



## Work Performance Test

### Ramsey County Sheriff (Adult Detention Center) or Community Corrections (Correctional Facility)

### Job Position Correctional Officer 1, 2 and 3

Name: \_\_\_\_\_ Date: \_\_\_\_\_ Age: \_\_\_\_\_ Handedness: R L

Essential Job Task	Description of Test & Comments	Met or Not Met?
<p><b>Grip strength</b> required throughout the position (handling/controlling fire arms, restraints, handcuffing, etc.). Repetitive gripping is completed throughout shifts as needed. Employees must have normal grip (minimum) to tolerate the repetitive nature of this work.</p>	<p>Bilateral grip strength testing is completed with a dynamometer with score expectations WNL for age/gender. Grip Norms R: _____ Grip Norms L: _____</p> <p><b>Grip (2<sup>nd</sup> position):</b> R _____ / _____ / _____ L _____ / _____ / _____</p>	<p>Met Not Met</p> <p>Met Not Met</p>
<p><b>Removing person (with assistance as needed) from on top of officer</b> – officer has person on top of them trying to pin them down and they need to push them off.</p>	<p>Push/maneuver 165 lbs. dummy from on top of officer and get out from under the dummy (assistance as needed).</p>	<p>Met Not Met</p>
<p><b>Trunk bending</b> – throughout the day for vehicle/bus/train searches, in/out of vehicle, etc.</p>	<p>Search for two hidden items in an area (play hand gun and small bag of white granular substance) assuming all of the awkward &amp; low level working positions.</p>	<p>Met Not Met</p>
<p><b>Lifting</b>- handle/move property totes between various shelf heights.</p>	<p>Pick up 20 lbs property tote at ground level and place on shelf heights: 12”, 32”, 55”, 74”. May use step stool to reach top shelf; 3 reps. each level.</p>	<p>Met Not Met</p>
<p><b>Lift &amp; Carry</b> – Daily handle duty bag from command station to squads. Moving evidence to SUV and then to evidence room.</p>	<p>Lift 28 lb. bag from 36” shelf, carry 100 ft., and place at 44” height in squad cabinet.</p>	<p>Met Not Met</p>
	<p>Fold and lift 40 lbs. wheelchair into back of SUV at 44” height. Reverse process and transport (roll/carry preference) 50 ft. to evidence room.</p>	<p>Met Not Met</p>
<p><b>Handcuffing &amp; drag/move inmate</b> (with assistance as needed)- Body drag from cell area, emergency response, etc..</p>	<p>Apply handcuffs to therapist in a standing position (training) - 3 reps.</p>	<p>Met Not Met</p>
	<p>Two people place 165 lbs. manikin on to blanket. Two people drag manikin 20 ft., roll to face down position and return to face up position &amp; apply handcuffs for 2 reps., two people drag back 20 ft. over concrete floor and remove blanket from under manikin.</p> <p>Heart rate recovery less than 3 minutes? Y N</p>	<p>Met Not Met</p>
<p><b>Walking</b> – frequent to constantly for monitoring and escorting inmates throughout facility.</p>	<p>Walk continuously at speed of 3.0 mph on level treadmill for 7 minutes. <i>(Combine with run test below)</i></p>	<p>Met Not Met</p>
<p><b>Run</b> (fast jog)to site of incident with inmates within building or outside on grounds &amp; ...</p> <p>Communicate clearly to staff about situation status ... after run.</p>	<p>Run (fast jog) on treadmill at speed of 5.0 mph (get to this speed within 30 seconds) &amp; maintain for 2 minutes.</p>	<p>Met Not Met</p>
	<p>After run, speak loudly &amp; clearly .... <b>“Everybody lock into your cells.” “No more assistance needed.”</b></p>	<p>Met Not Met</p>



