

TOPIC: *Physical Fitness/Readiness Testing Development and Assessment Model*

INSTRUCTOR: Captain Greg Davis

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LENGTH: 4.0 hours

PRESENTATION DESCRIPTION: Historically, the application of physical fitness/readiness testing in law enforcement; as well as policy development; is an area of much controversy. However, thanks to the revolutionary work of the Texas Legislature; we are spearheading a new methodology both physically, and behaviorally, in regards to this sensitive and controversial issue. This lecture is designed to create an open forum where we can bring attention, and focus, on the state of physical fitness/readiness testing for law enforcement; and to share information regarding the development, and evolution, of the new DPS Physical Fitness/Readiness Testing Model. The forum will address, and share issues; as well as concerns, regarding: The Government Code; New policy development considerations (Testing Protocols within cycles; Corrective/Disciplinary Approaches; and Waivers); Age & Gender Demographic Population Performances; Trending legal issues (Title 7, Absolute v. Age and Gender); Injury Rates; Fitness Improvement Plans/Performance Employee Evaluations; General Health Screen (ETR-162) and ETR-164 Workbook; and the DPS Fitness Institute.

LEARNING OBJECTIVES: At the conclusion of the presentation, participants will be able to:

- Understand the issues/controversy regarding physical fitness/readiness testing for law enforcement.
- Understand the goal, and intent, of Texas Government Code Sec. 614.172 Physical Fitness Programs and Standards.
- Understand innovative methods/strategies in policy development regarding physical fitness/readiness testing within the incumbent and applicant populations.
- Understand how to bring non-compliant commissioned employees into compliancy with the use of Fitness Improvement Plans and the regulation of said plan; to include, understanding of how to integrate the performance employee evaluations.

- Understand the trending legal issues that affect physical fitness/readiness testing within law enforcement; to include, Title 7; Case law; EEO Age and Gender Adverse/Disparate Impact Analysis; EEOC;
- Understand how age and gender demographic populations are performing and how this normative testing is of critical importance to the longevity, and benefit, of the law enforcement officer.
- Understand how this new testing has decreased injury rates.
- Understand the importance of the ETR-162 General Health Screen; and how to implement such screen at no cost to employee.
- Understand how the ETR-164 is utilized to collect data from law enforcement agencies as they send their independent data to DPS for dissemination.
- Understand how the DPS Fitness Institute can assist agencies as they consider the adoption of the DPS Physical Fitness/Readiness Testing Development and Assessment Model

INSTRUCTIONAL AIDS: All participants will receive a CD that will contain the power point presentation.