

**MEMORANDUM OF AGREEMENT
LAW ENFORCEMENT PROGRAM ONE BOOK CHAPTER**

The Memorandum of Agreement (MOA) on this subject dated March 21, 2007 is amended as follows:

1) Physical Fitness testing conducted during calendar year 2009 will be conducted for baseline purposes only, for officers hired prior to January 2009. The test results will assist officers in measuring and achieving compliance with the fitness requirements for their jobs. Beginning with calendar year 2010, if a police officer cannot meet the physical fitness requirements within the prescribed time limits, the Employer will conduct a job search in the commuting area in an effort to locate a vacant position for which the employee is qualified. The retest procedures in paragraph 2 of the MOA dated March 21, 2007 will still apply. New hires will be tested during 2009 and must pass the test to be hired.

2) In Police Policy Document #10-005, the Employer modified the physical fitness qualifications as follows:

- a. The situps have been deleted.
- b. The Illinois Agility test has been replaced with a 13 inch vertical jump.
- c. Officers having medically documented long-term medical restrictions or disabilities may complete alternative physical fitness events as needed in accordance with their limitations. Alternative events that may be applicable include a 2-mile walk instead of the 1.5 mile run, a dummy drag instead of pushups, or the Illinois agility test instead of the vertical jump.

3) Officers attending the Federal Law Enforcement Training Center or comparable police training will be required to sign page 5 of the SF182, Authorization, Agreement, and Certification of Training, prior to attending the training course. This statement addresses paying back the cost of the training if the employee does not remain with the agency for at least 3 times the length of the training course.

4) New hires will be required to acknowledge in writing that they have read the Security Force Policy and Procedures Manual during their initial indoctrination period.

5) New hires will be required to sign a DLA Police Employment Conditions/Statement of Understanding and Agreement which documents the existing conditions of employment for police officer positions.

7) Provisions of the March 21, 2007 Memorandum of Agreement that are not amended by this agreement, including paragraph 3 regarding duty time for fitness, remain in effect.

6) A copy of this agreement will be distributed to each bargaining unit police officer.

FOR THE UNION:

FOR THE EMPLOYER:



Frank D. Rienzi, Jr.
President
AFGE Council 169



Jeffrey R. Neal
Director, Human Resources
Defense Logistics Agency

Date: 12-19-08

Date: 12/19/08