	24	19:26
20% sens. reduction	11.5	120	.67	23.4	24	82	18	20:20
Female mean	**13.3**	**93.0**	**.67**	**20.2**	**33**	**76**	**26**	**16:26**

A review of the job-task simulation test results demonstrates a consistency of the differences of performance related to gender, with disparate impact on the Extraction and Pursuit scenarios. Table G7 compares the pass rates of Nevada P.O.S.T. males to Nevada P.O.S.T. females for the three scenarios.

TABLE G7: MALE /FEMALE FAIL RATES ON THE JOB-TASK SIMULATION TESTS

Job-task simulation tests	Roadway clearance	Extraction	Pursuit
Male pass rate	98%	90%	75%
Female pass rate	86%	41%*	27%*

These data trends indicate up to 73% of the Nevada P.O.S.T. female Category I Peace Officers were not able to perform those tasks at an effective level. While the pass rate is higher than in previous studies, the trend is similar in that men pass at a higher rate. In our opinion, this inability to perform critical job tasks is a more serious issue than the disparate impact statistics. While an important deficit to address, it is one that can be easily remedied. As with the fitness training, the issue is not gender but training. With proper training, female Category I Peace Officers should be able to improve their levels of fitness (including upper body strength) and subsequently be able to perform those essential tasks at an effective level.

X. DEFENSIBILITY OF OPTIONS

These four options have varying degrees of defensibility. To enable the Nevada P.O.S.T. to more fully understand the issues surrounding incumbent and applicant standards these options will be described and evaluated. This part of Section G uses seven criteria to assess each option in an objective manner:

Job relatedness	Data shows the test measures a factor that is related to the performance of essential physical tasks, i.e. the better an individual performs on the fitness test, the better the performance on the criterion test (job-task simulation tests).
Business necessity	Data shows the standard is predictive of who can and who cannot perform critical physical tasks at criterion

	cutoff score level (based on the Lanning vs. SEPTA appellate decision).
Adverse impact	Data suggests that the standard will or will not show disparate impact against females.
Civil Rights Act of 91	The standard reflects the "same job same standard" premise.
ADA	The standard has data to support it being job related and of business necessity, and predictive of minimum safe and effective performance.
Trainability	The applicant standard reflects a level of fitness that would ensure an individual would reach the academy exit or incumbent standard with reasonable training. This also relate to the cost of selecting applicants who would not complete training.
Liability	The standard would not be too low so that there would be increased risk of injury and/or failure to perform training duties and meet training expectations.

The three options we will evaluate using these seven criteria are as follows:

1. Standards that maximize specificity.
2. Standards that maximize sensitivity.
3. Reducing the specificity or sensitivity standards by 20% (scores are rounded off).

OPTION # 1 Standards based on maximizing specificity

Fitness test	Vertical Jump	1RMB Weight	1RMB Ratio	Agility Run	Sit Up	300 run	Push Up	1.5 Run
Standards	16.0	165	.84	18.6	31	68.0	29	16:15

Job relatedness	Solid data support
Business necessity	Solid data support
Adverse impact	Based on the test sample, there will be adverse impact. However, the mean performance by females

	on all tests at or within 25% of the standard suggesting they can train up to the standard.
CRA of 91	Meets the literal interpretation
ADA	Meets the literal interpretation
Trainability	Not an issue. Recruits are coming in at the exit level. The only physical training during the academy would be for maintenance. More time could be spent on other topics. Most cost effective.
Liability	Minimal. The lowest risk of injury and non performance would be expected since these standards reflect the highest level of fitness permissible within the constraints of the ADA.

OPTION # 2 Standards based on maximizing sensitivity

Fitness test	Vertical Jump	1RMB Weight	1RMB Ratio	Agility Run	Sit Up	300 run	Push Up	1.5 Run
Standards	14.0	140	.83	19.5	30	68.0	23	16:57

Job relatedness	Solid data support
Business necessity	Solid data support
Adverse impact	Based on the test sample, there will be adverse impact, however, the mean performance by females on all tests meets or exceeds the standard.
CR of 91	Meets the literal interpretation
ADA	Meets the literal interpretation
Trainability	Some improvement would be required necessitating more training time during the Academy devoted to physical training. Still would be cost effective.
Liability	Some. These standards reflect a lower level of fitness so there would be a greater risk of injury and non-performance would be expected.

Options #3 and #4 are proposed only for applicants, and the Nevada P.O.S.T. would choose between them based on which option was selected for incumbents. The advantages and disadvantages for options #3 and #4 are the same, and will be presented together.

OPTION # 3 Standards set 20% below the specificity standards

Fitness test	Vertical Jump	1RMB Weight	1RMB Ratio	Agility Run	Sit Up	300 run	Push Up	1.5 Run
Standards	13	135	.70	22.3	25	82	24	19:26

OPTION #4 Standards set 20% below the sensitivity standards

Fitness test	Vertical Jump	1RMB Weight	1RMB Ratio	Agility Run	Sit Up	300 run	Push Up	1.5 Run
Standards	11.5	120	.67	23.4	24	82	18	20:20

Job relatedness	Reasonable data support.
Business necessity	Suggests support but could be questionable. While the standards are based on solid data predicting who can and who cannot perform critical physical tasks at a minimum level of safety and effectiveness, the 10% reduction is somewhat arbitrary. We recommend tracking the performances of several classes to determine if 10% is the correct adjustment, and changing the reduction if needed.
Adverse impact	These standards will also cause adverse impact. The mean performance by females on all tests is fairly close to or higher than the standards suggesting females can train to meet the standard.
CR of 91	Meets the literal interpretation.
ADA	Basically meets the literal interpretation but with questionable support (see business necessity comments).

Trainability	The standard directly infers a 10% trainability factor during the academy. More academy time will have to be devoted to physical training. Not quite as cost effective because some recruits may not complete training. These levels of fitness are extremely low.
Liability	Some liability. Increased risk for injury and failure to perform.

XI. CONCLUSIONS

Our recommendation is that the Nevada P.O.S.T. adopt the specificity standards (option #1) for incumbents and the sensitivity or 20% reduction of specificity (options # 2 or # 3) for applicants. They are valid and have high predictability. While this study makes specific recommendations for the applicant standards we recognize the ultimate selection will result from a decision-making process that weighs and accounts for each criterion. In that respect, the following considerations should be deliberated.

Practical Considerations

1. The standards provide a high degree of assurance that recruits will meet all the physical demands of the academy.

2. The standards provide a high degree of assurance that the recruits will meet the exit/incumbent standard.

3. The standards should decrease the risk of injuries in training based on the general principle that more fit individuals have fewer injuries.

4. The standards should decrease the liability for negligent hiring.

Scientific Considerations

1. The standards are based on data documenting their relationship to the performance of physical job tasks.

2. The standards are based on data documenting that they are predictive of who can and who cannot perform the critical physical tasks of the job at a minimum level of safety and effectiveness.

Legal Considerations

1. The standards meet the "Same job same standard" requirement of the CRA of 1991.

2. The standards meet the job relatedness and business necessity requirements of the ADA.

3. Based on the test sample, disparate impact exists. However, the adverse impact can be minimized with training. Regardless, they can be defended under points 1 and 2 if NEVADA P.O.S.T. attempts to minimize the disparate impact.

As previously noted, the recommended standards do not represent high levels of fitness when viewed strictly as fitness measures. However, the standards must be viewed in the context of job relatedness in that they are established only to guarantee minimal fitness to perform the physical tasks of the job. The fitter officers in the Nevada P.O.S.T. may consider the standards to be very easy, while the less fit may view them as difficult. One way to evaluate the relative difficulty of the standards is to compare them against standards validated for other agencies. Table G8 compares the recommended standards with those validated in 30 previous studies.

TABLE G8: STANDARD COMPARISONS TO OTHER FITNESS STANDARDS

Test	Previous studies	NEVADA P.O.S.T.		
	Spec.	Sens.	-20%Spec	
Vertical jump	16 in.	14 in.	13 in.	11.0 – 18.5 in.
1RM raw score	165 lbs.	140 lbs.	135lbs.	120 - 205 lbs.
1RM bench ratio	.84	.83	.70	.64 - .93
Agility run	18.6 sec.	19.5 sec.	22.3sec	17.8 - 20.4 sec.
Sit up	31	30	25	23 - 42
300 meter run	68 sec.	68 sec.	82sec.	56.0 - 73.8 sec.
Push up	29	23	24	19 - 34
1.5 mile run	16:15	16:57	19:26	14:05 - 17:48

This study's recommended specificity standards are about average compared to the results of other validation studies. When considering the 20% reduction in specificity standards, remember that the ranges shown for previous studies are the scores we recommended to the agencies, usually the specificity standards. So the most meaningful comparison are the standards in column one.

We can also compare the recommended standards to norms representing a stratified random sample of over 4,000 municipal, state and federal law enforcement officers from over 80 agencies throughout the United States. These comparisons are presented in Table G9.

TABLE G9
COMPARISONS OF NEVADA P.O.S.T. SPECIFICITY/SENSITIVITY CUTPOINTS TO NORM %TILES

FITNESS VARIABLE	**LAW ENFORCEMENT NORM %TILES**		
	Specificity	Sensitivity	20% Specificity
Vertical jump	40th	20th	15th
1RM bench raw	39th	23rd	21st
1RM bench ratio	36th	35th	19th
Agility run	28th	15th	5th
Sit up	40th	37th	32nd
300-meter run	32nd	32nd	30th
Push up	40th	28th	7th
1.5-mile run	27th	19th	5th

The recommended specificity standards fall between the 27th and 40th percentiles. The sensitivity standards all fall at or below the 35th percentile except for the sit up. The 20% reduction for specificity standards are also all below the 32nd percentile.

From a scientific validity perspective, the data clearly show that the standards are the minimum level of fitness required to perform essential physical tasks at a minimum level of safety and effectiveness. In our opinion, the data is strong enough that even with disparate impact, the standards are defensible and meet the burden of proof for job relatedness. More importantly, from a physiological framework, the issue is not a gender concern but is a training issue. From a training perspective these standards are attainable with a minimum of training, regardless of age or gender.

XII. REFERENCES

Gebhardt, D. Personal communication, American College of Sports Medicine National Convention, Seattle, WA, June 2, 1999

SECTION H

IMPLEMENTATION RECOMMENDATIONS

INTRODUCTION

The primary focus of this study was to validate physical readiness tests and standards. A secondary purpose is to provide direction for the Nevada P.O.S.T Category I Peace Officers fitness program. The overriding conclusion from this study is **physical fitness is a necessity for Category I Peace Officers to be able to perform the essential functions of the job**. Consequently, we have formulated 42 implementation recommendations for the application of fitness standards and programs for agencies employing Category I Peace Officers.

The Nevada P.O.S.T should encourage agencies to make a commitment to address the fitness needs of Category I Peace Officers. The implementation recommendations are intended to support, complement and upgrade that effort. This section has four parts:

I. Physical readiness testing

II. Fitness education and maintenance programs

III. Program leadership

IV. Ongoing program operations and administration.

I. PHYSICAL READINESS TESTING

These recommendations address the testing process to assess applicant, recruit, and incumbent readiness status.

Recommendation 1: Continue to require applicants to be medically cleared prior to testing. The ADA prohibits the collecting of medical information prior to a conditional offer of employment. The physical readiness test is a cost effective screen that most agencies prefer to administer early on in the application process. We are not sure how the Nevada P.O.S.T. currently employs the readiness test. If it is after the conditional offer of employment, and the Nevada P.O.S.T. would like move the test closer to the front of the application process, we recommend that CHS develop a standard form which states the purpose of the testing, the tests to be used, the physical demands of the test and a statement for the physician to sign attesting that he/she does not know of any contraindications to the individual taking the readiness tests. **See example form in Appendix C.** This complies with both the ACSM standard of ordinary care and the Americans with Disabilities Act requirements. Your incumbents are already screened by CHS. Their medical screening process should be similar to that of the American College of Sports Medicine.

Recommendation 2: Decide which standards option to adopt, and plan to eventually apply them to all Nevada P.O.S.T Category I Peace Officers. This decision will not change any of our subsequent recommendations.

Recommendation 3: Phase the standards in over a two-year period. Transition to the specificity standards within two years if the sensitivity standards are initially selected.

Recommendation 4: Develop and disseminate a description of the program in the form of a handbook and/or DVD to applicants, recruits and incumbents**.** Any applicant recruiting sites on the web should be modified to give the potential applicant a realistic understanding of the physical demands of the job. The description should emphasize the following:

1) rationale for the fitness program and testing process;

2) description of the tests;
3) the job-related standards that applicants and incumbents will have to meet; and,
4) a training regimen to prepare for the tests.

See example handbook in Appendix B.

Recommendation 5: Determine a sequence for the fitness testing. Administer the applicant and incumbent testing, when implemented, in the same order. One logical sequence is shown here. **See Appendix A for specific test procedures.**

TIME	EVENT
3 minutes	1. Warm-up
	2. Vertical jump
	3. 1 RM bench press
	4. Agility run
5 minutes	5. Rest
	6. Sit up test
5 minutes	7. Rest
	8. 300 meter run
10 minutes	9. Rest
	10.Push up test
30 minutes	11.Rest
5 minutes	12.Warm-up
	13.1.5-mile run
5 minutes	14. Cool down

Recommendation 6: Utilize the scripts in **Appendix A** to ensure standardization of testing.

Recommendation 7: Develop a retest policy for applicants. Consider allowing any applicant who does not pass one or more of the tests to retest not sooner that 48 hours after the first test, redoing just those items failed. Allow only one retest for applicants.

Recommendation 8: Require individuals to meet or exceed the standards for all tests. Consider allowing the individual to meet either the raw score or ratio score standard for the 1RM bench press.

Recommendation 9: Test recruits approximately half way through the academy schedule, and again near the completion of training. Institute a mandatory conditioning program for the agency specific basic academy.

Recommendation 10: Formerly test incumbents twice a year. Require first-line supervisors to informally test each officer under their supervision during the other two quarters. The informal tests need not be completed in one session. For example, test an officer on the push ups during roll call, the 1.5 mile run a week later, etc. Allow a retest for events failed.

Recommendation 11: Allow incumbents who fail the retest to complete the job-task simulation tests. If they meet the effective times, they have demonstrated they can perform the essential functions effectively.

II. FITNESS EDUCATION AND MAINTENANCE PROGRAMMING

These recommendations can be implemented prior to requiring incumbents to meet the readiness standards. They form the basis for an in-service program for incumbents. Recommendations with a * are not applicable until the Nevada P.O.S.T Category I Peace Officers adopts incumbent standards.

Recommendation 12: Design and implement an incumbent education program. Review the recruit program to ensure the following content areas are addressed either by group instruction or handout materials.

- fitness self-assessment
- goal setting
- aerobic conditioning
- anaerobic conditioning
- agility conditioning
- strength conditioning to include plyometrics
- flexibility conditioning
- weight control
- nutrition
- safety and injury prevention
- stress management/relaxation techniques
- designing an individual program
- tobacco cessation

Recommendation 13: Incorporate the eventual standards as goals into an incentive system for incumbents. This project validated standards that reflect only the minimum level of fitness to perform the job. It is important to provide a program that helps Category I Peace Officers increase their fitness levels beyond that of the minimums. A voluntary program with incentives can assist during a transition period to standards to encourage Category I Peace Officers to exercise. **See example incentive program in Appendix E.**

Recommendation 14 : Provide each recruit and incumbent feedback and goals for mandatory fitness areas.

Recommendation 15: Provide each individual failing to meet standards and others requesting help an exercise prescription. The prescription should be as individualized as possible, with a variety of training options such as:

a) Aerobic Training Sample endurance training routines such as running, cycling, swimming, walking, sports (racquetball, basketball) and supercircuit weight or calisthenics training.

b) Anaerobic and Agility Sprint Training Short interval training (50-100- yard) routines and agility drills.

c) Strength Training Both calisthenics and weight training routines emphasizing the major muscle groups that are being tested to include:

Legs - squats, knee bends, leg extensions, leg curls, and plyometric jumping and bounding
Abdominal - sit-ups, curl-ups
Upper Body - push-ups, bench press

d) Flexibility Training Static and ballistic stretching

Recommendation 16: Evaluate body composition and flexibility for incumbents and provide goals. Although not job related fitness goals, feedback on those areas are valuable for each officer's personal fitness and injury prevention.

III. PROGRAM LEADERSHIP

Recommendation 17: Agencies should centralize program authority for physical readiness programming and testing (applicant, recruit and incumbent). Appoint a Program Manger to oversee fitness testing and programming.

Recommendation 18: Retrain existing coordinators immediately to inform them of the new tests, standards and fitness programming needs. Train at least one officer per field office to oversee standardization of existing coordinators.

Recommendation 19: Utilize the trained fitness coordinators on an ongoing basis. The skills are perishable, and there are any number of Category I Peace Officers who can use some help in this area.

Recommendation 20: Allow only those staff who have been certified by the following organizations to administer fitness testing and programming: FitForce, Cooper Institute for Aerobics Research, American College of Sports Medicine, and the National Strength and Conditioning Association.

Recommendation 21: Provide yearly in-service training session for the fitness coordinators to upgrade skills and review program operations. This can accomplished through distance learning.

Recommendation 22: Certify additional staff as needed.

IV. PROGRAM OPERATIONS AND ADMINISTRATION

These recommendations address the ongoing implementation of the fitness program with particular emphasis on the in-service program for incumbents. Send a message that fitness is an important job-related area for Nevada P.O.S.T Category I Peace Officers.

Recommendation 23: Develop and maintain a record keeping system. Software currently exists that can monitor:

1) applicant performance on the test battery;
2) recruit performance on the test battery;
3) incumbent performance on readiness testing;
4) program operations;
5) Category I Peace Officers injury, limited duty and performance data.

Recommendation 24: Document all planning and developmental activities.

Recommendation 25: Reword all job descriptions to include physical fitness as an underlying element for performing essential physical functions. List all physical tasks rated frequent or critical and actual performance demands, i.e., weights, distances, etc. For example, “provide back up support on foot, for short distances and over 2 minutes, run up 2 flights of stairs, pull/drag objects weighing up to 120 pounds for distances up to 35 feet, etc.” The job descriptions of all Category I peace officer supervisors and administrators must have the same

essential physical job functions in the position descriptions. **See example in Appendix F.**

Recommendation 26: Revise performance review ratings to address the following:

- Rate Category I Peace Officers on their ability to perform physical tasks that are rated as critical in Table C6. If the officer hasn't been called upon to perform any of those tasks during the rating period, the rater should make a subjective evaluation of his/her capability based upon the rater's observations and knowledge of the individual.

- Document the reasons for the rating. An agency that tries to impose sanctions for failure to meet performance standards will have difficulty if Category I Peace Officers can produce performance reports that indicate completely satisfactory performance.

Recommendation 27: Phase-in the implementation of the fitness test and standards for incumbents. Consider the following sequence:

1. Notify officers of the new standards immediately.

2. Develop and implement an ongoing education program.

3. Designate a transition period to institute new standards. We recommend that the transition period be at least two years long. During that time period allow officers to take the tests voluntarily. Monitor test performance to observe the incumbent pass/fail percentages. During the transition period, the incumbent program should consist of mandatory fitness testing and education, with guided self assessments but voluntary compliance to the readiness standards.

4. This data should be collected and analyzed to determine any potential adverse impact when the program becomes mandatory and to track performance improvement throughout the agency.

5. Design a structured remediation program to facilitate compliance with the recommended standards. Remediation recommendations should be tailored to each individual and consist of an exercise prescription and supervised exercise.

6. Conduct a review to compare data in the following areas: absenteeism, use of sick time, disability claims, assignment, rank, line of duty and non-line of duty injuries, exercise frequency, performance appraisals and workload indicators.

Recommendation 28: Develop a formal system to address non-compliance with the standards. The system should consist of some combination of review, remediation, recommendation and employee reclassification.

1. First test failure – review reasons for failure, set improvement goals and provide an individual exercise/nutrition remedial program. Retest within two to three months.

2. Second test failure -Provide a mandatory supervised remedial exercise/nutrition prescription program with retesting in thirty days.

3. Third test failure - if no improvement, there should be a referral for a medical/personnel review to ascertain if there is any underlying chronic medical problem. If there is a remediable medical problem, then design an appropriate mediation/ rehabilitation program. If a non-medical problem, allow the officer the option of taking the job-task simulation test. The passing score is the effective level of performance, a time of 2:10 or faster. If there is failure at this level then an appropriate reclassification/ reassignment outside of law enforcement is warranted. If the problem is lack of initiative or refusal to comply, sanctions should be utilized.

Recommendation 29: Allow incumbents who are not medically cleared for a particular readiness test, e.g., the sit up, to take the job-task simulation tests if medically cleared for it. It is unlikely that an officer would be cleared for one but not the other. Those officers must meet or exceed the effective level on the job-task simulation test.

Recommendation 30: Develop a medical and performance review system to reflect the following:

- If an officer cannot take the fitness test or participate in exercise he/she should be placed on temporary limited duty until he/she can exercise and take the test. **This reflects a very basic rationale for the program - if an officer cannot exercise or take the fitness test because of a serious medical or physical problem, then he/she cannot perform the essential physical tasks of the job and should not be left in a position where doing so is required.** Likewise, an officer with a medical excuse for nonparticipation in firearms training, defensive tactics training, or any job related training that is physical in nature is not 'fit for duty'. Additionally, a medical exemption from performance of any physical job function that is essential for incumbents demonstrates that the officer is not 'fit for duty'.

- Establish criteria for mandatory remediation/rehabilitation programming.

- Establish criteria for reclassification, retirement or dismissal of Category I Peace Officers who are permanently unable to take the fitness test or perform exercise.

- Physician medical forms should contain information on the essential physical tasks an officer must perform and the specific tests he/she must take to determine fitness for duty. The physician forms must communicate that if an officer cannot take the fitness test the officer cannot be returned to full duty status. **It is important that physicians do not clear an officer for full duty status and yet excuse the officer from readiness testing.** An individual who is unable to perform every essential job function should not be "cleared for full duty".

Recommendation 31: Develop a procedure for determining whether an officer who has been on sick leave, injury leave, or light duty or who has been medically excused from any kind of mandatory training is fit for duty. That procedure should provide for one or more of the following, in the event there is reason to believe the officer is not fit for duty:

- Physical examination by a medical doctor, with an opinion regarding the officer's fitness for duty (or lack thereof).

- Successful completion of all parts of the readiness battery.

- Psychological screening, psychiatric or psychological evaluation.

Recommendation 32: Adopt a definition of fitness for duty, if it does not already exist. That definition should reference the Nevada P.O.S.T category I peace officer's physical readiness standards as well as standards for mental/emotional readiness, ethics, character and integrity, judgment, and medical standards. If the fitness for duty standards does not reflect the physical requirements of the job, they should be updated.

Recommendation 33: Inform examining physicians performing any medical evaluations of the officer's essential physical job tasks. Require the physician to evaluate if the officer is reasonably likely to be able to perform each task safely and effectively. That evaluation should be reported to proper authority in the agency.

Recommendation 34: Upgrade critical incident debriefings to include physical readiness. Require that the debriefing include an assessment of the adequacy of the physical readiness of the involved officers, specifically whether each was able to safely and effectively perform applicable essential job functions.

Recommendation 35: Require each officer seeking a promotion or a special assignment to pass the readiness test.

Recommendation 36: Require that lead instructors in any situational training programs evaluate and report on the apparent physical ability of each participant to safely and effectively perform the essential job functions relevant to the situations simulated in the training. For example if a firearms instructor sees an officer having difficulty going from the kneeling position to standing there needs to be a reporting mechanism.

Recommendation 37: We suggest that each category I agency determine the number of light duty positions the agency can support and continue to complete its mission. Develop job descriptions for all light duty positions and assignments that accomplish real Category I peace officer work. Prescribe time limits for the

positions. If all light duty positions are filled, an officer must use sick time or leave until a position comes open. Before returning an officer to full duty, consider administering the readiness test to ensure he/she is fit for duty.

Recommendation 38: Require supervisors to document and report any circumstances or behavior indicative of an apparent lack of fitness for duty on the part of any employee.

Recommendation 39: Provide three hours on duty time per week, mission permitting, to exercise with approved activities. This recommendation is contingent on the agency having the staffing patterns to allow it.

Recommendation 40: Provide Category I Peace Officers with a list of approved physical activities.

Recommendation 41: Rotate officers between sedentary and more active duty positions.

Recommendation 42: Look for other opportunities to create more activity for officers during the duty day. For example allow officers to conduct meetings while walking for a period of time each day, conditions permitting.

APPENDIX A

CATEGORY I
PHYSICAL READINESS TESTING PROCEDURES

PHYSICAL READINESS TESTS

There are two parts in this Appendix. Part I provides the scripts for applicants. Part II provides scripts for incumbents.

I. APPLICANTS

INITIAL BRIEFING

"The law enforcement profession requires a level of physical readiness to perform essential physical job functions. The Nevada P.O.S.T. has conducted a validation study to determine the minimum level of fitness required to perform those essential functions for Category I peace officers in the state of Nevada. As part of your application for a position in the _PD, today you will complete a battery of physical fitness tests that measure the factors underlying the ability to perform the essential and critical physical tasks required of officers in the _PD.

"At this point you should have filled out the heading on your score sheet. Hold on to your sheet until you have completed the vertical jump and the bench press. We will collect them as you begin the agility run. This will be a long, fairly hard day, but it is important that you give a good effort. Pace yourself. You will complete the vertical jump, bench press, Illinois agility run, sit ups, 300 meter run, push-ups, and 1.5 mile run. If at any time you don't feel well, tell one of the fitness coordinators. Do you have any questions?"

I. PHYSICAL READINESS TESTS

The test procedures are scripted to ensure reliability of test administration. **All scripts are bolded and in "quotation marks".** Assign one instructor to lead a group warm up. Allow an additional two minutes for individual warm up.

TESTING SEQUENCE

Officers will complete the fitness test battery in the same order. Brief and demonstrate the first three tests (VJ, BP, and AR), then cycle the group through those three tests. The last five fitness tests will be completed as a group.

SEQUENCE FOR FITNESS TESTS

PLACE	TIME	EVENT
Inside	5 minutes	1. Briefing
In or outside	10 minutes	2. Warm up

In or outside		3. Vertical jump
Inside		4. 1 RM bench press
Outside	3 minutes	5. Warm up activities
Outside		6. Illinois agility run
In or outside	10 minutes	Rest and briefing on Sit up 7. Sit ups
Outside	5 minutes	Rest and briefing on test 8. Warm up 9. 300 meter run
Outside	10 minutes	Rest and briefing on test 10. Push up
Outside	30 minutes 2 minutes	Rest and briefing on 1.5 mile run test 11. Warm up 12. 1.5 mile run
Outside	5 minutes	13. Cool down

PHYSICAL READINESS/FITNESS TEST DESCRIPTIONS

Vertical jump

"The first event is the vertical jump, a measure of lower body explosive power. It is important for tasks that require jumping and vaulting.

"Watch this demonstration. Stand next to the wall, and reach up as high as you can with one arm while placing your bicep next to your ear. The coordinator will record your standing reach. Move one half step away from the wall. Take one step back with either foot. Then step forward, and jump, reaching as high as possible, and hit the yardstick. Or you may jump from both feet without taking a step. You will have three attempts for this event. Your score is the difference between your standing and jumping reach, and will be recorded to the nearest half inch. Are there any questions?"

Instructor tips:

As each participant approaches the area for the VJ, take her/his score sheet. Record the standing reach. When using the yardstick, you will have to pay close

attention to accurately measure the jumping reach. Record each attempt, and subtract the standing reach from the best jumping reach. This is the individual's score for the VJ.

Equipment

- Yardstick on wall.

Procedural tasks with a yardstick

a) Subject stands with one side toward the wall and reaches up as high as possible to mark his/her standing reach.
b) Subject steps back with either foot, steps forward then jumps as high as possible and marks the spot on the wall above his/her standing reach mark OR a subject may jump with both feet and not take a step.
c) Score is the inches to the nearest 1/2 inch.
d) The best of three trials is the score.

1 RM Bench Press

"The second event is the maximum bench press, the maximum weight pushed from the bench press position. It measures the amount of force the upper body can generate. It is important for performing tasks requiring upper body strength such as use of force situations.

"Lie on the bench with your feet flat on the floor. If your feet do not reach the floor, use this box. Be sure your back is flat against the bench. With a positive grip (thumbs around the bar), use the markings on the bar to evenly spread your hands from the center of the bar. You will first warm up by performing 3 to 5 repetitions with a light weight. If you don't know how much weight you should warm up with, we suggest that you press the bar up to approximately half of your body weight. (*Have the demonstrator press a sub-max weight five or six times*) **After the warm up, you will be given successively heavier weights until you reach your maximum. Watch this demonstration. You may receive a 'lift off' or you may remove the bar from the uprights by yourself. Lower the bar until it is just touching your chest and hold it in this position. The instructor will say, "Ready, lift." (This will be conducted on a 1-2 cadence.) On the command "Lift", push the weight up to arms length exhaling as you perform the movement. Your back must stay in contact with the bench and your feet on the floor during each attempt. The spotters will not touch the bar if it stalls on the way up; they will take the weight if the bar begins to move downward or if you ask them to take it from you. You should reach your maximum in approximately five attempts. If you know your max, you may attempt that weight after the warm up, but everyone must complete the warm up to lower the chance of injury. There are two scores for this event, the amount of weight you lift and that score divided by your body weight. Are there any questions?"**

Instructor tips:

Weight each applicant, and record their body weight on the score sheet. Use three spotters. The spotter behind the bar will give all commands, ensure that the lifter has an even grip, and that the weight is evenly loaded on the bar. Increase the weight in ten pound or more increments to maximum. Be careful when helping return the bar to the rack that you don't get your face in the way. Be sure the individual does not arch the back. If the lifter is experienced and has a pretty good idea of his/her max, allow them to move right to that weight after the warm up if they desire. But everyone must at least do the warm up before attempting their max.

