



Human Resources Bulletin Number: 10-04

Subject: Physical Efficiency Battery as a Condition of Employment for Law Enforcement Positions

References: Departmental Manual Part 446 Chapter 2; Department of the Interior Memo, Federal Law Enforcement Training Center Physical Efficiency Battery, dated December 24, 2008; and National Park Service, Associate Director, Visitor and Resource Protection Memo, Interim Physical Fitness Policy Changes dated January 31, 2008

Point of Contact: Servicing Human Resources Office or Deborah Blake, Chief, Field Advisory Services and Executive Resources Division, Office of Human Resources at (202)-354-1988.

Effective Date: November 6, 2009

The purpose of this Human Resources Bulletin is to provide guidance on the implementation of physical standards testing for all law enforcement positions. This bulletin should be used in conjunction with the National Park Service (NPS) Physical Efficiency Battery (PEB) FAQ's (attached).

The Department of the Interior, Office of Law Enforcement, Security and Emergency Management, in conjunction with the Department of Justice, has determined that the PEB is an appropriate tool in the process of identifying and selecting qualified applicants for law enforcement positions. For details, please see the attached memorandum. This guidance will ensure consistency in using the PEB as a condition of employment for law enforcement positions.

Use of a PEB condition of employment statement in vacancy announcements ensures an understanding of the expectations of those who apply for law enforcement positions. Applicants are required to pass the PEB prior to entering law enforcement positions. The requirement to pass the PEB prior to appointment applies to seasonal law enforcement positions, as well as new permanent employees. The PEB must be administered by personnel with training approved by the NPS Physical Fitness Program Coordinator, to include the Federal Law Enforcement Training Center (FLETC) Law Enforcement Fitness Coordinator Training Program.

It is important that the Servicing Human Resources Office (SHRO) clearly identify what the PEB components and condition of employment are in the vacancy announcement. We suggest the following language:

“The duties of this position require arduous physical exertion involving walking, running, lifting, standing, use of firearms, and exposure to inclement weather. The Physical Efficiency Battery (PEB) is a fitness test consisting of five different components: 1) agility run – measures the ability to get up from the ground and sprint while changing directions; 2) bench press – measures the upper body strength

for one repetition; 3) 1.5 mile run – measures cardio/respiratory fitness; 4) sit and reach – measures the flexibility in the lower back, legs and shoulders; and 5) body composition – measures the body fat. Prior to appointment, applicants will be tested in all five components, but only the agility run, bench press and 1.5 mile run will be measured for a passing score in the 25th percentile (age and gender adjusted) of these components. These procedures will ensure that law enforcement officers are capable of performing strenuous physical training and law enforcement duties. Applicants shall be disqualified for appointment if they fail to meet any physical requirements. Probationary or seasonal employment is subject to termination for failure to meet the 25th percentile in each of the identified components being measured.”

The SHRO must make it clear in the offer letter that if the tentative selectee fails to meet the 25th percentile in the identified components of the PEB, the tentative offer will be withdrawn.

Where rare and unusual circumstances preventing testing before entry on duty are known in advance, the PEB may be administered to the selected candidate upon their arrival to their position. If the selected candidate fails the PEB, his/her employment will be terminated.

Individuals who have passed the specified elements of the PEB within the past 12 months may use those scores as evidence of meeting the standard for the condition of employment. Therefore, they may be appointed without retesting, but must pass the PEB again, once they are in their new assignment. Permanent employees must pass the specified elements again prior to being selected to attend mandatory law enforcement training at FLETC. Current NPS permanent commissioned employees applying for NPS law enforcement positions are not required to pass the PEB as a condition of employment.

This condition of employment applies to all law enforcement positions, regardless of appointment authority or type of appointment, filled on or after the effective date of this HR Bulletin. This includes applicants entering into an NPS law enforcement position from a NPS non-law enforcement position, within the same series, without leaving the NPS. Employees re-entering the NPS from another agency, or changing series, must pass the PEB prior to appointment.

/s/

Nathaniel M. Deutsch
Chief, Office of Human Resources

/s/

H. Lane Baker
Chief, Law Enforcement, Security,
and Emergency Services

Attachments

Inquiries: Contact your Servicing Human Resources Office

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