



United States Department of the Interior

OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20240



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Memorandum

To: Bureau HR Directors
From: *Sharlyn A. Grigsby*
Sharlyn A. Grigsby
Director, Office of Human Resources

Subject: Federal Law Enforcement Training Center Physical Efficiency Battery

Since October 2006, the Office of Law Enforcement, Security and Emergency Management of the Department of the Interior has been meeting and consulting with the Department of Justice to assess the Department's plan to implement mandatory physical standards for all Department law enforcement officers. The proposal is aimed at ensuring that Department law enforcement personnel are physically able to complete their training and perform the physically rigorous duties of their jobs without causing injury to themselves or others.

At the Department's request, the DOJ reviewed a physical readiness battery developed and validated for the Department by a private consultant, as well as the current departmental policy set forth in DM 446, which mandates that the Department bureaus/offices shall require entry level applicants to pass the Federal Law Enforcement Training Center (FLETC) Physical Efficiency Battery (PEB) prior to appointment to a law enforcement position. In August 2008, the DOJ notified the Department of the results of its review, and provided an analysis of the current status of existing case law as it relates to the implementation of physical standards for new and incumbent law enforcement officers.

Based on this review and further discussions with the DOJ, the Department has determined that the PEB is an appropriate tool in the process for identifying and selecting qualified applicants for the Department law enforcement positions, including those in OPM Job Series 0025 (only where law enforcement is a primary skill), 0083, 1801, and 1811, and is consistent with applicable legal standards. Accordingly, current departmental policy requiring applicants to pass the PEB prior to appointment to law enforcement positions within the Department remains in effect. The passing standard on the three performance events – the agility run, 1.5 mile run, and bench press – shall be the 25th percentile for the applicant's age and gender. The flexibility and body composition measures of the PEB shall be recorded only to assist in the continuing review and evaluation of the policy and standard; however, applicants will not be required to meet a specific standard in those two areas.

Bureaus/offices should review their vacancy announcements for all law enforcement positions to ensure that applicants are advised of the physical requirements of the positions, the events comprising the PEB, and the applicable standard. In addition, the bureaus/offices shall maintain

records of all applicants' PEB scores, whether successful or unsuccessful, for continued review and evaluation of the applicable standard by the Department. The implementation of a departmental policy mandating application of physical standards to incumbent law enforcement officers remains under review.

If you have any questions concerning the foregoing, please contact Nancy Miller at 202-208-6754 or Sharlyn Grigsby at 202-208-6761.