

A REPORT  
TO DCSO LEADERSHIP AND THE DAVIS COUNTY AUDIT  
COMMITTEE



A Performance Audit of DCSO's Physical Fitness Policy for POST  
Certified Deputies

April 15, 2024

Curtis Koch  
Davis County Auditor

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Internal Auditor

## Scope

A performance audit was conducted at the request of Davis County Sheriff Kelly Sparks to evaluate the current DCSO physical fitness policy for POST-certified Deputies, see [attachment A](#). As part of the audit, the current fitness policy was reviewed in detail, and additional questions were asked of staff who oversee the actual testing portion of this policy.

The policy applies to all DCSO deputies who fall into any of the following three categories: Law Enforcement Officer (LEO Certified), Special Functions Officer (SFO), or Basic Corrections Officer (BCO). The majority of personnel at DCSO are certified under one or multiple areas listed above and, therefore, subject to the physical fitness policy and the accompanying testing requirements. Some DCSO staff employed by DCSO are not subject to this policy if their job is related to an administrative or support role.

Before a performance audit can be conducted, it must be authorized by the Davis County Commission. This performance audit was approved by the Commission in 2023; see [attachment B](#). The scope of work to be conducted was finalized and agreed to by Sheriff Kelly Sparks.

## Objectives

As agreed upon with DCSO leadership, the Audit reviewed the following objectives as listed below:

- Determine if the Davis County Sheriff's Office Physical Fitness (PT) policies and practices comply with Utah State law
- Compare current PT policy and practices to other local and state law enforcement agencies to see a baseline and identify best practices
- Determine if current policies and practices encourage sworn officers to maintain a reasonable level of job-related physical fitness
- Analyze and review current policy, then provide actionable recommendations as needed

## Determine if DCSO Physical Fitness Policy and practices comply with state law

The standards required by DCSO's current PT policy were developed and validated through the Cooper Institute, see [attachment C](#). The background section of this policy states: "The standards performed by the FBI have shown that a key factor for police survival in shooting situations is physical fitness level. A California POST study showed physical conditioning as being significant in reducing police injuries and deaths. Utah POST requires a minimum level of physical fitness for correctional officer and peace officer certification. In short, physical fitness is a proven component of law enforcement readiness and one of an officer's prime survival tools in a street encounter. The validation process provides substantial evidence that components of physical fitness (cardiovascular endurance, muscular strength, muscular endurance, anaerobic power) predict the ability of a deputy to perform physical, essential job-related tasks."

The standards outlined in this policy have been designed to reasonably assure that all deputies will be able to perform the essential physical duties of their jobs. This policy is in compliance with Utah State laws. In fact, this policy has a provision that makes reasonable accommodations for deputies who are medically unable to participate in the physical testing requirements. Further, a deputy who believes they have a medical condition that would preclude participation in the physical testing is encouraged to contact DCSO Human Resources.

## **Recommendation**

DCSO Administration should continue to explore improvements to this policy that may encourage all deputies to successfully pass the physical testing requirements as outlined in this policy. For example, some local law enforcement agencies have elected to test their staff twice per year as a means to motivate LEO-certified staff to pass the physical fitness testing requirements successfully.

## **Comparison of current PT policy and practices to POST Fitness Standards:**

DCSO has benchmarked its current physical fitness standards for post-certified deputies to the exit LEO standards established by the Utah Peace Officer Standards and Training (POST).

As documented on the Utah Post website, their current exit standards include the following:

- Vertical Jump (17.5 inches)
- Push-Ups (21 Reps-Minimum repetitions with no time constraint and no rest during this phase of the test)
- Isometric Plank (1:30 – One Minute)
- 1.5 Mile Run (14:46)

In comparison, the current DCSO physical fitness policy outlines the following requirements:

- Vertical Jump (13 inches)
- Push-Ups (21, no time limit)
- Sit-ups (29 to be completed within one minute or high plank for 1.30 minutes)
- 1.5-mile run (16 under minutes)

DCSO has also defined a minimum physical fitness standard (50% of minimum standards are):

- 6-inch vertical jump
- Push-Ups (10)
- Sit-ups (14)
- 1.5 Mile run (24 minutes)



DCSO standards are comparable to the Utah Post standards; however, each tested area is slightly lower, with the exception of push-ups. Chad Barnes (Fitness Testing Coordinator) said DCSO's fitness policy intended to keep the fitness standards within an acceptable margin of POST exit standards but not more difficult than.

