

# **THE PARIS FIRE DEPARTMENT PRE-EMPLOYMENT PHYSICAL ABILITY EVALUATION GUIDE**



**ADMINISTERED BY THE CITY OF  
PARIS FIRE DEPARTMENT**

*REVISED: August 2014*

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# **PARIS FIRE DEPARTMENT PRE-EMPLOYMENT**

## **PHYSICAL ABILITY EVALUATION:**

### **APPLICANT INFORMATION**

1. The PFD Pre-employment Physical Ability Evaluation (PAE) consists of the following three EVENTS:
  - A. EVENT I – Aerial Ladder climb/descent.
  - B. EVENT II - Navigation of the Self Contained Breathing Apparatus (SCBA) Maze.
  - C. EVENT III - Fireground/Incident Replication; consisting of (9) individualized components with an overall completion time assigned.
2. Successful participation in the PAE requires that the Applicant:
  - A. First complete a short ORIENTATION detailing events, requirements, and expectations Applicants may ask questions, during the ORIENTATION, to clarify any misunderstandings regarding process.
  - B. Complete all three events as detailed and prescribed.
3. The Applicant will be monitored throughout the PAE by an assigned Evaluation Officer (EO) and the PAE may be terminated, at any time, due to any one of the following:
  - A. Improper action/condition of or by the Applicant, which may include:
    - i. Any attempt to unfairly manipulate the PAE.
    - ii. Failure or refusal to participate in any event/component.
    - iii. Any indication of alcohol or illicit substance use, physical/mental impairment, or adverse reaction to prescription medications at the time of the PAE. In such case, the Fire Chief/designee will be immediately notified and the EO will secure/retain the Applicant and all others at the PAE site.
    - iv. Improper behavior, in an attempt to improperly influence, effect, delay or otherwise compromise conditions.
    - v. Any attempt to improperly influence or interfere with the Evaluation Officer or any other test proctor.
  - B. Unsafe conditions.
  - C. Equipment malfunctions.
  - D. Fire Department emergency incident response.
  - E. Inclement weather.
4. A PAE that has been stopped and terminated as a result of improper action by the Applicant will not be rescheduled.
5. A PAE that has been stopped and terminated as a result of action not the fault of the Applicant will be rescheduled.
6. The EO will ensure that each PAE is provided and conducted in a consistent manner to ensure a fair, impartial, and equitable process for all Applicants.

7. An Applicant may not have family and/or friends present during the evaluation.
8. During the PAE, an Applicant will refrain from speaking to any bystander or person other than the EO/designee.
9. Those assisting in the PAE will refrain from “encouraging” or “cheering-on” any Applicant.

**CITY OF PARIS PFD PRE-EMPLOYMENT PHYSICAL ABILITY EVALUATION:  
HOLD HARMLESS AGREEMENT**

**STATE OF TEXAS  
KNOW ALL MEN BY THESE PRESENTS**

That I, \_\_\_\_\_ have read instructions given to me prior to participating in the Paris Fire Department Pre-Employment Physical Ability Evaluation and I fully understand that passing this evaluation is a condition for employment with the City of Paris Fire Department. I fully understand that this is an evaluation of the job related tasks and functions which are equivalent to normal firefighter duties.

I hereby voluntarily agree to participate in this evaluation. I agree to indemnify and hold harmless the City of Paris, the Paris Fire Department, and/or any employee thereof, for any injury sustained by me during the process. I also freely assume all risks that may be involved by participating in the evaluation and in using any equipment and/or training facilities. Further, to the best of my knowledge, I am currently physically free of any injury/illness and am capable of attempting/performing any strenuous activity which may be demanded by the evaluation process.

\_\_\_\_\_  
**Signature of Applicant**

Witness my hand this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_.

\_\_\_\_\_  
**Signature of Witness**

**STATE OF TEXAS §  
COUNTY OF LAMAR §**

BEFORE ME, the undersigned authority, on this day personally appeared \_\_\_\_\_, known to me to be the person whose name is subscribed to the foregoing instrument, and acknowledged to me that he/she executed the same for the purposes and consideration therein expressed.