Equipment:

- Bench
- Bar and weights

Procedural tasks

a) Weigh each applicant and record their weight.
b) Use three spotters.
c) Ask the individual if he/she has any idea how much weight he/she can press in one maximum effort.
c) If there is an estimated maximum weight, start with about one-half of that estimated maximum weight. If not, for males start with the bar or about one-half of body weight.
d) The person performs 3- 5 repetitions with that weight as a warm up.
e) The person receives a 'lift off' by the spotters or may remove the bar from the uprights by him/herself.
f) The person lowers the bar until it is just touching their chest and holds it in this position. The instructor says, "Ready, lift." (This will be conducted on a 1-2 cadence.) On the command "Lift", the person pushes the weight up to arms length exhaling as the movement is performed.
g) Increase the weight in ten pound or more increments to maximum. Instruct the person to lift each additional weight increment. The first three to four repetitions serve as warm-up lifts in order to prevent muscle injury and to prepare the person for a maximal lift on the fifth or sixth effort.
h) The score for this test is the maximum number of pounds lifted in one repetition.
i) Divide the 1RM score by the person's body weight for the BP ratio score.

Illinois agility run

"The third event is the Illinois agility run, a measure of coordinated movement and speed. It is important for performing tasks requiring quick movements around obstacles."

"Watch this demonstration. Start in the prone position to the left of the first cone with the tips of your fingers behind the starting line. When the instructor says, "GO", stand up and sprint to the forward line (point to line 30 feet away), place one foot over the line, and sprint back to the starting line. Make a left turn around the first cone, then zig-zag in a figure eight fashion around the four cones and zig-zag back to the start line. Turn left around the first cone, and sprint to the forward line and back one more time. The clock stops when any part of your body crosses the finish line. If you knock over a cone, miss a turn, or fail to touch the line when turning, the instructor will stop you and return you to end of the line for a restart. You will have two trials for this event. Your score is the time it takes to complete the run, and will be recorded to the tenth of a second. Are there any questions?"

Instructor tips:

Allow a five-minute warm up prior to the agility run. As the participant approaches the test area, take her/his score sheet, and record the score upon completion. The starting position is on the left side of the first cone. Start the clock upon the command "Go."

Equipment

- Marked course of 30 feet, with four cones spaced 10 feet apart in a line.
- Stop watch

Procedural tasks

a) Subject lies on the ground with fingertips behind the start line.
b) At the "GO" start, subject gets up, sprints to the other line (30 feet away) places one foot over the line then sprints back to the start line.
c) Subject makes left turn around the first cone then zig zags in a figure eight fashion around the four cones and back to the start line.
d) Subject then sprints up and back as described in b.
e) Allow one slow walk through and two trials.
f) Score is the best (lowest) time to the tenth of a second.

One-minute Sit-up Test

"The fourth event is the one-minute sit-up, a measure of the muscular endurance of the abdominal muscles, important for many physical tasks and injury prevention.

"Lie on your back, with your knees bent at approximately a 90 degree angle, and your heels on the ground. Your feet may be together or apart, but the heels must stay in contact with the ground. Your partner will hold your ankles. The tips of your fingers must stay behind the back of your ears throughout the event. When the instructor says "GO", lift your upper body (head and torso) by bending at the waist and touch your elbows to the kneecaps. Return to the starting position, with your shoulder blades touching the surface. That will constitute one repetition. If you arch your back, lift your buttocks from the mat, move your finger tips forward of the back of your ears, fail to break the vertical plane and touch the knees, stop to rest in the down position, or fail to touch your shoulders to the mat, you will receive a warning. For any subsequent violation, the repetition will not count. You will have one minute to do as many sit-ups as possible. The instructor will announce 45, 30, 15 seconds, and count out the last ten seconds. Your score is the number of correct sit-ups. Watch this demonstration…Are there any questions?"

Instructor tips:

Have a demonstrator execute several correct sit-ups while you are reading the directions. Repeat the demo after finishing the instructions. During the second demo, point out common errors. Divide the participants into as many groups as there are coordinators. The coordinator will collect the score sheets for her/his group. Coordinators should position themselves at a 45 degree angle to the right front of the participant being tested. From that position you should be able to observe that the face breaks the vertical plane, fingers remain behind the ears, the shoulders touch the mat, the heels remain in contact with the floor, and that the buttocks remain on the mat.

Equipment: A mat and stopwatch.

Procedural tasks:

a) The subject starts by lying on his back, knees bent, heels flat on the floor. Fingertips stay behind the ears.
b) A partner holds the feet down.
c) The subject then performs as many correct sit-ups as possible in one minute.
d) In the up position, the individual should have the face breaking an invisible plane perpendicular to the surface and elbows touch or pass the knees, then return to a full lying position before starting the next sit up.

e) The subject cannot raise the buttocks from the ground and when returning to the down position the shoulder blades must touch the ground.
f) Score is total number of correct sit-ups in one minute.

300 meter run

"The fifth test is the 300 meter run, a test of anaerobic capacity. This is important for performing short intense bursts of effort such as foot pursuits.

"You will start here (point out starting line) and at the command "GO" run as fast as possible to (point to finish line). You must complete the run without help. The score is the time it takes to complete the course. Are there any questions?"

Instructor tips:

Allow a five-minute warm up. For each group, start as many participants as there are coordinators. Each coordinator will record the time for one participant.

Equipment:

- Marked course of 300 meters (328 yards or 984 ft.). On a 440 yard track the 300 meter line would be 112 yards(336 feet) from the 440 finish line.
- Stop watch

Procedural tasks:

a) Allow five minutes to warm up.
b) At "GO" subject runs the 300-meter course as fast as possible.
c) Score is the time it takes to complete the course.

Maximum Push-up Test

"The sixth event is the push-up, a measure of the muscular endurance of the upper body (chest, shoulders, and triceps). This is important for tasks such as use of force, lifting, carrying, and pushing."

"Watch this demonstration. Assume the front-leaning rest position by placing your hands on the surface just outside a straight line down from the shoulders. The back, buttocks, and legs must be in a generally straight line from the head to the heels. The feet may be together or up to twelve inches apart. When the instructor says "GO", lower your body by bending the elbows until the tops of the upper arms, shoulders, and upper back are aligned and parallel to the ground. Return to the starting position by soft-locking your elbows. This constitutes one repetition. You may rest in the

up position. If you arch your back, fail to keep your body relatively straight or to soft lock your elbows, you will receive a warning. For any subsequent violation, the repetition will not count. There is no time limit. Do as many correct repetitions as possible. Your score is the number of correct push-ups. Are there any questions?"

Instructor tips:

Have a demonstrator execute several correct push-ups while you are reading the directions. Repeat the demo after finishing the instructions. During the second demo, point out common errors. Lightly touch the back of the elbow to ensure they are locking out. Coordinators should position themselves at a 45-degree angle to the left front of the participant being tested. From that position you should be able to observe that the body remains in a generally straight line, the upper arms and shoulders are parallel to the ground in the down position, and the elbows lock out upon return the starting position.

Procedural tasks:

a) The subject starts in the front leaning rest position. Hands are slightly more than shoulder width apart, feet are 12" apart or less
b) The subject lowers self until the upper arms are parallel to the ground, then pushes up again.
d) The back must be kept straight throughout the exercise.
e) There is no time limit.
f) Score is the number of correct push ups.

1.5 Mile run

"The seventh event is the 1.5 mile run, a measure of cardiovascular endurance or aerobic power. This is important for foot pursuits and use of force situations lasting more than two minutes.

"You will line up behind the starting line. At the command "GO" start running at a sub maximal pace. To complete the run, you will start here and run (describe the course). Your goal is to complete the 1.5 miles in as fast a time as you can. As you complete each lap your time and number of laps to go will be announced. You may walk, but try to keep running for the entire distance. You may run alongside another runner for help with the pace, but you may not physically assist or be assisted by another runner. Your score is the time it takes to complete the 1.5 miles. After the run do not sit down or stand still but walk slowly for a lap. Are there any questions?"

Instructor tips:

Have a monitor on the other side of the track. Divide the group evenly amongst the coordinators, who will record times for each person in their group. If no

numbers are available, have each person call out their name as they complete each lap.

Equipment:

- Marked level course. On a 440 yard track the test is 6 laps. On a 400 meter track the test is 6 laps plus 14 yards(42 feet).
- Stop watch
- Numbered vests if available

Procedural tasks:

a) Have subjects warm up.
b) Subjects should be instructed to cover the distance as fast as possible.
c) At the command "GO" time is started.
d) Score is time to run the course.
e) A cool down is required after running.

II. INCUMBENTS

INITIAL BRIEFING

"The law enforcement profession requires a level of fitness to perform essential physical functions. The Nevada P.O.S.T. has conducted a validation study to determine the minimum level of fitness required to perform those essential functions for our department. Today, you will complete a battery of fitness readiness tests that measure the factors underlying the ability to perform the essential and critical physical tasks required of officers in the _PD.

"At this point you should have filled out the heading on your score sheet. Hold on to your sheet until you have completed the vertical jump, and the bench press. We will collect them as you begin the agility run. This will be a long, fairly hard day, but it is important that you give a good effort. Pace yourself. You will complete the vertical jump, bench press, Illinois agility run, sit ups, 300 meter run, push-ups, and 1.5 mile run. If at any time you don't feel well, tell one of the fitness coordinators. Do you have any questions?"

I. PHYSICAL READINESS TESTS

The test procedures are scripted to ensure reliability of test administration. **All scripts are bolded and in "quotation marks".** Assign one instructor to lead a group warm up. Allow an additional two minutes for individual warm up.

TESTING SEQUENCE

Officers will complete the fitness test battery in the same order. Brief and demonstrate the first three tests (VJ, BP, and AR), then cycle the group through those three tests. The last five fitness tests will be completed as a group.

SEQUENCE FOR FITNESS TESTS

PLACE	TIME	EVENT
Inside	5 minutes	1. Briefing
In or outside	10 minutes	2. Warm up
In or outside		3. Vertical jump
Inside		4. 1 RM bench press
Outside	3 minutes	5. Warm up activities
Outside		6. Illinois agility run
In or outside	10 minutes	Rest and briefing on SU 7. Sit ups
Outside	5 minutes	Rest and briefing on test 8. Warm up 9. 300 meter run
Outside	10 minutes	Rest and briefing on test 10. Push up
Outside	30 minutes 2 minutes	Rest and briefing on 1.5 mile run test 11. Warm up 12. 1.5 mile run
Outside	5 minutes	13. Cool down

PHYSICAL READINESS/FITNESS TEST DESCRIPTIONS

Vertical jump

"The first event is the vertical jump, a measure of lower body explosive power. It is important for tasks that require jumping and vaulting.

"Watch this demonstration. Stand next to the wall, and reach up as high as you can with one arm while placing your bicep next to your ear. The coordinator will record your standing reach. Move one half step away from the wall. Take one step back with either foot. Then step forward, and jump, reaching as high as possible, and hit the yardstick. Or you may jump from both feet without taking a step. You will have three attempts for this event. Your score is the difference between your standing and jumping reach, and will be recorded to the nearest half inch. The passing score is ___ inches. Are there any questions?"

Instructor tips:

As each participant approaches the area for the VJ, take her/his score sheet. Record the standing reach. When using the yardstick, you will have to pay close attention to accurately measure the jumping reach. Record each attempt, and subtract the standing reach from the best jumping reach. This is the individual's score for the VJ.

Equipment

- Yardstick on wall.

Procedural tasks with a yardstick:

a) Subject stands with one side toward the wall and reaches up as high as possible to mark his/her standing reach.
b) Subject steps back with either foot, steps forward then jumps as high as possible and marks the spot on the wall above his/her standing reach mark OR a subject may jump with both feet and not take a step.
c) Score is the inches to the nearest 1/2 inch.
d) The best of three trials is the score.

1 RM Bench Press

"The second event is the maximum bench press, the maximum weight pushed from the bench press position. It measures the amount of force the upper body can generate. It is important for performing tasks requiring upper body strength such as in use of force situations.

"Lie on the bench with your feet flat on the floor. If your feet do not reach the floor, use this box. Be sure your back is flat against the bench. With a positive grip (thumbs around the bar), use the markings on the bar to evenly spread your hands from the center of the bar. You will first warm up by performing 3 to 5 repetitions with a light weight. If you don't know how much weight you should warm up with, we that you press the bar up to approximately half of your body weight. (*Have the demonstrator press a sub-max weight five or six times*) **After the warm up, you will be given**

successively heavier weights until you reach your maximum. Watch this demonstration. You may receive a 'lift off' or you may remove the bar from the uprights by yourself. Lower the bar until it is just touching your chest and hold it in this position. The instructor will say, "Ready, lift." (This will be conducted on a 1-2 cadence.) On the command "Lift", push the weight up to arms length exhaling as you perform the movement. Your back must stay in contact with the bench and your feet on the floor for each repetition. The spotters will not touch the bar if it stalls on the way up; they will take the weight if the bar begins to move downward or if you ask them to take it from you. You should reach your maximum in approximately five attempts. If you know your max, you may attempt that weight after the warm up, but everyone must complete the warm up to lower the chance of injury. There are two scores for this event, the amount of weight you lift and that score divided by your body weight. The passing score is ___ pounds or __% of your body weight. Are there any questions?"

Instructor tips:

Weight each applicant, and record their body weight on the score sheet. Use three spotters. The spotter behind the bar will give all commands, ensure that the lifter has an even grip, and that the weight is evenly loaded on the bar. Increase the weight in ten pound or more increments to maximum. Be careful when helping return the bar to the rack that you don't get your face in the way. Be sure the individual does not arch the back. If the lifter is experienced and has a pretty good idea of his/her max, allow them to move right to that weight after the warm up if they desire. But everyone must at least do the warm up before attempting their max.

Equipment:

- Bench
- Bar and weights

Procedural tasks:

g) Weigh each applicant and record their weight.
h) Use three spotters.
i) Ask the individual if he/she has any idea how much weight he/she can press in one maximum effort.
c) If there is an estimated maximum weight, start with about one-half of that estimated maximum weight. If not, for males start with one-half of body weight, and for females start with 45 lbs. (the weight of the bar).
d) The person performs 3- 5 repetitions with that weight as a warm up.
e) The person receives a 'lift off' by the spotters or may remove the bar from the uprights by him/herself.
f) The person lowers the bar until it is just touching their chest and holds it in this position. The instructor says, "Ready, lift." (This will be conducted on a 1-2 cadence.) On the command "Lift", the person

pushes the weight up to arms length exhaling as the movement is performed.

g) Increase the weight in ten pound or more increments to maximum. Instruct the person to lift each additional weight increment. The first three to four repetitions serve as warm-up lifts in order to prevent muscle injury and to prepare the person for a maximal lift on the fifth or sixth effort.

h) The score for this test is the maximum number of pounds lifted in one repetition.

i) Divide the 1RM score by the person's body weight for the BP ratio score.

Illinois agility run

"The third event is the Illinois agility run, a measure of coordinated movement and speed. It is important for performing tasks requiring quick movements around obstacles."

"Watch this demonstration. Start in the prone position to the left of the first cone with the tips of your fingers behind the starting line. When the instructor says, "GO", stand up and sprint to the forward line (point to line 30 feet away), place one foot over the line, and sprint back to the starting line. Make a left turn around the first cone, then zig-zag in a figure eight fashion around the four cones and zig-zag back to the start line. Turn left around the first cone, and sprint to the forward line and back one more time. The clock stops when any part of your body crosses the finish line. If you knock over a cone, miss a turn, or fail to touch the line when turning, the instructor will stop you and return you to end of the line for a restart. You will have two trials for this event. Your score is the time it takes to complete the run, and will be recorded to the tenth of a second. The passing score is ___ seconds. Are there any questions?"

Instructor tips:

Allow a five-minute warm up prior to the agility run. As the participant approaches the test area, take her/his score sheet, and record the score upon completion. The starting position is on the left side of the first cone. Start the clock upon the command "Go."

Equipment:

- Marked course of 30 feet, with four cones spaced 10 feet apart in a line.
- Stop watch

Procedural tasks:

a) Subject lies on the ground with fingertips behind the start line.
b) At the "GO" start, subject gets up, sprints to the other line (30 feet away) places one foot over the line then sprints back to the start line.
c) Subject makes left turn around the first cone then zig zags in a figure eight fashion around the four cones and back to the start line.
d) Subject then sprints up and back as described in b.
e) Allow one slow walk through and two trials.
f) Score is the best (lowest) time in seconds and tenths.

One-minute Sit-up Test

"The fourth event is the one-minute sit-up, a measure of the muscular endurance of the abdominal muscles, important for many physical tasks and injury prevention.

"Watch this demonstration. Lie on your back, with your knees bent at approximately a 90 degree angle, and your heels on the ground. Your feet may be together or apart, but the heels must stay in contact with the ground. Your partner will hold your ankles. The tips of your fingers must stay behind the back of your ears throughout the event. When the instructor says "GO", lift your upper body (head and torso) by bending at the waist and touch your elbows to the kneecaps. Return to the starting position, with your shoulder blades touching the surface. That will constitute one repetition. If you arch your back, lift your buttocks from the mat, move your finger tips forward of the back of your ears, fail to break the vertical plane and touch the knees, stop to rest in the down position, or fail to touch your shoulders to the mat, you will receive a warning. For any subsequent violation, the repetition will not count. You will have one minute to do as many sit-ups as possible. The instructor will announce 45, 30, 15 seconds, and count out the last ten seconds. Your score is the number of correct sit-ups. The passing score is __ sit ups. Are there any questions?"

Instructor tips:
Have a demonstrator execute several correct sit ups while you are reading the directions. Repeat the demo after finishing the instructions. During the second demo, point out common errors. Divide the participants into as many groups as there are coordinators. The coordinator will collect the score sheets for her/his group. Coordinators should position themselves at a 45 degree angle to the right front of the participant being tested. From that position you should be able to observe that the face breaks the vertical plane, fingers remain behind the ears, the shoulders touch the mat, the heels remain in contact with the floor, and that the buttocks remain on the mat.

Equipment: A mat and stopwatch.

Procedural tasks:

a) The subject starts by lying on his back, knees bent, heels flat on the floor. Fingertips stay behind the ears.
b) A partner holds the feet down.
c) The subject then performs as many correct sit-ups as possible in one minute.
d) In the up position, the individual should have the face breaking an invisible plane perpendicular to the surface and elbows touch or pass the knees, then return to a full lying position before starting the next sit up.
e) The subject cannot raise the buttocks from the ground and when returning to the down position the shoulder blades must touch the ground.
f) Score is total number of correct sit-ups in one minute.

300 meter run

"The fifth test is the 300 meter run, a test of anaerobic capacity. This is important for performing short intense burst of effort such as in pursuit tasks.

"You will start here (point out starting line) and at the command "GO" run as fast as possible to (point to finish line). You must complete the run without help. The score is the time it takes to complete the course. The passing score is __ seconds. Are there any questions?"

Instructor tips:

Allow a five-minute warm up. For each group, start as many participants as there are coordinators. Each coordinator will record the time for one participant.

Equipment:

- Marked course of 300 meters (328 yards or 984 ft.). On a 440 yard track the 300 meter line would be 112 yards(336 feet) from the 440 finish line.
- Stop watch

Procedural tasks:

a) Allow five minutes to warm up.
b) At "GO" subject runs the 300-meter course as fast as possible.
c) Score is the time it takes to complete the course.

Maximum Push-up Test

"The sixth event is the push-up, a measure of the muscular endurance of the upper body (chest, shoulders, and triceps). This is important for many tasks such as use of force, lifting, carrying, and pushing."

"Watch this demonstration. Looking straight ahead, assume the front-leaning rest position by placing your hands on the surface just outside a straight line down from the shoulders. The back, buttocks, and legs must be in a generally straight line from the head to the heels. The feet may be together or up to twelve inches apart. When the instructor says "GO", lower your body by bending the elbows until the tops of the upper arms, shoulders, and upper back are aligned and parallel to the ground. Return to the starting position by soft-locking your elbows. This constitutes one repetition. You may rest in the up position. If you arch your back, fail to keep your body relatively straight or soft lock your elbows, you will receive a warning. For any subsequent violation, the repetition will not count. There is no time limit. Do as many correct repetitions as possible. Your score is the number of correct push-ups. The passing score is __ pushups. Are there any questions?"

Instructor tips:

Have a demonstrator execute several correct push-ups while you are reading the directions. Repeat the demo after finishing the instructions. During the second demo, point out common errors. Lightly touch the back of the elbow to ensure they are locking out. Coordinators should position themselves at a 45-degree angle to the left front of the participant being tested. From that position you should be able to observe that the body remains in a generally straight line, the upper arms and shoulders are parallel to the ground in the down position, and the elbows lock out upon return the starting position.

Procedural tasks:

a) The subject starts in the front leaning rest position. Hands are slightly more than shoulder width apart, feet are 12" apart or less
b) The subject lowers self until the upper arms are parallel to the ground, then pushes up again.
c) The back must be kept straight throughout the exercise.
d) There is no time limit.
e) Score is the number of correct pushups.

1.5 Mile run

"The seventh event is the 1.5 mile run, a measure of cardiovascular endurance or aerobic power. This is important for foot pursuits and use of force situations lasting more than two minutes.

“You will line up behind the starting line. At the command “GO” start running at a sub maximal pace. To complete the run, you will start here and run (describe the course). Your goal is to complete the 1.5 miles in as fast a time as you can. As you complete each lap your time and number of laps to go will be announced. You may walk, but try to keep running for the entire distance. You may run alongside another runner for help with the pace, but you may not physically assist or be assisted by another runner. After the run do not sit down or stand still but walk slowly for a lap. Your score is the time it takes to complete the 1.5 miles. The passing score is _____ . Are there any questions?”

Instructor tips:

Have a monitor on the other side of the track. Divide the group evenly amongst the coordinators, who will record times for each person in their group. If no numbers are available, have each person call out their name as they complete each lap.

Equipment:

- Marked level course. On a 440 yard track the test is 6 laps. On a 400 meter track the test is 6 laps plus 14 yards(42 feet).
- Stop watch
- Numbered vests if available

Procedural tasks:

a) Have subjects warm up.
b) Subjects should be instructed to cover the distance as fast as possible.
c) At the command "GO" time is started.
d) Score is time to run the course.
e) A cool down is required after running.

APPENDIX B

NEVADA P.O.S.T. CATEGORY I PEACE OFFICERS

PHYSICAL READINESS/FITNESS HANDBOOK FOR APPLICANTS AND INCUMBENTS

PHYSICAL READINESS/FITNESS HANDBOOK

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SECTION: 1 BACKGROUND

The Nevada P.O.S.T. requires applicants and incumbent officers to have a minimum level of physical readiness in order to perform the essential physical functions of the job. To ensure that officers can safely perform those physical tasks, the Nevada P.O.S.T. has developed a physical readiness (fitness) test battery with standards that predict the minimum levels of safe and effective performance. This Handbook presents information about the abilities necessary to perform physically demanding functions on the job.

The Nevada P.O.S.T. conducted a validation study to identify the physically demanding tasks of officers. Fitness experts then determined the underlying physical abilities or fitness areas required to perform those tasks. The most physically demanding tasks include the following:

- Walking and standing for extended periods
- Running for short and long distances, over uneven terrain, and up stairs.
- Light, moderate lifting and carrying
- Pulling, pushing and dragging heavy objects and people
- Climbing over, under and around obstacles
- Vaulting and jumping over low obstacles
- Bending and reaching
- Crawling, stooping and dodging around obstacles
- 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, pulling, chopping, prying and sawing

The inability to perform these tasks would obviously mean you are unable to perform your duty. Perhaps less obviously, that lack of physical readiness would also place yourself and others at risk for potential injuries and loss of life.

The Physical Readiness Battery (PRB) 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. You will be required to meet the PRB standards to be hired by your agency and to maintain those levels of readiness throughout your law enforcement career.

WHY IS PHYSICAL READINESS/FITNESS IMPORTANT?

First, physical readiness or fitness is important because it determines an individual's capability to perform strenuous job tasks. It is job related. As such, physical fitness is a bona fide occupational qualification (BFOQ).

Secondly, maintaining a professional image has a direct impact on how the public judges law enforcement officers. This judgment affects how effectively “agent presence” produces a deterrent effect. Your physical appearance is related to your fitness.

Thirdly, 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 the same necessary for good health. Cardiovascular disease, high blood pressure, lung cancer, colon cancer, and diabetes are almost at epidemic proportions in

our country. These conditions are not communicable illnesses from viruses or bacteria; they are conditions related to poor fitness and lifestyle choices. How you eat, whether you exercise, how you deal with stress, and other factors in your daily life influence whether you develop medical problems. You can do something to combat them. The major causes of death and disability are well documented—sedentary living, poor nutrition, obesity, stress, tobacco smoking, and substance abuse - all of which you have some control over. Total fitness addresses all these areas.

WHAT PHYSICAL FITNESS AREAS ARE IMPORTANT?

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

1. 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.

2. 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.

3. 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.

4. 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.

5. 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.

6. Agility. This is the ability to make quick movements while sprinting. This is important for making movements and changes of direction around obstacles during pursuits.

There are other areas of physical fitness to include body composition, abdominal strength and flexibility. Those areas are important for overall readiness, however, they have not been found to be predictive of how well an individual can perform the duties of Category I law enforcement personnel.

HOW WILL PHYSICAL FITNESS BE MEASURED?

There are seven physical fitness tests in the PRB.

1. Vertical jump test. This measures leg power. The test consists of measuring how high you jump from a standing position.

2. 1 Repetition Maximum (RM) Bench Press. This measures the absolute strength of the upper body. The test consists of lying on a bench and pushing up as much weight as you can one time.

3. Agility run. This measures ability to change direction while sprinting. The test consists of sprinting while dodging around obstacles (traffic cones) over a 180-foot course.

4. **One minute sit up.** This measures abdominal muscular endurance. The test consists of doing as many bent leg sit ups as possible during a minute period.

4. 300 meter run. This measures anaerobic power or the ability to make an intense burst of effort for a short time period or distance. The test consists of running 300 meters as fast as possible.

5. Maximum push up test. This measures the muscular endurance of the upper body. The test consists of doing as many push ups from the front leaning rest position with no time limit.

6. 1.5 mile run. This measures aerobic power or cardiovascular endurance, the ability to sustain rhythmic movement of large muscle groups for a period of time. The test consists of running/walking 1.5 miles as fast as possible.

WHAT TEST STANDARDS MUST I MEET?

The tests will be administered in the following sequence. There will be rest periods between each event. Each test is scored separately and you must meet the standard on all of them. The standards are as follows:

TEST	STANDARD
Vertical Jump	xx inches
1RM bench press	Push xx% of your body weight or xxx pounds
Agility run	xx.x seconds
Sit up	
300 meter run	xx seconds
Maximum push up	xx
1.5 mile run	xx:xx

The physical demands of the job are the same for all Category I peace officers. Likewise, from a legal perspective a single standard is required. Therefore, the Nevada P.O.S.T. readiness standards are the same whether regardless of gender or age.

SECTION 2: PREPARATION FOR TESTING

The Nevada P.O.S.T. has made a commitment to the total fitness of its law enforcement personnel. The fitness testing is intended to compliment a total fitness approach to the physical readiness of personnel. Total fitness requires the development and maintenance of an active lifestyle to include exercise, nutrition, and stress management.

You must first prepare yourself to undergo the fitness testing.

HOW DO I PREPARE FOR THE TESTS?

The first step is to see if you are physically ready to safely engage in physical activity. Individuals who are apparently healthy can usually participate in mild or moderate exercise (such as walking) without any problems and without the need of a medical examination. The term “apparently healthy” refers to the absence of chronic diseases such as hypertension, heart disease, diabetes and the like. There is a simple questionnaire called the PAR Q (Participant Activity Readiness Questionnaire) that will provide an index of whether getting a medical examination or physician’s clearance may be needed. Fill out the PARQ and then follow the suggestions at the bottom of the form.

FITFORCE PAR-Q ADAPTATION

PAR-Q is designed to help you help yourself. Many health benefits are associated with regular exercise and the completion of the PAR-Q is a sensible fNevada P.O.S.T.t step to take if you are planning to increase the amount of physical activity in your life. For most people physical activity should not pose any problem or hazard. PAR-Q has been designed to identify the small number of adults for whom physical activity might be inappropriate or those who should have medical advice concerning the type of activity most suitable for them. Common sense is your best guide in answering these seven questions. Please read them carefully and check YES or NO for each question as it applies to you. In the space below each question, record the information about the “Yes” response. If you have any reservations about clearing the individual for participation, consult with the fitness coordinator.

YES NO

___ ___ 1. Has your doctor ever said that you have a heart condition and that you should only do physical activity recommended by a doctor?