DCSO has two levels of recognition awarded to qualifying deputies, Master and Elite. A deputy is awarded points for each physical test, with an aggregate score of 195 points for Master and 260 points for Elite. Additional leave is provided to those deputies as an incentive for being a high-level performer on the physical fitness test.

## Comparison of current PT policy and practices to other local LEO-certified agencies:

As part of the Audit, we asked other local law enforcement agencies questions regarding their current physical fitness requirements and practices. Representatives from each agency provided the following information regarding their current physical fitness requirements:

Agency	Fit Standard Req.	% LEO Cert. PASS	Type of FIT Test	Discipline Type
Davis CO.	Yes	82%	Post Type	Retest
Weber CO.	Yes	90%	Post Type	Perf. Eval Impact
SL CO.	New Hire only	NA	NA	NA
UTA	No	NA	NA	NA
Utah CO.	New Hire only	NA	NA	NA
UHP	Yes	100%	Obstacle Course	Retest/Light Duty
Layton PD	Yes	100%	Obstacle Course	Retest/Grace per.
Bountiful PD	Yes	100%	Obstacle Course	Perf. Eval Impact
WVC PD	Yes	99%	Obstacle Course	Retest/Light Duty
Ogden PD	Yes	99%	Obstacle Course	Retest/Termination

Seven of the ten law enforcement agencies who participated in the survey require LEO-certified personnel to pass a fitness test at least annually successfully. Of note is that more than half the agencies have opted to assess fitness using an obstacle course because it better reflects the physical demands encountered by personnel while on duty.

Other insights learned from the survey include the following information:

- Local police departments (PD) and UHP require every LEO-certified person to pass a physical fitness assessment at least annually. Personnel who cannot pass that assessment are placed on light duty (desk job) and then retested. At least one agency will terminate if the physical assessment is not completed successfully after a retest.
- Salt Lake County and Utah County do not require LEO-certified personnel to pass a physical assessment. Davis and Weber Counties have a mandatory requirement; however, if personnel do not pass, they are still considered fit for duty.

- Most local PDs test personnel twice per calendar year and prefer to assess fitness using an obstacle course to measure fitness rather than a traditional POST-type test. The local PDs also feel it better represents the fitness level necessary to perform the required job-related duties
- Most personnel find it easier to pass the obstacle course rather than POST type test
- Incentives for passing a physical fitness assessment vary by agency and include:
  - Ability to drive car home at night or to the gym after work,
  - Additional leave awarded
  - Paid time to train during break periods
  - Cash incentives are not the standard reward, but one agency gives a \$50 reward for top performers on the PT assessment. Weber County is considering a cash incentive instead of paid leave as a reward.
- Other Discipline:
  - Some agencies will rule personnel ineligible for promotion for not passing the PT assessment.
  - Other agencies restrict privileges such as personal use of police vehicle
  - Not passing can lead to being taken off active-duty job assignments
  - Discipline varies by department and seems to be more severe at the Local PD level

## **Recommendation**

DCSO's current physical fitness policy appears comparable to Utah POST standards and other local enforcement agencies. With one significant exception, local PDs require all LEO-certified personnel to pass a physical fitness assessment successfully, or they may not be considered fit for duty. DCSO may consider whether or not a lack of fitness factors is involved in determining if LEO-certified personnel are fit for duty.

