

## Physical Ability Test (PAT) for Police Officers

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The PAT is a validated test assessing candidates' ability to meet the physical demands of the police officer job. It features: **Eight (8) critical and physically-demanding tasks every police officer must be able to perform.**] **A development process that takes advantage of a validated job analysis but tailors the test to your own agency's requirements.**] **Flexibility to meet the specific needs of your department in terms of equipment, events, distances, and passing scores.**] **A well-defined administration plan that maximizes the number of candidates that can be processed while being cost-effective in terms of facilities and proctors.**

**] Benefits** Choosing the PAT for your entry-level police officer recruitment gives you a professionally developed and thoroughly validated measure of your candidates' physical capabilities.] **Validity:** A large sample of randomly selected police department subject matter experts completed the Job Analysis and Critical Events Surveys to validate the PAT.] **Customization:** Surveys completed by your department ensure a test tailored to your equipment and SOPs while linked back to the validity database.] **Pretesting:** The PAT is pretested using your own police officers to identify any required modifications and to establish a passing score tailored to your department's needs.] **Support:** FPSI provides consultation, job analysis forms, and a complete administration manual.]

Incumbent Maintenance Physical Ability Testing

Police and human resources departments across the U.S. spend an inordinate amount of time and money ensuring that their police officer recruitment process includes a job-related and validated physical ability test (PAT) for new hires. However, there currently is no standardized PAT used as a maintenance test to ensure that police department personnel remain physically fit to perform the critical, physical parts of the job once they are hired. ] >> [Learn how to implement a work sample physical ability test \(PAT\) that can be used for BOTH police candidates and incumbents and the ways in which different cutoff scores can be used for both groups.](#)] We are delighted to share our Police Officer Physical Ability Test (PAT) video with you courtesy of the Glendale Police Department! Click here: FPSI's PAT at Glendale Police Department

**Event 1: Stair/Hill Climb with Equipment****Event 2: Obstacle Climb Over****Event 3: Obstacle Climb Under****Event 4: Obstacle Jump Over/Across****Event 5: Victim Removal****Event 6: Trigger Pull****Event 7: Beam Walk****Event 8: Stair Descent with Equipment**  
**Implementation** Implementation of the PAT is carefully planned to ensure validity and to meet your needs. To begin the process or for further information, please call FPSI at (916) 294-4242 or send an e-mail message to [info@fpsi.com](mailto:info@fpsi.com).

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