



SUBJECT: Physical Fitness	POLICY NO: 215.1-215.5
DISTRIBUTION: Patrol and Detention	NO. PAGES: 3
EFFECTIVE DATE: August 28, 2023 REVISION DATE: August 28, 2028	
SPECIAL INSTRUCTIONS: None	

215.1 PURPOSE:

The purpose of this policy is to provide guidelines for certified peace officers and detention officers of the Yuma County Sheriff's Office ("Office") to attain and maintain a level of physical fitness commensurate with their job responsibilities.

215.2 POLICY:

It is the policy of this Office to hire, retain and maintain a level of physical fitness ability for Office employees. This policy is particularly addressed to certified peace officers and detention officers.

First line supervisors (Sergeants) and officers are required to participate in a physical fitness assessment program annually. Participation in the program is mandatory.


Every effort is made to hire those individuals who are able to demonstrate fitness levels established as a requirement of AZ POST for peace officers and a fitness level established for detention officers. First line supervisors (Sergeants) and officers will be required to maintain a fitness level consistent with optimal employee effectiveness and job performance.

215.3 DEFINITIONS:

Grandfathered Employee: An employee hired prior to January 1, 2020.

Hiring Fitness Standards: A total score of 384 points from the POPAT for Deputies; a total score of 150 points on the Modified POPAT for Detention Officers.

Modified POPAT: The same standards as the POPAT with the two wall obstacles removed from the evaluation process.

Approved by: 
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New Hire: An employee hired on or after January 1, 2020.

POPAT: Police Officer Physical Aptitude Test; consists of a 99-yard obstacle course, body drag, chain-link fence climb, solid fence climb, and 500-yard run.

215.4 PROCEDURE:

A. Standards for New Hire Employees: New Hire Employees will be required to meet physical fitness standards during the testing process. They will subsequently be required to demonstrate physical preparedness during an annual assessment.

1. The annual physical fitness assessment will be the Modified POPAT. New Hire Employees must achieve a minimum of 150 points.
2. All exercises/obstacles of the Modified POPAT shall be completed.

B. Standards for Grandfathered Employees: All grandfathered Detention Officers and Deputies are encouraged to meet the physical preparedness standards set forth herein.

1. Grandfathered Employees shall participate in the annual physical fitness assessment. They are not required to meet the established standards, but should strive to achieve the same fitness preparedness as New Hire Employees.

C. Standards for employees assigned to Specialty Assignments: C.I.R.T and S.R.T Commanders will develop and implement a physical fitness assessment outlined in an approved Standard Operating Procedure (SOP).

D. Failure to participate in the Annual Physical Fitness Assessment:

1. Failure to participate in the annual physical fitness assessment may result in the initiation of an Administrative Investigation, as defined in defined in Yuma County Sheriff's Office Discipline Policy, 203.1-203.5, "Discipline Procedure."
2. An injured, pregnant or ill employee will forward appropriate medical documentation to Human Resources and will be given an opportunity to re-test after providing proof of medical clearance. Re-test will be offered no less than twice the time on limited duty.
3. An employee on administrative leave (paid, unpaid, or disciplinary) or FMLA will be required to participate in the annual physical fitness assessment upon return to full duty.

E. Failure to Achieve Performance Standards (New Hire Employees Only):

1. New Hire Employees will be required to maintain established performance standards.
2. Failure to achieve standards as outlined will result in an entry in the employee's PPR.

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3. New hire employees will participate in another Modified POPAT within 90 days of the failed annual physical fitness assessment.
4. Subsequent failures will result in the initiation of an Administrative Investigation for failure to meet the Office standards, as defined in Yuma County Sheriff's Office Discipline Policy, 203.1-203.5, "Discipline Procedure."

F. Documentation of Scores of Annual Physical Fitness Assessment:
Documentation of all scores received during the annual physical fitness assessments will be made part of the permanent training record for each employee.

215.5 AMENDMENT

This policy is subject to amendment, revision and/or recession as required.

Approved by: 

Leon N. Wilmot, Sheriff

Date:

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