

30.2 The Union hereby agrees to the terms and conditions of said Section 12. The Union further agrees to provide to the Town a copy of the rebate procedure referred to in said Section 12 at or before the time of signing this Contract and the certificate of a responsible officer of the Union stating the amount of its agency service fee and that no part of said agency service fee is expended for the purposes set forth in said Section 12.

30.3 The Union agrees to indemnify the Town for damages or costs in complying with this Article. No request to dismiss or suspend an employee for noncompliance shall be honored so long as there is a dispute before the State Labor Relations Commission or a court of competent jurisdiction as to whether the exclusive bargaining agent has complied with all the provisions of General Laws, Chapter 150E, Section 12, or so long as an employee demand for rebate of part of the service payment remains in dispute.

ARTICLE 31. PHYSICAL FITNESS- NO SMOKING: RISK FACTOR PROGRAM

31.1 Police officers may not smoke or use any type of tobacco product at any time on or off duty. This requirement shall constitute a condition of employment for police officers. Any police officer violating this provision shall be subject to disciplinary action by the Town. Notwithstanding the above, members of the bargaining unit and part-time police officers serving as of the day of execution of the 1985-1987 Memorandum of Agreement⁵ shall be exempt from this section 31.2.

31.2 The Town may establish a Risk Factor Program for employees. Participation in the program shall be strictly voluntary for employees. The Union shall cooperate with the Town in a voluntary program.

31.3 Every police officer may be required by the Town to submit to an annual cholesterol test and blood pressure test. The cost of this test shall be borne by the Town. The test results shall be supplied only to the officer and shall not be available to the Town, but the Town may retain a person to counsel officers on their test results. Such person shall have access to the test results, and if he finds such results are above standard the Town may require any officer to attend counseling session(s).

31.4 The Chief shall establish an annual physical fitness test ("the test") including appropriate weight level requirements, in accordance with Attachment A. The Chief reserves the right to appoint an independent auditor to monitor the annual physical fitness agility test.

Any member of the bargaining unit, except aides and dispatchers, who was a member of the bargaining unit prior to November 30, 1987 may voluntarily take the test, including weight requirements. If said officer passes the annual test and meets the weight requirements, he shall receive a bonus which shall not be part of the base wage for any purpose, except for retirement purposes⁶, as follows:

Effective July 1, 2005 \$1,000

Effective July 1, 2007 \$1,075

Any member of the bargaining unit, except police service aides and dispatchers, becoming a member of the unit after November 30, 1987 shall take the test annually and shall meet the weight requirements annually. Passing the test and meeting the weight requirements shall be conditions of employment. Such member shall not be eligible for the bonus hereunder, but shall be paid under the applicable base wage pay grade for such officers in Article 26.

⁵ Memorandum of Agreement was executed September 5, 1985.



HOLDEN POLICE DEPARTMENT
1420 MAIN STREET
HOLDEN, MASSACHUSETTS 01520
(508) 829-4444

Annual Physical Fitness Test

The Chief shall establish an annual physical fitness test ("the test") including an appropriate weight level requirement, in accordance with Attachment A.

Police Officers appointed on or after July 1, 1987 shall be required to successfully complete a physical performance test annually as a condition of employment. Police Sergeants and Lieutenants hired prior to July 1, 1987 may participate in this evaluation and, if successful in its completion, will receive a stipend of \$800.00 yearly.

Police Officers hired before July 1, 1987 failing this test for the first time will be retested in sixty (60) days. Upon completion during the retest, they will receive half the annual stipend. If a Police Officer fails the second attempt, he or she will be retested again in sixty (60) days. Upon successful completion, he or she will not receive any stipend or be eligible for same until the following year.

Any Police Officer unable to successfully pass the test after three (3) attempts shall be subject to disciplinary action by the Town, with the exception of those hired prior to July 1, 1987.

Scoring standards for the aforementioned areas shall be attached to this contract.

HOLDEN POLICE DEPARTMENT EMPLOYMENT QUESTIONNAIRE

Exhibit B. Physical Fitness Test Requirements

Attachment A.

Officer: _____

Date Taken: _____

Height/Weight Ratio:

Age: _____ Sex: _____ Ht: _____ Wt: _____ Pts: _____

Add 100 points if HT/Wt ratio is made.

Add 1 point for every point under suggested weight.

Subtract 1 point for every point over suggested weight.

Sit-ups

Sit-ups done in 2 minutes: _____ Pts: _____

Push-ups

Push-ups done in 2 minutes: _____ Pts: _____

Bench Press

75% of body weight: _____

75% of body weight = 100 pts

Amount of weight lifted: _____

Add 1/2 pt per extra lb

Pts: _____

Mile and half run

Time: _____

Pts: _____

Total Points

Points must total 500 or more

Total Points: _____

Test Conducted by: _____

Officers employed after November 30, 1987 are required to pass.

