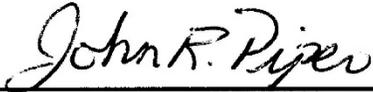




**WINCHESTER POLICE DEPARTMENT OPERATION ORDER**

**NOTE:** This policy is for internal use only, and does not enlarge an employee's civil liability in any way. It should not be construed as the creation of a higher standard of safety or case in an evidentiary sense, with respect to third party claims. Violation of this policy, if proven, can only form the basis of a complaint by this Department, and then only in a non-judicial administrative setting.

<b>Number</b> 2-67		<b>Effective Date</b> August 28, 2018	<b>Review Date</b> August 22, 2018	<b>Reviewing Division</b> Administration
<b>Subject</b> <b>PHYSICAL FITNESS</b>	<b>References</b>  VLEPSC  CALEA	<input type="checkbox"/> New Directive  <input type="checkbox"/> Amends  <input type="checkbox"/> Replaces  <input checked="" type="checkbox"/> Revised: January 10, 2013 Section II. Section, III. D., Section IV. A., B., C., Section V., B., Section VI. B., Section VII. A., November 1, 2010 V. A. 11. And, Appendix B, July 23, 2012, VI. F., July 9, 2013, Section II., IV. B. C., Section V., B. 1., VII., 2. And 4. May 15, 2014 II., B., C., V.,A. 5., VII. 5. August 22, 2018 II. III.A. F. K. L. IV. A.1. 3. 4. B. 2-3. 9. C. 1. 4. D. 4-7. V. A 1-10. B. 1-5 C. 1-3. VI. B. C. 2-4. E. F. G. 1-3		<b>This directive shall apply to personnel assigned to the following divisions:</b>
		<input type="checkbox"/> All Personnel <input checked="" type="checkbox"/> Patrol Division <input checked="" type="checkbox"/> Administration Division <input checked="" type="checkbox"/> Investigation Division		
 <hr/> Chief of Police or Designee		August 28, 2018 <hr/> Date		

**I. PURPOSE**

The purpose of this policy is to establish the Winchester Police Department Total Fitness Program. The program has been designed to provide reasonable assurance that each sworn officer is capable of performing the essential physical functions of the job of police officer, regardless of rank, position or assignment held by that officer. In addition, the department is committed to improving the quality of the officer's fitness in order to produce an effective, productive, and efficient police department. It is the intent of the Total Fitness Program to integrate both fitness and health components to promote the total well being/wellness of each officer. The goals of this program include:

1. Assess the officer's ability to perform essential physical functions;
2. Improve the officer's ability to perform essential physical functions;
3. Reduce cardiovascular risk factors;
4. Reduce job-related injuries;
5. Reduce absenteeism due to illness;

6. Increase officer morale; and
7. Improve the officer's quality of life by the maintenance of sustained minimal fitness levels combined with related health education opportunities.

## II. POLICY

The Winchester Police Department recognizes its officers as an important asset and understands the importance of encouraging and assisting officers in attaining peak effectiveness in performing their responsibilities. The department has established and will maintain a health and fitness program with mandatory participation by all full-time certified law enforcement officers.

In addition to assisting officers achieve personal wellness and fitness goals, the department recognizes that a healthy police officer is more capable of performing the daily physical requirements that enhances their level of service to the community. These physical activities are identified as essential functions and are necessary to perform critical specific functions of the job. The performance of the most critical, essential job function may be infrequent, but the consequences of non-performance or improper performance can be staggering. The ability of each officer to perform the job function is directly correlated to levels of exercise, diet, stress management, and weight control.

Those officers hired **after** March of 2010 have agreed that being fit is a vital component of employment as a police officer. These officers understand that continued employment is contingent upon maintaining a constant level of fitness, as measured by the fitness assessment defined in this policy and will be subject to a fit for duty medical evaluation if they do not successfully complete the assessment within parameters established herein.

Those officers hired **before** March of 2010 will comply with all the components of this order; however, their fitness for duty will be gauged independently of the mandatory fitness assessment.