Incentives can be suitable and appropriate, but there should be consequences for not achieving a defined fitness standard that is mandatory. The Auditor's Office recommends that if an officer is not fit for duty, appropriate disciplinary action should be taken, for example (the annual performance appraisal process affected by fitness assessment results).

## **Determine if current policies and practices encourage sworn officers to maintain a reasonable level of job-related physical fitness**

The following data provides more insight into the total population of deputies who took the physical fitness test:

- 154 Deputies took the physical fitness test
- 29 Deputies failed to meet standard
- 27 Deputies did not take the test (reasons include maternity leave, military leave, or did not take the test)
- Of 154 who passed 24, achieved Master status



- Of 154 who passed 30, achieved Elite status ((highest possible passing status)
- Of 154 who passed 71, achieved the standard

All deputies who passed with Master or Elite status were awarded 8 additional hours of paid time off. Paid time off may motivate some to maintain an acceptable level of physical fitness but most likely will just benefit those already committed to maintaining that standard.

Per the current policy, participation in the physical fitness test is mandatory annually for all sworn/certified deputies. All sworn deputies are expected to pass at the current minimum standard or better. Any deputy who fails to appear and participate in the physical assessment test will be subject to discipline. Further, if a deputy is unable to meet the minimum standard set forth in the physical fitness policy, the deputy's supervisor will work with the deputy via monitoring and coaching.

When I discussed the idea of disciplining a sworn deputy for not taking the physical assessment or not achieving the minimum standard, the DCSO Testing Coordinator mentioned that he was not aware of any discipline being administered. We also discussed what possible discipline might look like or who would administer such discipline. Currently, per the policy, supervisors are responsible for overseeing the successful completion of the physical fitness assessment for all deputies under their chain of command.

## **Recommendation**

DCSO administration should determine the best methods to promote compliance with the physical fitness standards. One method is to create a fitness-conscious culture that the entire organization embraces; usually, this type of culture must be established by top leadership and permeate throughout the organization.

Supervisors are responsible for administering discipline when a deputy fails to reach the minimum standard. To be effective, supervisors need to be trained on what appropriate discipline should look like. If DCSO leadership determines that it is unnecessary or not required to discipline deputies for not achieving minimum physical fitness standards, consider revising the current policy to eliminate that option. It is the recommendation of the Auditor to pursue a carrot-and-stick approach through a combination of incentives and discipline.

## **Conclusion**

The question that needs to be answered is, how can the current physical fitness policy be altered to encourage a higher level of physical fitness by all DCSO-certified deputies to meet the physical demands of the job? A majority of sworn/certified deputies passed the annual physical fitness assessment; however, 29 deputies didn't pass, and 27 deputies didn't take the test for various reasons.

Deputies incapable of meeting the fitness requirements outlined in the current policy need a clearly defined timeline to become compliant with the policy. Currently, supervisors are responsible for assessing and implementing a plan; this approach may not be the best method to achieve the desired

outcome. To achieve a higher level of fitness as a department, the messaging and expectations related to compliance with the fitness policy should come from the top down.

To increase the number of deputies willing and able to take and pass the physical fitness assessment, consider administering the assessment multiple times throughout the year. Further, create a means to measure and track overall fitness at the individual level and overall as a department. As part of the plan to promote a fitness-minded culture, consider what incentives or discipline will motivate deputies to meet and exceed the fitness requirements.

Lastly, DCSO should consider whether a post-type test or an obstacle course better evaluates whether an officer is fit for duty.

The cooperation of DCSO personnel while conducting this performance audit is greatly appreciated. A response from DCSO leadership or the Davis County Audit Committee will be attached to the audit when a response is provided.



# **Davis County Sheriff's Office**

**Kelly V. Sparks**  
Sheriff

**Arnold Butcher**  
Chief Deputy  
Corrections

**Andrew Oblad**  
Chief Deputy  
Administration

**Taylor West**  
Chief Deputy  
Law Enforcement

Curtis Koch, Davis County Auditor  
Commissioner Bob Stevenson  
Commissioner Lorene Kamalu  
Commissioner Randy Elliott

July 10, 2023

Commissioners and Mr. Koch,

I would like to officially request the Auditor's Office conduct a performance audit regarding the physical fitness (PT) policy, physical fitness requirements for sworn peace officers, and testing procedures of the Davis County Sheriff's Office.