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Essential Job Task	Description of Test & Comments	Met or Not Met?
<b>Low level work.</b> When applying shackles requiring fine motor coordination when transporting inmates.	Complete a fine motor coordination task for 1 min. at ground level while kneeling/crouching/ bending.	Met Not Met
<b>Stair Climbing</b> – occasional to frequent for well-being checks & escorts, monitoring, securing area, etc.	Go up and down 6 flights of stairs. Accomplish within 3 minutes.	Met Not Met
<b>Push/pull</b> for restraint of individuals/inmates/criminals or suspects during arrest or restraint.	Push 1 minute using Chatillon gauge with constant hold of 40 lbs. or more at chest level (3 reps) against the wall.	Met Not Met
	Push 1 minute using Chatillon gauge with constant hold of 60 lbs. or more at ground level (3 reps).	Met Not Met
<b>Finger intensive tasks:</b> Pinch strength required throughout the positions (primarily using keys extensively during shift, etc.). Employees must have normal pinch to tolerate the repetitive nature of this work.	Bilateral pinch strength testing is completed with a pinch gauge with score expectations WNL for age/gender; 3 reps. Key Pinch Norms R: _____ , L: _____ <b>Key Pinch:</b> R _____ / _____ / _____ L _____ / _____ / _____	Met Not Met Met Not Met
<b>CPR</b> – Perform until help arrives	Compress chest of CPR Training Manikin for 3 minutes. Criteria: 100 bpm to correct depth – 2” without stopping compressions. Timed by metronome.  Chest compression deep enough      Y    N 100 bpm    Y    N	Met Not Met
<b>Check</b>	<b>Employment Test Result</b>	
	Physical abilities <b>Do / Do Not</b> match the functional requirements of the job description.	
	Modifications of the job or changes in the applicant’s physical abilities <b>Would / Would Not</b> be necessary in order to perform these tasks.	
	If job modifications or changes in applicant’s physical abilities are needed a MOH physician or PA should review these test results	
	Reviewed by MOH Physician or Physician Assistant:	<b>YES                      NO</b>
	<b>Name of PHYSICAN:</b> _____	<b>Date:</b> _____

Comments: \_\_\_\_\_

Name of Evaluator: \_\_\_\_\_ Date: \_\_\_\_\_

**Ramsey County Sheriff Department will make the final determination based on if they are able to provide reasonable accommodations.**

***Send these 2 sheets to employer***



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**Flexibility**

Normal      Tight      Very Tight  
 1    2    3    4    5

**Strength**

Normal      Good      Fair      Poor  
 5      4      3      2

**NECK**

**RIGHT**      **LEFT**

**RIGHT**      **LEFT**

Rotation \_\_\_\_\_  
 Side Bend \_\_\_\_\_  
 Flexion \_\_\_\_\_  
 Extension \_\_\_\_\_

\_\_\_\_\_

**SHOULDER**

**RIGHT**      **LEFT**

**RIGHT**      **LEFT**

Abduction \_\_\_\_\_  
 Adduction \_\_\_\_\_  
 Flexion \_\_\_\_\_  
 Extension \_\_\_\_\_  
 Int. Rotation \_\_\_\_\_  
 Ext. Rotation \_\_\_\_\_  
 H-adduction \_\_\_\_\_  
 H-abduction \_\_\_\_\_  
 Scratch test – IR \_\_\_\_\_  
 Scratch test – ER \_\_\_\_\_

\_\_\_\_\_

**ELBOW**

**RIGHT**      **LEFT**

**RIGHT**      **LEFT**

Flexion \_\_\_\_\_  
 Extension \_\_\_\_\_  
 Pronation \_\_\_\_\_  
 Supination \_\_\_\_\_

\_\_\_\_\_

**WRIST**

\_\_\_\_\_

**Grip strength average** \_\_\_\_\_ lbs. \_\_\_\_\_ lbs.  
**Low/High range** \_\_\_\_\_ lbs. \_\_\_\_\_ lbs.

**HAND** \_\_\_\_\_

**TRUNK/BACK**

**RIGHT**      **LEFT**

**RIGHT**      **LEFT**

Rotation \_\_\_\_\_  
 Side Bend \_\_\_\_\_  
 Flexion \_\_\_\_\_  
 Extension \_\_\_\_\_

\_\_\_\_\_

**LOWER**

**RIGHT**      **LEFT**

**RIGHT**      **LEFT**

**EXTREMITIES**

Quadriceps \_\_\_\_\_  
 Hamstrings \_\_\_\_\_  
 Hip Flexion \_\_\_\_\_  
 Hip Adduction \_\_\_\_\_  
 Hip Abduction \_\_\_\_\_  
 Dorsiflexion \_\_\_\_\_  
 Plantarflexion \_\_\_\_\_

\_\_\_\_\_

**Comments:**