(f) Current NCP/SG employees are required to take an initial PAT within 30 days of being medically screened and cleared, and must pass the PAT within one year from the date of their medical clearance; thereafter, an annual PAT will be required for all NCP/SG. It is a condition of employment that individuals tested must successfully pass the established standard for each of the elements of the PAT. If the NCP/SG fails the PAT, he/she will be required to pass the retest within 90 days. If the NCP/SG fails the second PAT, the ISO may request a waiver from the RSO for a third attempt. If granted, the PAT will be conducted by personnel from the Region. After failure of a second (or third if a Regional waiver is granted), the employee will be provided the opportunity to take the Appeals PAT. If the employee subsequently fails the Appeals PAT or declines to take the Appeals PAT, the ISO will contact the Human Resources Office or Human Resources Service Center for advice on termination.

(2) PAT Standards. All NCP/SG will be required to meet the following minimum physical agility test standards.

 (a) Execute 19 push-ups in two minutes.

 (b) Run 1.5 miles in 17:30 minutes.

 (3) PAT Test Procedures

 (a) The PAT will be scheduled and participants notified of the PAT test date at least one month in advance. A suitable location will be identified in advance, and all required equipment available at the test site when the PAT is administered. The procedure and order for testing are as follows:

 1. Conduct warm up for 3 minutes

 2. Perform push ups

 3. Rest for 10 minutes

 4. Conduct cardio warm-up for 2–3 minutes

 5. Perform the run

 6. Conduct cardio cool-down for 5 minutes

 (b) Execute 19 push-ups in two minutes. This event demonstrates core strength and capacity used in defensive tactics and is important for rescues and use-of-force situations.

 1. The following guidance will be adhered to by the graders and the person performing the PAT push-ups. The push-up event measures the endurance of the chest, shoulder, and triceps muscles.

 2. On the command “Get set,” the NCP/SG will assume the front-leaning rest position by placing their hands where they are comfortable and feet may be together or up to 12 inches apart. When viewed from the side, the body should form a generally straight line from shoulders to ankles. On the command “Go,” the NCP/SG will begin the push-up by bending at the elbows and lowering their entire body as a single unit until upper arms are at least parallel to the ground. Then, they will

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return to the starting position by raising the entire body until arms are fully extended. The body must remain rigid in a generally straight line and move as a unit while performing each repetition. At the end of each repetition, the scorer will state the number of repetitions that have been completed correctly.

 3. If the person fails to keep the body generally straight, to lower the whole body until upper arms are at least parallel to the ground, or to extend arms completely, that repetition will not count, and the scorer will repeat the number of the last correctly performed repetition. If the first five push-ups are not done correctly, the scorer will tell the person to go to his or her knees and will explain what the mistakes are. The person will then be retested after a 10minute wait. After the first five push-ups have been performed and counted, however, no restarts are allowed. The test will continue, and any incorrectly performed push-ups will not be counted.

 4. An altered, front-leaning rest position is the only authorized rest position. That is, the person may sag in the middle or flex the back. When flexing the back, knees may be bent but not to such an extent they support most of the body weight with the legs. If this occurs, performance will be terminated. After resting, the person must return to, and pause in the correct starting position before continuing. If the person rests on the ground or raises either hand or foot from the ground, performance will be terminated. Feet and hands may be repositioned during the test as long as they remain in contact with the ground at all times. Correct performance is important. The person has two minutes to complete 19 push-ups.

 (c) Run 1.5 miles (2.41 km) in 17:30 minutes. This event serves to assess cardio-respiratory and leg-muscle endurance.

 1. Equipment: Two stopwatches are required for the event supervisor and a clipboard with all runners’ names. Two stopwatches are used in the event one fails.

 2. Facilities: The running area must be generally level with no more than a 3-degree slope on which a measured course has been marked. An oval track of a known length may be used. If a road course is used, the start, finish, and half-mile increments must be marked.

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 3. The event supervisor is the timer. As the runners near the finish line, the event supervisor calls out the times so the runners and the graders clearly hear the finish time.

 4. Although the person being tested can walk, it is discouraged. Runners may not be physically helped in any way. They may be encouraged by other persons, but they cannot be physically touched while on the running course.