I was recently notified by the Human Resource Director, Chris Bone, that an anonymous complaint had been filed online by an individual concerned that the physical fitness policy and practices at the Sheriff's Office were insufficient.

I would like an independent audit to examine whether the Sheriff's Office PT policies and practices comply with state law, and whether they are comparable to local industry standards and/or practice at other Utah law enforcement or correctional agencies. I would also like the audit to assess whether the policies and practices currently in place at the Sheriff's Office adequately encourage our sworn officers to maintain a reasonable level of job-related physical fitness.

We will be pleased to provide auditors with copies of all Sheriff's Office policy regarding physical fitness or any other documents they may require. Auditors will be given full access to our training records and will be welcome to attend any physical fitness testing session.

Currently there are no standards established by state law or by Utah Peace Officer Standards and Training (POST) for in-service officers. State law does require pre-service officers pass a physical fitness test prior to being certified. POST establishes the performance standards which must be passed prior to graduation from the police academy.

Although there is no legal or POST requirement related to physical fitness for in-service officers, the Sheriff's Office has worked hard over several years to develop and refine a physical fitness program. Our goal is to ensure the program strikes the right balance considering differing ability levels of our personnel and the need to maintain an acceptable level of physical performance.

Physical fitness is important to me, and to our office, and I would be pleased to receive any suggestions that may help us better achieve this balance.

Thank you for your consideration of this request,

Kelly Sparks,  
Davis County Sheriff





## Davis County Commission

Commissioner Randy B. Elliott    Commissioner Lorene Miner Kamalu    Commissioner Bob J Stevenson

August 4, 2023

### MEMORANDUM




To:    Curtis Koch, Auditor  
         Sheriff Kelly Sparks

Re:    Performance Audit

We have received the request by Sheriff Sparks for the Auditor's Office to "conduct a performance audit regarding the physical fitness (PT) policy, physical fitness requirements for sworn peace officers, and testing procedures of the Davis County Sheriff's Office."

We feel this is a positive direction for the Sheriff's Office and support Sheriff Sparks. In accordance with this and associated requests and provisions of compliance included in Sheriff Sparks' request, we authorize the Auditor's office to conduct said performance audits.

Signed:

    
Lorene Miner Kamalu                      Bob J Stevenson                      Randy B. Elliott

## Physical Fitness for P.O.S.T. Certified Deputies

### 1017.1 PURPOSE AND SCOPE

The purpose of this policy is to establish specific physical fitness standards for DCSO deputies. This policy applies to all part-time and full-time, merit and non-merit deputies in the Sheriff's Office. The standards have been designed to reasonably assure all deputies will be able to perform the essential physical duties of their jobs, to efficiently serve the public, and to provide an acceptable level of safety to co-workers.

The Davis County Sheriff's Office (DCSO) recognizes the operational need for Peace Officer Standards and Training (POST) certified deputies to be physically able to perform specific job duties. These duties involve the ability to respond effectively to the unknown, to pursue, to restrain, to conduct searches, to respond to emergencies, and to safely engage in dangerous, life-threatening situations. A state of fundamental physical fitness is therefore necessary to safely and effectively perform the duties of a deputy sheriff. While these types of situations may occur infrequently, inadequate performance, or an inability to perform at all, can place the County, the Sheriff's Office, and, most importantly, a deputy sheriff in a position of danger or liability. The ability of each deputy to perform these essential job duties is strongly related to the deputy's overall physical fitness.

### 1017.2 DEFINITIONS

**Essential Job Functions** – Essential job functions are the basic job duties an employee must be able to perform, with or without reasonable accommodation. Factors to consider in determining if a function is essential include, but are not limited to, the following:

- If the position exists to perform that function, or, if removed, would require fundamentally altering the position;
- Those employees available to perform the function; and/or
- The degree of expertise or skill required to perform the function.

