



# ANNUAL PHYSICAL AGILITY ASSESSMENT REQUIREMENT

## MARYLAND POLICE TRAINING AND STANDARDS COMMISSION

### PURPOSE

Effective July 1, 2022, all certified police officers in the State of Maryland, as defined by Public Safety Article § 3-201 must submit to a physical agility assessment as determined by the Maryland Police Training and Standards Commission (Commission). This physical agility assessment is a requirement for initial certification, and as a condition of certification, a police officer is required to submit to an annual physical agility assessment to establish continuing fitness to carry out the officer's assigned duties as a police officer.

### AUTHORITY

Public Safety Article § 3-209 requires a physical agility assessment to be completed annually by all certified police officers in the State of Maryland. The evaluation components listed below are required for certification of a police officer by the Commission pursuant to Public Safety Article Section § 3-209. This authority does not preclude or limit an agency from administering for employment purposes a separate wellness or physical testing program and/or standards in addition to this assessment.

### PHYSICAL AGILITY ASSESSMENT METHODOLOGY

The Commission has determined that a physical agility assessment must be directly related to job functions and tasks routinely performed by police officers. In 2021, a job task analysis was conducted for the Commission to identify the specific functions ordinarily performed by police officers. The basic job task functions were identified based on the frequency each task was performed or the importance of that task being performed properly. The results of this job task analysis identified particular physical functions that a police officer would need to perform based on frequency or importance. These physical functions will serve as the evaluation components of the Physical Agility Assessment.

Law enforcement agencies who conduct a comparative internally developed physical test may request their test be used in lieu of the Physical Agility Assessment evaluation components.



## IDENTIFIED COMPONENTS

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The following evaluation components were identified as part of the job task analysis.

1	The police officer will climb over a barrier.
2	The police officer will pull/drag a 150lb individual at least 15 feet.
3	The police officer will demonstrate the ability to run for a distance of at least 300 feet.
4	The police officer will demonstrate the ability to traverse up and down at least two (2) flights of stairs.

## LAW ENFORCEMENT AGENCY RESPONSIBILITIES

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Each law enforcement agency must arrange for an individual to submit to a physical agility assessment for initial certification as a police officer and schedule an annual physical agility assessment of all certified officers. Upon completion, each agency head (or designee) must attest in writing that each officer has the physical ability to carry out the officer's assigned duties. The law enforcement agency will retain records of the individual's assessment for a minimum of three years from the date of the assessment.

## COMMISSION RESPONSIBILITIES

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As part of the current in-service auditing process, the Commission will review that a law enforcement agency has the physical agility assessment process in place and that all certified officers have participated. The Commission will then review agency documentation attesting to each certified officer's physical ability to carry out assigned duties.

## FAILURE TO PARTICIPATE

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Officers who fail to submit to a physical agility assessment will be ineligible for initial certification or re-certification. Each agency must maintain documentation for each certified officer's physical ability to carry out the officer's assigned duties. In the absence of such documentation, the officer will be ineligible for initial certification or re-certification.

