

MINIMUM FITNESS STANDARDS DIRECTIVE

Effective January 1, 2011

Purpose To Identify and establish the minimum fitness standards for Ohio Department of Natural Resources (ODNR) Commissioned Officers. Provide mandatory testing for all Commissioned Officers hired after 1/1/04 & voluntary testing for all Commissioned Officers hired before 1/1/04.

Authority Fraternal Order of Police, Ohio Labor Council, Inc., Unit 2 (FOP/OLC CONTRACT, Article/Section 31.05); Director, ODNR

Reference Ohio Peace Officer Training Academy (OPOTA)
Cooper Institute
FOP/OLC CONTRACT, Article/Section 31.05
Department Discipline Policy
ODNR Law Enforcement Officers Physical Fitness Standards Handbook
Health Screening Questionnaire
Medical Release Form
Agreement/Acknowledgment for Pre-Hire Testing
ODNR Physical Fitness Standards Informed Consent

Resource Labor Relations Section, ODNR-Office of Human Resources

1. Introduction

The ODNR recognizes a need for Commissioned Officers to maintain a minimum physical conditioning due to the nature of the work performed. Therefore, the ODNR shall offer both a mandatory and voluntary physical fitness testing program for all FOP/OLC and Exempt Commissioned Officers.

2. Mandatory Testing

Commissioned FOP/OLC and Exempt Officers hired and/or commissioned after 1/1/04 are required to comply with the Ohio Peace Officer Training Commission (OPOTC) Basic Training Program Physical Fitness Standards to obtain initial employment with the ODNR. During each Division's annual testing period, the aforementioned Commissioned Officers are required to comply with the ODNR Physical Fitness Standards found in the ODNR Officer's Physical Fitness Handbook to retain employment with ODNR.

3. Voluntary Testing

For Commissioned FOP/OLC and Exempt Officers hired and/or commissioned before 1/1/04, physical fitness testing is voluntary. Interested Commissioned Officers shall receive one opportunity during the annual testing to comply with the ODNR Physical Fitness Standards in an attempt to receive the pay supplement. Voluntary testing shall occur during the scheduled testing hours only and employees shall not incur overtime in the pursuit of passing the physical fitness requirements.

4. Pre-Hire Physical Standards Testing

Prospective ODNR applicants shall submit a completed ODNR Agreement/Acknowledgment for Pre-Hire Testing form before taking a pre-employment physical fitness test. Prospective applicants are required to successfully pass the OPOTC Basic Training Program Physical Fitness Standards at the 50% requirement for the appropriate age/gender.

5. Annual Physical Standards Testing

ODNR shall conduct annual fitness testing in the spring of each year. All Commissioned Officers will have the option to participate in one of two annual testing procedures:

Financial Incentive Test (FIT)

This test shall be administered to Officers who elect to pursue the financial incentive found in Article 31.05 of the FOP/OLC contract with the State of Ohio and in this directive. Each Officer who passes the FIT shall receive the appropriate supplement at the commencement of the next fiscal year (July 1-June 30). Commissioned Officers who meet the annual physical fitness testing requirements after July 1 shall receive the appropriate supplement payment within thirty (30) days of successful completion of the testing.

ODNR Commissioned Officers shall receive the following bi-weekly fitness allowance (effective 7/1/07) at the appropriate percentages for successfully passing the FIT:

1. 40% \$10.00
2. 50% \$20.00
3. 60% \$30.00

Commissioned Officers meeting the FIT Standards at different percentages when completing the three (3) components of the test shall receive the supplement based upon the lowest acceptable percentage. Thus, a Commissioned Officer passing the one minute sit-ups at the lowest level but the remainder of the testing at the highest shall receive the supplement applicable to the lowest level of passing. Officers who successfully meet the required standards are not permitted to take any subsequent testing in an attempt to increase the corresponding supplement.

Wellness & Employment Test (WET)

This test shall be administered to Commissioned Officers who decline to pursue the FIT. Officers who elect to test in this track relinquish their right to test for the financial incentive for the applicable year and understand that they are merely testing to maintain their employment with ODNR.

Both the FIT and WET testing methods, procedures and requirements for passage are found in the *ODNR Law Enforcement Officers Physical Fitness Standards Handbook*. Commissioned Officers are required to complete these testing components as directed by the Handbook. Test results shall determine FIT and WET passing pursuant to each Officer's age/gender as indicated. These standards are subject to change as determined by the ODNR.

6. Corrective Action

The ODNR shall remove any Commissioned Officer governed by the mandatory physical fitness requirement who fails to successfully pass the ODNR Physical Fitness Standards after (3) attempts in a ninety (90) day period.

Pursuant to Article/Section 28.01 of the FOP Labor Agreement and OAC 123:1-30-01, the ODNR retains the right to request an independent medical examination (IME) of a Commissioned Officer to determine the ability of the Officer to perform the substantial and material duties of the employees position.

7. Testing Administration

Only Instructors trained in physical fitness standards protocol by OPOTA or equivalent shall administer physical fitness tests and follow the standards outlined in the *ODNR Law Enforcement Officers Physical Fitness Standards Handbook*.

Office of the Director:

Approve

Disapprove

Sean D. Logan 12.28.2010
Sean D. Logan Date