

ESSENTIAL FUNCTIONS & PHYSICAL FITNESS

PURPOSE: This Department recognizes that law enforcement work poses both physical and mental challenges that are better met by officers who maintain a certain level of physical fitness.

POLICY: To meet these challenges it is the policy of this Department to encourage all employees to improve and maintain their health and fitness level and to require periodic testing of officers assigned to law enforcement duties to ensure an acceptable level of fitness is maintained.

PROCEDURES:

I. ESSENTIAL FUNCTIONS AWARENESS PROGRAM

- A. The Jacksonville Civil Service Commission asserts that a constructive physical fitness program is necessary for officers to carry out the duties of the Jacksonville Police Department, and promotes a healthy and safe atmosphere for the Department and citizens of the City of Jacksonville.
- B. The Essential Functions Awareness Program has been approved as a standard of physical performance required for officers at all levels within the Department. Each officer will be required to perform, on an annual basis, a variety of physical activity as outlined by this Program.
- C. Every new hire officer must pass the Essential Functions Awareness Program during new hire orientation.
- D. Any officer refusing to participate in the Essential Functions Awareness Program without an approved medical excuse will be in violation of this policy. A distinction shall be made between temporary and permanent medical conditions, with the Chief of Police reviewing and determining acceptance of all medical conditions and excuses provided.
- E. Any employee of the Department who fails to successfully complete all phases of the Essential Functions Test within the prescribed time period will be given an opportunity within the next forty five (45) calendar days in which to successfully pass said test; the test will be scheduled by the Chief of Police or his designee. During this forty five (45) day period, the officer will not be eligible to be promoted until he has successfully completed the Essential Functions Test.
- F. Each employee will use their own time to prepare for retesting; no overtime requests for preparation will be accepted. The Training Section will assist the employee in a conditioning program to help prepare the employee to successfully complete the Essential Functions Test, if requested.
- G. Failure of the employee to successfully complete the test will result in the officer being placed on light or modified duty pending the outcome of a "fit for duty" medical evaluation by the City Physician. If the officer is found fit for duty and still cannot successfully pass the Essential Functions Test, other options will be considered
- H. The Police Department's Essential Functions Awareness Program is an examination that tests the officer's physical agility, mobility, flexibility, and stamina. All tests are job related and fall within guidelines established by the Americans with Disabilities Act of 1990. The police officer will wear range clothing, vest, and duty belt to accomplish the test. The following is a brief description of each task to be accomplished:
 1. Stair Climb - Climb a set of stairs;
 2. Descend Stairs -descend a flight of stairs;