**Established Physical Fitness Standards** – Physical tasks or abilities which, having been evaluated and validated, are found to be job specific - the physical fitness elements required to perform essential job duties.

**Fitness** – The result, in terms of physical performance, of lifestyle choices in the areas such as exercise, diet and nutrition, tobacco usage, substance abuse prevention, stress management, and weight control.

**Fitness Program** – For the purposes of this policy, the fitness program will consist of training for fitness program coordinators, screening for safe participation, testing and retesting, goal setting, exercise participation and/or class activities, and ongoing total fitness education.

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**Physical Fitness Training Officer** – A person assigned by the Sheriff to assist with annual testing, documentation, and physical fitness services.

**Assessment Test** – The physical process used to evaluate a deputy's ability to comply with established physical fitness standards.

### **1017.3 BACKGROUND/VALIDATION**

The standards required by this policy were developed and validated through the Cooper Institute. Studies performed by the FBI have shown that a key factor for police survival in shooting situations is physical fitness level. A California POST study showed physical conditioning as being significant in reducing police injuries and deaths. Utah POST requires a minimum level of physical fitness for correctional officer and peace officer certification. In short, physical fitness is a proven component of law enforcement readiness and one of an officer's prime survival tools in a street encounter.

The validation process provides substantial evidence that components of physical fitness (cardiovascular endurance, muscular strength, muscular endurance, anaerobic power) predict the ability of a deputy to perform physical, essential job-related tasks. The following specific physical tests standards have been systematically validated as job related by The Cooper Institute. Public safety validation study results consistently show 20-30 critical, moderate-to-strenuous physical qualities are job related. These qualities are necessary to perform the essential functions of the job.

<b>Underlying Task</b>	<b>Predictive Factor</b>
Sustained Pursuit	Aerobic Power
Sprints	Anaerobic Power
Dodging	Aerobic/Anaerobic Power/Flexibility
Lifting and Carrying	Muscular Strength/Muscular Endurance/Anaerobic Power
Dragging and Pulling	Muscular Strength/Muscular Endurance/Anaerobic Power
Pushing	Muscular Strength/Muscular Endurance/Anaerobic Power
Jumping and Vaulting	Anaerobic Power/Leg Power and Strength
Crawling	Flexibility/Muscular Endurance/Body Fat Composition
Use of Force < 2 minutes	Aerobic Power/Muscular Strength/Muscular Endurance
Use of Force >2 minutes	Aerobic Power/Muscular Strength/Muscular Endurance

#### **Fitness test that accurately measure the underlying fitness area:**

Aerobic Capacity (Cardiorespiratory)	1.5 Mile Run ***
Anaerobic Power (Explosive Leg Strength)	Vertical Jump***
Muscular Strength (Upper Body)	1 RM Bench Press ***



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Muscular Endurance (Upper Body)

Push-Ups \*\*

Muscular Endurance (Core Body)

1 Minute Sit-Ups \*\*

\*\*\* Is highly predictive of performing job tasks in all cases

\*\* Is predictive of performing job tasks in most cases

\* Is not predictive or is predictive in only a few cases

### **1017.4 TEST STANDARDS**

All components of the DCSO physical testing will be administered in a single continuous session as a battery. Each component is scored separately, and deputies must meet the minimum standard on each component. The physical assessment testing components required by this policy consist of four (4) tests, as follows:

- Push-ups – 21-no time limit
- Sit-ups – 29 to be completed within one minute OR high plank for 1:30 minutes
- Vertical jump – 13 inches (up to three attempts)
- 1.5 mile run\* – within 16 minutes

\*With approval, the run may be substituted with a 4.65 mile stationary bike ride or an outdoor two mile walk (minimum times are adjusted by age and gender).

