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Sheriff

# HARFORD COUNTY SHERIFF'S OFFICE PERSONNEL POLICY

## Physical Agility Assessment

<b>Distribution:</b>	<b>All sworn personnel</b>	<b>Index:</b>	<b>PER 0905</b>
<b>Responsible Unit:</b>	<b>Planning &amp; Research Division</b>	<b>Rescinds:</b>	
		<b>MD Code:</b>	<b>PSA § 3-201</b>

<b>Issued:</b>	<b>08/29/22</b>	<b>Reviewed</b>	<b>08/25/22</b>	<b>Next Review:</b>	<b>08/25/25</b>
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### 1. 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 & Standards Commission (MPTSC). This physical agility assessment is a requirement for initial certification, and as a condition of recertification, a police officer is required to submit to an annual physical agility assessment to establish continuing fitness to carry out the deputy's assigned duties.

### 2. Policy

All Harford County Sheriff's Office (HCSO) law enforcement deputies, at the ranks below Colonel who carry a MPTSC card, will submit to a physical agility assessment as described in this policy.

### 3. Procedure

#### A. Procedures

1. The administration of the physical agility assessment requirements will be developed, maintained, and provided by the HCSO Training Academy with approval of the Sheriff.
2. All law enforcement deputies will comply with the MPTSC regulations relevant to the physical agility assessment.
3. All law enforcement deputies will be required to perform the four mandated requirements of the physical agility assessment each calendar year.
4. All law enforcement deputies will wear appropriate fitness attire when completing the physical agility assessment.
5. Fitness instructors will evaluate the physical agility assessment along with Training Academy staff, if needed.

#### B. Assessment Components

1. All law enforcement deputies must demonstrate a continuous effort to complete each component once started. Should the law enforcement deputy stop before completing the component, the evaluator will record the component as "not completed."

- a. A law enforcement deputy will have at least two minutes of rest between each component.
- b. The physical agility assessment components will be performed in the following order:
  - i. The law enforcement deputy will demonstrate the ability to run for a distance of at least 300 feet.
    - a) The law enforcement deputy may not have two feet on the ground at the same time.
  - ii. The law enforcement deputy will demonstrate the ability to traverse up and down at least two flights of stairs.
    - a) The deputy may use the handrails for balancing only.
    - b) The deputy can only have one foot on a step at a time.
    - c) The deputy must traverse the entire component face forward.
  - iii. The law enforcement deputy will pull/drag a 150-pound individual at least 15 feet.
    - a) A weighted dummy or a substitute prop may be used.
    - b) A weighted dummy will be posed in a supine position.
    - c) If the deputy's grip is lost on a dummy, a continuous effort to reacquire the dummy must be observed, or the assessment component will be deemed incomplete.
    - d) The surface used for dragging the dummy/prop will be a low-profile carpet.
  - iv. The law enforcement deputy will climb over a barrier.
    - a) The barrier will be approximately 32 inches tall.
    - b) The deputy must land in a controlled safe manner.

C. Failure to complete

1. Law enforcement deputies who fail to complete any component of the physical agility assessment requirements will:
  - a. Be allowed a second attempt to complete the failed component(s) prior to the end of the training session.
  - b. Be afforded the opportunity to complete the component(s) again within 45 to 60 days if the deputy does not complete the component(s) on the second attempt.
2. If a law enforcement deputy does not complete any component(s) again, after a second attempt, a Memorandum (SO-212) will be submitted by the evaluator through the chain of command to the Services & Support Bureau Chief.

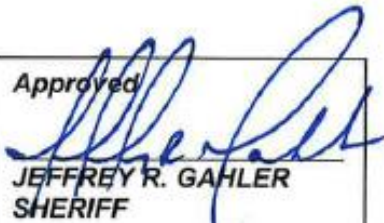
3. A fitness for duty examination may be ordered by the Services & Support Bureau Chief if the deputy fails to successfully complete the component(s) after the second attempt.

D. Remedial Training

1. Any law enforcement deputy who does not fully complete the physical agility assessment will be provided a fitness performance plan from a fitness instructor.
2. A fitness instructor will:
  - a. Develop a fitness plan in collaboration with the deputy within three days of the initial physical agility assessment date;
  - b. Remotely monitor and assist the deputy during the period before the 46-to-60-day reassessment date;
  - c. Forward the fitness plan to the Training Academy for entry into Guardian under the category "Development of Employee;" and
  - d. Schedule and evaluate the reassessment within the 45-to-60-day period of the original physical agility assessment.
3. If a deputy does not complete any required component(s), a Memorandum (SO-212) will be submitted by the evaluator through the chain of command to the Services & Support Bureau Chief.
4. A determination will be made if additional training will be afforded or other administrative or performance options will be initiated.

E. Documentation

1. The Training Academy will retain records of the law enforcement deputy assessment for a minimum of three years from the date of the physical agility assessment.

Approved  
  
JEFFREY R. GAHLER  
SHERIFF  
DATE 8/29/22