**GIVEN UNDER MY HAND AND SEAL OF OFFICE, this \_\_\_\_ day of 20\_\_\_\_.**

**Notary Public, State of Texas**

\_\_\_\_\_  
**Notary Public's Signature**  
**My Commission Expires: \_\_\_\_\_**

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## **PHYSICAL ABILITY EVALUATION RATIONALE**

1. In order to evaluate the physical capabilities of an official PFD Applicant for a beginning position with the PFD, a formal Physical Ability Evaluation has been established and adopted. This process, composed of three main EVENTS, replicates and simulates actual tasks inherent in fire suppression and emergency incident mitigation activities.
2. EVENTS I and II are each composed of a single component, while EVENT III contains nine (9) sequential components. Each EVENT is graded independently and a PASS or FAIL grade is assigned, based upon the Applicant's compliance to instructions and successful completion/failure.
3. An Applicant fails the overall evaluation and is disqualified from further position eligibility, if any of the following occur:
  - A. Failure to complete the ORIENTATION session
  - B. Failure to properly complete either EVENT I or EVENT II.
  - C. Failure to properly complete any one component within EVENT III.
  - D. Failure to properly complete all nine (9) components of EVENT III within the prescribed timeframe.
4. During the evaluation process, the applicant will be required to wear personal protective clothing/equipment as approved by the Evaluation Officer. Use of such **PPE** is mandated for firefighter use during incident mitigation activities, and is therefore required in order to simulate or duplicate similar conditions as well as provide for the safety and protection of the Applicant during the evaluation. An Applicant may provide and use his/her own NFPA approved PPE (except for SCBA pack), once inspected/cleared by the Evaluation Officer.

## **EVALUATION STANDARDS**

### **EVENT I – Aerial Ladder Climb.**

**Procedure:** NOT A TIMED EVENT. While wearing PPE (helmet, boots, coat, pants, and gloves; NO SCBA) and a full-body safety harness, the Applicant will:

1. Climb to the top of the fully extended aerial ladder (set at a 60° angle). When climbing ladder, the Applicant will step on (with feet) and clutch (with hands) each rung as he/she ascends/descends ladder (hands must be kept on the ladder rungs and not on the ladder rails).
2. Once reaching the top of the ladder, the Applicant will **STOP** and grasp firmly the top rung with both hands.

## **EVENT I – Aerial Ladder Climb (continued)**

3. Applicant will then look to the right and down to the ground and determine which article of firefighting equipment (Chain Saw, Fire Axe or Fire Helmet) the firefighter on the ground is pointing to.
4. Once the firefighter on ground has stepped back from the equipment, the Applicant will immediately begin his/her safe descent of the ladder.
5. Once back on ground, the Evaluation Officer will ask Applicant to identify which piece of equipment the firefighter on the ground was pointing to.
6. Ladder ascent/descent is to be completed using a safe and continuous motion.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Not ascending (climbing) the entire length of the ladder.
2. Not ascending or descending in a continuous motion.
3. Skipping ladder rungs during the ascent/descent.
4. Failure to grasp top ladder rung with both hands.
5. Failure to properly identify the piece of firefighting equipment.
6. Failure to ascend/descent in a safe manner or committing any unsafe act.

### **VALIDATION CRITERIA:**

This EVENT is designed to test for: ACROPHOBIA (fear of heights), overall strength, endurance, concentration, motor-skills function, and for the Applicant's ability to understand and follow instructions.

## **EVENT II – Navigation of the SCBA Maze.**

**Procedure:** NOT A TIMED EVENT. However, the applicant will be wearing activated SCBA during this event. If, during the course of this event, the “low-air supply” audible alarm activates, the applicant will have 90 seconds to complete this event and exit the maze. While wearing full PPE (helmet, boots, coat, pants, and gloves) and while wearing activated SCBA with “blacked-out” mask, the Applicant will:

1. After listening to instructions from the EO, enter the SCBA Maze entrance as directed.
2. Assume a crawling position (hands and knees) and begin to crawl, following the access-way and keeping the wall to your right.
3. Navigate the entire maze structure (with no shortcuts or assistance) until instructed to stop. **REMEMBER: ALWAYS FOLLOW THE WALL TO THE RIGHT.** (Proctors are strategically placed inside the maze to monitor the event and to ensure safety.)
4. Stop long enough for mask to be removed and SCBA air to be deactivated.
5. Immediately move to the beginning position for EVENT III.