### **1017.5 PRE-TESTING CONSIDERATIONS**

#### **1017.5.1 SAFE PARTICIPATION**

A deputy who has any concern about the safety of participating in physical testing is advised to consult their medical provider.

#### **1017.5.2 MEDICAL RELEASE**

A deputy who is currently being treated for any condition that might be exacerbated by participation in physical testing, including any of the following conditions, is advised to obtain a doctor's release prior to participating in the testing procedure:

- Heart disease
- Asthma or lung disease
- Diabetes or liver or kidney disease
- Arthritis
- Pain or discomfort in your chest, neck, jaw, or arms during physical activity
- Dizziness or loss of consciousness
- Shortness of breath with mild exertion or at rest or going to bed
- Ankle swelling especially at night

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- Heart murmur or a rapid or pronounced heartbeat
- Muscle pain when walking upstairs or up a hill that subsides when you rest
- Not having exercised in some time

### **1017.5.3 OBSERVE APPROPRIATE GUIDELINES**

The American College of Sports Medicine recommends individuals see their doctor before engaging in vigorous exercise if two or more of the following apply:

- You are a male older than age 45 or a female older than 55
- You have a family history of heart disease before age 55
- You smoke or you have quit smoking in the past six months
- You have not exercised for three months or more
- You are overweight or obese
- You have high blood pressure or high cholesterol
- You have impaired glucose tolerance, also called pre-diabetes

### **1017.5.4 MEDICAL CONCERNS**

A deputy who believes they have a medical condition which would limit or preclude participation in the physical testing should contact the Human Resources (HR) Generalist in accordance with Section 6.3 (Medically Documented Modified Testing) of this policy.

## **1017.6 ASSESSMENT PROGRAM**

### **1017.6.1 TESTING SCHEDULE**

1. Every deputy is required to complete annual physical fitness testing during each calendar year. Physical assessment testing will be conducted in the spring and fall of each year. Testing sessions will be scheduled during the months of May, June, September, and October. Regular physical fitness testing will end on October 31 of each calendar year.
2. The testing schedule will be outlined in the Office Training Schedule. It is the responsibility of each deputy to schedule themselves for the assessment at least one (1) week prior to the requested testing date.
3. Participation in the test is mandatory. All sworn personnel are required to take the test and are expected to pass at the current minimum standards or better. Any deputy who fails to appear and participate in scheduled physical assessment testing will be subject to discipline, unless the deputy meets the criteria outlined in Section 6.3 (Medically Documented Modified Testing) of this policy.
4. If a deputy is unable to meet the minimum standard set forth by this policy, the deputy's supervisor will work with the deputy via mentoring, coaching, and leading to help the deputy meet the standard.



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5. A deputy who does not pass the test at the minimum standards by October 31, but achieves at least 50% of the minimum in each event and shows an honest effort at progressing, will not be subject to progressive discipline. The deputy's supervisor and assigned physical fitness training officer will work with the deputy to develop a personal training program to help them progress to the minimum standard.
6. 50% of minimum standards are:
  - (a) 10 pushups (minimum standard 21)
  - (b) 14 sit ups (minimum standard 29 in 1 minute)
  - (c) 6 inch jump (minimum standard 13)
  - (d) 24 min 1.5 mile run (minimum standard 16 minute)
7. A deputy who does not pass the test at the minimum standards and does not achieve at least 50% of the minimum in each event by October 31, or who does not show an honest effort at progressing, will be subject to progressive discipline.
8. As part of the progressive discipline under this section, the deputy will be given 30 days to re-test on all components. If a deputy is unable to achieve at least 50% of the minimum in each event, the deputy will be subject to further progressive discipline. Each time the deputy is unable to achieve at least 50% of the minimum in each event, the deputy will be subjected to further progressive discipline and a retest in 30 days.
9. A deputy who does not pass the test at the minimum standards and does not achieve at least 50% of the minimum in each event, or who does not show an honest effort at progressing, will not be eligible for promotion, specialty assignments, or specialty training.
10. A deputy returning from military active duty will have 90 days from the date of their return to complete the Physical Fitness testing. In this situation, it is the deputy's responsibility to work with the physical fitness training officer to schedule testing.