## III. DEFINITIONS

### A. Absolute Standard

Absolute standards are minimal scores or "cutoff points" that have been determined through law enforcement validation studies as the fitness standard that must be attained by everyone regardless of age or gender for the person to be determined "fit for duty."

### B. Aerobic Capacity and/or Cardio-Respiratory Endurance

The functional capability of the heart, lungs, and blood vessels to distribute oxygen and energy substances to the working muscles. This is then combined with the capability of the working muscles to extract those delivered substances efficiently for energy production over sustained periods of time. Essentially, it is the body's capability to receive and utilize oxygen, carbohydrates, and fats to produce energy. This is important for police officers in numerous instances such

as foot pursuits and use of force applications exceeding two (2) minutes in duration.

C. Anaerobic Exercise

Anaerobic exercise are exercises that require a maximum burst of energy, are of a start-stop nature, and require a high level of intensity for short bursts of time. This is important to police officers in performing tasks such as a short, intense foot pursuit, running up stairs, lifting, carrying, pushing or pulling short distances.

D. Annual Fitness Assessment

The annual fitness assessment is a series of physical tasks that are the underlying and predictive factor for one's ability to perform those essential functions.

E. Contraindications

Contraindications are serious medical conditions whereby the risks of exercise usually outweigh the benefits. Exercise prescriptions for officers with any absolute or relative contraindications can only be completed by a physician.

F. Essential Job Function

The position of police officer was created to perform the essential fundamental function of protecting society by the equitable enforcement of laws. A particular job function is essential if removing it would require an alteration of the position, because of the limited number of employees available among whom performance of that function can be distributed, or because of the highly specialized nature of the function. For all full-time sworn law enforcement officers of this department, the essential functions include those outlined in policy and procedure.

G. Fitness Standards

The minimal scores that must be achieved on each physical fitness test to indicate that an individual can perform essential functions attached to his or her job responsibilities.

H. Muscle Endurance/Dynamic Strength

The ability to contract the muscle repeatedly over a period of time. Muscular strength and endurance are important for police officers in numerous instances, such as use of force, climbing, lifting, carrying, and dragging and pushing.

I. Physical Fitness

The organic condition of the human body which enables an individual to utilize his or her body in activities requiring strength, muscular endurance, cardio-respiratory fitness, flexibility, coordination, agility, power, balance, and speed without undue experience of fatigue and exhaustion. It is the ability to apply

energy and power to engage and succeed in both leisure and emergency situations.

J. Protocol

Strict adherence to a specific set of procedures as required in exercise, assessment, and prescription programs.

K. Qualified Employee with Disability

1. In compliance with the Civil Rights Act of 1991, physical fitness standards are the same for employees who hold the same job and have the same requirements.
2. This directive complies with all federal mandates. Section 106 of the Civil Rights Act of 1991 prohibits discriminatory use of test scores and states: "It shall be an unlawful practice for a respondent, in conjunction with the selection or referral of applicants or candidates for employment or promotion, to adjust the scores of, use different cutoff scores for, or otherwise alter the results of employment related tests on the basis of race, color, religion, sex or national color."
3. In compliance with the American Disabilities Act of 1992 (ADA), applicants, recruits, and incumbents are held to the same fitness standards. Persons who can perform the essential functions of a law enforcement officer, either with or without reasonable accommodation, cannot be denied employment simply because of a disability. On the other hand, the ADA does not guarantee employment for the disabled. If a person cannot perform the essential functions of the job, with or without reasonable accommodation, he or she can and will be denied employment. Once job relatedness is established and documented, then the fitness tests, standards and programs can discriminate against anybody. The tests and standards utilized in this fitness program do discriminate between those who can and cannot do the job regardless of age, gender, race, or handicap condition.

L. Total Fitness Program

For the purposes of this directive, the fitness program will consist of training for coordinators and instructors, physical fitness assessments, exercise prescriptions, and participant reassessments, as required.

M. Wellness

Wellness is the condition of the human organism, an evaluation of the body's health and disease status. Degrees of wellness vary from optimal health to ultimate death. Wellness embodies the theory of the whole individual, encompassing the physical, mental, spiritual, and social-emotional dimensions of life.