_____

___ ___ 2. Do you feel pain in your chest when you do physical activity?

_____

___ ___ 3. In the past month, have you had chest pain when you were not

doing physical activity?

___ ___ 4. Do you lose your balance because of dizziness or do you ever lose consciousness?

___ ___ 5. Do you have a bone or joint problem (for example, back, knee, or hip) that could be made worse by a change in your physical activity?

___ ___ 6. Is your doctor currently prescribing drugs (for example, water pills) for your blood pressure or heart condition?

___ ___ 7. Do you know of <u>any other reason</u> why you should not do physical activity?

"I have read, understood and completed this questionnaire. Any questions I had were answered to my full satisfaction."

Name: _____ Date: _____
Signature: _____

Cleared for testing: Yes ____ No ___ Coordinator: _____
Coordinator instructions: Ask the following questions about "Yes" responses:

#1. Has your doctor encouraged or discouraged you from exercising?

#2. Describe the pain. Is your doctor aware of the pain? Has your doctor encouraged or discouraged you from exercising because of this pain?

#3. Describe the pain. Is your doctor aware of the pain? Has your doctor encouraged or discouraged you from exercising because of this pain?

#4. Is your doctor aware of this condition? Has your doctor encouraged or discouraged you from exercising?

#5. Is your doctor aware of the problem? Has your doctor encouraged or discouraged you from exercising because of it?

#6. Has your doctor encouraged or discouraged you from exercising while taking this medication?

#7. What is the reason?

If you answered YES to one or more questions, and do not have access to a fitness coordinator:
If you have not recently done so, consult your personal physician by telephone or in person **BEFORE** increasing your physical activity and/or taking a fitness test. Tell him or her what questions you answered YES.
After a medical evaluation, seek advice from your physician as to the suitability for:
1. unrestricted physical activity, probably on a gradual increasing basis or
2. restricted and supervised activity to meet your specific needs, at least on an initial basis. Check your community for special programs or services.
If you answered NO to all questions: If you answered the questions on the PAR-Q accurately, you have reasonable assurance of your present suitability for:
1.A graduated exercise program - - A gradual increase in proper exercise promotes good fitness development while minimizing or eliminating discomfort.
2.An exercise test - - Simple tests of fitness may be undertaken if you so desire.
Postpone exercise or exercise testing: If you have a temporary minor illness, such as a common cold.

Note: Adapted from PAR-Q Validation Report (modified version) by the British Columbia Department of Health, D.M. Chisholm, M.I. Collins, W. Davenport, N. Gruber, L.L. Kulak, 1975, *British Columbia Medical Journal, 17.*

WHERE DO I START?

If you answered no to all the questions of the PARQ and have been exercising on a regular basis (at least 3 times a week engaging in strenuous activity that increases your heart rate and perspiration) then you may move on the Section 3- Fitness Assessments. If you answered yes to any of the questions and have not been exercising then you first may want to consider getting a health or medical screening. You also can initiate a starter program. That program has two components: incorporating activity into daily living and a walking pre assessment program.

Incorporating activity into daily living

This involves nothing more than looking for opportunities to expend energy in physical activity. Examples are taking the stairs. instead of an elevator. Move around the house or office whenever possible and instead of calling people in other rooms, get up to see them. Throw away the TV remote. Rather than employing someone to always do the yard work occasionally do it yourself. Some people will deliberately park their car several blocks from work so that they have to walk to the office. If you think through a typical day you will find ample opportunities to expend more energy.

Another approach to being more active is to try to decrease sedentary activities. A simple guideline is to stand instead of sitting and walk instead of standing. While there is nothing wrong with sedentary activities such as reading and watching TV, there are substitute activities. For example, you could get books on tape and listen to a book while walking. Instead of sitting around and talking when visiting friends try doing a “walk and talk” together The bottom line is that by seeking opportunities to be more active and

expend energy, a movement habit will develop which helps to set the stage for more formal and structured activity.

Walking pre-assessment starter program

If you answered yes to one or more of the PARQ questions or if you had some additional screening that suggests that you may have some activity risk, we recommend that you begin your training with an eight week walking starter program before taking the fitness assessments. The walking program below is a progressive program. Each time you walk:

- Warm up before you start your walk by swinging the arms and performing mild stretches.
- Start slowly then pick up the pace. Walk briskly without getting out of breath
- Slow your pace for the last two minutes to serve as a cool down.
- The most important dimension is the duration (time) but try to cover the recommended distance for a given time.

WALKING STARTER PROGRAM

Week	Distance	Duration Minutes	Frequency per Week
1	½ mile	12:00	3-4
2	¾ mile	18:00	3-4
3	1 mile	23:00	3-4
4	1 mile	21:00	3-4
5	1 mile	19:00	4
6	1.5 mile	26:00	4
7	1.5 mile	24:00	4-5
8	2.0 mile	33:00	4-5

If you find that the plan for week 1 is too easy, start the program at a level you are comfortable with. Once you have completed week 8, test yourself with the 1-mile walk test. Based on the results you can determine if you are ready for the regular fitness assessments.

One-Mile Walk

In this test you measure the time it takes to walk a mile and your heart rate at the end of the test.

Equipment
- Stopwatch
- 400 meter or 440-yard track or marked level course

Procedural tasks

1. Walk 1 mile as fast as possible. Running or jogging is not permitted.
2. When you finish the mile, note your time and immediately find either your radial or carotid pulse. Take the pulse for 6 seconds, and multiply the count by 10. It is critical that you record your pulse as soon as you cross the finish line in order to get an accurate exercise heart rate.
3. Cool down by walking slowly for 5 minutes.
4. Compare your time and heart rate with the norms in Table 2.2. Find your posttest pulse rate on the left side of the chart. Read across until you reach the column corresponding to your age and gender. Adjust that time for your body weight by adding or subtracting 15 seconds for every 10 pounds under or over 175 pounds for men and 125 pounds for women.
5. Note that for a given heart rate there are different times based on age and gender. This is because maximal heart rate decreases with age. A younger person is working at a lower percentage of his or her maximum cardiovascular endurance than an older individual would be at the same heart rate.
6. Here's an example of how to use Table 2.2. A 35 year-old female weighing 135 pounds completes the one mile walk in 16:20. Her six-second pulse at the end of the run was 13. She multiplies 13 by 10, for a posttest heart rate of 130. Reading across the table from 130 to the column for females age 30-39, we find a time of 18:48. Since our subject weighs 135 pounds, we subtract 15 seconds to find her "standard" is 18:33. She can safely take the fitness tests in Chapter 3.
7. If your time for the 1 mile walk is equal to or less than the time on the chart for your posttest heart rate then you can safely take the fitness tests in Chapter 3. If not we recommend that you stay with week 8 program for an additional four weeks and retest.

ONE MILE WALK NORMS

	MALE					FEMALE				
	20-29	30-39	40-49	50-59	60+	20-29	30-39	40-49	50-59	60+
	* Assumes weight of 175 lbs.					* Assumes weight of 125 lbs.				
Heart rate										
110	19:36	18:21	18:05	17:49	17:55	20:57	19:46	19:15	18:40	18:00
120	19:10	17:52	17:36	17:20	17:24	20:27	19:18	18:45	18:12	17:30
130	18:35	17:22	17:07	16:51	16:57	20:00	18:48	18:18	17:42	17:01
140	18:06	16:54	16:38	16:22	16:28	19:30	18:18	17:48	17:18	16:31
150	17:36	16:26	16:09	15:53	15:59	19:00	17:48	17:18	16:48	16:02
160	17:19	15:58	15:42	15:26	15:30	18:30	17:18	16:48	16:18	15:32
170	16:39	15:28	15:12	14:56	15:04	18:00	16:54	16:18	15:48	15:04

Weight _____
Time _____ * adjusted for weight

Heart rate _____
Met norm _____ did not meet norm _____

SECTION 3: FITNESS ASSESSMENTS

If you are a regular exerciser or have completed the starter program the next step is to see where you stand on the Physical Readiness Test standards.

HOW DO I ASSESS MYSELF ON THE FITNESS TESTS?

Once you have been following the training programs for six weeks you should be ready to assess yourself on the fitness tests. You can take the tests all at one time, which is the process you will undergo when the agency administers the tests, or you can space them out over several days. If you take them in one day we recommend the following sequence:

3 minutes	1. Warm-up
	2. Vertical jump
	3. 1 RM bench press
	4. Agility run
10 minutes	5. Rest
	6. 300 meter run
10 minutes	7. Rest
	8. Sit up test
5 minutes	9. Rest
	10.Push up test
30 minutes	11.Rest
2 minutes	12.Warm-up
	13.1.5-mile run
5 minutes	14.Cool down

Vertical jump

Equipment
- Yardstick taped to a smooth wall.
- Chalk dust or chalk for marking jumping height.

Procedural tasks
a) Stand with one side toward the wall and reach up as high as possible to mark your standing reach.
b) Step back with one foot, bring it forward and jump as high as possible. Mark the spot on the wall above your standing reach mark.
c) Record the difference to the nearest 1/2 inch between your standing and jumping heights.

d) Your score is the best of three trials.

One repetition maximum (1RM) bench press

Equipment
- Bench
- Forty-five pound straight bar and weights

Procedural tasks with free weights

a) Use two spotters.
b) If you can estimate your maximum weight for the 1RM bench press, start with about one-half of that weight. If not, males should start with about one-half of their body weight, and females with 45 pounds (the weight of the bar).
c) Press this weight four to six times for an easy warm-up.
d) Select a starting weight.
e) Receive a 'lift off' by the spotters or you may remove the bar from the uprights by yourself.
f) Lower the bar until it is just touching your chest and hold it in this position. The spotter says, "Ready, lift." (This will be conducted on a 1-2 cadence.) On the command "Lift", push the weight up to arms length exhaling as you perform the movement.
g) Increase the weight in ten or more pound increments until you reach your maximum. The fNevada P.O.S.T.t three or four repetitions serve as additional warm-up lifts in order to prevent muscle injury and to prepare you for a maximal lift on the fourth or fifth effort.
h) The score for this test is the maximum number of pounds lifted in one repetition.
i) Divide the 1RM score by your body weight to get the bench press ratio score.

Alternative testing

If you have not been doing weight training there is a potential risk of injury trying to do a maximum lift. An option is to use a sub-maximal weight and do as many repetitions as you can then compare the number of repetitions to the chart below to get an estimated 1 RM. We recommend that males use ½ your body weight and females use 1/3 your body weight. Find the weight on the chart for the number of repetitions that you did and go across to the left hand column for the estimated 1RM.

ESTIMATED 1RM WEIGHTS

1RM	2 REPS	4 REPS	6 REPS	8 REPS	10REPS		12REPS		14REPS	
	16REPS		18REPS		20REPS					
200	190	180	170	160	150	140	130	120	110	100
195	185	175	165	156	146	136	126	117	107	97
190	180	171	161	152	142	133	123	114	104	95
185	175	166	157	148	138	129	120	111	101	92
180	171	162	153	144	135	126	117	108	99	90
175	166	157	148	140	131	122	113	105	96	87

170	161	153	144	136	127	119	110	102	939	86
165	156	148	140	132	123	115	107	99	90	82
160	152	144	136	128	120	112	104	96	88	80
155	147	139	131	124	116	108	100	93	85	77
150	142	135	127	120	112	105	97	90	82	75
145	137	130	123	116	108	101	94	87	79	72
140	133	126	119	112	105	98	91	84	77	70
135	128	121	114	108	101	94	87	81	74	67
130	123	117	110	104	97	91	84	78	71	65
125	118	112	106	100	93	87	81	75	68	62
120	114	108	102	96	90	84	78	72	66	60
115	109	103	97	92	86	80	74	69	63	57
110	104	99	93	88	82	77	71	66	60	55
105	99	94	89	84	78	73	68	63	57	52
100	95	90	85	80	75	70	65	60	55	50
95	90	85	80	76	71	66	61	57	52	47
90	85	81	76	72	67	63	58	54	49	45
85	80	76	72	68	63	59	55	51	46	42
80	76	72	68	64	60	56	52	48	44	40
75	71	67	63	60	56	52	48	45	41	37
75	71	67	63	60	56	52	48	45	41	37
70	66	63	59	56	52	49	45	42	38	35
65	61	58	55	52	48	45	42	39	35	32
60	57	54	51	48	45	42	39	36	33	30
55	52	49	46	44	41	38	35	33	30	27
50	47	45	42	40	37	35	32	30	27	25
45	42	40	38	36	33	31	29	27	24	22
40	38	36	34	32	30	28	26	24	22	20
35	33	31	29	28	26	24	22	21	19	17
30	28	27	25	24	22	21	19	18	16	15
25	23	22	21	20	19	17	16	15	14	12
20	19	18	17	16	15	14	13	12	11	10
15	10	9	8	8	7	7	6	6	5	5
10	5	5	4	4	4	4	3	3	3	2

Agility run

Equipment
- Two lines 30 feet apart
- Four cones, spaced 10 feet apart in a straight line from the start line to the turn line.
- Stop watch

Procedural tasks

a) Lie on the ground to the left of the fNevada P.O.S.T.t cone with fingertips behind the start line.
b) At the command “Go’, stand up, sprint to the turn line, place one foot over the line then sprint back to the start line.
c) Make a left turn around the fNevada P.O.S.T.t cone then zig zag in a figure eight fashion around the four cones to the turn line and back to the start line.
d) Sprint up and back as described in (b).
e) Score is time in seconds and tenths.
f) Do two trials. Score is the faster time.

300 meter run

Equipment
- Marked course of 300 meters (328 yards or 984 feet). On a 440 yard track the 300 meter line would be 112 yards (336 ft.) from the finish line.
- Stop watch

Procedural tasks
a) Warm up thoroughly before test.
b) Run the 300 meters as fast as possible.
c) Record the time it took to complete the run.

Maximum push up

Procedural tasks
a) Start in the front leaning rest position, with the body in a generally straight line from the shoulders to the ankles. Hands are slightly more than shoulder width apart, feet are up to 12" apart.
b) Lower yourself until the upper arms are parallel to the ground, then push up again.
c) Perform as many correct push ups as possible. There is no time limit.

1.5 Mile run

Equipment
- 400 meter or 440 yard track or marked level course
- stop watch

Procedural tasks
a) Warm up.
b) Cover the distance as fast as possible.
c) Score is time to run the course.
d) A cool down is required after running

You can use the chart below to record your scores on the Physical Readiness Test battery:

PHYSICAL READINESS ASSESSMENT CHART

1. Height	_____ in.
2. Weight	_____ lbs.
3. Vertical Jump	_____ in.
4. 1 RM bench press	_____ lbs
	_____ ratio (weight pushed divided by body weight)
5. Agility run	_____ sec.
6. Sit up	_____ n
7. 300 meter run	_____ sec.
8. Push up	_____ n
9. 1.5 mile run	_____ min:sec

SECTION 4: SETTING FITNESS GOALS

Most of us perform better when we have a specific goal to work toward. A goal gives meaning to our actions, helps establish intermediate benchmarks to check progress, and provides motivation. Studies have shown that people have greater adherence to programs when they set goals, and the adherence is even stronger when they write their goals down. Goal setting should be an ongoing, systematic, and progressive process.

Your fitness assessment scores tell you where you are, and the standards tell you where you eventually need to be. Goals are the intermediate steps to aim for.

The CHAMPS Goal Setting Approach

Through the years we have learned how to make goal setting more effective. These concepts are relatively simple, and to help you remember them we have developed an acronym – CHAMPS. CHAMPS represents these principles of effective goal setting in that goals should be **-** Challenging, Homed-in, Attainable, Measurable, Performance oriented, and be Short-, Mid-, and Long Range .

Challenging. To be effective, goals must challenge the individual. To set a goal of losing one pound is not challenging, and will not cause a person to maintain interest in accomplishing that goal.

Homed-in. We often hear officers state goals of "getting in shape" or "toning up." While those goals may be challenging, they are not specific enough to develop a plan of action.

Attainable. A goal of winning the Olympic Marathon is challenging and homed-in, but only attainable for an extremely limited group of elite endurance athletes. A more attainable goal might be to someday run a marathon.

Measurable. In addition to lacking specificity, goals such as "getting in shape" aren't necessarily measurable. A goal to become more active or change body composition is measurable.

Performance. Examples of performance goals are to walk five days a week, get to the weight room three times a week, and make ten food substitutions a week. You have complete control to accomplish performance goals. You are probably more familiar with "outcome" goals, such as losing ten pounds, improving your bench press to 225 pounds, or improving your time on the 1.5 mile run by 30 seconds. Outcome goals may be appropriate for more experienced officers. But they can discourage a beginner. For example, an officer sets a goal to lose 8 pounds in 30 days – challenging, homed-in, attainable, and measurable. In spite of increasing activity levels and consuming fewer calories, the officer loses only six pounds. The mind set may be, "I did everything I was supposed to, and I failed." Officers having this experience are more apt to drop out of the program.
On the other hand, if the agent's goals were to walk five days a week, lift three times a week, and make 50 food substitutions, he has complete control whether or not he meets those goals. If he attains those goals, the chances are three things

are going to happen. One, he will lose some weight. Two, he will start developing some new habits. And, three, he will feel a sense of accomplishment for having successfully attained his goals.

Short-, mid-, and long-range goals. An officer who is currently running ten miles a week sets a goal of running a marathon. It is highly unlikely this officer will go from a long run of two miles to being able to complete a marathon without some intermediate goals. She might decide to plan backward from the date of the race: Be able to run 20 miles four weeks before the race; do a half-marathon (13.1 miles) four months prior to the race; run ten miles six months prior; and double the length of her long run to four miles then add one mile a month until reaching ten miles.

Use of the Goal Setting Chart

For those who exercise regularly following the training guidelines in the next section it will take 3 to 4 weeks to achieve improvement in each component of fitness. Untrained persons may see some improvements in shorter times. You can expect between 15-20 % gains in cardiovascular endurance in 12 weeks. Once you are used to training you can expect a 4% gain in strength every 1-2 weeks and a 15-20 % gain in flexibility over a 12-week period. Expect a 5%-10% gain every 12 weeks in explosive strength, anaerobic power and agility. To fill out the goal-setting sheet, follow these steps:

1. Make several copies of the Goal Setting Chart because you will periodically reassess your goals.
2. From your assessment sheet, fill in the scores on each of the tests.
3. The standard for each test is already on the chart.
4. Once you have decided on a short-term goal for each of the events, record it in the immediate goal column.
5. Decide on how much time you are going to give yourself to achieve each goal, and record it in the appropriate space. Allow 4-12 weeks between retesting. Remember the guidelines on how long it takes to achieve a training effect, and time your goal accordingly. Allow enough time to ensure that there will be some improvement, but don't set times so far out that you lose interest.
6. Post a copy of your goals where you will see them several times every day.

Goal setting is important in everything that you do. It's virtually impossible to accomplish anything worthwhile if you do not know what it is you are trying to achieve. Use the information here and in the next chapter to give yourself a realistic road map to get you where you want to go, and an idea of what roadblocks may get in your way.

GOAL SETTING CHART

Test	Current Raw score	NEVADA P.O.S.T. standard	Goal	Intermediate Time to reach intermediate goal
Vertical jump	_____	16 in.	_____	_____
1RM bench press (lbs)	_____	145 lbs.	_____	_____
1RM bench press ratio	_____	70%	_____	_____
Agility run	_____	19.6 sec.	_____	_____
300 meter run	_____	67 sec.	_____	_____
Maximum push up	_____	21 reps.	_____	_____
1.5 mile run	_____	18:48	_____	_____

SECTION 5: DESIGNING A TRAINING PROGRAM

HOW DO I TRAIN FOR THE TESTS?

Once you have determined that it is safe to exercise and where you currently stand on the fitness standards the next step is start a training program to increase each fitness area to meet the standards. While the focus is on increasing your fitness level to meet the physical readiness standard, the program is also designed to increase your total fitness to sustain throughout your career. There are eleven proven principles of exercise for following a fitness program. These principles of exercise tell you how to exercise correctly and safely.

Principle #1: Regularity

The weekend-warrior approach to fitness training will probably produce more injuries than desirable results. To be effective, a fitness program must be followed regularly. Trying to get all the training you need in irregular bursts doesn't work. Rather, your training should be consistent throughout the week, the month, the year, and your life.

Fitness research indicates that it takes a minimum of three exercise sessions per week to achieve cardiovascular training. There are indications that as few as two strength and anaerobic training sessions per week are necessary to see gains in that area. Experts tell us that an energy system or muscle group will begin to decondition after 96 hours of inactivity. While this change will be imperceptible, it does give us a parameter for regularity. As a rule of thumb, plan your workouts so there is no more than 96 hours between hard training sessions for the same energy system or muscle group.

Principle #2: Recovery

The body needs time to recover between hard exercise sessions. As a general rule, allow 48 hours for that recovery between hard exercise sessions. For example, if you lift weights for the upper body on Monday, you should wait until Wednesday before training those muscles again. However, working out the lower body on Tuesday will not violate this principle. The threshold values for the frequency of training, e.g., three times a week for aerobic power, were developed using a convention familiar to everyone. However, defining a week as a seven day period beginning on Sunday and ending on Saturday is not always applicable to law enforcement officers. Your training week may be seven, eight or even nine days long. The key is that you it is regular and provides enough recovery time.

Principle #3: Reversibility

Fitness is a "use it or lose it" proposition, and most training adaptations are reversible. It takes longer to achieve a level of fitness than it does to lose it. Some setbacks in your training regimen are almost unavoidable. So the more "money in the bank" that you have stored up, the more able you will be to withstand those periods when you are unable to train. You must maintain your training.

Principle #4: Overload

For a training program to have an effect, the demands placed on the body must be greater than those of your day-to-day activities. You'll never improve your

cardiovascular endurance if your most strenuous exercise is walking from the patrol car to the headquarters building (although a brisk walk might produce a training effect). Nor will you increase your strength if you never overcome any more resistance than lifting a coffee cup. For each part of your program, as your fitness level improves you must increase the demands of your training to ensure overload.

Principle #5: Progression

There are two aspects of progression. One, as noted, is that as your level of fitness improves, you must increase the overload. The second is that these changes should be gradual. To improve your cardiovascular endurance, you must systematically train faster and/or longer. To improve your strength, you must increase the resistance your muscles must overcome. As your body adapts to the current overload, you must progressively increase that overload to continue to improve.

Principle #6: Balance

To achieve total fitness, you must avoid concentrating on just one component. Sometimes people tend to concentrate on what they enjoy the most or do the best. Therefore, if you really enjoy running but don't enjoy strength training, you may tend to sacrifice the strength training and do more running. That's not bad, but you would be better off to do some training for all of the components of physical fitness, especially since all components are required of the job. Balance is also important when it comes to injury prevention. Training a muscle while ignoring its antagonist, e.g., working the biceps but not the triceps, makes the weaker muscle more susceptible to injury.

Principle #7: Variety

Variety ties in with balance, recovery, and specificity. Even the most die-hard fitness enthusiasts would get bored if they did the same exercises every day. Vary your routine to reduce the chance of boredom. For example, if you like to swim and have access to a pool, use both swimming and running to develop aerobic power and keep you excited about exercising. Find different places to train. Explore different weight training routines so that part of your program doesn't become stale.

Principle #8: Specificity

Specificity in the fitness context means that you get good at what you practice. Running or other cardiovascular activities will not improve your muscular strength, and vice versa. It also means that you will show the greatest improvement in whatever activity you use for training. Running to improve your cardiovascular endurance won't improve your swimming or cycling as much as it will improve your running ability.

Principle #9: Adaptation

The body adjusts to the effects of training, but does it in small increments. Over time, these small increments cause major changes in your body. For example, the increases in muscle mass from strength training don't happen overnight. But one day you will discover that you need a new uniform because the old one doesn't fit the same way anymore. Only by comparing periodic measurements can you truly appreciate the day-to-day adaptations that are occurring. Understanding that fitness is a long-term investment is important to avoid frustration and disappointment.

Principle #10: Individuality

Each person will respond somewhat differently to the same training routine. These differences are due to several factors, including heredity, eating and sleeping habits, the environment, illnesses and injuries, level of fitness, and motivation.

The principle of individuality means that some of you are more likely to become more fit in a cardiovascular way than you are to become really strong. Some are more likely to be good runners, others good swimmers, and yet others better bikers. And each of you has a different individual potential for how good you can be.

Principle #11: Moderation

Too much of anything can be bad. For best results, you must be dedicated to your program, but temper that dedication with common sense and good judgment. Don't train when you are injured. Also, more is not necessarily better. Too much distance, speed, weight, or time can all lead to deterioration rather than development. Moderation in all things, not just physical training, is a good rule for life.

FITT Principles

To design a fitness program, you must consider all the exercise principles. Most importantly, you need to know how often, how hard, and how long to exercise and what activities will produce a training effect. To help you remember this information, use the acronym **FITT: Frequency, Intensity, Time, and Type of exercise which incorporates all the principles.**

All of the information you need to develop a prescription for your fitness training can be summarized using the acronym FITT:

F — Frequency. How often to perform the type of exercise. Frequency incorporates the principles of regularity, recovery, and reversibility.
I — Intensity. How hard to exercise. Intensity incorporates the principles of overload and progression.
T — Time. How long the exercise session should be. Time also incorporates the principles of overload and progression.
T — Type. What types of activities train each component. Type incorporates the principles of balance, variety, and specificity.

WHAT ARE THE SPECIFIC TRAINING PROGRAMS TO INCREASE PERFORMANCE ON THE NEVADA P.O.S.T. PHYSICAL READINESS/FITNESS TESTS?

Each fitness area has unique FITT elements. You will be given a general training program for that fitness area and, since you are having to train to meet a precise standard, a specifically designed program is defined for you to improve performance on each test in the PRB battery.

Cardiovascular endurance – the 1.5 mile run test
Cardiovascular training is necessary to improve on the 1.5 mile run to meet the standard. The general FITT guidelines are:

Frequency =	3-5 days per week
Intensity =	Train at between 60-85% of your maximum heart rate range
Time =	20-30 minutes
Type of activity =	Fast paced walking and jogging

Cardiovascular training is exercise that stimulates changes in the oxygen transport system. For cardiovascular changes to occur, the body must be forced to perform a physical effort that requires large amounts of oxygen to be consumed. That is why cardiovascular activities are also called aerobic exercise, since aerobic means “with oxygen or air”.

Aerobic activities are exercises that, by forcing the body to use more oxygen, enables us to produce more energy. Oxygen comes into our body through the air we intake through our lungs and passes into the bloodstream. The heart pumps that oxygenated blood through the arteries to the working muscles where the oxygen combines with the stored sugars and fats (fuels) in the muscle to produce energy. The better trained our lungs are to intake oxygen, the better trained our heart is to pump the oxygenated blood and the better trained our muscles are to use the oxygen, then the more efficient the entire cardiovascular system is at making energy and sustaining endurance activity.

Your heart rate is a practical indicator of how much oxygen is being consumed. When our oxygen consumption goes up so does our heart rate in a parallel manner. So, monitoring your heart rate can be a good method to determine if you are exercising correctly to increase cardiovascular endurance. The training method for accomplishing this is called Heart Rate training. The following Heart Rate Training Plan can be used to apply these guidelines to design your program. It is used as follows:

Fitness level – Based on your time for the 1.5 mile run, identify your CVE fitness level.

Frequency –For your fitness level, select a number of days for CVE training.

Intensity – Select an intensity for your fitness category.

Target heart rate - Calculate the target heart rate for the selected intensity.
There are five steps:
1. Determine your predicted maximum heart rate by subtracting your age from 220.
2. Subtract your resting heart rate
3. Multiply that difference (between the maximum and resting heart rate) by the selected percentage.
4. Add that amount to the resting heart rate.
5. Add and subtract five beats to that amount to establish a target heart rate (THR) range. Maintain your heart rate in that range while exercising.

Here’s an example. A 40 year old with a resting heart rate of 80bpm runs the 1.5 mile in 16 minutes. He decides to begin his training at 60% of his maximum heart rate reserve.

1. 220 – 40 = 180
2. 180 – 80 = 100
3. 100 x .60 = 60
4. 80 + 60 = 140
5. THR range = 135 - 145

Time (duration) - Select the time (minutes) for your fitness level. This is the amount of time to exercise in the target heart rate range.

Type of activity – Select from one of the recommended activities for your fitness level.

HEART RATE TRAINING PLAN

Fitness level	Low CV fitness: 2 minutes more than goal/standard	Moderate CV fitness: 1-2 minutes more than goal/standard	High CV fitness: At goal/standard or below	
Frequency (days)	3	3-5	3 or more	_____
Intensity (%HR range)	60%	60-75%	75-85% THR	_____ _____
Time (minutes)	20	30-45	30 or more	_____
• **Type of activity**	Walking, jogging swimming, cycling	running, cycling swimming	anything	_____

The best way to know if you are staying within your THR range is to use a heart rate monitor. If you don't have a heart rate monitor, after you have been exercising for five minutes, stop and take your pulse rate for 10 seconds. Multiply that pulse rate by 6. If your pulse rate is within 5 beats above or below your target heart rate your effort (pace) is about right. If your pulse is too high, slow down or if it is too low, speed up your effort.

To specifically prepare for the 1.5 mile run the running program below should help you attain the goal.