### **1017.6.2 TEST PROCEDURES AND UTILIZATION**

- (a) Testing will be conducted by assigned physical fitness training officers.
- (b) All test components will be conducted in accordance with physical fitness testing procedures established by Utah POST.
- (c) A deputy will be given access to their fitness assessment testing results upon request.

### **1017.6.3 MEDICALLY DOCUMENTED MODIFIED TESTING**

- (a) A deputy who believes they cannot participate in the fitness program or assessment testing is required to report the information to the Human Resources (HR) Generalist as soon as possible.
- (b) A deputy who has indicated they have a medical condition which will prohibit participation in any component of the physical assessment testing will be required to work with HR in an assessment process. The assessment process is designed to ascertain the types of activities in which a deputy may safely engage, to clarify how any limitations affect essential job duties, to identify potential



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accommodations/adjustments, and to determine if a proposed accommodation/adjustment is reasonable or constitutes an undue hardship for the Sheriff's Office.

- (c) A deputy who has previously been granted an accommodation/adjustment in conjunction with this assessment process must complete the physical assessment testing within 90 days from the date they are medically cleared to participate. In this situation, it is the deputy's responsibility to work with the physical fitness training officer to schedule testing.

### **1017.7 ORGANIZATIONAL RESPONSIBILITIES**

#### **1017.71 WORKING ENVIRONMENT**

- (a) The Sheriff's Office strives to create a work environment in which fitness is not only a professional requirement but also a desired lifestyle – enhancing the appearance and effectiveness of all deputies. To that end, the Sheriff's Office will confidentially maintain accurate records of the annual physical assessment testing. The Sheriff's Office will also periodically review the physical fitness policy, along with the testing assessment components, to ensure they meet established best practices.
- (b) While the Sheriff's Office is committed to helping each deputy meet her or his physical fitness objectives, the requirement to meet the minimum standards of fitness rests with the deputy.

#### **1017.7.2 INCENTIVE PROGRAMS**

- (a) It is the goal of the Sheriff's Office to continue to improve the physical fitness and well-being of our deputies. To further this goal, DCSO may establish additional programs and incentives to encourage deputies to work on physical fitness and healthy lifestyles. These programs and incentives will be reviewed on an annual basis and will be subject to availability of funds and resources.

These programs may include any of the following:

- Wellness training classes
- Organized fun runs or other activities
- Co-payment of entry fees for organized events such as a 5k, 10k, marathon, etc.
- Pre-paid gym memberships
- Cash awards for fitness testing performance
- (b) Performance Recognition

The standards outlined in Section 1017.4 (TEST STANDARDS) are minimum standards. To encourage deputies to reach a higher level of fitness, DCSO has implemented a fitness recognition program. Please refer to the fitness recognition addendum below for details about the program.

#### **1017.7.3 EDUCATION PROGRAM**

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Davis County recognizes the need to educate deputies in the area of physical fitness and wellness. Deputies are encouraged to participate in the wellness programs offered through the HR Department.

### **1017.8 INCENTIVE ADDENDUM**

There are two levels of recognition awarded to qualifying deputies: Master and Elite. The goals for the incentive will be an aggregate score of 195 points for Master and 260 for Elite. The aggregate score will be calculated using the tables attached. [See attachment: PT Standards\\_2019.pdf](#)

Full-time male deputies 39 years of age or younger, meeting or exceeding the Elite performance goals will receive eight hours of administrative leave. Part-time male deputies 39 years of age or younger, meeting or exceeding the Elite performance goals will receive four hours of administrative leave. Leave must be used within 90 days.

Full-time male deputies 40 years of age and older who meet or exceed the Master performance goals will receive eight hours of administrative leave. Part-time male deputies 40 years of age and older who meet or exceed the Master performance goals will receive four hours of administrative leave. Leave must be used within 90 days.