## IV. RESPONSIBILITIES

### A. Organizational Responsibilities

1. The department will create a climate in which fitness is more than a job requirement, making physical fitness a valued characteristic of the department's officers.
2. This general order serves as a manual and is directive in nature. It is in addition to, not a replacement for, all existing rules, regulations, policies, and procedures.
3. The Chief of Police or his/her designee will:
  - a. Maintain all records to evaluate the total fitness program's results and effectiveness by recording all releases, assessments, exercise prescriptions, goals, and related correspondence for each participant;
  - b. Ensure confidentiality of fitness records;
  - c. Ensure that all job descriptions include an accurate description of essential function requirements;
  - d. Maintain a staff of certified Fitness Instructors;
  - e. Review all results of the physical fitness assessments;
  - f. Maintain related fitness/health equipment and supplies as required to effectively operate the fitness program;
  - g. Provide incentive awards for performance beyond the minimum established absolute standards;
  - h. Conduct periodic evaluations of the Total Fitness Program; and
  - i. Evaluate the program annually, summarizing all program events, including number of screened/assessed, the tabulated results of the screening and assessments and remedial action required for non-compliance.

### B. Program Coordinator Responsibilities

The Program Coordinator is appointed by the Chief of Police and is responsible for supervision of the fitness program, provides direct service functions, and supervises the Fitness Instructors. The Program Coordinator will:

1. Be responsible for securing and preparation of assessment locations;
2. Conduct physical assessments;
3. Maintain all files and records involving medical releases and physical assessments. All medical related documentation shall be considered confidential medical information and shall be kept apart from general personnel files as a separate confidential medical record, available only through the office of the Chief of Police or his/her designee;
4. Be responsible for the monitoring of fitness assessments to ensure compliance with required protocols;
5. Assist in the selection and training of designated Fitness Instructors;
6. Provide Fitness Instructors with documented results of the medical screening and physical fitness assessments, so exercise prescriptions can be developed;
7. Identify and recommend equipment and supply needs in order to complete medical screening, physical fitness assessments and training requirements;
8. Be responsible for the maintenance and care of equipment utilized for the fitness program;
9. Provide assistance, as requested, to the Fitness Instructors; and
10. Maintain a fitness level meeting absolute standards, as required.

D. Fitness Instructor Responsibilities

Fitness Instructors assist the Program Coordinator in the administration of the fitness program and provide direct service functions as required. Fitness Instructors will:

1. Assist the Program Coordinator in conducting physical assessments.
2. Assist the Program Coordinator in the recording, tabulation, and documentation of information gathered from medical screenings and physical assessments;
3. Assist in the monitoring of fitness assessments to insure compliance with established protocols;
4. Provide any other assistance as requested by the Program Coordinator; and
5. Maintain a fitness level meeting all absolute standards, as required.

E. Individual Officer Responsibilities

1. It is the responsibility of each participating sworn officer, regardless of

rank; to have knowledge and comply with all the rules, regulations, and procedures contained herein.

2. Every full-time sworn officer, regardless of rank or assignment, is responsible for attaining and maintaining a level of physical fitness adequate for performing all essential functions as required of police officers employed by the department.
3. Officers will participate and complete the annual physical fitness assessment each year, as outlined in this directive.

## **V. GENERAL PROCEDURES**

### **A. Program Components**

1. Screening for Safe Participation – All full-time sworn personnel will complete and sign a Physical Fitness Assessment release, which will indicate the following:
  - a. Their ability to complete the physical fitness assessment;
  - b. Their inability to complete a portion of the physical fitness assessment due to a previous injury;
  - c. Their inability to complete a portion of the physical fitness assessment due to a new injury;
  - d. Their inability to complete any part of the physical fitness assessment;
  - e. If they have an injury, whether they would like to be examined by the Department's contracted medical personnel or their own private physician.
2. Assessment and Re-assessments – The department views the assessment of whether an officer has the fitness necessary to perform essential police job functions as a measure of the fitness program's effectiveness, rather than a punitive process. The department will administer physical fitness tests annually.
3. Coordination – The Program Coordinator will ensure that each supervisor is kept apprised of the physical fitness status and progress of officers assigned to their command.
4. Goal Setting – Officers are more likely to adhere to a program when effective goal setting principles are employed. The Fitness Instructors will assist participants to obtain realistic, yet challenging goals. The ultimate desire of the program is to provide a supportive environment to foster healthy lifestyles and maintenance of the level of physical fitness necessary to perform the essential functions of the job.
5. Motivational Assistance – Any officer needing any motivational or additional guidance can contact a Fitness Instructor to obtain that

