

# Physical Capacity Testing Program

## Procedure/Positions Subject to Capacity Testing

The Human Resources Department will compile and maintain a list of classifications that require additional physical capacity testing beyond a normal physical. Such physical capacity testing will be based on objective criteria.

Whenever a new position is created or a current position is modified Human Resources will review the position to determine if it should be added to or deleted from the list for additional physical capacity testing. Any Employee who is in a current position prior to the position being added to the list shall be exempt from additional testing. The job classifications that are determined to need additional physical capacity testing will have the notice of physical capacity testing included in any posting as part of the requirements.

Effective January 1, 2013, the Department of Human Resources will designate positions that require physical capacity testing and maintain a list of such positions. Any Employee holding a classification designated by Human Resources before the designation is implemented shall be exempt from additional testing.

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