WEEK	ACTIVITY	DISTANCE	TIME	FREQUENCY
1	Walk	1 mile	17-20 min.	5/week
2	Walk	1.5 mile	25-29 min.	5/week
3	Walk	2 miles	32-35 min.	5/week
4	Walk	2 miles	28-30 min.	5/week
5	Walk/jog	2 miles	27 min.	5/week
6	Walk/jog	2 miles	26 min.	5/week
7	Walk/jog	2 miles	25 min.	5/week
8	Walk/jog	2 miles	24 min.	5/week
9	Jog	2 miles	23 min.	4/week
10	Jog	2 miles	22 min.	4/week
11	Jog	2 miles	21 min.	4/week
12	Jog	2 miles	20 min.	3/week

Resistive strength training for the push up and 1RM bench press tests

This training is required to improve the 1RM bench press, and push up scores to meet the respective standards.

Muscular strength and endurance (MSE) is the ability of a muscle or a group of muscles to generate and sustain force. Absolute strength is the maximal amount of force

that a muscle can generate in one contraction. Dynamic strength is the ability of a muscle to make repeated contractions. Strength and endurance are developed by forcing the muscle to contract against a resistance.

The same general principles apply as with aerobic training only the overloading of the muscle is done by either increasing the resistance or the number of repetitions of a given exercise. There are several training modes for increasing strength depending upon the access to equipment. The first type of MSE training is a calisthenic routine

Calisthenic routine for the push up

The most effective resistance training is that done with weight machines or free weights, because it is possible to vary the resistance (weight) for each exercise. However, calisthenic exercises, which use the same resistance (body weight), are a more practical means for some people to increase strength and muscular endurance. They do not require equipment or much space to perform them. The FITT recommendations for strength and muscular endurance development using calisthenic exercises is as follows:

FITT GUIDELINES FOR CALISTHENIC TRAINING

Frequency =	3 or 4 times a week on alternate days
Intensity =	Body weight. You can increase the resistance by holding weights, wearing a weighted vest or having a partner resist your movement through the range of motion
Time =	1 to 3 sets of 50% of repetitions that can be done for each exercise in 1 minute
Type =	Calisthenic exercises

As noted, the time factor is defined in terms of repetitions and sets. A repetition is the number of times you do an exercise. For example, an individual completes 20 push ups in one minute. She will start her push up training by doing 10 repetitions per set. A set is the number of times she will do the 10 repetitions.

Calisthenic exercises, sometimes called free body exercises, have been used for centuries. Your body weight and gravity provide the resistance. Consequently the only variables are the numbers of sets and repetitions.

The following Calisthenics Training Plan applies these guidelines and can be used to design your program. Feel free to add exercises to this list to work all the major muscle groups.

CALISTHENIC EXERCISES

Muscle group	**Calisthenic exercise**	**Description**
Erector spinae (lower back)	Trunk lifts*	Lie on stomach, hands flat on floor, elbows bent Raise trunk off floor keeping elbows on floor.
Pectorals/deltoids (shoulders and chest)	Push-ups	Toes on ground, hands on ground shoulder-width apart. Keep back straight. Lower upper body to ground, and return to start.

Alternative if cannot do a push up	Modified push up	Hands and knees on ground. Lower upper body to ground and return to start.
Latissimus dorsi (upper back)	Bent rowing	Use books or water containers as resistance. Bend forward at waist, alternately lower object in each hand until arms outstretched, then pull object back up to trunk.
Triceps (back upper arm) back up.	Chair dips	Back to chair. Grasp sides of stable chair, feet straight in front. Lower body as far as possible and push
Biceps (front upper arm)	Chin-ups	Hang from bar with arms straight, palms facing you. Pull up until chin above bar, return to hanging position.
Alternative if can not do pull up	Biceps curl	Using a book or water container in each hand while standing, keep elbows straight and alternately bring up object to 90 degrees and lower back down.
Abdominals (stomach)	Sit-up with arms crossed*	Start on back, knees bent 90°, arms crossed on chest. Raise up and have elbows touch knees with trunk at a 90-degree to the floor and return.
Quadriceps (front thigh)	½ knee bends	Feet shoulder-width apart, back straight, hands on. hips, squat until thighs are parallel to ground, and return to start.
Hamstrings leg as (back of thigh)	Leg curl	Lie face down, have partner apply resistance to back of you curl it toward your buttock.
Gastrocnemius (leg calf)	Heel raise	Hands on hips, rise up on toes as high as possible. Increase range of motion by placing toes on 2-inch board.

*These exercises maybe contraindicated for those who have back problems. Check with your doctor.

In the calisthenic training program, perform each set as a circuit. In other words, do one set of each exercise in sequence, then start again with the fNevada P.O.S.T.t exercise and proceed through the sequence for the second set, then again for the third set. To develop a calisthenic training plan, use the Calisthenics Strength Training Plan following this sequence:

1. Select the exercises listed below or substitute ones that work the same muscle groups.
2. Determine the number of repetitions of each exercise you can do in 1 minute. This is your one minute max (1MM)
3. Follow the sequence on the form, starting with large muscle groups and moving to smaller ones. This sequence orders the exercises fNevada P.O.S.T.t for the upper body, then the lower body. Alternate pushing and pulling movements.
4. During week 1, perform one set of maximum repetitions for each exercise, i.e., the 1MM.

5. For week 2, divide the number of repetitions for each exercise by one half. This is your calisthenic exercise dosage (CED). Add a second set.
6. For weeks 3 and 4, add a third set of repetitions, again performing half of the repetitions done in the fNevada P.O.S.T.t week.
7. At the beginning of week 5, perform as many repetitions of each exercise as you can in one minute. This is your new 1MM. Calculate a new CED.
8. Maintain at 3 sets but recalculate your 1MM and CED every four weeks.

CALISTHENIC STRENGTH TRAINING PLAN

Exercises	1MM	CED	Week 1 rep/ 1 set	Week 2 rep/2 sets	Week 3 rep/3 sets	Week 4 rep/3 sets
Trunk lifts	_____	_____	_____	_____	_____	_____
Push-ups	_____	_____	_____	_____	_____	_____
Bent rowing	_____	_____	_____	_____	_____	_____
Chair dips	_____	_____	_____	_____	_____	_____
Pull ups	_____	_____	_____	_____	_____	_____
Sit-ups	_____	_____	_____	_____	_____	_____
½ knee bends	_____	_____	_____	_____	_____	_____
Leg curls	_____	_____	_____	_____	_____	_____
Heel raises	_____	_____	_____	_____	_____	_____

This routine will not only provide total body muscular endurance conditioning, but will also improve your push up score.

Weight training routine for 1 RM bench press

While the calisthenics routine will aid in developing muscle endurance it is not as efficient in developing absolute strength since the resistance cannot be varied as much. Weight training whether with free weights or machines is the most efficient method.

FITT GUIDELINES FOR MSE TRAINING

Frequency =	3 or 4 times a week on alternate days	
Intensity =	% tage of 1RM maximum weight	muscular endurance = 40-60% muscular strength= 80-95% both = 60-80%
Time =	sets and reps 1 to 3 sets	muscular endurance = 15-20 reps muscular strength = 2-6 reps both = 8-12 reps
Type =	weight machines, free weights, resistance bands, or partner resisted	

For a muscle to increase strength or endurance, you must place a higher workload on the muscle than is provided by your normal daily activity. The workload variables consist of the resistance, the number of sets, and the number of repetitions in each set of exercises.

A method often used for determining intensity is to work with percentages of the most weight you can lift in one all-out effort, called one-repetition maximum (1RM). This was the process you used to assess the 1RM bench press. As part of your weight-training program you could do this for all the exercises.

A safer method is to reverse-engineer your starting weight. For example, an individual decides to train for a combination of muscular strength and endurance. Using the 1RM approach, he would see how much weight he could lift for each exercise, and start training with 60-80% of that resistance. Or he could estimate the amount he resistance he could overcome for 8-12 correct repetitions. If he could perform more than 12 correct repetitions with a weight, he'd add some resistance. On the other hand, he would lower the resistance if he found he couldn't do at least eight reps. This approach could take several iterations to find the correct starting weight. But if you start by underestimating the starting weight, you will greatly reduce the chance of injury. This trial and error approach will also enable you to become more familiar with the exercises if you are a beginner.

Continuing with this example, this officer would add resistance once he could perform 12 correct repetitions. Depending on the starting weight, you may add 5-25% as your strength improves.

The major weight training exercises are listed below.

WEIGHT TRAINING EXERCISES

	Free weights	**Machines**
Quadriceps/glutes	Half knee bends Squats	Leg extension Leg press
Hamstrings	Leg flexion	Leg curl
Gastrocnemius	Heel raises with Weight on back	Calf raises
Abdominals	Sit ups	Abdominal curl machine
Erector spinae	Trunk lift	Back extension machine
Pectorals	Bench press	Chest press
Latissimus dorsi	Bent rowing	Pull down
Deltoids	Military press	Seated shoulder press
Biceps	Arm curls	Arm curls
Triceps	Triceps extension	Triceps extension

Free weight exercises are described below:

FREE WEIGHT DESCRIPTIONS

Half Knee Bends (or Squats) With Weight on Back
You'll need a spotter for this exercise. Grasp a straight bar with an overhand grip, your hands slightly wider than shoulder-width apart, and place the bar on your shoulders at the base of your neck. Keep your torso and hips directly under the bar with your chest out, your shoulders back, and your head up. Your feet should be flat on the floor, slightly more than shoulder-width apart. The spotter should stand directly behind you, keeping her back flat and knees flexed. Throughout the rest of the exercise, the spotter's hands should stay close to the bar and follow it during the lift. Squat down to a count of two, inhaling as you descend. Avoid leaning forward, and keep your feet flat on the floor with your knees in line with your feet. Squat until the backs of your thighs are parallel with the floor. Begin the upward movement with your legs fNevada P.O.S.T.t, keeping your head up and chest out. Straighten your hips and knees, and exhale as you count to four.

Leg Flexion
You'll need a partner for this exercise. Lie face down with your legs extended. Flex one leg against your partner's resistance until your heel is as close to your buttocks as possible. Next, resist your partner's efforts as he returns your leg to the starting position. Repeat this exercise with the other leg.

Heel Raises
Stand on an elevated, stable surface such as a step that is approximately 6 inches high. Place your feet hip-width apart with the balls of both feet near the front of the step so your heels are hanging over the edge. You may vary the position of your feet from pointing straight ahead to pointing slightly outward or inward. Keep your torso erect and your knees straight. Slowly raise your heels as high as possible. Pause for 2 seconds. Allow only your calves to do the work. Exhale as you ascend. While counting to four, lower your heels to a full stretch without pain. Do not move your torso or flex your knees. Inhale as you descend.

Sit up
Perform the sit up as for the calisthenic routine only hold a weight crossed across your chest to add resistance.

Bench Press
You'll need a spotter for this exercise. Use an overhand grip with your hands at least shoulder-width apart. Position your body so that you have four points of contact—your head, shoulders, and buttocks on the bench and your feet on the floor. The spotter should position her feet 2 to 6 inches from the bench and use an alternate grip inside your hands. Signal the spotter to assist you in moving the bar off the supports. Push the bar to a straight-elbow position over your chest. The spotter should assist with moving the bar off the supports and should guide the bar to the straight-elbow position. Throughout the rest of the exercise, the spotter's hands should closely follow the bar's movement, ready to assist if necessary. Inhale as you slowly lower the bar to your chest. Keep your wrists straight and directly above your elbows. Exhale as you push the bar upward under control. Your elbows should extend evenly, and your wrists should be directly above your elbows. Pause at the straight-elbow position.

Bent Rowing
Use an overhand grip with your hands at least shoulder-width apart and your shoulders higher than your hips. Your lower back should be flat, your elbows straight, your head facing forward, and your knees slightly flexed. Slowly pull the bar straight up and pause momentarily before it touches your chest. Keep your torso rigid, and exhale as the bar nears your chest. Inhale as you slowly lower the bar straight down, taking care not to bounce or jerk the bar at the bottom. Do not allow the bar to touch the floor until the set is complete.

Trunk Lifts
Lie face down on a hyperextension bench with your knees level with your hips. The pads should be in contact with your hips and the backs of your ankles. Lower your torso to form a 90-degree angle at the hips. Place your hands on the sides of your head or cross them at your chest. To add resistance you can place a weight behind the head. Raise your trunk until your torso is parallel with the floor. Your head should face forward and your thighs and shoulders should form a straight line. Exhale throughout the upward movement. Inhale as you slowly lower your upper body to the starting position.

Military Press
Use an overhand grip with your hands at least shoulder-width apart. Keep your head upright and facing forward, and keep your elbows under the bar with your wrists extended. The bar should rest in your hands and on your chest. A spotter should stand directly behind you, as close as possible, with feet shoulder-width apart. Throughout the rest of the exercise, the spotter's hands should closely follow the bar. Push the bar straight up while keeping your back flat and erect. Exhale through the sticking point and pause at the top of the movement. Lower the bar slowly while inhaling. Do not bounce the bar off your upper chest.

Biceps Curls
Use an underhand grip with your hands shoulder-width apart. The bar should touch the front of your thighs. Your upper arms should be against your ribs, your elbows extended, your torso erect, and your head facing forward. Keep your upper arms stationary and your elbows close to your body as you curl the bar to your shoulders. Be careful not to rock, jerk, or swing your body as you lift. Exhale as the bar nears your shoulders. Inhale during the downward movement, lowering the bar slowly to your thighs. Keep your elbows close to your sides and extend your arms completely.

Triceps Extension
Use an overhand grip with your hands 6 inches apart. Keep your torso erect, your head facing forward, your feet shoulder-width apart, and your fully extended elbows close to your ears. Inhale as you lower the bar behind your head to the top of your shoulders. Keep your elbows pointed up, and control the downward movement of the bar. Then push the bar until your elbows are again fully extended. Keep your elbows back and close to your ears. Exhale as the bar passes through the sticking point.

Use the Weight Training Chart to set up the program.

1. Determine the 1 repetition maximum (1RM) for each exercise. Use 1RM testing or the estimated procedure.
2. Determine if you are going to train for strength, endurance or a combination. Calculate 40%, 60% or 80% of the 1RM depending on your goal. This is your training weight (TW).
3. Perform the number of repetitions shown in the chart for each exercise.
4. Perform the routine 3 days a week.
5. Week 1 do 1 set for each body part.
6. Week 2 do 2 sets.
7. Week 3 do 3 sets.
8. After week 3, maintain 3 sets but add weight as you reach the upper limit of repetitions for your goal, i.e., 6 reps for strength, 20 reps for endurance, 12 reps for a combination of strength and endurance.

FORM 5.3: WEIGHT TRAINING CHART

MUSCLE GROUP	1RM	TW	WEEK 1 REP/SETS	WEEK 2 REP/SETS	WEEK 3 REP/SETS	WEEK 4 REP/SETS
Quads/Glutes	___	_____	____ ____	____ ____	____ ____	____ ____
Hamstrings	___	_____	____ ____	____ ____	____ ____	____ ____
Gastroc	___	_____	____ ____	____ ____	____ ____	____ ____
Abdominals	___	_____	____ ____	____ ____	____ ____	____ ____
Erector spinae	___	_____	____ ____	____ ____	____ ____	____ ____
Pecs	___	_____	____ ____	____ ____	____ ____	____ ____
Lats	___	_____	____ ____	____ ____	____ ____	____ ____
Delts	___	_____	____ ____	____ ____	____ ____	____ ___
Biceps	___	_____	____ ____	____ ____	____ ____	____ ____
Triceps	___	_____	____ ____	____ ____	____ ____	____ ___

There are a number of additional tips that will make your training safer and more effective.

1. Warm up with calisthenics and stretching for 3 to 5 minutes before doing a resistance workout.
2. Start with the largest muscle groups and work down to the smallest. This sequence orders the exercises fNevada P.O.S.T.t for the upper body, then the lower body.
3. Exercise the muscles through the full range of motion (FROM).
4. Control the weight, and avoid fast and jerky movements.
5. Exercise a muscle to momentary failure. A muscle consists of thousands of individual fibers. For each bout of work, only as many fibers as are required to accomplish the work are “recruited” for the job. To ensure maximum participation of the fibers, it is necessary to work the muscle to exhaustion.
6. Rest between each set of exercises: for endurance, 1.5 to 2 minutes; for strength, 3 to 5 minutes; for both, 30 to 60 seconds.
7. Practice proper form. For most people it is more comfortable to exhale while lifting the weight and inhale while lowering the weight. Do not hold your breath or hyperventilate. If training with free weights, keep the weights close to the body.

Whenever possible, work with a partner. There are three advantages to this. One is that you are more likely to push yourself when someone is there with you. Another is that you can more easily accomplish negative work. Finally, it is safer to work with a partner.

Anaerobic training for the 300 meter run, vertical jump and agility run tests

Anaerobic activities are those that are done in the absence of oxygen. That is, they use energy sources that are already present in the muscle. This source of energy is limited, and so anaerobic activities are of relatively short duration. For example, sprinting, jumping, dodging, pushing or pulling an object a short distance are anaerobic

activities. The 300 meter run, agility run and vertical are the fitness tests that measure these three anaerobic areas: speed sprinting, agility speed movements and explosive leg power. So while all three of these activities are anaerobic in nature, we have divided anaerobic training into three sub sections:

Anaerobic running
Lower body explosive power
Agility running

The general FITT guidelines are as follows:

FITT GUIDELINES FOR ANAEROBIC TRAINING

Frequency =	Once a week
Intensity =	Anaerobic and agility running - speed of the activity
	Lower body explosive power – height of hops, jumps, bounds
Time =	Anaerobic and agility running - length of each exercise bout
	Lower body explosive power – number of repetitions
Type =	Sprinting, plyometric jumping and bounding, dodging

Anaerobic sprinting for the 300 meter run

To improve the overall anaerobic system, your training activities must be done at a faster pace than you would normally use for the activity. For example, for running, your anaerobic training would be short sprints done at a faster speed than your long runs. The sprinting program will directly affect your time on the 300 meter run assessment test. There are five variables to consider in this part of the plan:

Distance
Speed
Repetitions
Rest between each repetition
Frequency

If you have access to a running track, you can use it to run known distances such as a quarter, half and full lap. Or you might run the length of a football field, a city block, or any distance that you can use repeatedly. It isn't a requirement to cover known distances, but it does make charting your progress easier. Instead of a known distance you can also run for a certain period of time. For example, you might decide to see how far you can go during a 30 second run.
To develop your Anaerobic Sprint Training plan, refer to the sprint training chart below:

The **fNevada P.O.S.T.t step** is to time an all out effort for a given distance. You will fNevada P.O.S.T.t start with 60 meters. We'll call the distance your training initial training distance (**ITD**) and the time your initial time or **IT**.

The **second step** is to multiply the **IT** by 1.25 to get your starting training time. Whenever you change the ITD, calculate the IT for the new distance. Follow the schedule below:

ANAEROBIC SPRINT TRAINING

Week	Distance	Training Repetitions	Training Time	Rest Time	Frequency
1	60 meters	10	TBD*	1 min.	1/week
2	60 meters	12	TBD	1 min.	1/week
3	100 meters	12	TBD	2 min.	1/week
4	100 meters	12	TBD	1.5 min.	1/week
5	100 meters	15	TBD	2 min.	1/week
6	200 meters	8	TBD	2 min.	1/week
7	200 meters	10	TBD	2 min.	1/week
8	200 meters	12	TBD	2 min.	1/week

* TBD = To be determined. This is the initial time (IT) to do the distance multiplied by 1.25

IT = _____ IT multiplied by 1.25 = _____

Explosive power training for the vertical jump

This will be a very different type of training for most of you. Those who have participated in organized sports, particularly at the collegiate level, may have done "plyometric" training for your sport. Plyometric training involves jumping, bounding, skipping, hopping and lunging. Because this training puts extra stress on the lower extremities, we recommend that you build a base of lower body muscular strength and anaerobic running before starting you lower body explosive power program. We suggest a minimum of six weeks of training for each of those components of fitness. Plyometric training will directly impact your vertical jump score of that fitness assessment test. Use the Plyometric training form to plan your training.

1. If you are new to this type of training, start with ankle hops.
2. Add one new exercise per week
3. Perform each exercise with 1 set of 10 repetitions, 3 days a week
4. Do the repetitions ballistically without stopping.
5. Rest 3 minutes between each set of each exercise.
6. Week 1 do ankle hops.
7. Week 2 do single leg hops and add prancing.
8. Week 3 do double leg hops, skipping, and jump rope.
9. Continue with at least three exercises per training session.

PLYOMETRIC TRAINING

Exercise	Sets	Reps	Rest	Frequency
	1	10	3 min.	3 times/week
Ankle hops	___	___	___	___
Single leg hop	___	___	___	___
Double leg hop	___	___	___	___
Jump rope	___	___	___	___
Prancing	___	___	___	___
Skipping	___	___	___	___
Jumps	___	___	___	___
In depth jump	___	___	___	___

Agility training for the agility run

The training principles for the development of agility are similar to the principles of training for anaerobic sprinting. Ideally, you would perform a specific agility routine at least one day each week. However, with limited time available for performing all the other exercise routines (strength, cardiovascular, anaerobic sprinting, stretching) it may make more sense, from a time management perspective, to incorporate the agility training with the other programs. There are five different training strategies that can be applied.

1. Practicing the components of agility run test. Use the Agility Training form.

The **first step** is to time yourself for an all out effort with 4 obstacles (chairs, traffic cones, or anything to serpentine around) in a line 10 feet apart for a total of 30 feet.

- Sprint 30 feet
- Turn and serpentine around obstacles for 30 feet
- Turn and serpentine back through obstacles
- Turn and sprint back to starting line
- This is called initial time or IT.

The **second step** is to multiply the IT by 1.25 to get a training time. Then follow the schedule:
The total training distance is 120 feet (four 30 foot sprints/serpentines).

AGILITY TRAINING

Week	Trg. Distance	Repetitions	Trg. Time	Rest Time	Frequency
1,2	120 feet	4	1.25 of IT	1 min.	1/week
3,4	120 feet	5	1.25 of IT minus 1-2 sec.	1 min.	1/week
5,6	120 feet	6	1.25 of IT minus 4-5 sec.	1 min.	1/week
7,8	120 feet	4	1.25 of IT minus 5-6 sec.	1 min.	1/week
9,10	120 feet	4	1.25 of IT minus 6-7 sec	1 min.	2/week
Successive weeks	120 feet	4	1.25 of IT minus 7-8 sec.	1 min.	2/week
IT = _____	IT multiplied by 1.25 = _____				

2. Adding an agility component to your cardiovascular routine. With this approach you would do some agility drills about half way through your CVE run. For example, you could set up 10 obstacles such as chairs, traffic cones, or anything to serpentine around about 10 feet apart in a line. As you approach the obstacles you would sprint as fast as possible around them, then jog back to the first obstacle and repeat the serpentine running another two or three times. Then use the remainder of your CVE run as a cool down.

3. Adding an agility component to your anaerobic sprinting routine. This would be identical to adding it to the cardiovascular routine except that you would be doing it after the last sequence of sprints.

4. Incorporating change of direction movement to cardiovascular or anaerobic running routines. Rather than setting up a set course of obstacles perform 10 quick changes of direction while doing the sprint or jogging work. Turn left and sprint toward the side of the track, then quickly turn right toward the right side and repeat 10 times. This could be done once during each lap or several times during the last lap of sprinting or jogging.

5. Creating an agility/anaerobic circuit. During circuit training you move from one exercise to another with a set rest period or activity , such as running, between exercises. The same principles can be applied to anaerobic training where you vary sprints, plyometrics and agility drills into one routine. In this routine you could identify selected points where you would do the 10 change of direction movements described in # 4 and three stations where you would perform plyometrics. This way you could get agility and explosive leg strength work in one routine. An example is below:

- Sprint 20 yards then do 10 change of direction sprints
- Sprint 20 yards then do 20 repetitions of a plyometric hop
- Walk 30 yards then do 10 change of direction sprints
- Sprint 20 yards then do 20 repetitions of a plyometric jump
- Walk 30 yards then do 10 change of direction sprints
- Sprint 20 yards then do 20 repetitions of a plyometric bound
- Walk 30 yards then do 10 change of direction sprints
- Sprint 20 yards then do 20 repetitions of a plyometric jump
- Walk 30 yards then do 10 change of direction sprints

HOW DO I EXERCISE SAFELY ?

Whether taking a fitness test or following a training program there our certain safety procedures you should follow. Your safety and the safety of others depends on your awareness of several factors. These are important to minimize the risk of injury, undue fatigue and medical emergencies:

Warm up/cool down. It is always important to gradually prepare your body for strenuous exercise. You should warm up for about five minutes or until your heart rate has been elevated before doing the core exercise routine. You can do fast paced walking or jogging. Swinging the arms, taking deep breathes and doing the stretching exercise both statically and ballistically is also important. Cooling down after exercise is just as important to prevent soreness and cramping. Basically it is identical to the warm up activities only at a slower pace and effort.

Monitoring yourself. Periodically monitor your effort by taking your heart rate. A simple test is the “talk test”. If you cannot carry on a conversation the exercise is probably too hard. You also should be aware of certain warning signs while exercising to include: chest pain, dizziness, pain or numbness in part of the body, or blurred vision. If you experience these you should stop exercising and consult a physician.

The timing of exercise. You should wait at least one hour after eating before exercising.

Exercise clothing and apparel. Wear lose fitting and comfortable clothing. A good pair of shoes is important if walking, running or playing sports. They should have good heel cup support and solid soles.

Environmental Guidelines

The type of environmental conditions that you train in can have a significant impact on exercise safety and performance. We adapt to training within a specific environment under specific conditions. An adjustment or acclimatization period is required, normally 30 days, if our training environment changes. The more fit we are, the quicker the acclimatization. There are four conditions to be aware of.

Heat and Humidity: The combination of both can cause serious medical problems and even death. Heat exhaustion followed by heat stroke is a serious medical emergency. A heat index combining temperature and humidity is used to express heat stress situations. When the heat stress is in the moderate or high categories, it is best not to exercise except early in the day or in an air conditioned environment. Drink plenty of water, wear lose clothing and lower your intensity when it is extremely hot and humid.

Cold: Cold weather can also cause serious medical problems that could lead to death. It places a burden on the body for temperature regulation and circulation. Cold stress can cause frostbite to peripheral body parts, or to the central core, causing life-threatening hypothermia. Be aware of the wind chill factor. The combination of wind and cool temperature increases the cold stress. Wear clothing in layers and drink plenty of water even if it is cold. Wear protective gear for the head, ears and hands.

Altitude: We have to work harder to maintain a given level of activity at higher elevations because there is less oxygen in the air. Altitude starts to have a major impact on the body at 5,000 feet. The body adapts to a higher altitude by developing more red blood cells so more of the limited oxygen can be distributed. Decrease workout intensity until you become acclimatized. Altitude sickness causes the blood pressure to rise, resulting in nausea and weakness. It occurs when someone is physically active at an altitude he or she hasn't adapted to yet. Apply the same precautions as noted for exercise in cold weather.

Pollution: Pollution poses a similar problem to that of altitude in that there is not enough oxygen in the air. However, the cause is different because the pollutants push out the oxygen . This lack of oxygen makes exercise more demanding. Breathing the pollutants is harmful as well. It makes exercising uncomfortable because of eye, nose, and lung irritation and like altitude it makes any effort more difficult. The problem is that we can not eventually adapt or acclimatize to pollution. To minimize the pollution effect exercise early in the day when traffic is low or exercise in a controlled environment such as a gym or mall.

CONCLUSION

The Nevada P.O.S.T. requires that applicants and incumbents be physically fit. The information in this Handbook has provided you with the knowledge and skills to train to meet the physical readiness standards that you will have to meet to be selected and to maintain your law enforcement status. It is now up to you to prepare yourself.

APPENDIX C
HEALTH SCREENING PROCEDURES AND FORMS

MEDICAL/HEALTH SCREENING GUIDELINES

Before instituting physical readiness testing, experts recommend that agencies implement a medical/health screening process. If medical exams are provided prior to employment or on a periodic basis for incumbents then this screening process may not be needed. However, if medical screening is not performed on a regular basis, then this system (which is a modification of the American College of Sports Medicine system) should be applied to insure safety. This system involves the use of a Health History Questionnaire to be filled out by the individual officer. When medical screening is indicated the Medical Release Form can be used.

FitForce has designed a version of the PAR-Q that is an effective screening tool. We recommend that you continue to utilize that for. The forms in this appendix are alternate forms that you might consider for more detailed screening.

HEALTH HISTORY CRITERIA

Review the Health History Questionnaire on each individual. **Follow-up on each question answered to determine the validity of a yes answer.** Whenever possible, ascertain the individual's cholesterol score and blood pressure. Apply the criteria. If the individual is considered at risk, he/she should get physician approval to proceed with the fitness testing.

I. Individual over age 35

1. If any one item (1-12) is checked YES (except #4, #7 and #10) ask for more detailed information. If any one item is a serious current health problem then refer for screening before testing.

2. If blood pressure is greater than 145/95 and not controlled by medication, refer for screening.

3. If total cholesterol is greater than 225 MG/DL or total to HDL ratio is greater than 5.0, refer for screening.

II. Individual under age 35

1. If any one item of the following is checked YES, ask for more detailed information. #1, #2, #5, #6. If any one of those items is a serious current health problem then refer for screening before testing.

