



Essential Job Functions and Physical Standards Requirements for Correctional Officer Cadets



Applicants recommended for the position Correctional Security Officer will be examined by department medical staff in order to assess the applicant's fitness for duty and pre-service training. The purpose of the examination is to determine whether the applicant's current physical condition precludes him or her from performing essential job functions or if they pose a direct threat to the health and safety of themselves or others. The purpose of the examination is not diagnostic and no diagnosis will be provided. Applicants may be referred to a non-DOC medical provider for determination of fitness for duty and/or pre-service training.

Essential Job Functions for Correctional Security Officers

The following physical requirements must be met in order to perform essential job functions safely:

- Heavy lifting, 45 pounds or over;
- Heavy carrying, 45 pounds or over;
- Pulling hand over hand and reaching above the shoulders;
- Use of the fingers;
- Use of both hands;
- Predominately walking for eight or more hours;
- Predominately standing for eight or more hours;
- Climbing with the use of arms and legs;
- Repetitive bending, crawling, or kneeling;
- Use of both eyes required, at least 20/30 corrected acuity in each eye;
- Clearly speak English without major impediments; and
- Ability to hear

Physical Conditioning Activities During Training

As a portion of your training in the Basic Correctional Officer Cadet Academy you will be required to actively participate in physical conditioning and successfully complete a course in basic self-defense. Participants who participate in a regular physical fitness program are less likely to encounter problems or sustain injuries during physical training.

Listed below are the academy's physical conditioning activities that begin on the second day of training with a basic physical assessment which includes a 1.5 mile run/walk, one (1) minute of push-ups and one (1) minute of sit-ups. These activities are performed at the individual participant's own pace and current ability. Physical conditioning will continue, at a minimum of one hour (1) per day, three (3) days per week. The duration and endurance maximums listed below are goals rather than requirements, and not all activities are performed every day.

Participants are also required to act as a subject during self-defense training, which will include having wrist joints, elbow joints, and shoulder joints manipulated to a controlling posture.

Aerobic Activities	Duration
Walking	3-5 miles
Jogging	1-3 miles
Running	.25 - .5 mile
Sprinting	100 yards
Aerobics	45 minutes
Climbing Stairs	20 flights
Jumping	30-50 reps
Side Straddle Hop	50 reps
Lateral Runs	20 yards X 10
Backward Runs	20 yards X 10
Flexibility Activities	Duration
Bend and Reach	1 hour daily*
Deep Knee Bends	1 hour daily*
Hurdler Stretch	1 hour daily*
Wrist Twists	1 hour daily*
Arm Rotations	10 minutes
Lateral Stretch	1 hour daily*
Toe Touch Stretch	1 hour daily*
Biceps/Triceps Stretch	1 hour daily*
Step Lunging	10 X 10 reps

*A combination of these exercises will be performed 1 hour daily.

Strength Activities	Duration
Push-Ups	25-50
Sit-Ups	25-50
Push/Pull Drills	45 minutes
Subject Control	2.5 hours daily
Squats	50-100 daily
High Knee Raises	20 minutes
Leg Lifts	15 minutes
Endurance Activities	Duration
Group Runs	1-3 miles
Falls Forward	25 daily
Patterns of Movement	45 minutes
Counter Strikes with Hands	50-100 daily
Crunches	10 minutes
Falls Backward	25 daily
Pivot Steps	200 daily
Counter Strikes with Knees	50-100 daily
Tactical Recovery	100 daily
Falls to Both Sides	100 daily
Knee Pivots	200 daily
Counter Strikes with Feet	50-100 daily