assistance. Guidance can include goal setting, exercise prescriptions, and related educational opportunities.

6. Incentives – Physical fitness incentives may be awarded to full-time sworn officers who, during the annual department physical assessment, achieve absolute cut points listed in Appendix B of this directive. Officers must achieve the listed absolute cut points for each test component in their age and sex category in order to be eligible for a physical fitness incentive. Physical fitness incentives are awarded in the following manner:
  - a. Four (4) hours of compensatory time awarded for successfully completing Absolute Cut Point 1 of Appendix B;
  - b. Eight (8) hours of compensatory time awarded for successfully completing Absolute Cut Point 2 or greater of Appendix B; and
  - c. Awarded compensatory time shall be taken with the approval of the officer's supervisor.

## B. Medical Screening

1. Any officer who requests to be temporarily exempted from the physical fitness assessment tests due to a pre-existing injury or disability must bring this to the attention of the Program Coordinator or his/her designee as soon as the officer has knowledge of the condition. The officer will have a choice to be examined by a Department contracted physician or the officer's private physician. If the officer is not cleared to participate in the assessment, the physician will indicate if the officer is "fit for duty" or otherwise able to perform the essential functions of their position. If the officer is found not to be "fit for duty", the Chief of Police shall be immediately notified.
2. Any officer injuries during medical screening/assessments shall be addressed in the following manner:
  - a. Any officer who injures him or herself during the fitness assessment will bring the injury to the immediate attention of the Fitness Instructor.
  - b. The officer shall follow reporting procedures set forth by the City of Winchester regarding workplace injuries.
  - c. The decision to continue testing on the day an injury or illness occurs during the physical assessment will be initially made by the tested officer. The officer may be overruled by the Program Coordinator after consultation with the Fitness Instructor and the appropriate medical providers. If the decision is made by the Program Coordinator that the injury or illness presents potential harm to the participant, the officer may not continue in the

assessment process.

- d. Fitness Instructors are responsible for the completion of an officer injury report and insurance forms as per existing policy and procedure.

## VI. PHYSICAL FITNESS ASSESSMENT

### A. Purpose

The purpose of the physical fitness assessment is to determine the officer's ability to perform physical exercises that simulate occupational tasks identified as essential job functions. The absolute standards utilized for the Total Fitness Program were the result of validation studies of physical activities performed by federal, state, and municipal police officers across the nation by the Cooper Institute of Dallas, Texas.

### B. Assessment Implementation

Final Phase: 100% Compliance – Effective July 2011, each full-time sworn officer of the department completes a fitness for duty assessment. The nature of this assessment and the manner in which it is administered is defined in this directive. Those officers who cannot pass the assessment at this point in time will have their employment status evaluated by the Chief of Police to determine if they are fit for duty as a law enforcement officer with the Winchester Police Department.

### C. Test Protocol

1. The validity and accuracy of any test is compromised if the procedure for administering the test is altered in any way. All test protocols or fitness assessment exercises must be followed exactly in the same manner that was used to establish the norms.
2. The Program Coordinator and/or Fitness Instructor(s) shall instruct all participating officers in the correct test protocols.
3. The Program Coordinator and/or Fitness Instructor(s) shall ensure compliance of test protocols during all formal fitness assessments.
4. The Program Coordinator and Fitness Instructor(s) shall have final determination whether the officer was following established protocols for proper completion of the specific assessment exercise.