2. If blood pressure (if known) is greater than 145/95 and not controlled by medication, refer for screening.

3. If any combination of three items are checked YES, ask for more detailed information. If all three are serious current health problems then refer for screening before testing.

HEALTH HISTORY QUESTIONNAIRE

YES NO

____ ____ 1. Has the doctor ever said you have heart trouble?
____ ____ 2. Do you frequently suffer from chest pains?
____ ____ 3. Do you often feel faint or have spells of severe dizziness?
____ ____ 4. Are you over age 50 and not accustomed to vigorous exercise?
____ ____ 5. Has the doctor ever said you have an abnormal electrocardiogram?
____ ____ 6. Do you have diabetes?
____ ____ 7. Do you have a close family relative (mother, father, sister, brother) who had heart disease before age 50?
____ ____ 8. Has the doctor ever said you have high cholesterol or blood fats?
____ ____ 9. Has the doctor ever said you have high blood pressure?
____ ____ 10. Do you smoke?
____ ____ 11. Has the doctor ever told you that you have a muscle, skeletal, or joint problem which would stop you from doing any type of exercise?
____ ____ 12. Do you know your readings on the following:
Blood pressure SBP _____ DBP _____
Blood lipids Total Cholesterol _____
Total to HDL Ratio _____

MEDICAL RELEASE FORM

INDIVIDUALS NAME_____

Category I peace officers in the state of Nevada are required to perform a variety of essential physically demanding tasks including the following:

Walking for extended periods
Short sprints
Running lasting over 2 minutes
Running up and down stairs
Pushing heavy objects
Jumping over and around obstacles
Lifting and carrying heavy objects sometimes up and down stairs
Using hands and feet in use of force situations
Using force in short- and long-term (greater than 2 minutes) efforts
Bending and reaching
Dragging people and objects

To measure an individual's capability to perform these critical tasks all applicants and incumbents must undergo a physical readiness test consisting of the following items:

1. Vertical jump as a measure of leg power
2. 1 repetition maximum bench press to measure upper body strength
3. Agility run as a measure of changing direction while sprinting
4. One minute sit up as a measure of abdominal endurance
5. 300 meter run to measure anaerobic power
6. Maximum push up to measure upper body muscular endurance
7. 1.5 mile run to measure aerobic power

Your professional opinion is requested as to whether the individual can safely participate in physical readiness testing and exercise training.
PLEASE CHECK ONE:

_____ There are **no contraindications** to the individual either 1) being capable of performing the essential physical tasks and 2) being capable of undergoing the physical fitness test items.

_____ There are contraindications and it is not recommended that the individual participate in the physical fitness testing or exercise training at this time.

PHYSICIANS SIGNATURE _____
DATE_____

APPENDIX D
REMEDIAL PROGRAMS

This appendix repeats some of the information in Appendix B, the fitness handbook. We are separating this to make it easier for those needing specific training for certain tests to find what they are looking for.

AEROBIC POWER - 1.5 MILE RUN

The best training program is one that requires the individual to do long slow distance running. The remedial program is generally designed to increase distance then reduce time to produce the training effect.

Basic program

The schedule below is a proven progressive routine. If the individual can advance the schedule on a weekly basis, then proceed to the next level. If the individual can do the distance in less time, then do so.

WEEK	ACTIVITY	DISTANCE	TIME	FREQUENCY
1	Walk	1 mile	17-20 min.	5/week
2	Walk	1.5 mile	25-29 min.	5/week
3	Walk	2 miles	32-35 min.	5/week
4	Walk	2 miles	28-30 min.	5/week
5	Walk/jog	2 miles	27 min.	5/week
6	Walk/jog	2 miles	26 min.	5/week
7	Walk/jog	2 miles	25 min.	5/week
8	Walk/jog	2 miles	24 min.	5/week
9	Jog	2 miles	23 min.	4/week
10	Jog	2 miles	22 min.	4/week
11	Jog	2 miles	21 min.	4/week
12	Jog	2 miles	20 min.	4/week
Successive weeks	Jog	2-3 miles	20-30 min.	3/week

At the completion of the program have the individual test him/herself on the 1.5 mile test. If they do not meet the standard continue the last weeks (week 12) distance (2 miles) but reduce time by 15 seconds per week.

Special program for individuals who are extremely obese, inactive and/or have cardiovascular disease.

WEEK	ACTIVITY	DISTANCE	TIME	FREQUENCY
1	Walk	.5 mile	12 min.	3/week
2	Walk	.5 mile	10 min.	3/week
3	Walk	1 mile	22 min.	3/week
4	Walk	1 mile	20 min.	3/week
5	Walk	1 mile	19 min.	4/week
6	Walk	1 mile	18 min.	4/week
7	Walk	1.5 miles	29:30 min.	4/week
8	Walk	1.5 miles	28 min.	4/week
9	Walk	1.5 miles	26 min.	5/week
10	Walk	1.5 miles	24 min.	5/week
11	Walk	2 miles	32 min.	5/week
12	Walk	2 miles	31 min.	5/week
13	Walk	2.5 miles	38 min.	5/week
14	Walk	2.5 miles	37 min.	5/week
15	Walk	3.0 miles	48 min	5/week
16	Walk	3.0 miles	47 min	5/week
17	Walk	3.0 miles	46 min	5/week
18	Walk	3.0 miles	45 min or less	4/week

After completing this program the individual should advance to the basic program.

ANAEROBIC POWER - 300 METER RUN

The best training program is to perform sprint training. The generally routine is to do interval sprint training.

Basic program

The **first step** is to time the individual for an all out effort at 110 yards. This is called initial time or **IT**.

The **second step** is to divide the **IT** by .80 to get a starting training time. Then follow the schedule below:

Week	Training Distance	Number of times to sprint Repetitions	Time for the sprint Training Time	Rest period between sprints Rest Time	Frequency
1,2	110 yards	4	.80 into **IT**	2 min.	1/week
3,4	110 yards	5	.80 into **IT** minus 2-3 sec.	2 min.	1/week
5,6	110 yards	6	.80 into **IT** minus 5-6 sec.	2 min.	1/week
7,8	220 yards	4	.80 into **IT** times 2	2 min.	1/week
9,10	220 yards	4	.80 into **IT** times 2 minus 4 sec.	2 min.	2/week
Successive weeks	220 yards	4	.80 into **IT** times 2 minus 4 sec.	2 min.	1/week

At the completion of the program have the individual retest him/herself on the 300 meter run. If they do not meet the standard continue the last weeks (week 10) distance (220 yards) but reduce time by 4 seconds per week.

Special program for individuals who are extremely obese, inactive and/or have cardiovascular disease.

1st step Do not start this training until the individual has completed the specific aerobic training program for the 1.5 mile run and is on a running schedule.

The **second step** is to time the individual for an all out effort at 55 yards. This is called initial time or **IT**.

The **second step** is to divide the **IT** by .80 to get a starting training time. Then follow the schedule below:

Week	Training Distance	Number of times to sprint Repetitions	Time for the sprint Training Time	Rest period between sprints Rest Time	Frequency
1,2	55 yards	4	.80 into **IT**	2 min.	1/week
3,4	55 yards	5	.80 into **IT** minus 1-2 sec.	2 min.	1/week
5,6	55 yards	6	.80 into **IT** minus 4-5 sec.	2 min.	1/week
7,8	110 yards	4	.80 into **IT** times 2	2 min.	1/week
9,10	110 yards	4	.80 into **IT** times 2 minus 4 sec.	2 min.	2/week
11,12	220 yards	4	.80 into **IT** times 4	2 min.	1/week
13,14	220 yards	4	.80 into **IT** times 4 minus 4 sec.	2 min.	2/week
Successive	220 yards	4	.80 into **IT**	2 min.	2/week

ABSOLUTE UPPER BODY STRENGTH - 1 RM BENCH PRESS

The best training program is a weight training program which requires access to weights. If weights are not available see push up remedial program.

Basic program

The **first step** is to determine the maximum weight the individual can push up one time.

The **second step** is to determine 60% of that weight. This will be a weight the individual can do 8-10 repetitions. Use the schedule below: If the individual can advance the weights do so.

REPS = the number of times the exercise is performed (number of lifts of the weight)
SETS = the number of times the series of reps are performed.

Week	Weight	Sets	Reps	Frequency
1	60% of 1RM	1	8-10	3/week
2	60% of 1RM	2	8-10	3/week
3	60% of 1RM	3	8-10	3/week
4	60% of 1RM	3	8-10	3/week
5	60% of 1RM plus 5 lbs	3	8-10	3/week
6	60% of 1RM plus 5 lbs	3	8-10	3/week
7	60% of 1RM plus 10 lbs	3	8-10	3/week
8	60% of 1RM plus 10 lbs	3	8-10	3/week
9	60% of 1RM plus 10-20 lbs	3	8-10	3/week
10	60% of 1RM plus 10-20 lbs	3	8-10	3/week

Successive weeks	60% of 1RM plus 5 lbs/week	3	8-10	3/week

At the completion of the program have the individual retest themselves on the 1RM bench press. If they do not meet the standard, have them continue the successive week routine.

Special program for individuals who are extremely obese, inactive and/or have cardiovascular disease. This program is identical except the percentage to use is 40% of the 1RM. Once the individual advances to week 10 have him/her move over to the basic program.

UPPER BODY MUSCULAR ENDURANCE:
MAXIMUM PUSH UP TEST

The best training program is to perform calisthenic push up exercises. However, the **bench press program will aid in improvement** in this area as well.

Basic program

The **first step** is to see how many push ups the individual can do in a minute. That will become the initial training repetition dose or **ITRD**.

REPS = the number of times the exercise is performed.
SETS = the number of times the series of reps are performed.

Week	Sets	Repetitions	Frequency
1	1	**ITRD**	3/week
2	2	**ITRD** divided by 1/2	3/week
3	3	**ITRD** divided by 1/2	3/week
4	3	**ITRD** divided by 1/2 plus 2	3/week
5	3	**ITRD** divided by 1/2 plus 4	3/week
6	3	**ITRD** divided by 1/2 plus 6	3/week
7	3	**ITRD** divided by 1/2 plus 8	3/week
8	3	**ITRD** divided by 1/2 plus 10	3/week
Successive weeks	3	**ITRD** divided by 1/2 plus 10 adding 1-2 additional reps/week	3/week

At the completion of the program have the individual retest themselves on he 1 minute sit up. If they do not meet the standard, have them continue the successive week routine.

Special program for individuals who are extremely obese, inactive and/or have cardiovascular disease and individuals who can not perform 3 push ups. The same program is followed only instead of using the push up as the exercise the modified push up is utilized. Once the individual advances to week 4 move him/her over to the basic program.

X = number of maximum pushups

Week 1

Day 1:
Set of ½ X pushups, hands shoulder width apart
30 seconds of rest
Set of ½ X pushups, hands more than shoulder width apart
30 seconds of rest
Set of ½ X pushups, hands close together
30 seconds of rest
Set of ½ X pushups, hands shoulder width apart
30 seconds of rest
Set of ½ X negative pushups
If necessary, go to knees to finish each set

Day 2:
Pushups for 20 seconds, hands shoulder width apart
30 seconds of rest
Pushups for 20 seconds, hands more than shoulder width apart
30 seconds of rest
Pushups for 20 seconds, hands close together
30 seconds of rest
Pushups for 20 seconds, hands shoulder width apart
30 seconds of rest
Set of ½ X negative pushups
If necessary, go to knees to finish each set

Day 3
Set of ½ X pushups, hands shoulder width apart
30 seconds of rest
Set of ½ X pushups, hands more than shoulder width apart
30 seconds of rest
Set of ½ X pushups, hands close together
30 seconds of rest
Set of ½ X pushups, hands shoulder width apart
30 seconds of rest
Set of ½ X negative pushups
If necessary, go to knees to finish each set

Week 2

Day 1 :
Set of 1/2 X + 2 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 2 pushups, hands more than shoulder width apart
30 seconds of rest
Set of 1/2 X + 2 pushups, hands close together
30 seconds of rest
Set of 1/2 X + 2 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 2 negative pushups
If necessary, go to knees to finish each set

Day 2:
Pushups for 20 seconds, hands shoulder width apart
30 seconds of rest
Pushups for 20 seconds, hands more than shoulder width apart
30 seconds of rest
Pushups for 20 seconds, hands close together
30 seconds of rest
Pushups for 20 seconds, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 2 negative pushups
If necessary, go to knees to finish each set

Day 3
Set of 1/2 X + 2 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 2 pushups, hands more than shoulder width apart
30 seconds of rest
Set of 1/2 X + 2 pushups, hands close together
30 seconds of rest
Set of 1/2 X + 2 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 2 negative pushups
If necessary, go to knees to finish each set

Week 3

Day 1 :
Set of 1/2 X + 3 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 3 pushups, hands more than shoulder width apart
30 seconds of rest
Set of 1/2 X + 3 pushups, hands close together
30 seconds of rest
Set of 1/2 X + 3 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 3 negative pushups
If necessary, go to knees to finish each set

Day 2:
Pushups for 20 seconds, hands shoulder width apart
30 seconds of rest
Pushups for 20 seconds, hands more than shoulder width apart
30 seconds of rest
Pushups for 20 seconds, hands close together
30 seconds of rest
Pushups for 20 seconds, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 3 negative pushups
If necessary, go to knees to finish each set

Day 3
Set of 1/2 X + 3 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 3 pushups, hands more than shoulder width apart
30 seconds of rest
Set of 1/2 X + 3 pushups, hands close together
30 seconds of rest
Set of 1/2 X + 3 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 3 negative pushups
If necessary, go to knees to finish each set

Week 4

Day 1 :
Set of 1/2 X + 4 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 4 pushups, hands more than shoulder width apart
30 seconds of rest
Set of 1/2 X + 4 pushups, hands close together
30 seconds of rest
Set of 1/2 X + 4 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 4 negative pushups
If necessary, go to knees to finish each set

Day 2:
Pushups for 20 seconds, hands shoulder width apart
30 seconds of rest
Pushups for 20 seconds, hands more than shoulder width apart
30 seconds of rest
Pushups for 20 seconds, hands close together
30 seconds of rest
Pushups for 20 seconds, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 2 negative pushups
If necessary, go to knees to finish each set

Day 3
Set of 1/2 X + 4 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 4 pushups, hands more than shoulder width apart
30 seconds of rest
Set of 1/2 X + 4 pushups, hands close together
30 seconds of rest
Set of 1/2 X + 4 pushups, hands shoulder width apart
30 seconds of rest
Set of 1/2 X + 4 negative pushups
If necessary, go to knees to finish each set

Day 6
Max push up effort

Notes:
This is a start up plan, subject to change. Warm up as necessary before each session.
Each workout should take about 5 minutes.
If these workouts are too strenuous, alter the rest period, not the duration of exercise.

AGILITY - ILLINOIS AGILITY RUN

The best training program is one that requires the individual to do sprint training requiring serpentine movements around obstacles.

Basic program

The **first step** is to time the individual for an all out effort at 60 feet with 6 obstacles 10 feet apart.
- Sprint 60 feet
- Turn and serpentine around obstacles for 60 feet
- Turn and serpentine back through obstacles
- Turn and sprint back to starting line

This is called initial time or **IT**.

The **second step** is to divide the **IT** by .80 to get a starting training time. Then follow the schedule below:

Week	Training Distance	Number of times to sprint Repetitions	Time for the sprint Training Time	Rest period between sprints Rest Time	Frequency
1,2	60 feet	4	.80 into **IT**	1 min.	1/week
3,4	60 feet	5	.80 into **IT** minus 1-2 sec.	1 min.	1/week
5,6	60 feet	6	.80 into **IT** minus 4-5 sec.	1 min.	1/week
7,8	30 feet	4	.80 into **IT** divided by 2	1 min.	1/week

9,10	30 feet	4	.80 into **IT** divided by 2 minus 2 sec.	1 min. 2/week
Successive weeks	30 feet	4	.80 into **IT** divided by 2 minus 1 second a week	1 min. 2/week

At the completion of the program have the individual retest themselves on the Illinois agility run. If they do not meet the standard, have them continue the successive week routine.

Special program for individuals who are extremely obese, inactive and/or have cardiovascular disease. Do not start this training until the individual has completed the specific aerobic training program for the 1.5 mile run and is on a running schedule. The same routine would be followed.

LEG POWER - VERTICAL JUMP

The best training program is to perform a program of plyometric exercises

Basic program

The **1st step** is to select one jump, one bound and one hop - 3 total plyometric exercises.

The **2nd step** is to perform each exercise with 1 set of 10 repetitions, 3 days a week Do the repetitions ballistically without stopping.

The **3rd step** is to rest 3 minutes between each set of each exercise.

Week	Exercise	Sets	Reps	Rest	Frequency
		1	10	3 min.	3 times/week
	Double leg vertical jump				
	Double leg tuck jump				
	Alternate leg bound				
	Double leg hop				
	Single leg hop				
	Double leg speed hop				
	Double zig zag hop				

At the completion of the program have the individual retest themselves on the Vertical jump. If they do not meet the standard, have them add an additional jump or hop to their weekly routine.

Special program for individuals who are extremely obese, inactive and/or have cardiovascular disease. Do not start this training until the individual has completed the specific aerobic training program for the 1.5 mile run and is on a running schedule. Start the individual out with just one plyometric jump exercise and add exercises according to the schedule below;

Week	Number of Exercises
1	1 jump
2	1 jump and 1 bound
3	1 jump and 1 bound
4	1 jump, 1 bound, 1 hop
5	Sustain

FITNESS IMPROVEMENT PROGRAM
WEEK 1

WARM UP

Walk	2 minutes
Skip	30 seconds
Walk	30 seconds
Jog	90 seconds
Jump rope	30 seconds
Walk	I minute
Stretch	4 minutes

Total time: 10:00

PUSH UP IMPROVEMENT

Type:	Time (secs)	Rest interval (secs)
Regular	10	50
Wide hands	10	50
Close hands	10	50
Regular	10	50
Regular	15	End

(It is important to complete the time allotted for each set. If you can't continue with the type of push up noted, lower the resistance by going to your knees, doing negatives, elevating your hands, or using the wall. Remember to continue the movement through the complete range of motion for the entire time period.)

Total time: 4:20

VERTICAL JUMP IMPROVEMENT

Ankle hops	3 sets of 10, walk/jog/sprint 30 seconds between sets
Bend and jump	3 sets of 10, walk/jog/sprint 30 seconds between sets

Total time: 4:00

AGILITY RUN/300 METER/ SIT UP IMPROVEMENT

Start in prone position
Stand and run 60 feet around cones
Lie on back and do 10 sit ups (positive or negative)
Walk /jog 2 minutes
Repeat 4 times

Total time: 12:00

COOL DOWN

Walk/jog/sprint 2 minutes
Stretch 3 minutes

Total time: 5:00

Total time: 35:20

WEEK 2

WARM UP

Walk	2 minutes
Skip	30 seconds
Walk	30 seconds
Jog	90 seconds
Jump rope	30 seconds
Walk	I minute
Stretch	4 minutes

Total time: 10:00

PUSH UP IMPROVEMENT

Type:	Time (secs)	Rest interval (secs)
Feet elevated	12	48
Wide hands	12	48
Close hands	12	48
Regular	12	48
Regular	20	End

Total time: 4:30

VERTICAL JUMP IMPROVEMENT

Ankle hops	2 sets of 12, walk/jog/sprint 30 seconds between sets
Double-leg hops	2 sets of 12, walk/jog/sprint 30 seconds between sets
Bend and jump	2 sets of 12, walk/jog/sprint 30 seconds between sets

Total time: 4:00

AGILITY RUN/300 METER/ SIT UP IMPROVEMENT

Start in prone position
Stand and run 60 feet around cones
Lie on back and do 12 sit ups (positive or negative)
Walk /jog 2 minutes
Repeat 4 times
Total time: 12:00

COOL DOWN

Walk/jog/sprint 2 minutes
Stretch 3 minutes
Total time: 5:00
Total time: 35:30

WEEK 3

WARM UP

Walk	2 minutes
Skip	60 seconds
Jog	2 minutes
Jump rope	I minute
Stretch	4 minutes

Total time: 10:00

PUSH UP IMPROVEMENT

Type:	Time (secs)	Rest interval (secs)
Regular	15	60
Wide hands	15	60
Close hands	15	60
Regular	15	60
Regular	20	End

Total time: 6:20

VERTICAL JUMP IMPROVEMENT

Ankle hops	3 sets of 12, walk/jog/sprint 30 seconds between sets
Double-leg hops	3 sets of 12, walk/jog/sprint 30 seconds between sets
Bend and jump	3 sets of 12, walk/jog/sprint 30 seconds between sets

Total time: 5:00

AGILITY RUN/300 METER/ SIT UP IMPROVEMENT

Start in prone position
Stand and run 60 feet around cones
Lie on back and do 15 sit ups (positive or negative)
Walk /jog 2 minutes
Repeat 4 times
Total time: 12:00

COOL DOWN

Walk/jog/sprint 2 minutes
Stretch 3 minutes
Total time: 5:00
Total time: 38:20

WEEK 4

WARM UP

Walk	2 minutes
Skip	30 seconds
Walk	30 seconds
Jog	90 seconds
Jump rope	30 seconds
Walk	I minute
Stretch	4 minutes

Total time: 10:00

PUSH UP IMPROVEMENT

Type:	Time (secs)	Rest interval (secs)
Feet elevated	20	45
Wide hands	20	45
Close hands	20	45
Regular	20	45
Regular	30	End

Total time: 5:20

VERTICAL JUMP IMPROVEMENT

Ankle hops	2 sets of 15, walk/jog/sprint 30 seconds between sets
Double-leg hops	2 sets of 15, walk/jog/sprint 30 seconds between sets
Bend and jump	2 sets of 15, walk/jog/sprint 30 seconds between sets
Step back and jump	2 sets of 15, walk/jog/sprint 30 seconds between sets

Total time: 6:00

AGILITY RUN/300 METER/ SIT UP IMPROVEMENT

Start in prone position
Stand and run 60 feet around cones
Lie on back and do 18 sit ups (positive or negative)
Walk /jog 2 minutes
Repeat 4 times
Total time: 13:00

COOL DOWN

Walk/jog/sprint 2 minutes
Stretch 3 minutes
Total time: 5:00
Total time: 39:20

WEEK 5

WARM UP

Walk	2 minutes
Skip	30 seconds
Walk	30 seconds
Jog	90 seconds
Jump rope	30 seconds
Walk	I minute
Stretch	4 minutes

Total time: 10:00

PUSH UP IMPROVEMENT

Type:	Time (secs)	Rest interval (secs)
Feet elevated	25	30
Close hands	25	30
Wide hands	25	30
Regular	25	30
Close hands	25	30
Regular	25	End

Total time: 5:10

VERTICAL JUMP IMPROVEMENT

Ankle hops	2 sets of 15, walk/jog/sprint 30 seconds between sets
Double-leg hops	2 sets of 15, walk/jog/sprint 30 seconds between sets
Single-leg hops	2 sets of 15, walk/jog/sprint 30 seconds between sets
Bend and jump	2 sets of 15, walk/jog/sprint 30 seconds between sets
Step back and jump	2 sets of 15, walk/jog/sprint 30 seconds between sets

Total time: 6:30

AGILITY RUN/300 METER/ SIT UP IMPROVEMENT

Start in prone position
Stand and run 60 feet around cones
Lie on back and do 20 sit ups (positive or negative)
Walk /jog 2 minutes
Repeat 4 times
Total time: 13:00

COOL DOWN

Walk/jog/sprint 2 minutes
Stretch 3 minutes
Total time: 5:00
Total time: 39:40

WEEK 6

WARM UP

Walk	2 minutes
Skip	30 seconds
Jog	2 minutes
Jump rope	30 seconds
Walk	I minute
Stretch	4 minutes

Total time: 10:00

PUSH UP IMPROVEMENT

Type:	Time (secs)	Rest interval (secs)
Partner resisted	25	20
Partner resisted Wide hands	25	20
Partner resisted Close hands	25	20
Regular	30	20
Regular	25	20
Regular	25	End

Total time: 5:10

VERTICAL JUMP IMPROVEMENT

Ankle hops	2 sets of 15, walk/jog/sprint 30 seconds between sets
Double-leg hops	2 sets of 15, walk/jog/sprint 30 seconds between sets
Single-leg hops	2 sets of 15, walk/jog/sprint 30 seconds between sets
Bend and jump	2 sets of 15, walk/jog/sprint 30 seconds between sets
Step back and jump	2 sets of 15, walk/jog/sprint 30 seconds between sets
Jump and reach	2 sets of 15, walk/jog/sprint 30 seconds between sets

Total time: 7:30

AGILITY RUN/300 METER/ SIT UP IMPROVEMENT

Start in prone position
Stand and run 60 feet around cones
Lie on back and do 20 sit ups (positive or negative)
Walk /jog 2 minutes
Repeat 5 times
Total time: 14:00

COOL DOWN

Walk/jog/sprint 2 minutes
Stretch 3 minutes
Total time: 5:00
Total time: 41:40

WEEK 7

WARM UP

Walk	2 minutes
Skip	60 seconds
Jog	90 seconds
Jump rope	30 seconds
Walk	I minute
Stretch	4 minutes

Total time: 10:00

PUSH UP IMPROVEMENT

Type:	Time (secs)	Rest interval (secs)
Partner resisted	30	15
Feet elevated Wide hands	30	15
Feet elevated	30	15
Regular	15	10
Regular	15	10
Regular	15	End

Total time: 3:20

VERTICAL JUMP IMPROVEMENT

Ankle hops	3 sets of 12, walk/jog/sprint 30 seconds between sets
Double-leg hops	3 sets of 12, walk/jog/sprint 30 seconds between sets
Single-leg hops	3 sets of 12, walk/jog/sprint 30 seconds between sets
Bend and jump	3 sets of 12, walk/jog/sprint 30 seconds between sets
Step back and jump	3 sets of 12, walk/jog/sprint 30 seconds between sets
Jump and reach	3 sets of 12, walk/jog/sprint 30 seconds between sets

Total time: 10:00

AGILITY RUN/300 METER/ SIT UP IMPROVEMENT

Start in prone position
Stand and run 60 feet around cones
Lie on back and do 20 sit ups (positive or negative)
Walk /jog 2 minutes
Repeat 5 times
Total time: 14:00

COOL DOWN

Walk/jog/sprint 2 minutes
Stretch 3 minutes
Total time: 5:00
Total time: 42:20

WEEK 8

WARM UP

Walk	2 minutes
Skip	60 seconds
Jog	90 seconds
Jump rope	30 seconds
Walk	I minute
Stretch	4 minutes

Total time: 10:00

PUSH UP IMPROVEMENT

Type:	Time (secs)	Rest interval (secs)
Partner resisted	40	15
Regular	30	15
Close hands	30	15
Wide hands	30	15
Regular	30	15
Regular	15	End

Total time: 4:25

VERTICAL JUMP IMPROVEMENT

Ankle hops	3 sets of 12, walk/jog/sprint 30 seconds between sets
Double-leg hops	3 sets of 12, walk/jog/sprint 30 seconds between sets
Single-leg hops	3 sets of 12, walk/jog/sprint 30 seconds between sets
Bend and jump	3 sets of 12, walk/jog/sprint 30 seconds between sets
Step back and jump	3 sets of 12, walk/jog/sprint 30 seconds between sets
Jump and reach	3 sets of 12, walk/jog/sprint 30 seconds between sets

Total time: 10:00

AGILITY RUN/300 METER/ SIT UP IMPROVEMENT

Start in prone position
Stand and run 60 feet around cones
Lie on back and do 20 sit ups (positive or negative)
Walk /jog 2 minutes
Repeat 4 times
Total time: 12:00

COOL DOWN

Walk/jog/sprint 2 minutes
Stretch 3 minutes
Total time: 5:00
Total time: 39:20

FITNESS TRAINING EXERCISES

Warm up

Skipping

Lift the right leg and arm until those limbs are parallel to the ground. As they return to the ground lift the opposite limbs with the same motion.

Jumping rope

From a standing position, jump up and down on both feet, landing in the same position.

Prancing

From a standing position, push off the ground with the right leg landing forward of the body. Repeat the push off, with the left leg landing forward. Continue to alternate this movement.

Static Stretching Exercises

Neck

Stand with feet shoulder width apart and flex the neck by touching your chin to your chest. Place one hand on the back of your head, exhale, gently press and hold the stretched position. Relax, and repeat the stretch. Slowly recover.

Extend the neck by looking up as high as possible. Place one hand on your forehead, exhale, gently press and hold the stretched position. Relax, and repeat the stretch. Slowly recover.

Looking straight ahead, touch your right ear to your right shoulder. Place your right hand on the left side of your head, exhale, gently press and hold the stretched position. Relax, and repeat the stretch. Slowly recover. Repeat for the other side.

Shoulder girdle/triceps

Stand with feet shoulder width apart, raise your right hand in the air, palm forward, and lower it behind your head. Gently grasp your right elbow with your left hand, exhale, and hold the stretch. Relax, and repeat the stretch. Slowly recover. Repeat for the other side.

Shoulder girdle/upper back

Stand with feet shoulder width apart, extend your right arm to the front, palm forward, and draw the arm across your chest. Place your left hand behind your elbow, exhale, and hold the stretched position. Relax, and repeat the stretch. Slowly recover. Repeat for the other side.

