

## Warner Robins Fire Department

### Hiring Process

The Warner Robins Fire Department hiring process begins with the receiving an application from Human Resources at City Hall. Once the application is filled out and returned with a copy of a valid State Driver's License and a copy of a High School Diploma or GED Certificate. Once this has been received the actual process includes the following:

Fitness Test (Age and gender based)

Physical Agility Test

Entrance Lab

Background Investigation

Oral Board Interview

Physical Examination

Drug and Alcohol Screening

If hired by the Warner Robins Fire Department each employee will be required to participate in and pass a minimal fitness test on a yearly basis with age and gender being considered as far as the set standard. The fitness test will include sit ups, pushups, and a 1 ½ mile run.

# FIREFIGHTER FITNESS TEST

## ENTRANCE LEVEL

Being a firefighter is a very dangerous and physically demanding job. For this reason an entrance level fitness test and physical agility test has been developed. It will ensure each individual hired meets at least a minimum level of physical conditioning needed to perform the job of a firefighter.

### FITNESS TEST

The fitness test will include a 1-½ mile run, push-ups, and sit-ups. The time for the run and the amount of sit-ups and push-ups are based on age and gender as follows:

#### Male

<u>Age</u>	<u>1-1/2 mile run</u>	<u>Sit-ups</u>	<u>Push-ups</u>
17-19	12:15 minutes	54	46
20-24	13:15 minutes	50	42
25-29	13:45 minutes	47	38
30-34	14:15 minutes	44	35
35-39	14:45 minutes	40	33
40-44	15:15 minutes	37	29
45-49	15:45 minutes	33	25
50- over	16:15 minutes	29	21

#### Female

<u>Age</u>	<u>1-1/2 mile run</u>	<u>Sit-ups</u>	<u>Push-ups</u>
17-19	14:45 minutes	54	20
20-24	15:15 minutes	50	17
25-29	15:45 minutes	47	15
30-34	16:15 minutes	44	13
35-39	16:38 minutes	40	11
40-44	17:00 minutes	37	9
45-49	17:08 minutes	33	7
50- over	17:20 minutes	29	5

Candidates will have seventy-five (75) seconds to achieve the required repetitions on sit-ups and push-ups. Rest will be permitted during the sit-up and push-up (in the up position) portion of the test. An evaluator prior to testing will demonstrate criteria for sit-ups and push-ups.

# FIREFIGHTER PHYSICAL AGILITY TEST

## ENTRANCE LEVEL

The physical agility test consists of six (6) exercises that are to be performed consecutively. The candidate will have a total of seven (7) minutes to complete all six (6) exercises. Each of the exercises is task related and is performed on a regular basis by firefighters. While doing these exercises, the candidate will be wearing a part of the protective clothing worn by firefighters. The following protective clothing will be worn: helmet, bunker coat, gloves, and a self-contained breathing apparatus without the facepiece.

The candidate will have approximately 35-40 pounds of gear on while performing these exercises. Prior to beginning the physical agility test, candidate's vitals shall be within acceptable limits. The candidates will not be able to participate if their systolic blood pressure is over 160, diastolic blood pressure is over 100, or heart rate is over 110.

The candidate will be given an opportunity to practice the exercises prior to the date of the physical agility test. The candidate will also have the opportunity to wear the protective clothing during this practice.

The following is a list of the physical agility test exercises:

### 1. STAIR CLIMB

Fire in multi-story units represents one of the greatest threats to life safety. The ability to move personnel and equipment to the fire floor of a fire for extinguishment or rescue is an essential function for structural firefighters.

#### CONDITIONS

A shoulder load of hose weighing approximately 40 pounds will be picked up and carried up four (4) flights of stairs. The hose (2 sections of 1 3/4" hose) can be carried over the shoulder or up under the arm.

#### ABILITIES REQUIRED AND TRAINING CONSIDERATIONS

The cardiovascular system is tested in this task along with strength and endurance of the leg muscles. Stair climbing exercises, particularly those performed with a load, have the most positive effect on preparation of this task. Resistance training exercises for the legs are also helpful.