D. Assessment Components

The assessment program shall consist of six (6) specific physical fitness tests designed to measure the following four (4) components of physical fitness:

1. Aerobic capacity;
2. Anaerobic power;
3. Muscular strength; and
4. Muscular endurance.

E. Specific Physical Fitness Tests

The six (6) specific physical fitness tests are listed below. Refer to Appendix A for the minimal absolute standards for each physical fitness test.

1. 1.5-mile run – evaluates levels of aerobic cardiovascular capacity;
2. 300-meter run – evaluates levels of anaerobic power;
3. One repetition bench press – evaluates level of muscular strength;
4. One-minute sit ups – evaluates body core muscular endurance;
5. Maximal push ups – evaluates upper body muscular endurance; and
6. Vertical jump – evaluates anaerobic leg power.

F. Alternate Tests

1. If an officer provides medical documentation that he or she has a medical/physical condition that prohibits them from permanently performing the 1.5-mile run, push-ups, or the bench press, an alternative test may be considered.
2. The alternative tests have been proven to closely measure the four fitness components listed in this general order. These alternative tests would only be considered if the employee's medical provider certifies in writing that the employee is physically able to perform the alternative tests, and that his or her medical/physical condition will not prohibit them from performing the required physical activities as specifically defined in the job description for each rank, listed as "considerable physical effort working continuously with average and frequently with heavy weight or frequent requirements for long periods including but not limited to climbing, flexibility, talking, balancing, stooping, bending, kneeling, crouching, walking, running, jumping, crawling, lifting, and pushing".
3. The alternative tests are:

- a. Bench Press Alternate Test – Required number of pushups;
- b. Push-ups Alternate Test – One repetition of bench press at requisite weight;
- c. 1.5 Mile Run Alternate Test – Riding stationary bike five (5) miles in twenty-two (22) minutes or less.

G. Safety Measures

1. Testing will be supervised by the Program Coordinator and Fitness Instructors.
2. All fitness staff members will be responsible for adherence to all safety procedures regarding exercise protocols, injury prevention, monitoring/evaluating participants, and environmental factors.
3. Officers participating in the fitness program are responsible for complying with all safety directives as set forth by fitness staff members.

**VII. COMPLIANCE REQUIREMENTS**

1. Failure to obtain the minimal absolute fitness standards will require the officer to submit to a first re-test no sooner than thirty (30), but no more than fifty (50) calendar days from the initial test.
2. During the time period between test and re-test, it is the officer's responsibility to keep the Program Coordinator informed of their fitness training and any request for assistance.
3. If the officer advises that the reason for the failure was an injury or illness, the officer shall be examined by a department selected physician to evaluate the officer's ability to perform his or her essential job functions.
4. If the officer fails to comply in a second test, the same steps are followed before a third and final test.
5. If an officer fails a third and final assessment, and was hired after March of 2010, the Program Coordinator will prepare a detailed report and forward the report to the Chief of Police for evaluation for fitness for continued employment as a law enforcement officer with the Winchester Police Department. Officers hired before March of 2010 will be subject to all provisions of this policy, except they will not be subjected to a fitness for duty evaluation based solely on not successfully passing the annual assessment.

## APPENDIX A

### TESTING STANDARDS

#### The physical fitness test battery includes:

1. Vertical jump
2. 1 repetition bench press
3. Number of sit-ups performed in 1 minute
4. 300-meter run
5. Number of push-ups completed in 1 minute
6. 1.5-mile run

#### The procedure and order of testing is as follows:

1. Warm-up for 3 minutes, perform vertical jump test, then recover for 1 – 2 minutes
2. Perform the 1 repetition bench press, then recover for 2 – 3 minutes
3. Perform the one-minute sit-up test, then recover for 5 minutes
4. Perform the 300-meter run, then recover for 5 – 10 minutes
5. Perform the one-minute push-up test, then recover for 5 minutes
6. Perform the 1.5 mile run test, then cool down for 5 minutes

#### Minimal Absolute Standards

Passing this exam at this level of proficiency will place the test taker in the 20<sup>th</sup> percentile of law enforcement officers who took this exam. The minimal absolute standards for each test are:

1. Vertical jump – 14 inches
2. 1 repetition bench press – 71% of the participant's body weight
3. Number of sit-ups performed in 1 minute – minimum of 25
4. 300-meter run – completed in a minimum of 75 seconds
5. Number of push-ups completed in 1 minute – minimum of 19
6. 1.5-mile run – completed in 16:55 minutes

## APPENDIX B

### PHYSICAL FITNESS ABSOLUTE CUT POINTS

#### VERTICLE JUMP

<b>Male/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	25	24	20	19
Absolute Cut Point 3	24	22	19	17
Absolute Cut Point 2	22.5	21	18	16
Absolute Cut Point 1	22	20	17	15.5

<b>Female/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	18	16	14	14
Absolute Cut Point 3	17.7	15	14	14
Absolute Cut Point 2	16.5	15	14	14
Absolute Cut Point 1	16	14.5	14	14

#### BENCH PRESS

<b>Male/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	148%	132%	112%	100%
Absolute Cut Point 3	134%	124%	110%	97%
Absolute Cut Point 2	124%	122%	104%	93%
Absolute Cut Point 1	123%	118%	101%	90%

<b>Female/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	90%	76%	71%	71%
Absolute Cut Point 3	80%	71%	71%	71%
Absolute Cut Point 2	74%	71%	71%	71%
Absolute Cut Point 1	72%	71%	71%	71%

#### SIT UPS

<b>Male/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	52	48	43	39
Absolute Cut Point 3	47	43	39	35
Absolute Cut Point 2	45	41	36	31
Absolute Cut Point 1	44	40	35	30

<b>Female/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	49	40	34	29
Absolute Cut Point 3	44	35	29	25
Absolute Cut Point 2	41	32	27	25
Absolute Cut Point 1	39	30	25	25

#### 300 METER RUN

<b>Male/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	:48	:49	:55	:61
Absolute Cut Point 3	:50.3	:51	:57	:66.4
Absolute Cut Point 2	:52	:53	:61	:70

Absolute Cut Point 1	:53.5	:54	:62	:72
<b>Female/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	:56	:60	:66	:70
Absolute Cut Point 3	:58.3	:66	:66	:72
Absolute Cut Point 2	:60	:68	:75	:75
Absolute Cut Point 1	:61	:69	:75	:75

### **PUSH UPS**

<b>Male/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	57	46	36	30
Absolute Cut Point 3	47	39	30	25
Absolute Cut Point 2	41	34	26	21
Absolute Cut Point 1	39	31	25	20

<b>Female/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	37	33	19	19
Absolute Cut Point 3	28	23	19	19
Absolute Cut Point 2	24	19	19	19
Absolute Cut Point 1	23	19	19	19

### **1.5 MILE RUN**

<b>Male/Age</b>	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	10:00	10:24	10:48	11:45
Absolute Cut Point 3	10:09	10:46	11:15	12:08
Absolute Cut Point 2	11:10	11:33	12:11	13:20
Absolute Cut Point 1	11:29	11:54	12:24	13:35

Women/Age:	<b>20 – 29</b>	<b>30 – 39</b>	<b>40 – 49</b>	<b>50+</b>
Absolute Cut Point 4	11:33	11:58	12:53	14:24
Absolute Cut Point 3	11:58	12:54	13:47	14:34
Absolute Cut Point 2	12:53	13:47	14:34	16:13
Absolute Cut Point 1	13:24	14:08	14:53	16:35

### **BIKE**

<b>Male/Age</b>	<b>20-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
Absolute Cut Point 4	13:00	14:00	15:00	16:00
Absolute Cut Point 3	13:30	14:30	15:30	16:30
Absolute Cut Point 2	14:00	15:00	16:00	17:00
Absolute Cut Point 1	14:30	15:30	16:30	17:30

<b>Female/Age</b>	<b>20-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50+</b>
Absolute Cut Point 4	14:00	15:00	16:00	17:00
Absolute Cut Point 3	14:30	15:30	16:30	17:30
Absolute Cut Point 2	15:00	16:00	17:00	18:00
Absolute Cut Point 1	15:30	16:30	17:30	18:30