Pectorals

Stand facing a wall, extend your right arm at shoulder height and place your palm against the wall. Press against the wall, exhale, and turn your left shoulder away from the wall. Hold the stretched position. Relax, and repeat the stretch. Slowly recover. Repeat for the other side.

Biceps

Stand with feet shoulder width apart, arms hanging at your side. Turn your right palm to the front, place your left hand just below your right elbow. Exhale and simultaneously press your left hand against your right forearm while pushing the right elbow forward. Hold the stretched position. Relax, and repeat the stretch. Slowly recover. Repeat for the other side.

Upper back

Stand with feet shoulder width apart, knees slightly bent. Interlock your fingers and push your palms straight over your head. Take a deep breath, and as you exhale slowly bend forward by rounding your upper back and pushing your arms to the front, palms facing forward. Hold the stretched position. Relax, and repeat the stretch. Slowly recover.

Trunk/ Abdominals

Stand with feet shoulder width apart, knees slightly bent with your hands on your hips. Exhale and slowly bend forward at the hips until your chest is facing your thighs. Inhale as your stand upright. Exhale as you push your hips forward and lean backward. Hold the stretched position. Relax, and repeat the stretch. Slowly recover.

Trunk

Stand with feet shoulder width apart, knees slightly bent, hands on hips. Twist hips to the left, and look over your left shoulder. Hold the stretched position. Relax, and repeat the stretch. Slowly recover. Repeat for the other side.

Hamstring

From a standing position, slowly raise your right leg and place your heel on a step or chair seat. Keep the leg straight, bend at the waist, exhale and lower your chest towards your thigh. Hold the stretched position. Relax, and repeat the stretch, reaching a little farther. Slowly recover. Repeat for the other side.

Calf/Achilles tendon/ soleus

Stand with your hands on your hips, move the left foot forward, keep your right leg straight, point your toes forward and keep both heels flat on the floor. Slowly lean forward onto the bent left knee, exhale and stretch the right calf and achilles. Hold the stretched position. Relax, and repeat the stretch. From this position, exhale, slowly bend your right knee, shift your weight back by extending or straightening your left knee.

Hold the stretched position. Relax, and repeat the stretch. Slowly recover. Repeat the sequence for the other side.

Back

Get on all fours. Take a deep breath, and as you exhale arch your back up and continue to force your exhalation. Hold. Relax. Repeat.

Lower/middle back

From all fours, sit back on your heels and place the palms of your hands and forearms flat on the ground. Keep your buttocks on your heels, exhale and slowly reach forward by sliding your forearms and hands. Hold the stretched position. Relax, and repeat the stretch. Slowly recover.

Hip Flexor

From a kneeling position, place your left foot in front of your body, foot flat and knee extended enough that the foot is in front of the knee. Place your left elbow on your left knee. Exhale. Gently push the front of your right hip toward the floor. Hold the stretched position. Relax, and repeat the stretch. Slowly recover. Repeat for the other side.

Groin

Assume a seated position. Bend your knees and bring the soles of your feet together. Grasp the fronts of your ankles with your hands and gently pull your feet in toward your body. Exhale, and press your elbows against the insides of your thighs, pushing them toward the ground. Hold the stretched position. Relax, and repeat the stretch. Slowly recover. Repeat for the other side.

Hamstring

Sit on the ground with toes up, straighten both legs, move your legs apart. Bend your right knee and bring the sole of your foot to the inside of your left thigh. Turn towards the left foot, exhale and bend at the waist, reach toward your lower leg and bring your chest to your knee. Hold the stretched position. Relax, and repeat the stretch, reaching a little farther. Slowly recover. Repeat for the other side.

Outside hip/buttock

Sit on the ground with your legs straight and toes up. Place the palms of your hands flat on the ground behind you. Bend your right knee and place the outside of your right ankle just above your left knee. Slowly bend your left knee, exhale and gently pull your left heel toward your seat. Hold the stretched position. Relax, and repeat the stretch, pulling the left heel in a little closer. Slowly recover. Repeat for the other side.

Quadriceps

Lie flat on the floor, and roll onto your right side. Support your head by bending your right arm and resting your head in the palm of your hand. Bend your left knee and

grasp the front of your ankle with your left hand. Keep your thighs together and parallel, exhale, and gently pull your left heel towards your buttock. Hold the stretched position. Relax, and repeat the stretch. Slowly recover. Repeat for the other side.

Vertical jump improvement

Ankle hops

From a standing position, hop continuously in place, using only the ankles for momentum. Concentrate on extending the ankles through their full range of motion on each hop.

Single-leg hop

Stand on one leg, jump forward and land on the same leg. Immediately take off again and repeat prescribed number of times.

Double-leg hops

From a standing position, squat down and jump as far forward as possible. Land on both feet, and jump as forward again. Use your arms for balance and momentum. Repeat prescribed number of times.

Bend and jump

From a standing position, bend your knees and jump straight up. Recover, and repeat prescribed number of times.

Step back and jump

From a standing position, move one leg about two feet behind the lead leg, bend your knees, bring the trail leg forward, and jump straight up. Recover, and repeat prescribed number of times.

Jump and reach

From a standing position, bend your knees and jump straight up, reaching overhead. Recover, and repeat prescribed number of times.

Step back, jump, and reach

From a standing position, move one leg about two feet behind the lead leg, bend your knees, bring the trail leg forward, jump straight up, and reach overhead. Recover, and repeat prescribed number of times.

Push up improvement

Regular push ups

Assume the front leaning rest position by placing your palms on the ground approximately shoulder-width apart. Keep your back straight, feet approximately 8”

apart. Lower your body by bending your elbows until your upper arms are parallel to the ground, then push up again. Keep your back straight, and each time you return to the starting position, soft-lock the elbows out.

Close-hands push ups

Assume the front leaning rest position by placing your palms on the ground forming a diamond below your head. Keep your back straight, feet approximately 8" apart. Lower your body by bending your elbows until your upper arms are parallel to the ground, then push up again. Keep your back straight, and each time you return to the starting position, soft-lock the elbows out.

Wide-hand push ups

Assume the front leaning rest position by placing your palms on the ground wider than shoulder width. Keep your back straight, feet approximately 8" apart. Lower your body by bending your elbows until your upper arms are parallel to the ground, then push up again. Keep your back straight, and each time you return to the starting position, soft-lock the elbows out.

Partner-assisted push ups

Assume the front leaning rest position by placing your palms on the ground approximately shoulder-width apart. Keep your back straight, feet approximately 8" apart. Have your partner straddle your back, and place hands on your shoulders. Resist as your partner applies pressure to push you toward the ground. The partner will resist as you attempt to return to the starting position.

Negative push ups

Assume the starting position for regular push ups. Slowly lower yourself toward the ground, using a four count. Return to the starting position anyway you can, and repeat prescribed number of times.

Modified push ups

Modify the push up position for any of the previous types of push ups when you can no longer continue with the correct form. One modification is to put your knees on the ground instead of your feet. Another would be to raise your hands so they are higher than your feet by using a bench, chair, or even a wall.

APPENDIX E
PROTOTYPE JOB DESCRIPTION ELEMENTS

The information in this section was gleaned from the job-task analysis administered to the Nevada P.O.S.T. category I agencies by Hoffman & Associates as part of the physical readiness standards validation project. It includes tasks rated as being critical, along with the quantifying data gathered from the stratified random sample of 213 incumbent officers.

We suggest that Category I agencies can use this information in several ways. First, the department can use it to restructure the section of job descriptions entitled “Physical Demands.” Secondly, in lieu of gathering medical information prior to a conditional offer of employment, the agency or the Nevada P.O.S.T. can require applicants to affirm that they are physically capable of performing each of the tasks listed in the job description. Thirdly, before returning an agent to full duty from a light duty assignment, use this information to design a form to be signed by the officer’s doctor affirming that he/she is physically capable of performing these critical tasks.

GENERIC JOB DESCRIPTION ELEMENTS

Listing critical and essential physical functions

CRITICAL PHYSICAL DUTIES AND RESPONSIBILITIES

1. Execute foot movements that may include the following tasks:

    - Sprint 100 - 300 yards
    - Run for sustained periods of time up to 4 minutes
    - Run up and down stairs, typically two to five flights
    - Dodge around obstacles
    - Crawl up to 10 feet under obstacles
    - Jump and vault over obstacles up to four feet high
    - Climb fences up to six feet high

2. Perform lifting and carrying tasks:

    - Lift light (under 25 pounds), moderate (25-100 pounds) and heavy (over 100 pounds) objects such as equipment
    - Carry those objects up to 140 feet

3. Perform dragging movements such as:

    - Drag objects, suspects or victims weighing up to 200 pounds, up to 40 feet

4. Perform pushing and pulling activities such:

    - Push objects weighing up to 200 pounds up to 25 feet
    - Pull objects weighing up to 200 pounds up to 40 feet

5. Be capable of using force:

- By pushing and pulling in self defense situations for periods of time typically lasting up to 30 seconds
- Less frequently, use force by pushing and pulling in self defense situations for sustained periods of time greater than 2 minutes
- Restrain suspects typically weighing 185 pounds using hands, feet, and restraining devices

6. Perform range of motion activities including the following:

- Bend to get in and out of vehicles
- Bend and twist in use of force situations

PHYSICAL ABILITIES

Officers in the Internal Revenue Service must possess the following physical capabilities to perform essential, job-related tasks:

1. Aerobic power or cardiovascular endurance for foot movements and use of force situations lasting more than two minutes.

2. Anaerobic power for shorter foot movements and other tasks requiring intense efforts of short duration.

3. Upper body muscular endurance for carrying, surmounting obstacles and use of force.

4. Upper body absolute strength for lifting, pushing, pulling, dragging, carrying and use of force.

5. Lower body explosive power for sprinting, jumping, climbing stairs, vaulting and pushing vehicles.

6. Agility for moving quickly around objects and obstacles in pursuit situations.

AGENDA ITEM 7

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Request from the Southern Nevada Adult Mental Health for their employees for a 6 month extension past the one year requirement in order to meet the requirements for certification for the following employees:

Name	Hire Date	6 month extension end date
Akens, Joel L	02/29/2016	08/29/2017
Bailey-Duran, Brittany P.	02/29/2016	08/29/2017
Breeland, Rebecca F.	04/25/2016	10/25/2017
Black, Russell E.	01/19/2016	07/19/2017
Carvajal, Yucely H.	02/16/2016	08/16/2017
Gomez, Robert	02/16/2016	08/16/2017
McKnight, Corey A.	12/21/2015	06/21/2017
Mitchell, Jerome	12/21/2015	06/21/2017
Patterson, Maurice D.	12/28/2015	06/28/2017
Powell, Michael W.	02/16/2016	08/16/2017
Pratt, David M.	12/28/2015	06/28/2017
Tindall, Jeffrey L.	03/21/2016	09/21/2017

STATE OF NEVADA

BRIAN SANDOVAL
Governor

RICHARD WHITLEY, MS
Director, DHHS

CODY L. PHINNEY, MPH
Administrator, DPBH

JOHN DIMURO, DO MBA
Chief Medical Officer

DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION OF PUBLIC AND BEHAVIORAL HEALTH

Southern Nevada Adult Mental Health
6161 W. Charleston Blvd.
Las Vegas, Nevada 89146
Telephone: (702) 486-4400 · Fax: (702) 486-7608

October 14, 2016

Mike Sherlock, Executive Director
Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

This letter is written for the purpose of requesting an extension for POST – Category III certification on behalf of the below mentioned employee, pursuant to N.R.S. 289.550.

Name	POST ID. #	Start Date
Akens, Joel T.	34018	02/29/16

Stein Forensic Facility, located at Southern Nevada Adult Mental Health Services (SNAMHS) in Las Vegas, Nevada, was opened in response to a January 2014 consent decree to meet the state of Nevada's commitment to provide timely evaluation and treatment for mentally ill Clark County Detention Center inmates to determine if they are competent to stand trial. This 67-bed facility was opened in November 2015 to increase the statewide capacity in conjunction with Lakes Crossing Center in Sparks, NV.

Stein Forensic Facility is a priority of Governor Brian Sandoval's, focusing on meeting the constitutional rights of the mentally ill, as well as ensuring community safety and improving the quality of life for these individuals.

Fifty-six of our positions are Forensic Specialists, who are Category III Peace Officers, with 16 current vacancies. Safely staffing the facility required us to place Forensic Specialists onto units although the majority were not already POST Certified.

To accommodate staffing needs it was necessary to send officers to an academy, which would allow them to continue working, while attending this training. Silver State Law Enforcement Academy (SSLEA) worked closely with SNAMHS to create a Category III curriculum, which accommodated our staffing concerns. This academy lasts approximately 3 months. Ten employees completed SSLEA and seven additional staff are currently attending the academy, which is expected to end early

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Dear Mr. Sherlock,

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Name	POST ID. #	Start Date
Bailey-Duran, Brittany P.	34019	02/29/16

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Governor

RICHARD WHITLEY, MS
Director, DHHS

CODY L. PHINNEY, MPH
Administrator, DPBH

JOHN DIMURO, DO MBA
Chief Medical Officer

DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION OF PUBLIC AND BEHAVIORAL HEALTH
Southern Nevada Adult Mental Health
6161 W. Charleston Blvd.
Las Vegas, Nevada 89146
Telephone: (702) 486-4400 · Fax: (702) 486-7608

October 14, 2016

Mike Sherlock, Executive Director
Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

This letter is written for the purpose of requesting an extension for POST – Category III certification on behalf of the below mentioned employee, pursuant to N.R.S. 289.550.

Name	POST ID. #	Start Date
Breeland, Rebecca F.	34015	04/25/16

Stein Forensic Facility, located at Southern Nevada Adult Mental Health Services (SNAMHS) in Las Vegas, Nevada, was opened in response to a January 2014 consent decree to meet the state of Nevada's commitment to provide timely evaluation and treatment for mentally ill Clark County Detention Center inmates to determine if they are competent to stand trial. This 67-bed facility was opened in November 2015 to increase the statewide capacity in conjunction with Lakes Crossing Center in Sparks, NV.

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October 14, 2016

Mike Sherlock, Executive Director
Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

This letter is written for the purpose of requesting an extension for POST – Category III certification on behalf of the below mentioned employee, pursuant to N.R.S. 289.550.

Name	POST ID. #	Start Date
Black, Russell E.	33642	01/19/16

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October 14, 2016

Mike Sherlock, Executive Director
Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

This letter is written for the purpose of requesting an extension for POST – Category III certification on behalf of the below mentioned employee, pursuant to N.R.S. 289.550.

Name	POST ID. #	Start Date
Carvajal, Yucely H.	34020	02/16/16

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October 14, 2016

Mike Sherlock, Executive Director
Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

This letter is written for the purpose of requesting an extension for POST – Category III certification on behalf of the below mentioned employee, pursuant to N.R.S. 289.550.

Name	POST ID. #	Start Date
Gomez, Robert	34022	02/16/16

Stein Forensic Facility, located at Southern Nevada Adult Mental Health Services (SNAMHS) in Las Vegas, Nevada, was opened in response to a January 2014 consent decree to meet the state of Nevada's commitment to provide timely evaluation and treatment for mentally ill Clark County Detention Center inmates to determine if they are competent to stand trial. This 67-bed facility was opened in November 2015 to increase the statewide capacity in conjunction with Lakes Crossing Center in Sparks, NV.

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October 14, 2016

Mike Sherlock, Executive Director
Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

This letter is written for the purpose of requesting an extension for POST – Category III certification on behalf of the below mentioned employee, pursuant to N.R.S. 289.550.

Name	POST ID. #	Start Date
McKnight, Corey A.	33532	12/21/15

Stein Forensic Facility, located at Southern Nevada Adult Mental Health Services (SNAMHS) in Las Vegas, Nevada, was opened in response to a January 2014 consent decree to meet the state of Nevada's commitment to provide timely evaluation and treatment for mentally ill Clark County Detention Center inmates to determine if they are competent to stand trial. This 67-bed facility was opened in November 2015 to increase the statewide capacity in conjunction with Lakes Crossing Center in Sparks, NV.

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October 14, 2016

Mike Sherlock, Executive Director
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5587 Wa-Pai-Shone Avenue
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Dear Mr. Sherlock,

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Name	POST ID. #	Start Date
Mitchell, Jerome E.	33540	12/21/15

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October 14, 2016

Mike Sherlock, Executive Director
Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

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Name	POST ID. #	Start Date
Pattterson, Maurice D.	33536	12/28/15

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October 14, 2016

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Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

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Name	POST ID. #	Start Date
Powell, Michael W.	34021	02/16/16

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October 14, 2016

Mike Sherlock, Executive Director
Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

This letter is written for the purpose of requesting an extension for POST – Category III certification on behalf of the below mentioned employee, pursuant to N.R.S. 289.550.

Name	POST ID. #	Start Date
Pratt, David M.	33537	12/28/15

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October 14, 2016

Mike Sherlock, Executive Director
Commission on Peace Officers' Standards and Training
5587 Wa-Pai-Shone Avenue
Carson City, NV. 89701

Dear Mr. Sherlock,

This letter is written for the purpose of requesting an extension for POST – Category III certification on behalf of the below mentioned employee, pursuant to N.R.S. 289.550.

Name	POST ID. #	Start Date
Tindall, Jeffrey L.	34013	03/21/16

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AGENDA ITEM 8

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Request from the Esmeralda County Sheriff's Office for their employee Dallas Terry, for a 6 month extension past the one year requirement, to August 10, 2017, in order to meet the requirements for certification.

Office of the Esmeralda County Sheriff
P.O. Box 520
Goldfield, Nevada 89013

Kenneth N. Elgan
SHERIFF

To: Tim Bunting

October 17, 2016

From: Sheriff Ken Elgan

RE: Six-month extension

The Esmeralda County Sheriff's Office is requesting a six (6) month extension for the required P.O.S.T. training requirements for Deputy Dallas Terry (P.O.S.T. # 33724). Deputy Terry started working with the Esmeralda County Sheriff's Office on February 10, 2016. We have all of our Cat III training done by the state and we don't have a date of the next academy at this time.

Esmeralda County is a very small County with a small population, it is very difficult to find qualified personnel that can pass the background check and meet the State requirements. Deputy Terry is a very hard worker and I would like to give him a chance to succeed in passing the requirments set by the State.

Thank you for your time.

Esmeralda County Sheriff's Office

Sheriff ken Elgan

ECSO@frontiernet.net
775-485-6370

AGENDA ITEM 9

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Request from the Carson City Sheriff's Office for their employee Bruce Pendragon, for a 6 month extension past the one year requirement, to April 2, 2017, in order to meet the requirements for certification.

SHERIFF'S OFFICE
CARSON CITY

Ken Furlong
Sheriff

911 E. Musser St.
Carson City, NV 89701

775-887-2500
Fax: 775-887-2026

October 03, 2016

Michael Sherlock, Executive Director
Nevada Commission on Peace Officer
Standards and Training
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701

Dear Executive Director Sherlock,

I am requesting to be placed on the POST Commission meeting agenda for a 6-month extension for my employee Deputy Bruce Pendragon. Deputy Pendragon was in the July 2016, POST Basic Academy. However, due to an injury that occurred in the academy he was released.

Deputy Pendragon's date of hire was October 02, 2015, and to be grant a 6-month extension would extend his time to April 02, 2017. He is scheduled to attend the January 2017, Basic Academy at POST.

Therefore, I am requesting this extension past the one year requirement to become POST certified for Deputy Pendragon.

Thank you for your consideration.

Regards,

Kenny Furlong, Sheriff

AGENDA ITEM 10

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Request from the Carson City Sheriff's Office for their employee Daniel Henneberger, for a 6 month extension past the one year requirement, to April 2, 2017, in order to meet the requirements for certification.

CARSON CITY SHERIFF'S OFFICE

911 E. Musser St.
Carson City, NV 89701

Ken Furlong
Sheriff

775-887-2500
Fax: 775-887-2026

October 03, 2016

Michael Sherlock, Executive Director
Nevada Commission on Peace Officer
Standards and Training
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701

Dear Executive Director Sherlock,

I am requesting to be placed on the POST Commission meeting agenda for a 6-month extension for my employee Deputy Daniel Henneberger. Due to unforeseen and unexpected vacancies within the agency, Deputy Henneberger was unable to attend an academy within the one year time requirement.

Deputy Henneberger's date of hire was October 23, 2015, and to be grant a 6-month extension would extend his time to April 23, 2017. He is now scheduled to attend the January 2017, Basic Academy at POST.

Therefore, I am requesting this extension past the one year requirement to become POST certified for Deputy Henneberger.

Thank you for your consideration.

Regards,

K. Furlong

Kenny Furlong, Sheriff

AGENDA ITEM 11

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.
Request from the Carson City Sheriff's Office for their employee Jeremy Garcia, for a 6 month extension past the one year requirement, to June 11, 2017, in order to meet the requirements for certification.

SHERIFF'S OFFICE
CARSON CITY

911 E. Musser St.
Carson City, NV 89701

Ken Furlong
Sheriff

775-887-2500
Fax: 775-887-2026

October 03, 2016

Michael Sherlock, Executive Director
Nevada Commission on Peace Officer
Standards and Training
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701

Dear Executive Director Sherlock,

I am requesting to be placed on the POST Commission meeting agenda for a 6-month extension for my employee Deputy Jeremy Garcia. Deputy Garcia was scheduled to attend the Department of Corrections Basic Category III Academy on October 10, 2016. However, due to a family medical issue he will be unable to attend.

Deputy Garcia's date of hire was December 11, 2015, and to be grant a 6-month extension would extend his time to June 11, 2017. He is now scheduled to attend the January 2017, Basic Academy at POST.

Therefore, I am requesting this extension past the one year requirement to become POST certified for Deputy Garcia.

Thank you for your consideration.

Regards,

Kenny Furlong, Sheriff

AGENDA ITEM 12

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.
Request from the Las Vegas Metropolitan Police Department for their employee Captain Shawn Andersen for an Executive Certificate.

State of Nevada - POST
Professional Certificate Application

POST ID# [11098] **Officer's Name** [Andersen Shawn A] [ ]

Select the Professional Certificate and choose the applicant's qualifications for the certificate.
All officer's hours of POST training used to meet the requirements must be entered into the POST database before submitting this application. (use the *POST Professional Training OR Annual Compliance* Formatta form).

○ Intermediate (NAC 289.240)	**Meets the following requirements:**
○ Advanced (NAC 289.250)	**Has an Intermediate Certificate and meets the following requirements:**
○ Supervisor (NAC 289.255)	**Meets the following requirements:**
○ Management (NAC 289.260)	**Has Advanced and Supervisor Certificates and meets the following:**
◉ Executive (NAC 289.270)	**Has a Management Certificate and meets the following:** [6yrs (1 Exec) exp - supervise 2 mgrs, head of agency div, bureau, 200 hrs adv mgmt train]

Click the Attachments button to submit Only the following documents as REQUIRED:
> Intermediate & Advanced - copy of degree or proof of required credits (if no degree)
> Management - a letter confirming job level, org. chart
> Executive - a letter confirming job level, org. chart, and proof of 200 hrs. advanced managemet training

Additional Information or comments: [Chief Andersen has Management Certificate already]

By electronically signing and submitting this form, you attest that the applicant meets the requirements for the certificate applied for as set out in the Nevada Administrative Code that is referenced next to the certificate selected.

Submitters Name:	**Submitters Phone:**	**Submitters E-Mail:**
[Sgt G. Mansano]	[(702) 828-2932]	[g384@lvmpd.com]

Submission number: [3754]

****** This Section is for POST Approval ONLY **** Do NOT Enter in this Section ******

Education	**Credit Hours**	**Date Achieved**	**Approved By:**
		[/ /]	

Comments: [ ] **Certification Date:** [/ /]

Andersen, Shawn A. (11998)

Certification

Date	Status	Certified	Expires	Probation	Cert #
Professional: Advanced					
4-21-2008	Active	4-21-2008			
Professional: Management					
4-21-2008	Active	4-21-2008			
Professional: Intermediate					
4-26-2006	Active	4-26-2006			
Basic: Category I					
1-12-1991	Active	1-12-1991			

Executive Application Request

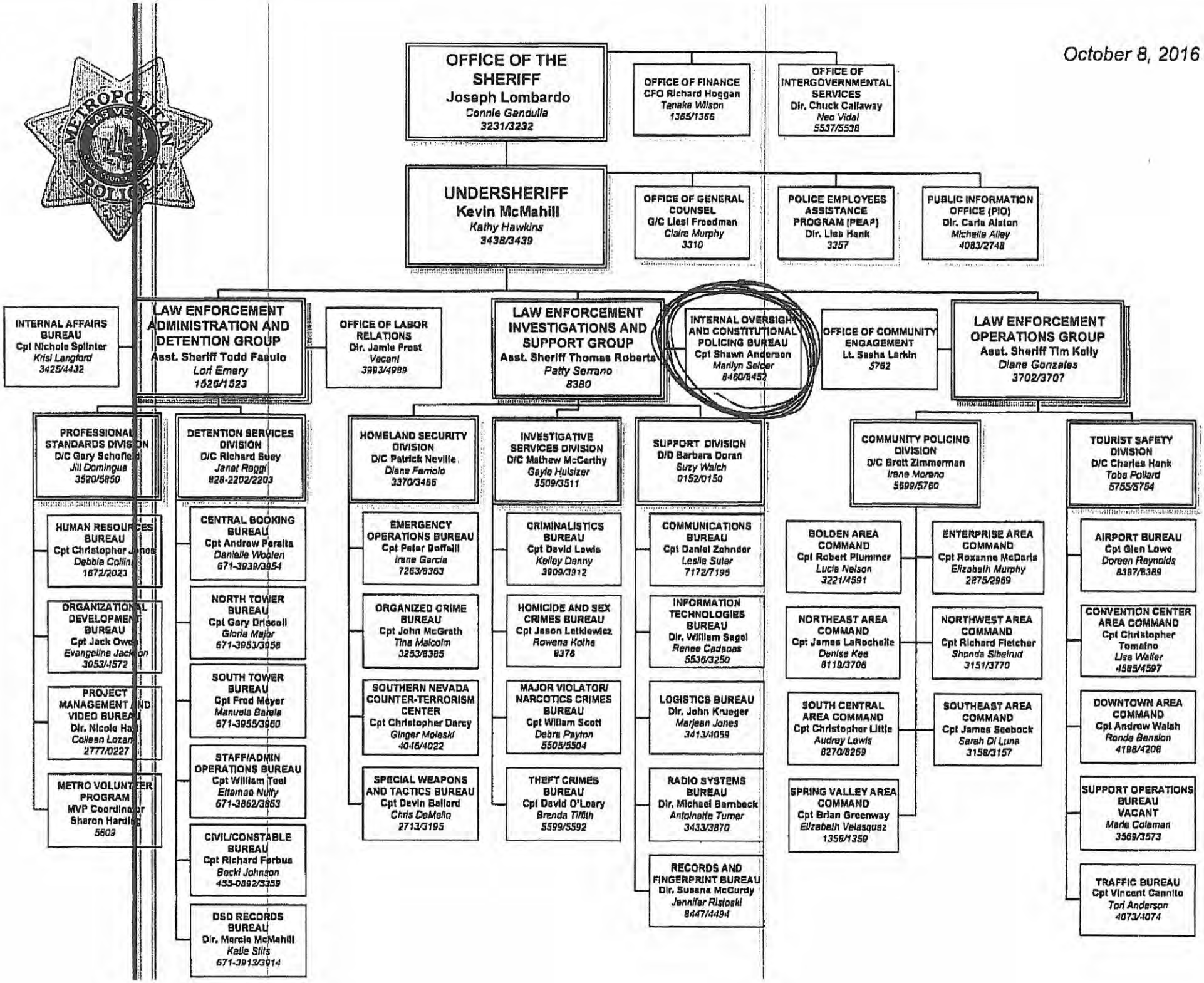
Andersen, Shawn A. POST PIN 11998

Employed LVMDP 09/05/1989

✓	Basic Cat I	01/12/1991
✓	Intermediate	04/26/2006
✓	Advanced	04/21/2008
	Supervisor	
✓	Management	04/21/2008

- ✓ 6 years of experience as a peace officer, including at least 1 year of experience in an executive level position and a current assignment in an executive level position
- ✓ 200 hours of training in advanced management in addition to the training completed for basic, intermediate, advanced, supervisor and management certificates.
- ✓ Letter of recommendation signed by the administrator of the agency.
- ✓ Organization Chart – demonstrates the applicant's p9osition within the agency

October 8, 2016



October 10, 2016

Nevada Commission on Peace Officers Standards & Training
5587 Wa Pai Shone Avenue
Carson City, NV 89701

Attn: Mike Sherlock, Executive Director of NV P.O.S.T.