### 2. HOISTING

There are a number of fire ground activities that necessitate repetitive motions such as pulling or hoisting. Pulling victims from a confined area or hoisting equipment and tools to upper floors are tasks that call for a combination of grip strength and endurance. The use of gloves while attempting to grasp objects has been demonstrated to reduce grip strength by 50%.

#### CONDITIONS

The hoist evolution will consist of hoisting a section of 3" hose up to the fourth (4<sup>th</sup>) floor of the training tower. The hoisting will be done with a hand-over-

hand motion and the section of hose will be brought into the fourth (4<sup>th</sup>) floor window and set on the floor.

### **ABILITIES REQUIRED AND TRAINING CONSIDERATIONS**

This exercise requires upper body strength and grip strength. Any weight training that includes grasping and manipulation of heavy weights will have a beneficial effect on forearm flexors and grip strength.

### **3. FORCIBLE ENTRY AND VENTILATION**

Gaining access to a building for the purpose of effecting rescue and extinguishment or performing ventilation is an essential function for firefighters. There are a variety of forcible tools used by firefighters across the nation. Some of the most commonly used tools are human powered tools such as an axe or a sledgehammer. The use of these tools is one of the most physically demanding jobs a firefighter can do.

#### **CONDITIONS**

For the purpose of testing the forcible entry/ventilation skills, the sledgehammer is the safest and least skill dependent tool. The act of chopping is one of the most basic fire ground activities. For this exercise you will straddle a weight while standing on two (2) platforms. Using an eight (8) pound dead blow sledgehammer, you will drive a weight five (5) feet while striking the weight repetitively.

### **ABILITIES REQUIRED AND TRAINING CONSIDERATIONS**

The explosive power and endurance of the upper body muscle groups are demonstrated in the performance of this task. Resistance training of the upper body muscle groups is recommended.

### **4. VICTIM DRAG**

The most critical task of a firefighter is the rescue of a member of the community or a fellow firefighter. The importance of this task transcends all others and is directly responsive to the mission of the fire service.

#### **CONDITIONS**

The use of an anatomically correct rescue prop weighing approximately one hundred seventy five (175) pounds is recommended. The task is accomplished as follows: a mannequin is placed on the ground in a lying down position. The candidate has the option of dragging the prop or lift and carries the prop a distance of one hundred (100) feet.

### **ABILITIES REQUIRED AND TRAINING CONSIDERATIONS**

Muscular strength and endurance are necessary for the victim drag. Resistance training with weights on the various muscle groups will provide the basic foundation for the performance of this task.

### **5. HOSE ADVANCE**

Large and small diameter hose are routinely used in the job of firefighting. Carrying, dragging, and advancing charged hose lines is an essential function of firefighters. The weight of water is 8.33 pounds per gallon. The weight of a

charged hose line can easily reach weights in excess of 400 pounds depending on the size and length of the hose lay.

#### **CONDITIONS**

The lead end of a charged one hundred (100) 1 3/4" hose line should be placed over the shoulder. While walking at a rapid pace without stopping, the hose line will be stretched by pulling it from a pre-connected water source a total distance of seventy-five (75) feet.

#### **ABILITIES REQUIRED AND TRAINING CONSIDERATIONS**

Pulling hose demands muscular strength and endurance of the large muscles of the legs. There is some need for torso strength to stabilize the upper body. Resistance training such as squats, knee flexing, and extensions are recommended.

### **6. CARRY EVOLUTION**

Firefighters need to carry tools and equipment at a fire. Completion of this task demonstrates that the candidate has adequate strength to pick up and then carry an object and appropriate distance.

#### **CONDITIONS**

The candidate shall pick up an exhaust fan and carry it a distance of one hundred fifty (150) feet. The fan will be carried continuously without being dropped or set down.

#### **ABILITIES REQUIRED AND TRAINING CONSIDERATIONS**

Muscular strength and isometric endurance are required for this task. Resistance training for the arms and legs are most effective for this task.

### **IF HIRED BY THE WARNER ROBINS FIRE DEPARTMENT**

All firefighters hired as of January 2011 will be required to participate in and pass the minimal fitness test on an annual basis with age and gender being in consideration. The fitness test will include a 1 1/2 mile run, sit-ups, and push-ups. Firefighters will have seventy-five (75) seconds to achieve the required repetitions for sit-up and push-ups. The amount of repetitions and the time for the run are located on the first page of this document. Rest will be permitted for the sit-up and push-up (**in the up position**) portion of this test. An evaluator prior to testing will demonstrate criteria for the sit-ups and push-ups.

