SUBJECT: Physical Ability Test (PAT) for Texas Military Department (TMD) Security Officers

References. (a) Army Regulation (AR) 190-56, The Army Civilian Police and Security Guard Program, 15 April 2013

(b) Army National Guard (ARNG) Security and Cooperative Agreement, Appendix 3, section 308(a)(5), ARNG Security Guard Activities, October 2015

1. PURPOSE. To ensure full-time TMD security officers conduct and pass a PAT. The PAT serves to provide a measure of the officer’s preparedness to successfully accomplish the essential functions of the position for which hired.

2. APPLICABILITY AND SCOPE. This issuance applies to all full-time TMD security officers.

3. POLICY.

a. In accordance with the Master Cooperative Agreement, ARNG Security Cooperative Agreement, Appendix 3, Section 308(a)(5) all personnel employed by TMD, whom perform security duties, must pass a record PAT.

b. Minimum physical requirements for the primary PAT are provided. See enclosure.

c. Initial hire: PAT will be conducted within 30 days of hiring date. Standards for the PAT will include anaerobic/aerobic endurance, agility and strength. PAT will be based on requirements identified in AR 190-56. See enclosure.

d. Current security officers: Officers are required to pass the record PAT within one year from the date of their initial medical clearance. Alternate PAT events are permitted for current employees with long-term medical restrictions or disabilities who cannot perform the specified events, but can otherwise perform the essential functions of the job.

e. The PAT will be conducted annually to ensure that employees hired to perform security duties maintain the required fitness for duty. Passing the record PAT, annually, is a condition of continued employment with TMD.
4. DEFINITIONS.
   
a. Anaerobic: Having the ability to make short intense bursts of effort; required to perform job tasks such as short sprint pursuit situations.

b. Aerobic: Having an efficient heart and cardiovascular system; required to perform physical tasks over a sustained period of time (e.g., foot pursuits).

c. Agility: Having the ability to move quickly and easily; required to perform pursuits or other actions in response to emergency situations.

d. Endurance/Strength: Having the upper body strength to make maximal efforts against a resistance; required to perform physical tasks that require lifting, carrying and pushing. Involves having the capability to make repeated muscular contractions with the abdominal area without getting fatigued; required in tasks involving lifting, pulling and dragging.

5. RESPONSIBILITIES. Security supervisors and the Provost Marshal will ensure security officers complete the PAT annually and on the assigned day of testing. Since all events must be completed in the same day, officers should consider some form of advance preparation for this test. Officers are encouraged to seek professional medical advice prior to beginning a regime of physical activity to prepare for this test.

6. INFORMATION REQUIREMENTS. An applicant tentatively selected for a position to perform security duties is required to sign a condition of employment statement. The signed condition of employment statement will be placed in the employee’s personnel file maintained by TMD Human Resource Office (HRO). Current employees will sign an updated “Job Description” and file with HRO acknowledging they have been advised of PAT directive and administration.

7. RELEASABILITY. Unlimited.

8. EFFECTIVE DATE. This directive is effective immediately and will expire two years from the date of publication unless sooner rescinded or superseded.

9. POINT OF CONTACT. The Provost Marshal at 512-782-5042.

Encl

JOHN F. NICHOLS
Major General, TXANG
Adjutant General

DISTRIBUTION:
A
KATHERINE M. BROWN
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SIG-Issued
Enclosure

PAT Requirements

1. Requirements. Minimum physical requirements for the primary PAT are:
   
   a. Execute 19 pushups in 2 minutes. Conduct the pushups per Training Circular (TC) 3–22.20. The event demonstrates core strength and capacity used in defensive tactics and is important for rescues and use-of-force situations.
   
   b. Running 1.5 miles (2.41 km) in 17:30 minutes. The procedures for the 1.5–mile run are the same procedures as the 2–mile run in Army Field Manual (FM) 7-22, even though the distances differ. The event serves to assess cardiorespiratory and leg muscle endurance.
   
   b. Minimum physical ability requirements are related to the individual’s job requirements, because they provide relative measures of the individual’s preparedness to perform physically demanding tasks in unusual or emergency situations.

2. Procedures and sequencing. The procedure and sequence of testing events are:
   
   a. Conduct warm-up for three minutes.
   
   b. Perform the pushups.
   
   c. Rest for 10 minutes.
   
   d. Conduct cardio warm-up for two to three minutes.
   
   e. Perform the run.
   
   f. Conduct cardio cool down for five minutes.

3. Alternate events. Alternate PAT events are designed for current career employees who are in the post-academy career phase rather than new hires. New hires are required to pass the primary PAT as described above. The alternate PAT described below is permitted for current employees with long-term medical restrictions or disabilities who cannot perform the run or pushup events, but can otherwise perform the essentials functions of the job.
   
   a. PAT events. The employee must perform all the primary PAT events in which their medical restrictions permit and will also complete any identified alternate event in the time period specified.
b. Alternate events.

(1) The 2-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.

(a) Scorers must observe the person during the entire event and ensure the person maintains a walking stride. Those who break into any type of running stride will be terminated from the event and given a "no go."

(b) The individual must walk 2 miles in 32 minutes to successfully pass this event.

(2) The 25 feet dummy drag is an authorized alternate event for the pushup.

(a) The dummy must be of average proportionate height and weight of an adult and weigh between 140 and 150 pounds.

(b) When picking up and putting down the dummy, individuals must bend their knees to protect lower back.

(c) Stand behind the dummy and hold it under its arms.

(d) 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).

(e) Must complete the event without dropping the dummy in order to successfully pass this event.

(f) Must complete the event in 15 seconds.