

**LETTER OF AGREEMENT
BETWEEN
COUNTY OF STANISLAUS
AND
STANISLAUS COUNTY DEPUTY PROBATION OFFICERS' ASSOCIATION**

RE: INCORPORATING A PHYSICAL AGILITY ASSESSMENT INTO THE MINIMUM QUALIFICATIONS FOR THE DEPUTY PROBATION OFFICER CLASSIFICATION

Pursuant to this agreement between the County of Stanislaus, hereinafter referred to as "County," and the Stanislaus County Deputy Probation Officers' Association, hereinafter referred to as "SCDPOA," the parties agree as follows:

Whereas, the County and the SCDPOA agree there is a need to assess the physical suitability of prospective employees to meet the rigors of the Deputy Probation Officer classification.

Whereas, the County and the SCDPOA agree both parties benefit from a physical agility assessment to help identify the best qualified candidates to meet the physical demands of the duties of the Deputy Probation Officer classification.

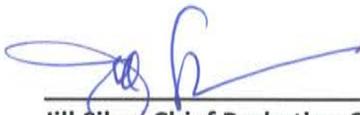
Whereas, the County and the SCDPOA agree the physical agility assessment is only to be used as an instrument to measure suitability to perform the duties of a Deputy Probation Officer for prospective employees and not those who are already permanent employees working in the Deputy Probation Officer classification.

Now therefore, the parties agree to the following terms and conditions of incorporating a physical agility assessment into the minimum qualifications of the Deputy Probation Officer classification as follows:

1. The physical agility assessment will be administered by the County as part of the employment screening process consisting of physical elements where prospective employees will earn a pass/fail score.
2. The physical agility assessment will consist of the following elements:
 - A. **Prone Plank:** Lie on the ground in the prone position and raise body off the ground in a straight posture supported only by forearms/elbows. Keep body raised off the ground and hold posture for 30 seconds. Rest 30 seconds and repeat two more cycles for a total of 3-30 second prone planks.
 - B. **Body Drag:** Lift and drag a 165 lb. life-like dummy 32 feet in 15 seconds or less.

- C. **Stair Climb:** Run 15 yards, climb up a flight of stairs making contact with each step, turn around at the top and climb down the flight of stairs making contact with each step, sprint 15 yards back to starting line in 30 seconds or less.
 - D. **Scale Chain Link Fence:** Run 5 yards to a 6-foot chain link fence, climb over the fence, and continue running for 25 yards in 25 seconds or less.
 - E. **Scale Solid Fence:** Run 5 yards to a 6-foot solid fence, climb over the fence, and continue running for 25 yards in 30 seconds or less.
 - F. **Obstacle Course:** Run a 99-yard obstacle course in 30 seconds or less. The course consists of several sharp turns, number of curb height obstacles, and a 34-inch high obstacle that must be vaulted.
 - G. **Endurance Challenge:** Run 500 yards in 2 minutes or less immediately followed by performing 10 push-ups in 20 seconds or less.
 - H. **Trigger Pull:** Raise an unloaded pistol to shoulder height with arm fully extended and unsupported. Pull the trigger at least 40 times with the dominant hand within 1 minute and repeat the test with the weak side hand.
3. Incorporation of the physical agility assessment will commence at the first hiring recruitment of the Deputy Probation Officer classification following ratification of this agreement.
 4. The parties agree to meet and confer in the future at the request of either party to the extent required under the Meyers-Milias-Brown Act and limited to the construction and execution of the physical agility assessment described in this agreement.

For the County:



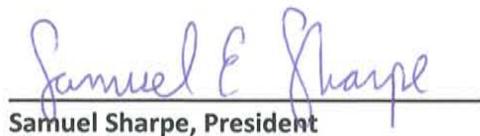
Jill Silva, Chief Probation Officer



Nancy Bronstein, Personnel Director

12-16-14
Date

For the SCDPOA:



Samuel Sharpe, President



Paul Konsdorf, Goyette & Associates

12/12/14
Date