Firefighters who do not meet the required standard will be put on a monitored fitness program for up to six (6) months or until the standard is achieved. If after six (6) months the firefighter is not up to standard, he/she can be terminated from the Warner Robins Fire Department. If a medical issue arises prohibiting the firefighter from achieving or attempting the fitness test, employment will be at the discretion of the Fire Chief.

## Firefighter Entry Level Assessment Center

Introduction

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You are here today to participate in the Firefighter Entry Level Assessment Center.

The Assessment Center is a mandatory part of the selection process in becoming a firefighter. You may participate in the Assessment Center because you have successfully completed the physical condition test. The physical condition test rating is good for one year only.

The Assessment Center will begin at approximately 8:30 am and continue until around 4:00 pm with a lunch break about noon.

The purpose of the Assessment Center is to select candidates who possess the minimum skills necessary to satisfactorily complete the training program and function as a firefighter.

The Assessment Center consists of six (6) exercises. I will explain these exercises briefly to you now and then in more detail at the time the exercise is administered.

**Exercise 1-** This is an ice breaker exercise. The candidates are divided into four groups. Candidates will participate in three (3) groups and will move from group to group telling the other candidates about themselves. Each candidate will have three (3) minutes with each group to discuss anything about themselves they feel comfortable with.

**Exercise 2-** This is a fire learning exercise and consists of two (2) parts:

Part 1 is a 15-minute classroom lecture on a fire topic during which you will be able to take notes. Later in the day you will be given a short quiz covering the material. You may study your notes prior to the exam but will not be allowed to use your notes during the quiz.

Part 2 is a reading comprehension exercise. You will be given 25-minutes to read an article on a fire topic and then given a 10-minute quiz over the material.

**Exercise 3-** This is an oral directions exercise. You will be asked to listen and respond in writing to 14 questions. Part of this exercise is concerned with reading a simple map.

**Exercise 4-** This is a tool identification exercise. You will be asked to look at several tools used in the fire service and match the tool to the definition of its use.

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**Exercise 5-** This is a firehouse problem solving exercise. Candidates are divided into four groups and as a group will be asked to work together to solve four problems which might be encountered by a firefighter at the firehouse while on duty.

**Exercise 6-** This is a fire hydrant exercise. Each candidate will be tested individually. Each will be given pieces of fire hose equipment, which they must attempt to put together properly.

Throughout the exercises candidates will be observed by a group of assessors who are currently Warner Robins Fire Department personnel. They will observe, record, and evaluate your behavior throughout the exercises. There are several dimensions, which pertain to performance as a firefighter. These are:

1. Learning Ability
2. Ability to follow directions
3. Manipulative Ability
4. Mechanical Aptitude
5. Interpersonal Relations
6. Oral Communication Skills
7. Written Communication Skills

Each candidate will be given a rating on each of these dimensions. The rating will be on a 1 to 6 scale.

- 1- Totally Ineffective
- 2- Needs Improvement
- 3- Needs some improvement
- 4- Satisfactory
- 5- Effective
- 6- Outstanding

Finally, each candidate will be given an overall rating. The highest number of points, which a candidate may receive, is 42, the passing score of 28. The Assessment rating is good for one (1) year, after which time those candidates not hired would be required to re-take the Assessment. Should you fail the Assessment by receiving less than 28 points, you will be eligible to re-take the Assessment a maximum of three (3) times.

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All assessment results will be maintained in the Personnel Department and you may review your results by making an appointment with the Personnel Director. Test results are available only to the Personnel Director, Fire Chief, Chief of Training, and the candidate.

Throughout the day of the assessment you will not be referred to by your name. You have been given a number and this number is to appear on your paperwork. Please do not use your name.

At the completion of the Assessment Center we ask each candidate to complete a Candidate Evaluation Form. You need not sign this questionnaire, your comments will remain anonymous but will be used to make any necessary improvements in the Assessment Center.