PT Test

Officers must obtain a score of 500 or more to pass

Mile and half run:

Men:

	21-26	27-31	32-36	37-41	42-46	47-51	52+
11:54	106	114	121	128	132	137	141
12:00	105	113	120	127	131	136	140
12:06	104	112	119	126	130	135	139
12:12	103	111	118	125	129	134	138
12:18	102	110	117	124	128	133	137
12:24	101	109	116	123	127	132	136
12:30	100	108	115	122	126	131	135
12:36	99	107	114	121	125	130	134
12:42	98	106	113	120	124	129	133
12:48	97	105	112	119	123	128	132
12:54	96	104	111	118	122	127	131
13:00	95	103	110	117	121	126	130
13:06	94	102	109	116	120	125	129
13:12	93	101	108	115	119	124	128
13:18	92	100	107	114	118	123	127
13:24	91	99	106	113	117	122	126
13:30	90	98	105	112	116	121	125
13:36	89	97	104	111	115	120	124
13:42	88	96	103	110	114	119	123
13:48	87	95	102	109	113	118	122
13:54	86	94	101	108	112	117	121
14:00	85	93	100	107	111	116	120
14:06	84	92	99	106	110	115	119
14:12	83	91	98	105	109	114	118
14:18	82	90	97	104	108	113	117
14:24	81	89	96	103	107	112	116
14:30	80	88	95	102	106	111	115
14:36	79	87	94	101	105	110	114
14:42	78	86	93	100	104	109	113
14:48	77	85	92	99	103	108	112
14:54	76	84	91	98	102	107	111
15:00	75	83	90	97	101	106	110
15:06	74	82	89	96	100	105	109
15:12	73	81	88	95	99	104	108
15:18	72	80	87	94	98	103	107
15:24	71	79	86	93	97	102	106
15:30	70	78	85	92	96	101	105
15:36	69	77	84	91	95	100	104
15:42	68	76	83	90	94	99	103
15:48	67	75	82	89	93	98	102
15:54	66	74	81	88	92	97	101
16:00	65	73	80	87	91	96	100
16:06	64	72	79	86	90	95	99
16:12	63	71	78	85	89	94	98
16:18	62	70	77	84	88	93	97
16:24	61	69	76	83	87	92	96
16:30	60	68	75	82	86	91	95
16:36	59	67	74	81	85	90	94
16:42	58	66	73	80	84	89	93
16:48	57	65	72	79	83	88	92
16:54	56	64	71	78	82	87	91
17:00	55	63	70	77	81	86	90
17:06	54	62	69	76	80	85	89
17:12	53	61	68	75	79	84	88

17:18	52	60	67	74	78	83	87
17:24	51	59	66	73	77	82	86
17:30	50	58	65	72	76	81	85
17:36	49	57	64	71	75	80	84
17:42	48	56	63	70	74	79	83
17:48	47	55	62	69	73	78	82
17:54	46	54	61	68	72	77	81
18:00	45	53	60	67	71	76	80

Women

	21-26	27-31	32-36	37-41	42-46	47-51	52+
14:54	107	108	115	122	126	131	135
15:00	106	107	114	121	125	130	134
15:06	105	106	113	120	124	129	133
15:12	104	105	112	119	123	128	132
15:18	103	104	111	118	122	127	131
15:24	102	103	110	117	121	126	130
15:30	101	102	109	116	120	125	129
15:36	100	101	108	115	119	124	128
15:42	99	100	107	114	118	123	127
15:48	98	99	106	113	117	122	126
15:54	97	98	105	112	116	121	125
16:00	96	97	104	111	115	120	124
16:06	95	96	103	110	114	119	123
16:12	94	95	102	109	113	118	122
16:18	93	94	101	108	112	117	121
16:24	92	93	100	107	111	116	120
16:30	91	92	99	106	110	115	119
16:36	90	91	98	105	109	114	118
16:42	89	90	97	104	108	113	117
16:48	88	89	96	103	107	112	116
16:54	87	88	95	102	106	111	115
17:00	86	87	94	101	105	110	114
17:06	85	86	93	100	104	109	113
17:12	84	85	92	99	103	108	112
17:18	83	84	91	98	102	107	111
17:24	82	83	90	97	101	106	110
17:30	81	82	89	96	100	105	109
17:36	80	81	88	95	99	104	108
17:42	79	80	87	94	98	103	107
17:48	78	79	86	93	97	102	106
17:54	77	78	85	92	96	101	105
18:00	76	77	84	91	95	100	104

Sit-ups: 2 minutes

Men:

Reps	21-26	27-31	32-36	37-41	42-46	47-51	52+
82	126	128	130	134	137	139	142
81	125	127	129	133	136	138	141
80	124	126	128	132	135	137	140
79	123	125	127	131	134	136	139
78	122	124	126	130	133	135	138
77	121	123	125	129	132	134	137
76	120	122	124	128	131	133	136
75	119	121	123	127	130	132	135
74	118	120	122	126	129	131	134
73	117	119	121	125	128	130	133
72	116	118	120	124	127	129	132
71	115	117	119	123	126	128	131
70	114	116	118	122	125	127	130
69	113	115	117	121	124	126	129
68	112	114	116	120	123	125	128
67	111	113	115	119	122	124	127
66	110	112	114	118	121	123	126
65	109	111	113	117	120	122	125
64	108	110	112	116	119	121	124
63	107	109	111	115	118	120	123
62	106	108	110	114	117	119	122
61	105	107	109	113	116	118	121
60	104	106	108	112	115	117	120
59	103	105	107	111	114	116	119
58	102	104	106	110	113	115	118
57	101	103	105	109	112	114	117
56	100	102	104	108	111	113	116
55	99	101	103	107	110	112	115
54	98	100	102	106	109	111	114
53	97	99	101	105	108	110	113
52	96	98	100	104	107	109	112
51	95	97	99	103	106	108	111
50	94	96	98	102	105	107	110
49	93	95	97	101	104	106	109
48	92	94	96	100	103	105	108
47	91	93	95	99	102	104	107
46	90	92	94	98	101	103	106
45	89	91	93	97	100	102	105
44	88	90	92	96	99	101	104
43	87	89	91	95	98	100	103
42	86	88	90	94	97	99	102
41	85	87	89	93	96	98	101
40	84	86	88	92	95	97	100
39	83	85	87	91	94	96	99
38	82	84	86	90	93	95	98
37	81	83	85	89	92	94	97
36	80	82	84	88	91	93	96
35	79	81	83	87	90	92	95
34	78	80	82	86	89	91	94
33	77	79	81	85	88	90	93
32	76	78	80	84	87	89	92
31	75	77	79	83	86	88	91
30	74	76	78	82	85	87	90

Women

Reps	21-26	27-31	32-36	37-41	42-46	47-51	52+
82	126	128	130	134	137	139	142
81	125	127	129	133	136	138	141
80	124	126	128	132	135	137	140
79	123	125	127	131	134	136	139
78	122	124	126	130	133	135	138
77	121	123	125	129	132	134	137
76	120	122	124	128	131	133	136
75	119	121	123	127	130	132	135
74	118	120	122	126	129	131	134
73	117	119	121	125	128	130	133
72	116	118	120	124	127	129	132
71	115	117	119	123	126	128	131
70	114	116	118	122	125	127	130
69	113	115	117	121	124	126	129
68	112	114	116	120	123	125	128
67	111	113	115	119	122	124	127
66	110	112	114	118	121	123	126
65	109	111	113	117	120	122	125
64	108	110	112	116	119	121	124
63	107	109	111	115	118	120	123
62	106	108	110	114	117	119	122
61	105	107	109	113	116	118	121
60	104	106	108	112	115	117	120
59	103	105	107	111	114	116	119
58	102	104	106	110	113	115	118
57	101	103	105	109	112	114	117
56	100	102	104	108	111	113	116
55	99	101	103	107	110	112	115
54	98	100	102	106	109	111	114
53	97	99	101	105	108	110	113
52	96	98	100	104	107	109	112
51	95	97	99	103	106	108	111
50	94	96	98	102	105	107	110
49	93	95	97	101	104	106	109
48	92	94	96	100	103	105	108
47	91	93	95	99	102	104	107
46	90	92	94	98	101	103	106
45	89	91	93	97	100	102	105
44	88	90	92	96	99	101	104
43	87	89	91	95	98	100	103
42	86	88	90	94	97	99	102
41	85	87	89	93	96	98	101
40	84	86	88	92	95	97	100
39	83	85	87	91	94	96	99
38	82	84	86	90	93	95	98
37	81	83	85	89	92	94	97
36	80	82	84	88	91	93	96
35	79	81	83	87	90	92	95
34	78	80	82	86	89	91	94
33	77	79	81	85	88	90	93
32	76	78	80	84	87	89	92
31	75	77	79	83	86	88	91
30	74	76	78	82	85	87	90

Push-Ups 2 Minutes

Men:

Reps	21-26	27-31	32-36	37-41	42-46	47-51	52+
82	140	142	144	148	151	153	156
81	139	141	143	147	150	152	155
80	138	140	142	146	149	151	154
79	137	139	141	145	148	150	153
78	136	138	140	144	147	149	152
77	135	137	139	143	146	148	151
76	134	136	138	142	145	147	150
75	133	135	137	141	144	146	149
74	132	134	136	140	143	145	148
73	131	133	135	139	142	144	147
72	130	132	134	138	141	143	146
71	129	131	133	137	140	142	145
70	128	130	132	136	139	141	144
69	127	129	131	135	138	140	143
68	126	128	130	134	137	139	142
67	125	127	129	133	136	138	141
66	124	126	128	132	135	137	140
65	123	125	127	131	134	136	139
64	122	124	126	130	133	135	138
63	121	123	125	129	132	134	137
62	120	122	124	128	131	133	136
61	119	121	123	127	130	132	135
60	118	120	122	126	129	131	134
59	117	119	121	125	128	130	133
58	116	118	120	124	127	129	132
57	115	117	119	123	126	128	131
56	114	116	118	122	125	127	130
55	113	115	117	121	124	126	129
54	112	114	116	120	123	125	128
53	111	113	115	119	122	124	127
52	110	112	114	118	121	123	126
51	109	111	113	117	120	122	125
50	108	110	112	116	119	121	124
49	107	109	111	115	118	120	123
48	106	108	110	114	117	119	122
47	105	107	109	113	116	118	121
46	104	106	108	112	115	117	120
45	103	105	107	111	114	116	119
44	102	104	106	110	113	115	118
43	101	103	105	109	112	114	117
42	100	102	104	108	111	113	116
41	99	101	103	107	110	112	115
40	98	100	102	106	109	111	114
39	97	99	101	105	108	110	113
38	96	98	100	104	107	109	112
37	95	97	99	103	106	108	111
36	94	96	98	102	105	107	110
35	93	95	97	101	104	106	109
34	92	94	96	100	103	105	108
33	91	93	95	99	102	104	107
32	90	92	94	98	101	103	106
31	89	91	93	97	100	102	105
30	88	90	92	96	99	101	104
29	87	89	91	95	98	100	103
28	86	88	90	94	97	99	102
27	85	87	89	93	96	98	101
26	84	86	88	92	95	97	100

Women:

Reps	21-26	27-31	32-36	37-41	42-46	47-51	52+
32	116	117	117	119	120	121	122
31	115	116	116	118	119	120	121
30	114	115	115	117	118	119	120
29	113	114	114	116	117	118	119
28	112	113	113	115	116	117	118
27	111	112	112	114	115	116	117
26	110	111	111	113	114	115	116
25	109	110	110	112	113	114	115
24	108	109	109	111	112	113	114
23	107	108	108	110	111	112	113
22	106	107	107	109	110	111	112
21	105	106	106	108	109	110	111
20	104	105	105	107	108	109	110
19	103	104	104	106	107	108	109
18	102	103	103	105	106	107	108
17	101	102	102	104	105	106	107
16	100	101	101	103	104	105	106
15	99	100	100	102	103	104	105
14	98	99	99	101	102	103	104
13	97	98	98	100	101	102	103
12	96	97	97	99	100	101	102
11	95	96	96	98	99	100	101
10	94	95	95	97	98	99	100
9	93	94	94	96	97	98	99
8	92	93	93	95	96	97	98
7	91	92	92	94	95	96	97
6	90	91	91	93	94	95	96
5	89	90	90	92	93	94	95

Bench Press:

75% of body weight will equal 100 points. For each pound over 75% of your body weight will add ½ point to score.

Example: BW 200 lbs, bench press 175, 113 points will be added to score.

Height/Weight Ratio:

	Male 21-27	28-39	40+
5'	136	139	141
5'1"	140	144	146
5'2"	144	148	150
5'3"	149	153	155
5'4"	154	158	160
5'5"	159	163	165
5'6"	163	168	170
5'7"	169	174	176
5'8"	174	179	181
5'9"	179	184	186
5'10"	185	189	192
5'11"	189	194	197
6'	195	200	203
6'1"	200	205	208
6'2"	206	211	214
6'3"	212	217	220

6'4"	217	223	226
6'5"	223	229	232

	Female 21-27	28-39	40+
4'10'	107	110	113
4'11"	110	114	117
5'	114	117	121
5'1"	118	121	125
5'2"	123	126	130
5'3"	126	130	134
5'4"	130	134	138
5'5"	134	138	142
5'6"	139	143	147
5'7"	143	148	151
5'8"	147	151	156
5'9"	151	155	160
5'10"	156	160	165
5'11"	159	164	169
6'	164	169	174
6'1"	169	174	179

100 points if height/weight ratio is made. Subtract 1 point for every pound over the suggested requirement. Add one point for every pound under the suggested requirement.

If any range is not suitable for the officer, the Union and Chief will revise the range to suit the officer.