Reference: Executive Certificate for Captain Shawn Andersen

Dear Director Sherlock,

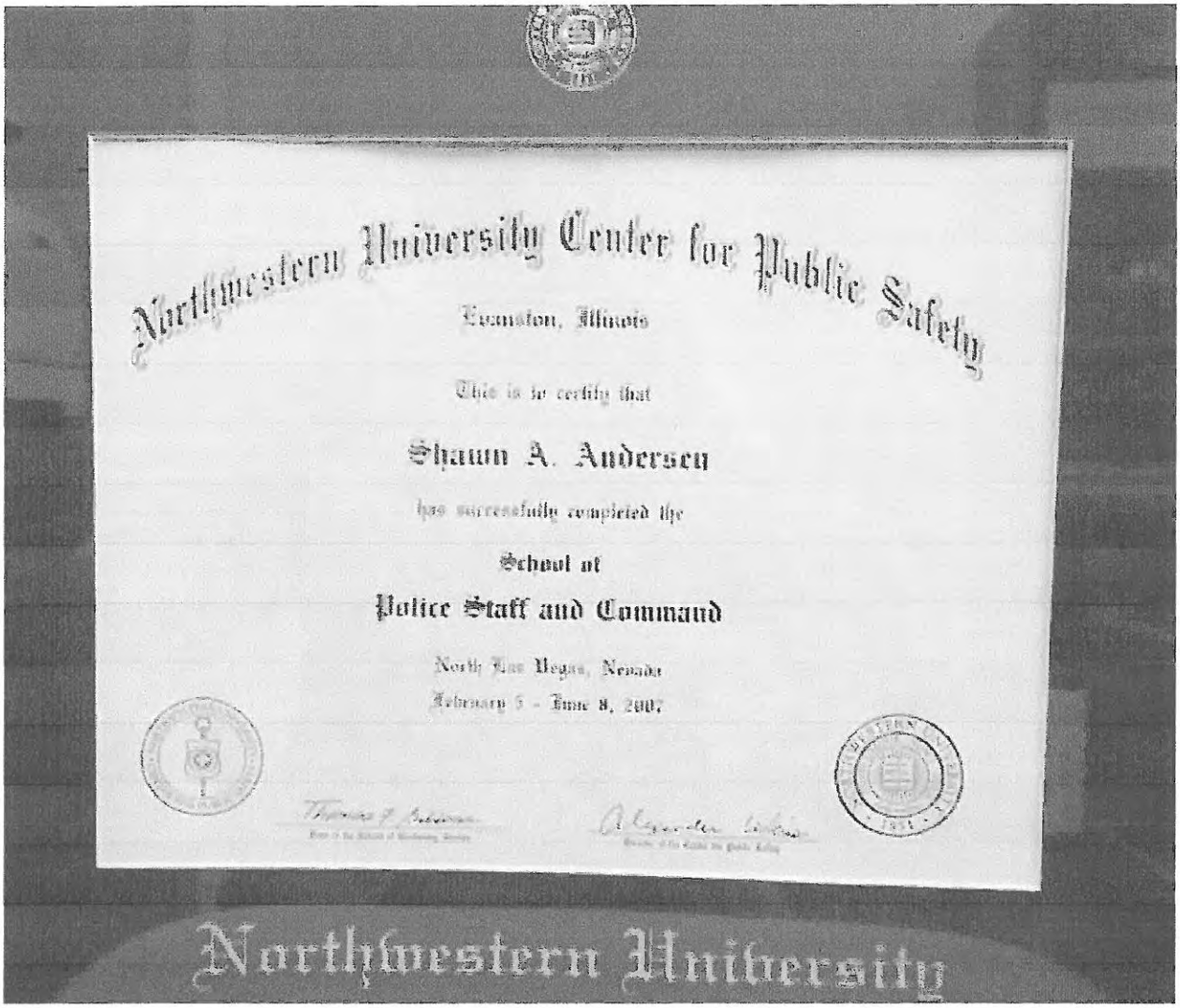
This letter certifies that Captain Shawn Andersen meets the requirement for the award of a Nevada P.O.S.T. Professional Executive Certificate. This is based on the Captains' current assignment as stated in NAC 289.270 and holding an executive level position.

Captain Shawn Andersen is currently assigned to a position supervising two or more persons who hold a management level position and is in charge of a major bureau within Las Vegas Metropolitan Police Department (LVMPD).

An organization chart is included which demonstrates this officer's position within the LVMPD agency.

Respectfully,

Gary Schofield, Deputy Chief
Professional Standards Division



Northwestern University Center for Public Safety

Evanston, Illinois

This is to certify that

Shawn A. Andersen

has successfully completed the

School of

Police Staff and Command

North Las Vegas, Nevada

February 5 - June 8, 2007

Northwestern University

AGENDA ITEM 13

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Hearing pursuant to NAC 289.290(1)(e) on the revocation of Solomon Coleman, formerly of the Las Vegas Metropolitan Police Department, certification based on a Gross Misdemeanor conviction for Capturing An Image Of The Private Area Of Another Person. The Commission will decide whether to revoke Mr. Coleman's Category I Basic Certificate.

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

BRIAN SANDOVAL
Governor

MICHAEL D. SHERLOCK
Executive Director

NOTICE OF INTENT TO REVOKE

September 19, 2016

Solomon Coleman
[redacted]

Dear Mr. Coleman:
POST PIN #: 27831

Based upon documentation received by the Nevada Peace Officer Standards and Training Commission and in accordance with Nevada Administrative Code 289.290 and Nevada Revised Statute 241.033, you are hereby notified that the Commission has initiated action to revoke your Nevada Peace Officer's Certificate that authorizes the holder to be employed as a peace officer in the state of Nevada.

I have included a copy of Nevada Administrative Code 289.290 for your convenience.

The Commission's regulations provide that a person's POST certification may be revoked pursuant to NAC 289.290(1)(e) based on a conviction for a Gross Misdemeanor. The conviction(s) which have led to this action are as follows:

Count II –***CAPTURING AN IMAGE OF THE PRIVATE AREA OF ANOTHER PERSON***, in violation of NRS 200.604, a Gross Misdemeanor.

Case No.: **C294579**
Dept No. **IV**
Jurisdiction: **District Court Clark County, Nevada**

You are further advised that you have the right to appear before the POST Commission to contest the revocation of your Nevada POST certification. To exercise your rights, you must, within fifteen (15) days from the date of the Certified Mail receipt, provide written notice to the POST Commission of your intended action concerning these charges.

Written requests can be made to:

EXHIBIT
A

NEVADA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

5587 Wa Pai Shone Avenue
Carson City, NV 89701

The POST Commission will determine whether your Nevada POST certification should be revoked at the meeting listed below:

Date: November 1, 2016
Time: 4:00 pm
Location: South Point Hotel and Casino, 9777 Las Vegas Blvd South, Las Vegas, Nevada.

If you fail to respond, the Commission will proceed in accordance with Nevada Administrative Code Chapter 289.

If you choose to appeal and answer the charges against you, the Commission may elect to sit as a whole or a number that is practicable at a hearing, or designate an independent hearing officer to hear the matter. You will be given the opportunity to present evidence and cross-examine witnesses as applicable. If you wish, you may be represented by an attorney; however, this would be at your own expense.

The hearing will cover the following: NAC 289.290 (1)(e), Revocation of a certificate based upon a Gross Misdemeanor conviction.

You will be notified of the Commission's decision within 15 days after said hearing, or as soon thereafter as is practicable.

If you need additional information concerning this matter, contact P.O.S.T. at (775) 687-7678.

Sincerely,

mSherlock

Michael D. Sherlock
Executive Director
Peace Officer Standards and Training

MS/dsj

Cc: Sr. Dep. - Attorney General Michael Jensen
File
Ron Pierini – Commission Chairman

Sec. 2. NAC 289.290 is hereby amended to read as follows:

289.290 1. Each of the following constitutes cause for the Commission to revoke, refuse or suspend the certificate of a peace officer:

(a) Willful falsification of any information provided to obtain the certificate.

(b) A permanent or chronic physical or mental disability affecting the officer's ability to perform his or her full range of duties.

(c) Chronic drinking or drunkenness on duty.

(d) Addiction to or the unlawful use or possession of narcotics or other drugs.

(e) Conviction of, or entry of a plea of guilty, guilty but mentally ill or nolo contendere to, a gross misdemeanor. Upon criminal indictment or filing of a criminal complaint, suspension may be imposed.

(f) Failure to comply with the standards established in this chapter.

(g) Conviction of, or entry of a plea of guilty, guilty but mentally ill or nolo contendere to, a felony. Upon criminal indictment or filing of a criminal complaint, suspension may be imposed. Upon conviction or entry of a plea of guilty, guilty but mentally ill or nolo contendere, the certificate will be revoked.

(h) Conviction of a misdemeanor. If the employing agency recommends suspension or revocation following conviction of the employee for a misdemeanor, suspension or revocation may be imposed. In determining whether to suspend or revoke the certificate, the Commission will consider the type of conviction and other information provided by the agency indicating unprofessional conduct or similar undesirable activity by the officer that resulted in disciplinary action.

2. Denial, suspension or revocation procedures will not be considered by the Commission in cases where the employment of an officer is terminated for violations of the policies, general orders or similar guidelines of operation of the employing agency which do not constitute any of the causes for denial, suspension or revocation specified in subsection 1.

3. The employing agency shall notify the Commission any time that it becomes aware that one of its officers has been charged with a crime that could result in denial, suspension or revocation procedures. Upon receipt of information alleging any of the causes enumerated in subsection 1, the Commission will determine whether to pursue revocation or suspension of the certificate of the officer.

4. The Commission will notify the officer by certified mail at the officer's last known address of any pending revocation or suspension action and of the nature of the charges and the officer's right to appear and answer the charges. The officer shall, within 15 days after the date on the certified mail receipt, respond in writing, notifying the Commission of his or her intended action with reference to the charges.

5. If the officer fails to notify the Commission within the specified time of his or her intention to appear in answer to the pending action, the Commission will:

(a) Consider the case on its own merits, using the statement from the head of the employing agency or the substantiated information derived from any independent investigation it deems necessary;

(b) Take no action pending the outcome of possible criminal action which may be filed against the officer; and

(c) Take no action pending the outcome of an appeal.

➥ The Commission's decision will be determined by a majority vote of the members of the Commission present.

6. When an officer notifies the Commission of his or her intention to appear and answer the charges pending against him or her, the Commission will elect to sit as a whole at a hearing or designate an independent hearing officer to hear the matter and make recommendations in writing to the Commission. The Commission will review the recommendations of any such hearing officer and arrive at a decision by majority vote of the members present.

7. The Commission will notify the officer of its decision within 15 days after the hearing.

8. An applicant for a certificate who has not been previously certified, but who would be subject to revocation for any cause set out in subsection 1, will not be granted a certificate.

9. If, upon receiving a written allegation that a peace officer is in violation of any provision of subsection 1 and that the facts and circumstances indicate that suspension rather than revocation would be in the best interests of the agency and law enforcement in general, the Commission will suspend the officer's certificate.

10. The Commission will provide each peace officer whose certificate is suspended with written notice of the suspension by certified registered mail. The suspension becomes effective 24 hours after receipt of the certified notice. The notice will contain a statement advising the officer of the right to a hearing.

11. Suspension of a certificate is not a bar to future revocation of the certificate and any prior suspensions may be considered as a factor if revocation is being considered by the Commission.

12. Five years after the revocation of a certificate, an officer may submit a written request to the Commission to allow him or her to reinstate his or her certificate. The Commission will schedule a hearing to consider whether to reinstate the officer's certificate. The Commission will notify the agency that requested the revocation of the date and time of the hearing. After the hearing, the Commission will determine whether to reinstate the certificate. If the certificate is reinstated, the Commission may establish a probationary period during which any misconduct by the officer would result in revocation.

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

BRIAN SANDOVAL
Governor

MICHAEL D. SHERLOCK
Executive Director

DECLARATION OF SERVICE

I, MARL COTTES, served the foregoing **Notice of Intent to Revoke** the P.O.S.T. basic certificate, which was issued pursuant to NRS 241.033 and NAC 289.290 which may include matters related to character, alleged misconduct, professional competence, physical or mental health, by personally serving:

Individual's Name: Solomon D. Coleman

at 215 E BONANZA RD LAS VEGAS NV 89110 on this
(location)

24TH day of OCTOBER, 2016.
Day *Month* *Year*

I declare under penalty of perjury that the forgoing is true and correct.

Executed on this 24TH day of OCTOBER, 2016.
Day *Month* *Year*

Signature of person serving the Notice

MARL COTTES
Printed name of person serving the Notice

EXHIBIT
B

State of Nevada - POST
UPDATE - Personnel Action Report (PAR)

Post ID Number: 27831

Last Name: Coleman **First Name:** Solomon

MI: D **Suffix:**

☐ **Name Change?**

Last Name: Coleman First Name: Solomon

MI: D Suffix:

☐ **Address Change?**

Street Address: [redacted]

City: [redacted] State: [redacted] Zip Code: [redacted]

County: [redacted] E-Mail:

Level Change? ○ Line ○ Supervisor ○ Management ○ Executive

○ Part Time ○ Full Time

☐ **Position Change requiring additional certification?** *Click this checkbox if an additional Basic Certificate will be awarded to this officer within 1 year from the Effective Date on this form (date of position change).*

Select the Certification:

Enter Academy Name:

Status Change? ○ Deceased ○ Retired ◉ Separated

NAC289.290 Notification

Pursuant to NAC 289.290(3) "The employing agency shall notify the Commission any time that it becomes aware that one of its officers has been charged with a crime that could result in denial, suspension or revocation procedures. Upon receipt of information alleging any of the causes enumerated in subsection 1, the Commission will determine whether to pursue revocation or suspension of the certificate of the officer."

Does the above NAC apply? ○ No ◉ Yes **If yes, provide details in the Comment field.**

Comments\Additional Information:

Involuntary Separation; arrested on one Felony and three Gross Misd charges; case in District Court

Effective Date: 12/11/2013

Submitters Name: Robbin A Losey

Submitters Phone: [redacted]

Submitters E-Mail: [redacted]

C

Submission number: 76703

STATE OF NEVADA

Commission On Peace Officers' Standards And Training

Hereby Awards the

Basic Certificate

To

SOLOMON D. COLEMAN

CATEGORY I

For having fulfilled all the requirements for Basic Certification as prescribed by Nevada Revised Statutes

Governor

Executive Director

September 17, 2008

Issuance Date

Nevada Commission on Peace Officers' Standards and Training
Peace Officer Basic Certification and Training Identification Card

Name: **SOLOMON D. COLEMAN** POST ID No.: **27831**

This is your POST Identification Number (PIN). In order to reduce the chance of identity theft, please use this number for all correspondence with POST and when you sign in on a POST course roster. The use of your SSN on POST course rosters is no longer mandatory.

It is your responsibility to receive the required annual continuing education as outlined in NAC 289.230. If you fail to meet the annual POST training requirement, the POST Commission may take action against your Basic Certificate. This could adversely effect your ability to carry out your duties as a peace officer.

If found, please deliver to any law enforcement agency or mail to:

Nevada Commission on Peace Officers' Standards and Training
5587 Wai Pai Shone Avenue
Carson City, NV 89701
775-687-7678 (POST)

STATE OF NEVADA

Commission On Peace Officers' Standards And Training

Hereby Awards the

Basic Certificate

To

SOLOMON D. COLEMAN

CATEGORY I

For having fulfilled all the requirements for Basic Certification as prescribed by Nevada Revised Statutes

Governor

Executive Director

September 17, 2008

Issuance Date

INSTRUCTIONS

This is your POST Basic Certificate and Identification Card.

The large certificate is for the officer and suitable for framing.

The smaller certificate is for the agency to place in the officer's file for record.

The identification card is for the officer to carry at all times. The POST ID number assigned to this officer is for POST identification and identity security purposes. This number will be used when signing in on the POST roster at any POST certified training. The use of SSN are now optional on training rosters. This number can also be used by the agency for correspondence to POST regarding the officer's POST file.

EXHIBIT D

(O) 1897

IND
STEVEN B. WOLFSON
Clark County District Attorney
Nevada Bar #001565
LISA LUZAICH
Chief Deputy District Attorney
Nevada Bar #5056
200 Lewis Avenue
Las Vegas, Nevada 89155-2212
(702) 671-2500
Attorney for Plaintiff

DISTRICT COURT
CLARK COUNTY, NEVADA

THE STATE OF NEVADA,

Plaintiff,

-vs-

SOLOMON COLEMAN, aka,
Solomon Dan Coleman, #3002372

Defendant.

CASE NO: C-13-294579-1

DEPT NO: II

INDICTMENT

STATE OF NEVADA)
) ss.
COUNTY OF CLARK)

The Defendant above named, SOLOMON COLEMAN, aka, Solomon Dan Coleman, accused by the Clark County Grand Jury of the crime(s) of OPPRESSION UNDER COLOR OF OFFICE (Gross Misdemeanor - NRS 197.200); CAPTURING AN IMAGE OF THE PRIVATE AREA OF ANOTHER PERSON (Gross Misdemeanor - NRS 200.604); OPEN OR GROSS LEWDNESS (Gross Misdemeanor - NRS 201.210) and INDECENT EXPOSURE (Gross Misdemeanor – NRS 201.220) committed at and within the County of Clark, State of Nevada, on or between June 16, 2012 and May 31, 2013 as follows:

COUNT 1 - OPPRESSION UNDER COLOR OF OFFICE

did then and there unlawfully and maliciously, while acting as an officer or pretending to be an officer and acting under pretense or color of official authority, arrest

EXHIBIT
E

another person or detain the person against her will, or seize or levy upon another person's property, or dispossess another person, property or rights, the crime was committed as follows: by searching through the said [redacted] cellular telephone and making digital copies of videos on her cellular telephone including images of the said [redacted] exposed breasts and genital area, while she was in custody, having been arrested on warrants.

COUNT 2 - CAPTURING AN IMAGE OF THE PRIVATE AREA OF ANOTHER PERSON

did then and there wilfully, unlawfully, knowingly, and intentionally capture an image of the private area of another person, to-wit: [redacted] without their consent and under circumstances in which [redacted] had a reasonable expectation of privacy, by recording videos from the said [redacted] cellular telephone which included images of her exposed breasts and genital area.

COUNT 3 - OPPRESSION UNDER COLOR OF OFFICE

did then and there unlawfully and maliciously, while acting as an officer or pretending to be an officer and acting under pretense or color of official authority, arrest another person or detain the person against her will, or seize or levy upon another person's property, or dispossess another person, property or rights, the crime was committed as follows: by pulling down the shorts of the said [redacted] and causing her to bend over, exposing her buttocks and/or genital area.

COUNT 4 - OPEN OR GROSS LEWDNESS

did then and there wilfully and unlawfully commit an act of open or gross lewdness by grabbing his clothed groin area and saying to the said [redacted] "See what you do to me? You're making me hard."

COUNT 5 - OPEN OR GROSS LEWDNESS

did then and there wilfully and unlawfully commit an act of open or gross lewdness by pulling his penis out of his pants in the direct view and/or presence of [redacted]

///

COUNT 6 – INDECENT EXPOSURE

did then and there intentionally, wilfully, and unlawfully make an open, indecent, and obscene exposure of his person by exposing his penis in the direct view and presence of [redacted]

DATED this 5th day of December, 2013.

STEVEN B. WOLFSON
Clark County District Attorney
Nevada Bar #001565

BY _____
LISA LUZAICH
Chief Deputy District Attorney
Nevada Bar #5056

ENDORSEMENT: A True Bill

_____
Foreperson, Clark County Grand Jury

Names of witnesses testifying before the Grand Jury:

[redacted]

Additional witnesses known to the District Attorney at time of filing the Indictment:

[redacted]

13BGJ014X/13F12510X/dd-GJ
LVMPD EV#130601-4175
(TK6)

Electronically Filed
08/26/2016 02:26:52 PM

CLERK OF THE COURT

JOC
STEVEN B. WOLFSON
Clark County District Attorney
Nevada Bar #001565
200 Lewis Avenue
Las Vegas, Nevada 89155-2212
(702) 671-2500
Attorney for Plaintiff

DISTRICT COURT
CLARK COUNTY, NEVADA

THE STATE OF NEVADA,

Plaintiff,

-vs-

SOLOMON COLEMAN, aka,
Solomon Dan Coleman, #3002372

Defendant.

CASE NO: C294579

DEPT NO: IV

JUDGMENT OF CONVICTION
(PLEA OF GUILTY)

The Defendant previously appeared before the Court with counsel and entered a plea of guilty to the crime(s) of COUNT 2 - CAPTURING AN IMAGE OF THE PRIVATE AREA OF ANOTHER PERSON (Gross Misdemeanor), in violation of NRS 200.604; thereafter, on the 20th day of July, 2016, the Defendant was present in court for sentencing with his counsel, JEB BOND, ESQ., and good cause appearing,

THE DEFENDANT IS HEREBY ADJUDGED guilty of said offense(s) and, in addition to the $25.00 Administrative Assessment Fee, and $3.00 DNA Collection fee, the Defendant is sentenced as follows: to Clark County Detention Center (CCDC) for SIX (6) MONTHS, SUSPENDED; placed on PROBATION for an indeterminate period not to exceed TWO (2) YEARS. CONDITIONS: STANDARD PROBATION AGREEMENT AND RULES:

///

1. Reporting: You are to report in person to the Division of Parole and Probation as instructed by the Division or its agent. You are required to submit a written report each month on forms supplied by the Division. This report shall be true and correct in all respects.

2. Residence: You shall not change your place of residence without first obtaining permission from the Division of Parole and Probation, in each instance.

3. Intoxicant: You shall not consume any alcoholic beverages (whatsoever) (to excess). Upon order of the Division of Parole and Probation or its agent, you shall submit to a medically recognized test for blood / breath alcohol content. Test results of .08 blood alcohol content or higher shall be sufficient proof of excess.

4. Controlled Substances: You shall not use, purchase, or possess any illegal drugs, or any prescription drugs, unless first prescribed by a licensed medical professional. You shall immediately notify the Division of Parole and Probation of any prescription received. You shall submit to drug testing as required by the Division or its agent.

5. Weapons: You shall not possess, have access to, or have under your control any type of weapon.

6. Search: You shall submit your person, property, place of residence, vehicle, or areas under your control to search including electronic surveillance or monitoring of your location, at any time, with or without a search warrant or warrant of arrest, for evidence of a crime or violation of probation by the Division of Parole and Probation or its agent.

7. Associates: You must have prior approval by the Division of Parole and Probation to associate with any person convicted of a felony, or any person on probation or parole supervision. You shall not have any contact with persons confined to a correctional institution unless specific written permission has been granted by the Division and the correctional institution.

8. Directives and Conduct: You shall follow the directives of the Division of Parole and Probation and your conduct shall justify the opportunity granted to you by this community supervision.

///

9: Laws: You shall comply with all municipal, county, state, and federal laws and ordinances.

10. Out-of-State Travel: You shall not leave the state without first obtaining written permission from the Division of Parole and Probation.

11. Employment / Program: You shall seek and maintain legal employment, or maintain a program approved by the Division of Parole and Probation and not change such employment or program without first obtaining permission. All terminations of employment or program shall be immediately reported to the Division.

12. Financial Obligation: You shall pay fees, fines, and restitution on a schedule approved by the Division of Parole and Probation. Any excess monies paid will be applied to any other outstanding fees, fines, and / or restitution, even if it is discovered after your discharge.

SPECIAL CONDITIONS:

1. Maintain full time employment. If part-time employed, complete 16 hours community service work each month.

2. Refrain from the use, possession or control of any alcoholic beverages.

3. Abide by any curfew imposed.

4. Report to P & P within 48 hours of today's date.

BOND, if any, EXONERATED.

DATED this 23rd day of August, 2016.

DISTRICT JUDGE

CERTIFIED COPY
DOCUMENT ATTACHED IS A
TRUE AND CORRECT COPY
OF THE ORIGINAL ON FILE
CLERK OF THE COURT
09-08-16

jm/SVU

AGENDA ITEM 14

DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Hearing pursuant to NAC 289.290(1)(e) on the revocation of Saverio Scarlata II, formerly of the Mineral County Sheriff's Office, certification based on a Gross Misdemeanor conviction for False Report By A Public Officer. The Commission will decide whether to revoke Mr. Scarlata II's Category I Basic Certificate.

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

BRIAN SANDOVAL
Governor

MICHAEL D. SHERLOCK
Executive Director

NOTICE OF INTENT TO REVOKE

October 18, 2016

Saverio Scarlatta II
[redacted]

Dear Mr. Scarlata II:
POST PIN #: 21815

Based upon documentation received by the Nevada Peace Officer Standards and Training Commission and in accordance with Nevada Administrative Code 289.290 and Nevada Revised Statute 241.033, you are hereby notified that the Commission has initiated action to revoke your Nevada Peace Officer's Certificate that authorizes the holder to be employed as a peace officer in the state of Nevada.

I have included a copy of Nevada Administrative Code 289.290 for your convenience.

The Commission's regulations provide that a person's POST certification may be revoked pursuant to NAC 289.290(1)(e) based on a conviction for a Gross Misdemeanor. The conviction(s) which have led to this action are as follows:

FALSE REPORT BY PUBLIC OFFICER, a violation of NRS 197.130, a Gross Misdemeanor.

Case No.: **2650**
Jurisdiction: **The Eleventh Judicial District Court, Mineral County, Nevada**

You are further advised that you have the right to appear before the POST Commission to contest the revocation of your Nevada POST certification. To exercise your rights, you must, within fifteen (15) days from the date of the Certified Mail receipt, provide written notice to the POST Commission of your intended action concerning these charges.

EXHIBIT
A

Written requests can be made to:

NEVADA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

5587 Wa Pai Shone Avenue
Carson City, NV 89701

The POST Commission will determine whether your Nevada POST certification should be revoked at the meeting listed below:

Date: November 1, 2016
Time: 4:00 pm
Location: South Point Hotel and Casino, 9777 Las Vegas Blvd South, Las Vegas, Nevada.

If you fail to respond, the Commission will proceed in accordance with Nevada Administrative Code Chapter 289.

If you choose to appeal and answer the charges against you, the Commission may elect to sit as a whole or a number that is practicable at a hearing, or designate an independent hearing officer to hear the matter. You will be given the opportunity to present evidence and cross-examine witnesses as applicable. If you wish, you may be represented by an attorney; however, this would be at your own expense.

The hearing will cover the following: NAC 289.290 (1)(e), Revocation of a certificate based upon a Gross Misdemeanor conviction.

You will be notified of the Commission's decision within 15 days after said hearing, or as soon thereafter as is practicable.

If you need additional information concerning this matter, contact P.O.S.T. at (775) 687-7678.

Sincerely,

MSherlock

Michael D. Sherlock
Executive Director
Peace Officer Standards and Training

MS/dsj

Cc: Sr. Dep. - Attorney General Michael Jensen
File
Ron Pierini – Commission Chairman

Sec. 2. NAC 289.290 is hereby amended to read as follows:

289.290 1. Each of the following constitutes cause for the Commission to revoke, refuse or suspend the certificate of a peace officer:

(a) Willful falsification of any information provided to obtain the certificate.

(b) A permanent or chronic physical or mental disability affecting the officer's ability to perform his or her full range of duties.

(c) Chronic drinking or drunkenness on duty.

(d) Addiction to or the unlawful use or possession of narcotics or other drugs.

(e) Conviction of, or entry of a plea of guilty, guilty but mentally ill or nolo contendere to, a gross misdemeanor. Upon criminal indictment or filing of a criminal complaint, suspension may be imposed.

(f) Failure to comply with the standards established in this chapter.

(g) Conviction of, or entry of a plea of guilty, guilty but mentally ill or nolo contendere to, a felony. Upon criminal indictment or filing of a criminal complaint, suspension may be imposed. Upon conviction or entry of a plea of guilty, guilty but mentally ill or nolo contendere, the certificate will be revoked.

(h) Conviction of a misdemeanor. If the employing agency recommends suspension or revocation following conviction of the employee for a misdemeanor, suspension or revocation may be imposed. In determining whether to suspend or revoke the certificate, the Commission will consider the type of conviction and other information provided by the agency indicating unprofessional conduct or similar undesirable activity by the officer that resulted in disciplinary action.

2. Denial, suspension or revocation procedures will not be considered by the Commission in cases where the employment of an officer is terminated for violations of the policies, general orders or similar guidelines of operation of the employing agency which do not constitute any of the causes for denial, suspension or revocation specified in subsection 1.

3. The employing agency shall notify the Commission any time that it becomes aware that one of its officers has been charged with a crime that could result in denial, suspension or revocation procedures. Upon receipt of information alleging any of the causes enumerated in subsection 1, the Commission will determine whether to pursue revocation or suspension of the certificate of the officer.

4. The Commission will notify the officer by certified mail at the officer's last known address of any pending revocation or suspension action and of the nature of the charges and the officer's right to appear and answer the charges. The officer shall, within 15 days after the date on the certified mail receipt, respond in writing, notifying the Commission of his or her intended action with reference to the charges.

5. If the officer fails to notify the Commission within the specified time of his or her intention to appear in answer to the pending action, the Commission will:

(a) Consider the case on its own merits, using the statement from the head of the employing agency or the substantiated information derived from any independent investigation it deems necessary;

(b) Take no action pending the outcome of possible criminal action which may be filed against the officer; and

(c) Take no action pending the outcome of an appeal.

➥ The Commission's decision will be determined by a majority vote of the members of the Commission present.

6. When an officer notifies the Commission of his or her intention to appear and answer the charges pending against him or her, the Commission will elect to sit as a whole at a hearing or designate an independent hearing officer to hear the matter and make recommendations in writing to the Commission. The Commission will review the recommendations of any such hearing officer and arrive at a decision by majority vote of the members present.

7. The Commission will notify the officer of its decision within 15 days after the hearing.

8. An applicant for a certificate who has not been previously certified, but who would be subject to revocation for any cause set out in subsection 1, will not be granted a certificate.