 (4) Alternate PAT Events. Alternate PAT events are permitted for NCP/SG with long-term medical restrictions or disabilities that cannot perform the run or push-up events but can otherwise perform the essential functions of the job. The NCP/SG must perform all the regular PAT events his/her medical restriction permits and also complete any identified alternate event in the time period specified. Alternate events are as follows:

 (a) The 2.0-mile walk is an authorized alternate event for the 1.5-mile run. This event uses the same course as the 1.5-mile run. Scorers must observe the person during the entire event and must ensure the person maintain a walking stride. Those who break into any type of running stride will be terminated from the event and given a "no go." When the event is over, scorers record the time in the scorecard, initial the appropriate block, and note in the comment block that the time is for a 2.0-mile walk and whether or not the testee received a "go" or "no go." To successfully pass this event, the individual must walk 2.0 miles in 32:30 minutes.

 (b) The 25-foot dummy drag is an authorized alternate event for the push-up. The dummy must be of average proportionate height and weight of an adult and weigh 140–150 pounds. The individual stands behind the dummy and holds it under its arms, bending at the knees to protect lower back. At the starting line, participants must move the dummy in a controlled manner for 25 feet and place the dummy on the ground safely at the completion of the event (dummy's feet must pass the 25-foot line). To pass, the event must be completed in 15 seconds and without dropping the dummy.

 (5) Temporary Medical Conditions. NCP/SG who are temporarily medically restricted from performing the functions of their job, including taking the PAT, will be exempt from taking the PAT for the duration of the temporary medical restriction. Once the temporary medical restriction has been

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lifted and the individual has been medically cleared to return to duty, he/she will have 90 days to take the PAT.

 h. Reference (kk) requires the promulgation of an appeals test (a job-task simulation) for those NCP and NSG not able to successfully pass physical-exercise/calisthenics based performance test events. The appeals test must have the same energy demands as the regular PAT.

 (1) It is a condition of employment that Navy Civilian Police (NCP) and Navy Security Guards (NSG) must successfully pass both elements of the PAT per reference (kk). NCP and NSG that fail to pass both elements of the PAT to meet the conditions of employment are permitted to take the appeals test prior to being referred to the Human Resources Office (HRO) for action. If the employee fails the appeals test, the ISO will contact the Human Resource Service Center for advice on termination.

 (2) The PAT and the appeals test serves to provide a measure of the individual’s preparedness to successfully accomplish the essential functions of anNCP or NSG.

 (3) Personnel require medical screening and clearance prior to taking the PAT or the appeals test.

l. Appeals Test Procedures.

 a. All NCP/NSG will take the PAT per reference (kk) and if unsuccessful, one of two appeal tests. While NCP/SGs are able to fill many roles, their physical ability requirements generally fall in two different groups: Common Core and Harbor

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Patrol Unit (HPU). Therefore the appeals test process will consist of two different tests. A Common Core PAT that most NCP/SGs will take for their appeal test and a “HPU” PAT that consists of the Common Core PAT with the addition of a 100 meter swim in duty uniform without flotation devices. Those NCP/SGs that fill positions that encompass both Common Core and HPU will take the HPU PAT.

 b. The Common Core Appeal PAT consists of:

 (1) Start in a patrol car in duty uniform including weapon (use a training weapon).

 (2) Perform a 40 meter run/sprint then

 (3) Climb a 1.5 meter wall then

 (4) Perform another 40 meter run/sprint then

 (5) Perform 1.5 meter broad jump (running or standing) then

 (6) Perform a 40 meter run/sprint then

 (7) Climb up two flights of stairs (28 steps) then

 (8) Climb down two flights of stairs (28 steps) then

 (9) Move a 150-200 pound human shaped dummy 40 meters from the base of the steps. End of Test

 c. All obstacles must be successfully negotiated and NCP/NSG constantly negotiating/running. Any stop of movement more than 5 seconds or loss of gear (weapon, handcuffs, etc.) constitutes failure of the appeals PAT. There is no time limit for completion but constant effort and movement must be maintained.

 d. The appeals PAT may be conducted indoors or outdoors. The 40 meter sprints/runs may be straight line or have a turn.