

**ARKANSAS FORESTRY COMMISSION  
PHYSICAL & PSYCHOLOGICAL FITNESS POLICY  
§ 85**

**Physical Fitness**

**Required forms, if applicable: A85.100, A85.400 (a) (b) (c) (d) or (e)**

1. As a condition of employment, all new hires for firefighter positions must take an employment physical examination within ten days of hire. The AFC will pay the cost of the examination.
2. For purposes of this policy, employees in the following positions are firefighters: Forest Rangers, County Foresters, Investigators, and State Forest Technicians.
3. On June 29, 1999, the AFC Board adopted a physical fitness standard for AFC firefighters. This policy became effective January 1, 2002.
4. The standard is walking one mile in 16 minutes (NWCG light level test).
5. Non-firefighters must meet the standard before participating in fireline activities.
6. Firefighters must meet the standard during new hire one-year probationary period and every calendar year thereafter.
7. Firefighters passing the NWCG moderate or arduous level tests will be deemed to have met the AFC standard. The moderate and arduous level tests are not required for AFC work. The AFC will administer these tests only as requested by a firefighter.
8. Employees must successfully complete health screening, through their personal physician, before taking any physical fitness test administered by the AFC. Contact the AFC Human Resources Administrator for details.
9. District Foresters are responsible for scheduling the physical fitness test.
10. The AFC encourages firefighters to walk for exercise during work time.
11. Firefighters who are unable to meet the standard during any calendar year will be removed from the fireline until they meet the standard.
12. Firefighters who are unable to meet the standard by the end of any calendar year are encouraged to apply for non-firefighting jobs for which they are eligible, if available.
13. Firefighters will be removed from the payroll if, by the end of any calendar year, they do not meet the standard or accept a non-firefighting job.

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14. The State Forester may extend a firefighter's time to meet the standard by up to three months. These extensions will be granted sparingly. The three-month limit does not apply to a firefighter recuperating from an on-the-job injury.

**Psychological Fitness**

**Required Forms: Law Enforcement Personnel History Questionnaire (contact AFC Human Resources Office)**

1. Psychological evaluations are required by the Arkansas Commission on Law Enforcement Standards for law enforcement officers before certification.
2. For purposes of this policy, employees in the following positions are law enforcement officers:

AFC Investigator  
County Forest Ranger  
District Law Enforcement Officer  
Forester (optional)  
District Forester (optional)

3. Contact the AFC Human Resources Administrator to set-up evaluations with a licensed psychologist.

This AFC Physical & Psychological Fitness Policy and supersedes all earlier AFC § 85 and § 85-A policies and memoranda, which are hereby repealed.