9. If, upon receiving a written allegation that a peace officer is in violation of any provision of subsection 1 and that the facts and circumstances indicate that suspension rather than revocation would be in the best interests of the agency and law enforcement in general, the Commission will suspend the officer's certificate.

10. The Commission will provide each peace officer whose certificate is suspended with written notice of the suspension by certified registered mail. The suspension becomes effective 24 hours after receipt of the certified notice. The notice will contain a statement advising the officer of the right to a hearing.

11. Suspension of a certificate is not a bar to future revocation of the certificate and any prior suspensions may be considered as a factor if revocation is being considered by the Commission.

12. Five years after the revocation of a certificate, an officer may submit a written request to the Commission to allow him or her to reinstate his or her certificate. The Commission will schedule a hearing to consider whether to reinstate the officer's certificate. The Commission will notify the agency that requested the revocation of the date and time of the hearing. After the hearing, the Commission will determine whether to reinstate the certificate. If the certificate is reinstated, the Commission may establish a probationary period during which any misconduct by the officer would result in revocation.

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

BRIAN SANDOVAL
Governor

MICHAEL D. SHERLOCK
Executive Director

DECLARATION OF SERVICE

I, Bret A. Charlie, served the foregoing **Notice of Intent to Revoke** the P.O.S.T. basic certificate, which was issued pursuant to NRS 241.033 and NAC 289.290 which may include matters related to character, alleged misconduct, professional competence, physical or mental health, by personally serving:

Individual's Name: **SAVERIO A. SCARLATA II**

at [redacted] on this
(location)

19th day of October, 2016.
Day *Month* *Year*

I declare under penalty of perjury that the forgoing is true and correct.

Executed on this 19th day of October, 2016.
Day *Month* *Year*

Bret A Charlie
Signature of person serving the Notice

Bret A. Charlie
Printed name of person serving the Notice

B

State of Nevada - POST
UPDATE - Personnel Action Report (PAR)

Post ID Number: 21815

Last Name: Scarlata **First Name:** Saverio

MI: A **Suffix:** II

☐ **Name Change?**

Last Name: Scarlata First Name: Saverio

MI: A Suffix: II

☐ **Address Change?**

Street Address: [redacted]

City: [redacted] State: [redacted] Zip Code: [redacted]

County: [redacted] E-Mail:

Level Change? ○ Line ○ Supervisor ○ Management ○ Executive

○ Part Time ○ Full Time

☐ **Position Change requiring additional certification?** *Click this checkbox if an additional Basic Certificate will be awarded to this officer within 1 year from the Effective Date on this form (date of position change)*

Select the Certification:

Enter Academy Name:

Status Change? ○ Deceased ○ Retired ◉ Separated

NAC289.290 Notification

Pursuant to NAC 289.290(3) "The employing agency shall notify the Commission any time that it becomes aware that one of its officers has been charged with a crime that could result in denial, suspension or revocation procedures. Upon receipt of information alleging any of the causes enumerated in subsection 1, the Commission will determine whether to pursue revocation or suspension of the certificate of the officer."

Does the above NAC apply? ◉ No ○ Yes **If yes, provide details in the Comment field.**

Comments\Additional Information:

Terminated

Effective Date: 08/12/2014

Submitters Name: Brian Dillard

Submitters Phone: 7759452434

Submitters E-Mail: [redacted]

POST Update PAR form
Revised 05/05/2014

Submission number: 103958

STATE OF NEVADA

COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING

Hereby Awards the

Basic Certificate

To

SAVERIO A. SCARLATA II

For having fulfilled the requirements for Basic Certification as prescribed by Nevada Revised Statutes.

CATEGORY I

Governor

Executive Director, Commission on Peace Officers' Standards and Training

Presented this 21st day of May ,2004

(O) 389

Case No. JC14202

DA Case No. W14.0181

FILED
DEC 15 2014
Hawthorne Justice Court

IN THE JUSTICE COURT OF HAWTHORNE TOWNSHIP

IN AND FOR THE COUNTY OF MINERAL, STATE OF NEVADA

THE STATE OF NEVADA,

Plaintiff,

vs.

SAVERIO ANTHONY SCARLATA,

Defendant.

CRIMINAL COMPLAINT

COMES NOW, Plaintiff, State of Nevada, by and through ORRIN J.H. JOHNSON, Special Prosecutor, and hereby verifies and declares upon information and belief and under penalty of perjury, that SAVERIO ANTHONY SCARLATA, the Defendant above-named, has committed the crimes of:

COUNT I

UNLAWFUL TAKING OF A CONTROLLED SUBSTANCE, a violation of NRS 453.391 and NRS 453.421, a CATEGORY C FELONY, in the following manner:

That on or between the 25th day of July and the 2nd day of August, 2014, in Hawthorne Township, County of Mineral, State of Nevada, Defendant did unlawfully take, obtain, or attempt to take or obtain a controlled substance from a person authorized to administer, dispense, or possess said controlled substance, to-wit: That Defendant, acting outside his assigned duties, did take or attempt to take or obtain oxycodone pills, a Schedule II Controlled Substance, then in the lawful custody and control of a Mineral County Sheriff's

E

Deputy authorized to dispense or possess said pills, all of which occurred at the Mineral County Jail.

COUNT II

FALSE REPORT BY PUBLIC OFFICER, a violation of NRS 197.130, a GROSS MISDEMEANOR, in the following manner:

That on or between the 2nd and 6th days of August, 2014, in Hawthorne Township, County of Mineral, State of Nevada, Defendant, while employed as a Mineral County Sheriff's Deputy, did knowingly make a false or misleading statement in an official report or statement, to-wit: That Defendant did report to his superiors and/or to investigators from the Nevada Department of Public Safety that he suspected Natalie Hults was stealing prescription drugs of an inmate from the Mineral County Jail, knowing such statements to be false.

COUNT III

VIOLATION OF A TEMPORARY ORDER FOR PROTECTION AGAINST STALKING OR HARASSMENT, a violation of NRS 200.591(5)(a), a GROSS MISDEMEANOR, in the following manner:

That on or about the 8th day of November, 2014, in Hawthorne Township, County of Mineral, State of Nevada, Defendant did intentionally violate a temporary order for protection against stalking or harassment, to-wit: That Defendant did go to the Mineral County Sheriff's office in violation of an order issued by Hawthorne Township Justice of the Peace, Jay T. Gunter on October 22, 2014.

All of which is contrary to the form of statute in such cases made and provided and against the peace and dignity of the State of Nevada. Complainant prays that a summons and/or warrant be issued and that said Defendant be dealt with according to law.

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I declare under penalty of perjury under the law of the State of Nevada that the foregoing is true and correct.

DATED this 10th day of December, 2014.

By: _____
Orrin J.H. Johnson, Esq.
Special Prosecutor

CERTIFIED COPY
This document to which this certificate is attached is a full, true and correct copy of the original on file and of record in my office.
DATE: September 20 2016
CHRISTOPHER NEPPER, Clerk in and for the County of Mineral, State of Nevada.
By _____ Deputy

ROBERT L. AUER
District Attorney

STEPHEN B. RYE
Assistant District Attorney

http://www.lyon-county.org

OFFICE OF THE DISTRICT ATTORNEY
LYON COUNTY

801 OVERLAND LOOP, SUITE 308
DAYTON, NEVADA 89403
Phone (775) 246-6130
Fax: (775) 246-6132

31 SOUTH MAIN STREET
YERINGTON, NEVADA 89447
Phone: (775) 463-6511
Fax: (775) 463-6516

565 EAST MAIN STREET
FERNLEY, NEVADA 89408
Phone: (775) 575-3353
Fax: (775) 575-3358

December 10, 2014

Hawthorne Justice Court
P.O. Box 1660
Hawthorne, NV 89415
Attn: Ruby

Re: Saverio Scarlata

Dear Ruby,

Please find enclosed the criminal complaint that needs to be filed in your court on the above-named individual.

Should you have any questions or need anything further, feel free to contact me at (775) 463-6511.

Thank you for your cooperation in this matter.

Sincerely,

Sandra Ogolin

Sandra Ogolin
Legal Assistant

CERTIFIED COPY
This document to which this certificate is attached is a full, true and correct copy of the original on file and of record in my office.
DATE: September 20, 2016
CHRISTOPHER NEPPER, Clerk in and for the County of Mineral, State of Nevada.
By Dyan Vegas Deputy

14CR143

Lyon County Sheriff's Office

Arrest Report / Declaration of Probable Cause
☒ **and Misdemeanor Complaint**

Agency: Mineral County Sheriff's Office	**AR#**	
Court: Out of County	**IM#**	**Bail:** $6000.00

Arrestee's (Last, First, Middle) Name Scarlata, Saverio Anthony

AKA / Alias: Sammy

Physical Address: (Number, Street, City, State, Zip)	**Mailing Address:** (Number, Street, City, State, Zip)	**Residence Status:** ☐ Resident ☐ Non Resident ☒ Unknown	**If resident, how long in:** Nevada 34 Lyon County 0
[redacted]	[redacted]		

Race: White	**Sex:** Male	**DOB:** [redacted]	**Age:** [redacted]	**POB:** Unknown	**SSN:** [redacted]

OLN: [redacted]	**State** [redacted]	**HT:** [redacted]	**WT:** [redacted]	**Hair:** Brown	**Eyes:** Hazel	**Home phone:** Unknown

Occupation & Business Address: UNEMPLOYED — **Business phone:** N/A

Arrestee's Vehicle: Released to Other Person — **Registered Owner:** Scarlata, Saverio Sr

Vehicle Lic. No: 256YHH	**State:** NV	**Owner's Address:** [redacted]

Veh. Year: 1999	**Veh. Make:** Chevrolet	**Body Type:** 4DR	**Color:** Red	☐ Traffic ☒ Non Traffic

Offense date: 11/08/14	**Time:** 0043	**Location:** 105 South A Street	**Disposition of Arrestee:** Booked at Lyon County Jail
Arrest date: 11/08/14	**Time:** 1735	**Location:** SR 359 MN31	

NRS / ORD NO.	Charges:	F-G-M	Bail Amount: Including Assessment Fees	Case Number:
199.340(4)	Violation of Temporary Protection Order	M	$3000.00	2014110141C
199.340(4)	Violation of Temporary Protection Order	M	$3000.00	2014110141C

Arresting Deputy / Officer KYLE LESLIE **ID #** MN12

Transporting Deputy / Officer KYLE LESLIE **ID #** MN12

The undersigned, K. LESLIE, **a Peace Officer of** MINERAL COUNTY SHERIFF'S OFFICE **hereby declares under penalty of perjury that the above named defendant has been arrested on Probable Cause and is subject to detention for the above listed offense(s). Either personally or upon information and belief this officer learned the following facts and circumstances which support the arrest and detention.**

On 11/8/2014 at approximately 0955 hours, I was informed of a male subject possibly in violation of a temporary protection order in the parking lot of the Mineral County Sheriff's Office located at 105 South A Street #4, Hawthorne, Mineral County, Nevada. Sergeant Bret Charlie and I approached a red Chevrolet pickup bearing Nevada license plate #256-YHH in the parking lot and made contact with a male driver, identified as Saverio Scarlata. I had knowledge of Scarlata being the adverse party of a temporary protection order with a condition he was to stay away from the Mineral County Sheriff's Office due to it being the protected party's place of employment. Upon making contact with Scarlata he advised he did not know he couldn't be at the Sheriff's Office. He further advised me he had been there the previous evening and had entered the building. Further investigation was conducted on whether the parking lot was a violation of the protection order and video surveillance was reviewed for the prior evening. It was confirmed Scarlata was inside the Sheriff's Office at approximately 0043 hours. Scarlata was released at that time pending further investigation. Upon completing the investigation it was determined Scarlata was in violation of the protection order (#2014100323) issued by the Hawthorne Justice of the Peace, the Honorable Judge Jay T. Gunter on 10/22/14. Due to department policy and Scarlata being a former employee, he was transported to the Lyon County Jail and booked without incident.

You are hereby ordered to appear in : Out of County

Your court appearance date has been set for the 25th **day of** November , 2014 **at** 10:00 AM .

Wherefore the declarant requests that a finding be made by a Magistrate that Probable Cause exists to hold said person for Preliminary Hearing of (if charge is a felony or gross misdemeanor) or for trial of (if charge is misdemeanor).

Page 1 of 1 Declarant: _____ ID# MW1Q

Review for Probable Cause:

☐ P.C. found ☐ P.C. not found, Date: _____ Time: _____ _____ Magistrate

Defendant ordered released: Date: _____ Time: _____ Magistrate

(Rev. 04/14/2008) Word

Copy One – Court, Copy Two – Jail, Copy Three – LCDA, Copy Four – Arresting Deputy

11/9/20

jlbook.num = 14LY01642 **Confined LYSO**

Name Number: 645175

SAVERIO ANTHONY SCARLATA, White Male, DOB: 10/11/1980

Current Booking: 11/08/2014 19:18:22 Scheduled Release:

Current Location: ISO A Room 108

Release Type:	Inmate Release
Release Disposition:	Released to Bondsman
Release Time:	11/09/2014 05:16:52
Credited Release:	11/09/2014 05:16:52
Release By:	Bristol D N
Released To:	self
Release Location:	
Time left to Serve:	0 hours
Release Notes:	next court date 11-25-2014 @ 0900 Hawthoren Justice Court

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SAVERIO

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ture:

forward notice of non-appearance to:
SURETY INSURANCE COMPANY
in St.
City, South Dakota 57701

ONDS INC.
1616
Fallon, Nevada 89407

Case No. 2650

FILED

2016 MAR 18 AM 2:45

M Hodges

Pursuant to NRS 239B.030, the below-signed hereby affirms this document does not contain the social security number of any person.

IN THE ELEVENTH JUDICIAL DISTRICT COURT

IN AND FOR THE COUNTY OF MINERAL, STATE OF NEVADA

THE STATE OF NEVADA,

Plaintiff,

vs.

SAVERIO ANTHONY SCARLATA, II,

Defendant.

INFORMATION

SEAN A. ROWE, District Attorney within and for the County of Mineral, State of Nevada, in the name and by the authority of the State of Nevada, informs the above-entitled Court that SAVERIO ANTHONY SCARLATA II, the Defendant above named, has committed the offense of FALSE REPORT BY PUBLIC OFFICER, a violation of NRS 197.130, a GROSS MISDEMEANOR, in the following manner:

That said Defendant, on or between the 2nd and 6th days of August, 2014, at and within Mineral County, Nevada, while employed as a Mineral County Sheriff's Deputy, did knowingly make a false or misleading statement in an official report or statement, to-wit: That Defendant did report to his superiors and/or to investigators from the Nevada Department of

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Office of the District Attorney
Lyon County • Nevada
801 Overland Loop, Suite 308, Dayton, Nevada 89403 • 31 South Main Street, Yerington, Nevada 89447 • 565 East Main Street, Fernley, Nevada 89408

Public Safety that he suspected Natalie Hults was stealing prescription drugs of an inmate from the Mineral County Jail, knowing such statements to be false.

DATED this 9 day of March, 2016.

SEAN A. ROWE
Mineral County District Attorney

By: _____
Matthew Merrill, Esq.
Special Prosecutor

The witnesses known to the State at the time of the filing of this Information are as follows:

Martin Roberto

[redacted]

[redacted]

Office of the District Attorney
Lyon County • Nevada
801 Overland Loop, Suite 306, Dayton, Nevada 89403 • 31 South Main Street, Yerington, Nevada 89447 • 565 East Main Street, Fernley, Nevada 89408

Office of the District Attorney
Lyon County • Nevada
801 Overland Loop, Suite 308, Dayton, Nevada 89403 • 31 South Main Street, Yerington, Nevada 89447 • 565 East Main Street, Fernley, Nevada 89408

[redacted]

CERTIFIED COPY
This document to which this certificate is attached is a full, true and correct copy of the original on file and of record in my office.
DATE: September 20 2016
CHRISTOPHER NEPPER, Clerk in and for the County of Mineral, State of Nevada.
By _____ Deputy

FILED
FIFTH JUDICIAL DISTRICT
JUN 14 2016
MINERAL COUNTY CLERK
DEPUTY

Case No.

Dept No.

Pursuant to NRS 239B. 030, The undersigned hereby affirms this document does not contain the social security number of any person.

IN THE ELEVENTH JUDICIAL DISTRICT COURT OF THE STATE OF NEVADA,

IN AND FOR THE COUNTY OF MINERAL

THE STATE OF NEVADA,

Plaintiff,

vs.

SAVERIO (SAMMY) ANTHONY SCARLATA

Defendant.

_____/

GUILTY PLEA PURSUANT TO NORTH CAROLINA V. ALFORD(ALFORD PLEA)

1. I, SAMMY SCARLATA defendant above-named, understand that I am Charged with **MAKING A FALSE REPORT BY A PUBLIC OFFICER,** a violation of NRS 197.130, a gross misdemeanor.

2. I understand that the elements of this offense are that on or between the 2nd day and 6th day of August, 2014, in Hawthorne Township, County of Mineral, State of Nevada, while employed as a Mineral County Sheriff's Deputy, did knowingly make a false or misleading statement in an official report or statement, to wit:

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THAT THE DEFENDANT DID REPORT TO HIS SUPERIORS AND/OR TO INVESTIGATORS FROM THE NEVADA DEPARTMENT OF PUBLIC SAFETYTHAT HE SUSPECTED DEPUTY NATALIE HULTS WAS STEALING PRESCRIPTION DRUGS OF AN INMATE FROM THE MINERAL COUNTY JAIL, KNOWING SUCH STATEMENTS TO BE FALSE.

3. I desire to enter a plea of guilty pursuant to North Carolina v. Alford(Alford Plea) maintaining my innocence of all charges filed against me. I desire to enter my ***ALFORD PLEA*** in order to avoid conviction for a more serious offense, to wit: UNLAWFUL TAKING OF A CONTROLLED SUBSTANCE, A FELONY, A VIOLATION OF NRS 453.391 AND NRS 453.421, A CATEGORY C FELONY.

4. I have discussed the facts of this case many times with my attorney, JOHN E. OAKES, ESQ. I have instructed him that I do not want a jury trial under any circumstances. My counsel has indicated to me that I have a right to a jury trial and if I decided to proceed to trial he would use his best efforts to defend me of these charges. Insofar as I was a Deputy of the Mineral County's Sheriff's for many years, it is my desire to avoid a trial and prevent any embarrassment to me or my fellow deputies who may be called to testify against me. I have always maintained my innocence . I feel it is in my best interest that I accept the offer by the State as set forth . I desire to avoid a jury trial for these reasons stated.

Based upon the foregoing, I, SAMMY SCARLATA, desire to avoid a jury trial and avail myself of the plea bargain offered by the State, to wit:

Plead guilty pursuant to North Carolina v. Alford(Alford Plea) to Making a False Statement, a gross misdemeanor as set forth above. Additionally, the State will dismiss and/or not pursue any other counts filed against me. The State has agreed not to object to probation.

5. By entering my plea of guilty pursuant to ***NORTH CAROLINA V. ALFORD,*** I know and understand that I am waiving the following constitutional rights:

A. I WAIVE MY PRIVILEGE AGAINST SELF-INCRIMINATION;

B. I WAIVE MY RIGHT TO A JURY TRIAL, at which time the State would have to prove my guilt of all the elements of the offense(s) beyond a reasonable doubt;

C. I WAIVE MY RIGHT TO SUBPOENA WITNESSES FOR TRIAL ON MY BEHALF;

D. I WAIVE MY RIGHT TO CONFRONT MY ACCUSERS, that is, the right to confront and cross-examine all witnesses who would testify against me.

6. I understand the charge(s) against me and that the elements of the offense which the State would have to prove beyond a reasonable doubt.

7. I understand that I admit the facts which support all the elements of the offense by pleading guilty. I admit that the State possess sufficient evidence which would result in my conviction. I have considered and discussed all possible defenses and strategies with my counsel, JOHN E. OAKES, ESQ.

I understand that I have the right to appeal from adverse rulings on my pre-trial motions only if the State and the Court consent to my right to appeal in a separate written agreement. I understand that any substantive or procedural issue(s) which could have been raised at trial are waived by my plea of guilty. I understand that I have the right to appeal an adverse ruling upon my motion to suppress only with the permission of the Court and agreement by the State. Otherwise, I waive my right to appeal by entering my plea.

8. I understand that that the consequences of my plea are that I may be sentenced to 364 days in the Mineral County jail and may be fined in the amount of $2,000.

I also understand that I am eligible for probation .

9. In exchange for my plea , the State will not object to probation.

My counsel has informed me that the Department of Parole and Probation will prepare a presentence report to aid the Court at the time of sentencing. I further agree to cooperate with the Department of Parole and Probation.

I, further acknowledge that that agreement as set forth represents the entire agreement of the parties.

10. I understand that even though the State and I have reached this plea agreement, the State is reserving the right to present arguments, facts, and/or witnesses at sentencing in support of this agreement. I further understand that I have the right to present arguments, facts, and/or witnesses to support my request for probation in this matter.

11. Where applicable, should I fail to appear , I understand and agree that I will be responsible for the repayment of any and all costs incurred by the State or County in securing my return to this jurisdiction.

12. I understand that the State, at their discretion, is entitled to withdraw from the agreement and proceed with the prosecution of the original charge(s) or be free to argue for an appropriate sentence if I fail to appear for sentencing in this matter OR if prior to the date of my sentencing I am arrested in any jurisdiction for a violation of the law OR if I have misrepresented my prior criminal history.

13. I understand and agree that pursuant to the terms of the plea agreement stated herein, any counts which are to be dismissed and/or not pursued may be considered by the Court

at sentencing.

14. I understand that the Court is not bound by the agreement of the parties and that the matter of sentencing is to be determined solely by the Court. I have discussed the charge(s), the facts and the possible defenses and consequences of my plea with my attorney(s). All of the foregoing rights, waiver of rights, elements, possible penalties and consequences have been carefully explained to me by my attorney. My attorney have not promised me anything not mentioned in this plea agreement, and, in particular my attorney has not promised that I will get any specific sentence.

I am satisfied with my counsel's advice and representation leading to a resolution of this case. I am also aware that if I am not satisfied with my counsel that I should advise the Court at this time.

I believe that entering my plea is in my best interest and that going to trial is not in my best interest.

My attorney(s) have advised me that if I wish to appeal, any appeal, if applicable to my case, must be filed within thirty(30) days of my sentencing date and/or judgment of conviction.

15. I understand that this plea and resulting conviction will likely have adverse consequences if I am not a U.S. citizen.

16. **I offer my plea freely, voluntarily, knowingly and with full understanding of all matters set forth herein. I have read this plea memorandum completely and I understand everything contained within it.**

17. My plea of guilty is voluntary and is not the result of any threats, coercion or promises of leniency.

18. I am signing this Plea Memorandum voluntarily with the advice of my counsel, under no duress, coercion or promises of leniency. I also affirm that I can read , write and understand the ENGLISH LANGUAGE.

19. I do hereby affirm under penalty of perjury that all the assertions in this written plea agreement are true.

20. AFFIRMATION PURSUANT TO NRS 239B. 030: This document does not contain the social security number of any person.

DATED THIS 14, day of September, 2016.

Defendant
SAMMY SCARLATA

Attorney Witnessing Defendant's Signature

Prosecuting Attorney

CERTIFIED COPY
This document to which this certificate is attached is a full, true and correct copy of the original on file and of record in my office.
DATE: September 20, 2016
CHRISTOPHER [illegible], Clerk in and for the County of Mineral, State of Nevada.
By [signature] Deputy

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CERTIFICATE OF JOHN E. OAKES, ESQ

I, JOHN E. OAKES, ESQ., as the attorney for the Defendant, SAMMY SCARLATA, and as an Officer of the Court, do hereby certify that:

1. I have fully explained to the Defendant the allegations contained in the charge(s) to which this plea is being entered;

2. I have advised the Defendant of the penalties of the charge;

3. The plea of GUILTY(ALFORD) offered by the Defendant pursuant to this agreement is consistent with the facts known to me, is made with advice to the Defendant and is in the best interest of the Defendant.

4. To the best of my knowledge, the Defendant is competent and understands the charges and the consequences of pleading GUILTY (ALFORD)as provided in this agreement and was not under the influence of intoxicating liquor, a controlled substance or any other drug at the time of execution of this agreement.

AFFIRMATION PURSUANT TO NRS 239B.030: This document does not contain the social security number of any person.

DATED 4th this day of December, 2016.

By _____
JOHN E. OAKES, ESQ
State Bar No. 356
P.O.Box 41202
Reno, NV 89509

document to which this certif... is a full, true and correct co... the original on file and of record in my office.
DATE: September 20, 2016
... and for the County of ... State of Nevada.
By _____ Deputy

FILED

JUL 15 AM 7:49

CLERK

DEPUTY
MINERAL COUNTY NEVADA

Case No. CR2650

DA Case No. W14.0181

IN THE ELEVENTH JUDICIAL DISTRICT COURT OF THE STATE OF NEVADA

IN AND FOR THE COUNTY OF MINERAL

THE STATE OF NEVADA,

Plaintiff,

vs.

SAVERIO ANTHONY SCARLATA II,

Defendant.

JUDGMENT OF CONVICTION

On June 14, 2016 the above-named Defendant, **SAVERIO ANTHONY SCARLATA II**, Date of Birth: October 11, 1980, entered an Alford plea of to the crime(s) of **FALSE REPORT BY PUBLIC OFFICER, a GROSS MISDEMEANOR, in violation of NRS 197.130.**

Further, that at the time the Defendant entered the plea, this Court informed the Defendant of the privilege against compulsory self-incrimination, the right to a speedy trial, the right to a trial by jury, the right to compulsory process to compel witnesses to testify on behalf of the Defendant, and the right to confront the accusers. That after being so advised, the Defendant stated that these rights were understood and still desired this Court to accept the plea of an Alford.

Further, that at the time the Defendant entered a plea, and at the time of sentencing, the Defendant was represented by JOHN E. OAKES; also present in Court were the Mineral County Clerk, or the duly appointed representative, the Sheriff of Mineral County, or the duly appointed representative, the District Attorney of Mineral County, Nevada, or the duly appointed representative, representing the State of

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Nevada; and the Operations Supervisor, or the duly appointed representative, representing the Division of Parole and Probation.

The Court having accepted the Defendant's plea, and having set the date of June 14, 2016, as the date for imposing judgment and sentence and the Defendant having appeared at such time, represented by counsel, and the Defendant having been given the opportunity to exercise the right of allocution, and having shown no legal cause why judgment should not be pronounced at that time.

This Court thereupon pronounced **SAVERIO ANTHONY SCARLATA II** guilty of the crime(s) of **FALSE REPORT BY PUBLIC OFFICER, a GROSS MISDEMEANOR, in violation of NRS 197.130.**

In accordance with the applicable statutes of the State of Nevada this Court sentenced the Defendant to:

Imprisonment in the Mineral County Jail for a term of Three Hundred and Sixty-Four (364) days.

The Defendant is given no credit for pre-sentence incarceration time served.

In addition, said Defendant shall pay:

Pursuant to NRS 176.0913, Defendant must submit a biological specimen to determine genetic markers and/or secretor status.

The execution of said confinement shall be suspended and said Defendant shall be placed on probation for a period not to exceed three (3) years, subject to all the usual terms and conditions of probation, and further subject to the following special terms and conditions of probation:

1. That the Defendant completely abstain from the consumption, purchase or possession of any over-the-counter medications that contain alcohol or narcotics, unless prescribed by a licensed medical professional and with prior approval of his supervising officer.
2. That the Defendant shall not misuse any prescription drug during the entire term of probation and shall comply with any protocol as prescribed by a

treating physician, including, without limitation, any protocol concerning the use of psychotropic medication. Further, the Defendant shall disclose to his supervising officer any medication(s) prescribed by a health care professional.

3. That the Defendant shall submit to random drug testing.
4. That the Defendant shall undergo a substance abuse evaluation and comply with all treatment recommendations.
5. That the Defendant completely abstain from the use, consumption, purchase or possession of alcoholic beverages or controlled substances. Further, that the Defendant is subject to random drug and alcohol testing.
6. That the Defendant shall completely abstain from being present in any cocktail lounge, bar, liquor store, casino or any establishment where alcoholic beverages are the primary source of revenue whatsoever, except for employment purposes.
7. That the Defendant shall comply with any imposed curfew deemed necessary by Parole and Probation.
8. That the Defendant pay the following fees to the Mineral County Clerk a $25.00 Administrative Assessment fee and a $3.00 DNA collection fee (due by 06/17/16); a $250.00 Public Defender fee (due within 4 weeks from sentencing); a $2,000.00 fine (to be paid within the term of probation at a rate calculated by the Division).
9. That the Defendant shall have no contact whatsoever with Natalie Hults.

Therefore, the Clerk of the above-entitled Court is hereby directed to enter the Judgment of Conviction as a part of the record in the above-entitled matter.

DATED: This 13th day of ~~June~~ July, 2016.

DISTRICT COURT JUDGE

CERTIFIED COPY
This document to which this certificate is attached is a full, true and correct copy of the original on file and of record in my office.
DATE: September 22 2016
CHRISTOPHER MORGAN, Clerk in and for the County of Mineral, State of Nevada.
By D Gallegos Deputy

AGENDA ITEM 15

PUBLIC COMMENTS

The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

AGENDA ITEM 16 & 17

16. <u>DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.</u>
Schedule upcoming commission meeting.

17. <u>DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.</u>
Adjournment.