All full-time female deputies who meet or exceed the Master performance goals will receive eight hours of administrative leave. All part-time female deputies who meet or exceed the Master performance goals will receive four hours of administrative leave. Leave must be used within 90 days.

## Attachments



## PT Standards\_2019.pdf

## PHYSICAL FITNESS STANDARDS

### 1.5 Mile Run

Time	Points	Time	Points
8:30	140	12:20	94
8:35	139	12:25	93
8:40	138	12:30	92
8:45	137	12:35	91
8:50	136	12:40	90
8:55	135	12:45	89
9:00	134	12:50	88
9:05	133	12:55	87
9:10	132	13:00	86
9:15	131	13:05	85
9:20	130	13:10	84
9:25	129	13:15	83
9:30	128	13:20	82
9:35	127	13:25	81
9:40	126	13:30	80
9:45	125	13:35	79
9:50	124	13:40	78
9:55	123	13:45	77
10:00	122	13:50	76
10:05	121	13:55	75
10:10	120	14:00	74
10:15	119	14:05	73
10:20	118	14:10	72
10:25	117	14:15	71
10:30	116	14:20	70
10:35	115	14:25	69
10:40	114	14:30	68
10:45	113	14:35	67
10:50	112	14:40	66
10:55	111	14:45	65
11:00	110	14:50	64
11:05	109	14:55	63
11:10	108	15:00	62
11:15	107	15:05	61
11:20	106	15:10	60
11:25	105	15:15	59
11:30	104	15:20	58
11:35	103	15:25	57
11:40	102	15:30	56
11:45	101	15:35	55
11:50	100	15:40	54
11:55	99	15:45	53
12:00	98	15:50	52
12:05	97	15:55	51
12:10	96	16:00	50
12:15	95	16:01	0

## PHYSICAL FITNESS STANDARDS

### Push Ups

Reps	Points	Reps	Points
0	0	36	36
1	0	37	37
2	0	38	38
3	0	39	39
4	0	40	40
5	0	41	41
6	0	42	42
7	0	43	43
8	0	44	44
9	0	45	45
10	0	46	46
11	0	47	47
12	0	48	48
13	0	49	49
14	0	50	50
15	0	51	51
16	0	52	52
17	0	53	53
18	0	54	54
19	0	55	55
20	0	56	56
21	21	57	57
22	22	58	58
23	23	59	59
24	24	60	60
25	25	61	61
26	26	62	62
27	27	63	63
28	28	64	64
29	29	65	65
30	30	66	66
31	31	67	67
32	32	68	68
33	33	69	69
34	34	70	70
35	35		

### Sit Ups

Reps	Points	Reps	Points
0	0	36	36
1	0	37	37
2	0	38	38
3	0	39	39
4	0	40	40
5	0	41	41
6	0	42	42
7	0	43	43
8	0	44	44
9	0	45	45
10	0	46	46
11	0	47	47
12	0	48	48
13	0	49	49
14	0	50	50
15	0	51	51
16	0	52	52
17	0	53	53
18	0	54	54
19	0	55	55
20	0	56	56
21	0	57	57
22	0	58	58
23	0	59	59
24	0	60	60
25	0	61	61
26	0	62	62
27	0	63	63
28	0	64	64
29	29	65	65
30	30	66	66
31	31	67	67
32	32	68	68
33	33	69	69
34	34	70	70
35	35		



## PHYSICAL FITNESS STANDARDS

### Bench Press

% Body Weight	Points
0	0
20	0
30	0
40	0
50	0
60	0
65	0
70	25
75	28
80	31
85	34
90	37
95	40
100	43
105	46
110	49
115	52
120	55

### Vertical Leap

Inches	Points
0	0
1	0
2	0
3	0
4	0
5	0
6	0
7	0
8	0
9	0
10	0
11	0
12	0
13	5
15	10
18	15
21	20
24	25
30	30