

# General Order

## Houston Police Department



ISSUE DATE:

February 20, 2019

NO.

300-19

REFERENCE: Supersedes all prior conflicting Circulars and Directives, and General Order 300-19, dated January 16, 2002

**SUBJECT: PHYSICAL FITNESS AND AGILITY PROGRAM**

### POLICY

The department, in compliance with the most current Meet and Confer Agreement, shall maintain a voluntary Physical Fitness and Agility Program to serve as an incentive for officers to improve their physical condition. However, any physical assessments should be undertaken with due regard for an officer's current physical condition. The department strongly encourages a complete physical examination before undertaking a physical exercise program or agility testing.

Officers who take the department's physical agility test (PAT) shall do so while off duty. Officers may utilize any personal leave hours for this purpose.

Personal Day (PD) hours or PAT award money shall be awarded in accordance with the terms of the current Meet and Confer Agreement to officers who pass the PAT.

Officers shall be entitled to workers' compensation coverage (unless excluded by the Texas Workers' Compensation Act and/or court decisions) while participating in firearms qualification and practice, training, and/or the PAT only when performed at a department authorized location.

This General Order applies to classified employees only.

### 1 PHYSICAL AGILITY TEST

The Training Division shall administer two types of physical agility test courses: Physical Agility Test for Monetary Incentive and Physical Agility Test for Personal Day Incentive. In an effort to administer the PAT with the highest level of integrity, the following guidelines shall be followed.

- a. "Walk-ins" for a PAT shall not be allowed under any circumstances. To ensure fairness and equality in the process, all classified personnel regardless of rank are required to register for the PAT via the Talent Management System (TMS) and follow the testing guidelines. Registration shall be on a first-come, first-served basis.
- b. The Training Division shall schedule the PAT to allow the maximum number of participants each month.
- c. Officers (except those in the Phase Down Program) may participate in a physical agility test more than once per City of Houston fiscal year to obtain a higher score for the purpose of the PAT recognition program (see section 2 below). However, no officer shall be awarded an incentive more than once per fiscal year for passing the PAT.
- d. The physical agility test shall be conducted according to the Meet and Confer Agreement and as approved by the Training Division.

e. Individuals who want to utilize the bicycle test shall sign in on arrival at the test site and complete the test immediately after signing in.

Details of the physical agility test, monetary incentive, and personal day incentive are provided in the most recent Meet and Confer Agreement.

**2 PHYSICAL AGILITY TEST UNIFORM PIN AND RECOGNITION PROGRAM**

The PAT pin shall be awarded to classified personnel who successfully pass the physical agility test. The pins shall be available following each PAT.

The PAT pin shall be affixed to the uniform shirt in accordance with General Order 300-15, **Appearance and Grooming Standards**.

In addition to issuing the PAT pin, the department shall recognize the top three individuals who have the best cumulative average in all of the PAT events for each of the following age and gender groups:

<b>Male</b>	<b>Female</b>
20-29 years of age	20-29 years of age
30-39 years of age	30-39 years of age
40-49 years of age	40-49 years of age
50-59 years of age	50-59 years of age
60+ years of age	60+ years of age

The PAT recognition shall be in the form of medals (gold, silver, and bronze). Questions regarding the PAT pin or the recognition program should be directed to the Training Division Defensive Tactics Unit.

**3 RELATED GENERAL ORDERS AND REFERNCE MATERIAL**

- 300-09, **Absence from Duty – Classified**
- 300-15, **Appearance and Grooming Standards**
- Meet and Confer Agreement – Classified**



**Art Acevedo**  
**Chief of Police**