



**San Francisco Police Department
Professional Standards & Principled Policing Bureau
Department of Justice Compliance**

<p>Individual Recommendation Report</p> <p>Rec. Number: 83.1</p> <p>Assigned To Project Manager: Captain Richard Struckman, HR Manager Benjamin Houston and Danielle Poole</p> <p>Prepared by: Ofc. Graig Wells</p> <p>Priority: Low</p>	<p>Reserved For PSPPB Only</p> <p><input type="checkbox"/> President's Task Force</p> <p><input type="checkbox"/> Blue Ribbon Panel</p> <p><input type="checkbox"/> CJTF SF Bar Association</p> <p><input type="checkbox"/> Department of Police Accountability</p> <p><input type="checkbox"/> Civil Grand Jury:</p>
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DOJ Recommendation #:

The SFPD should work with City HR to reinstitute a valid PAT that is aligned with current policing and state POST requirements within 180 days of this report.

DOJ Objective: Recruitment, Hiring Personnel Practices

Executive Summary:

The SFPD has reinstated a physical agility test (PAT), effective October 2016. This PAT is completed prior to the Background phase of the hiring process. The PAT test completed by candidates during the hiring process helps determine the physical suitability of the candidate for police academy training. Once hired and admitted to police academy training, candidates complete a valid, POST certified Work Sample Test Battery (WSTB).

SFPD Training Division has determined that completion of a PAT prior to hiring helps ensure applicants have a baseline of physical fitness that can improved upon during police academy training. A POST certified WSTB is completed prior to police academy graduation, meeting the POST requirement. This graduated approach from hiring process through police academy graduation helps minimize adverse impact on diversity staffing goals.

Purpose:

The PAT is conducted to obtain a baseline measurement of a police applicant's physical ability and condition. By meeting this baseline test, applicants can move forward in the police officer hiring process. The PAT is the pre-cursor to the POST WSTB which is administered and documented in the basic recruit academy as part of the POST training requirement.

The SFPD Training Division has noted approximately 3-5 candidates per class have significant difficulty with parts of the WSTB. In an effort to minimize any adverse impact on SFPD applicants, the SFPD training Division and DHR administer a PAT in the hiring phase, similar to the POST



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WTSB. This PAT allows the Training Division to determine that the candidate has a baseline of physical fitness that can be improved through coaching, training, and nutritional guidance once the applicant is admitted to the police academy. This modified process allows the SFPD to improve staffing goals while retaining promising applicants that can successfully complete the WTSB by the end of the Academy. Please see recommendation 83.2 for additional information on minimizing adverse impact.

On June 16th, 2017, Chief Scott held a meeting with the director of the Department of Human Resources Public Safety Team. DHR is responsible for administering the PAT for applicants during the hiring phase. During this meeting, it was determined that the pre-hire PAT will be modified, replacing the "trigger pull" test with a dominant hand grip strength test, measured on a dynamometer. This change will help prevent adverse impact on diverse applicants (See additional information on this change in recommendation 83.2). Additionally, DHR will review PAT testing conducted within the past 1-2 years to identify any applicants eliminated by the "trigger pull" phase of the PAT, and invite to retake the test under the new grip strength test. DHR is also creating a video for applicants demonstrating the change.

Policy:

The San Francisco Department of Human Resources in partnership with the San Francisco Police Department develop and administer the physical ability test (PAT) to all police applicants.

By requiring a modified PAT prior to hire, coupled with the completion of a valid POST WSTB once in the Academy, SFPD and DHR have created a solution that prevents adverse impact on diverse applicants while meeting or exceeding POST requirements.

Audit (if applicable):

N/A

Written Directive: (D.G.O., Dept. Manual, Bureau Orders, Dept. Bulletins, etc.)

Standing Committees per DOJ CRI 84.2 and 88.4

Supporting Documentation: (Learning Domains, Power points, Lesson Plans, Policies)

DHR PAT documentation, POST WSTB documentation

Implementation, training & records (How to prove we did what we said?)

Applicant Sample Email (PAT Scheduling)
Candidate Welcome Letter
PAT Instructions