



Texas Military Department

DIRECTIVE

NUMBER 1402.03

AUG 26 2019

NGTX-GZ

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 March 2013

(b) Army National Guard (ARNG) Security and Cooperative Agreement, Appendix 3, section 308(a)(5), ARNG Security Guard Activities, October 2016

(c) TMD Directive 1402.04, Medical Screening and Drug Testing for Texas Military Department (TMD) Security Officers

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 they were hired.
2. APPLICABILITY AND SCOPE. This issuance applies to all TMD security officers and supersedes TMDD 1402.03, Physical Ability Test (PAT) for Texas Military Department (TMD) Security Officers, dated 05 March 2018.
3. POLICY. In accordance with the ARNG Security Cooperative Agreement, Appendix 3, Section 308(a)(5), all personnel employed by TMD whom perform security duties must pass an annual PAT. Standards for the PAT include anaerobic/aerobic endurance, agility and strength based on requirements identified in AR 190-56. Minimum physical requirements for the PAT are provided. See enclosure.
 - a. Initial hire: The primary PAT will be conducted prior to interview in order for applicants to demonstrate the ability to perform essential job functions. Applicants must sign a Release of Liability Form before participating in the primary PAT. Only applicants who have completed the primary PAT will be interviewed and considered for employment. Successful completion of the primary PAT is not a guarantee of employment.
 - b. Initial PAT for 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 security officers employed with TMD as of the original effective date of this Directive with long-term medical restrictions or disabilities who cannot perform the primary PAT events, but can otherwise perform the essential functions of the job.

c. Annual requirement: All security officers will be required to successfully complete an annual PAT to ensure that employees hired to perform security duties maintain the required fitness for duty. Security officers must successfully pass an annual medical examination to participate in the annual PAT. Passing an annual PAT is a condition of continued employment with TMD.

4. DEFINITIONS.

Anaerobic: Having the ability to make short intense bursts of effort; required to perform physical tasks such as short sprint pursuit situations.

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

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

Endurance/Strength: Having the upper body strength to make maximum efforts against a resistance; required to perform physical tasks involving repeated muscular contractions without getting fatigued (e.g., lifting, carrying, pulling, pushing and dragging).

5. RESPONSIBILITIES. Security officer leads and Garrison Commanders / Base Operations Supervisors will ensure security officers complete the PAT annually and on the assigned day of testing IAW AR 190-56. Security officers are encouraged to seek professional medical advice prior to beginning a regimen of physical activity to prepare for this test.

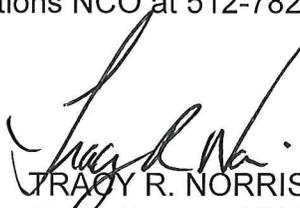
6. INFORMATION REQUIREMENTS. Current employees and supervisors will maintain and sign current Job Descriptions acknowledging they have been advised of the PAT directive and administration.

7. RELEASABILITY. Unlimited.

8. EFFECTIVE DATE. This directive is effective until rescinded or superseded.

9. POINT OF CONTACT. Security Operations NCO at 512-782-6749.

Encl


TRACY R. NORRIS
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DISTRIBUTION:

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J5 - Issuance


Enclosure

PAT Requirements

Requirements. Minimum physical requirements for the primary PAT are:

Execute 19 pushups in 2 minutes. Conduct the pushups IAW procedures in the Army Field Manual (FM) 7-22. The event demonstrates core strength and capacity used in defensive tactics and is important for rescues and use-of-force situations.

Running 1.5 miles (2.41 km) in 17:30 minutes. Conduct the 1.5 miles run IAW procedures in FM 7-22, even though the distances differ. The event serves to assess cardiorespiratory and leg muscle endurance.

c. 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.

Procedures and sequencing. The procedure and sequence of testing events are:

Conduct warm-up for three minutes.

Perform the pushups.

Rest for 10 minutes.

Conduct cardio warm-up for two to three minutes.

Perform the run.

Conduct cardio cool down for five minutes.

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 primary events, but have otherwise been medically approved to perform the essential physical functions of the job.

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.

Alternate events.

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.

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."

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

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

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

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

Stand behind the dummy and hold it under its arms.

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).

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

Must complete the event in 15 seconds.