

**TOWNSHIP OF SALISBURY**  
**BOARD OF COMMISSIONERS RESOLUTION NO. 02-2016-1535**

A RESOLUTION OF THE BOARD OF COMMISSIONERS APPROVING THE AMENDMENTS TO THE RULES AND REGULATIONS OF THE CIVIL SERVICE COMMISSION TO DELETE AND REPLACE SECTION 4.4 FOR PHYSICAL FITNESS/AGILITY TESTING

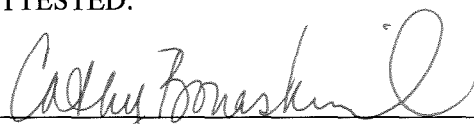
**WHEREAS,** The Board of Commissioners has reviewed and considered the proposed amendments to Section 4.4 of the Civil Service Commission Rules and Regulations with respect to Physical Fitness/Agility Testing.

**NOW, THEREFORE, BE IT RESOLVED** and it is hereby resolved by the Board of Commissioners of the Township of Salisbury, Lehigh County, Pennsylvania that this Resolution, a copy of which is attached hereto and incorporated herein by reference, enacted by the Civil Service Commission of the Township of Salisbury amending the rules and regulations of the Civil Service Commission to delete and replace Section 4.4 for physical fitness/agility testing is hereby approved and adopted this 11<sup>th</sup> day of February, 2016 by the Board of Commissioners of the Township of Salisbury, Lehigh County, Pennsylvania.

**TOWNSHIP OF SALISBURY**  
(Lehigh County, Pennsylvania)

  
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JAMES A. BROWN  
President, Board of Commissioners

ATTESTED:

  
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CATHY BONASKIEWICH, Asst. Township Secretary

**RESOLUTION NO. CSC-2016-02**

A RESOLUTION OF THE CIVIL SERVICE COMMISSION OF THE TOWNSHIP OF SALISBURY REQUESTING AMENDMENTS TO THE RULES AND REGULATIONS OF THE CIVIL SERVICE COMMISSION TO DELETE AND REPLACE SECTION 4.4 FOR PHYSICAL FITNESS/AGILITY TESTING.

WHEREAS, the Civil Service Commission desires to amend its Rules and Regulations; and

WHEREAS, the Civil Service Commission believes that by these amendments it will have greater flexibility to obtain the necessary appropriate physical fitness agility testing for police officer applicants; and

WHEREAS, the current Rules Section 4.4 dealing with physical fitness/agility testing will be deleted and replaced by the following new section 4.4. contained in this resolution.

NOW, THEREFORE, it is hereby resolved by the Civil Service Commission as follows:

1. That Section 4.4, entitled "Physical Fitness/Agility Testing" is hereby repealed in its entirety.
2. That a new Section 4.4, entitled "Physical Fitness/Agility Testing", is hereby adopted and will read as follows:

Section 4.4. Physical Fitness/Agility Testing.

(a) Either before or after the written examination, an applicant is required to submit to a physical fitness or an agility examination which must be job related and consistent with business necessity.

(b) The Civil Service Commission may select an independent testing agency to administer the physical fitness/agility testing.

(c) If an independent testing service is selected, the service will provide to the Civil Service Commission, before its selection, a detailed list of the physical and agility testing to be done together with the specific tests, timing, repetitions, and other matters upon which the applicant is to be tested and the necessary scores which must achieved in all phases of the physical fitness/agility testing which shall be considered passing.

(d) Unless provided to the applicant at the time the application is submitted, the Civil Service Commission or its designee shall forward to all applicants at least ten (10) days prior to the administration of the physical fitness/agility test, the items

on which each applicant will be tested, and the passing scores necessary for each item.

(e) The physical fitness/agility test shall be graded on a pass/fail basis and each applicant must complete and pass all individual parts of the physical fitness and agility test process.

(f) If, and only if, the Civil Service Commission does not appoint an independent entity to administer a physical fitness/agility test which has its own testing procedures and passing scores, then the appointed examiner shall test the physical fitness and agility of the applicants based on the current police academy fitness requirements. It is the intent of this provision that whatever current police academy fitness requirements are in effect at the time the physical fitness is performed by the Salisbury Township Civil Service Commission's designee, the candidate must meet those particular physical fitness requirements. Accordingly, if the police academy's physical fitness requirements are updated or changed, then those new requirements shall be applicable to the physical fitness test to be given to all applicants. The physical fitness requirements shall be graded on a pass/fail basis equal to the pass/fail requirements of the police academy.

(g) It is the intent of this Rule to allow the Civil Service Commission to approve an independent physical fitness/agility testing service which has its own testing procedures and passing scores and, if so appointed, the Civil Service Commission specifically adopts that independent testing service's agility testing procedures and passing scores. The provision requiring notice to the applicant of the specific testing procedures and necessary passing scores for the same is to provide the applicant with notice of the exact nature of the test and the scores which will be necessary to pass the same. The prior notice shall only be required if the police academy standards are not employed by the Civil Service Commission.

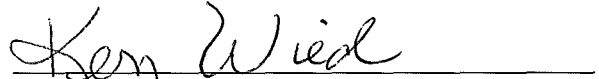
(h) The Civil Service Commission requires that each applicant sign a consent and release form prior to undergoing the physical agility examination.

3. All other provisions of the Rules and Regulations will remain in full force and effect except for the provisions specifically modified by this Resolution.

This Resolution enacted this 11TH day of FEBRUARY, 2016 by the Civil Service Commission of the Township of Salisbury.



SAMUEL DARROHN, VICE CHAIR



KEN WIED, ALTERNATE MEMBER



ANDREW KATZ, MEMBER

Attest:



CATHY BONASKIEWICH  
Acting Township Manager