## **EVENT II – Navigation of the SCBA Maze (continued).**

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Failure to correctly navigate and/or complete the entire maze.
2. Assuming a full-standing position while maneuvering the maze.
3. Climbing over a wall during event.
4. Being destructive to structure/equipment or being unsafe during the event.
5. Removing any portion of the PPE, especially the SCBA mask.

### **VALIDATION CRITERIA:**

This EVENT is designed to test for CLAUSTROPHOBIA (fear of confined or close space), orientation abilities, problem solving, dexterity, and ability to crawl, stoop, and bend proficiently. An Applicant may encounter obstacles in the maze, but no smoke or fire is used.

## **EVENT III – Incident Mitigation Replication (consisting of 9 individualized components with an assigned overall completion time).**

**Procedure: THIS IS A TIMED EVENT (max. time allowed is 09:30 minutes).**

While wearing full PPE (helmet, boots, coat, pants, gloves, and SCBA pack w/o mask), the Applicant will:

1. Begin at the starting position (time starts when Applicant is instructed to begin).
2. Complete each component, as pre-directed, and in a safe and efficient manner.
3. Finish at the prescribed end position.

**Pass/Fail Criteria:** As detailed in each component.

### **PRE-DIRECTED REPLICATION COMPONENTS and INSTRUCTIONS:**

**(1) Ladder Carry:** Applicant will complete the following:

1. Walk to the ladder rack and remove the 14-ft ladder.
2. Turn and, while carrying the ladder, **safely** proceed to the designated barrel.
3. Circle the barrel with the ladder, proceed back to the ladder rack, and replace the ladder to its original position (**Special note:** Ladder is to be replaced on ladder rack with the yellow identifying marks lining up with the hooks on the rack as when initially removed).
4. Follow the designated line to the next component.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Dropping/allowing ladder to touch the ground or barrel.
2. Failure to properly replace the ladder on the rack and/or as instructed.
3. Not completing objective
4. Safety violation (e.g., running, unsafe act, etc.).

**(2) Charged Hose Drag:** When given the command to begin, Applicant will:

1. Walk from the starting point following a designated line to the event center line.
2. Walk to the end of a 50' section of 2.5" hose and proceed to drag the hose along a designated line to a designated area and place the nozzle in area marked.
3. Applicant will follow the designated line back to the event center line.
4. Proceed to the next component.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Dropping nozzle.
2. Failure to properly place the nozzle inside the box as instructed.
3. Not completing Objective
4. Safety violation (e.g., running, unsafe act, etc.).

**(3) Hose Lift:** Applicant will complete the following:

1. Walk to Drill Tower and, using handrails, **safely** ascend staircases to the roof.
2. Find the ¾-1" rope that is suspended off side of tower.
3. With constant motion and **hand-over-hand** method, pull a 50' rolled section of 2½" hose, by the rope, to the top of the training tower and place hose in designated area on the roof.
4. **Lower** hose using same hand-over-hand method to the platform below.
5. **Safely** descend staircases, using handrails, to ground floor and exit structure.
6. Proceed to the next component which is the folded section of 3" hose lying outside tower door.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Failure to properly ascend/descend stairs in a safe manner (Applicant must step on each step and may not skip steps).
2. Failure to use hand-over-hand method for lifting or lowering hose roll as directed.
3. Failure to complete all tasks of component safely and as instructed.

**(4) Hose Carry:** Applicant will complete the following:

1. Pick up and place on either shoulder a high rise pack consisting of a 100' section of 1 3/4" hose with nozzle attached.
2. **Safely** ascend Drill Tower staircases, by stepping on every step, until reaching and standing, with both feet, on the tower roof (rails may be used for support).
3. Immediately turn around, **safely** descend staircases, by stepping on every step, and **gently** place the hose and nozzle assembly back on the ground in the original position. Hose and nozzle must be placed inside of the **yellow rectangle** where hose assembly was first found.
4. Follow designated line to the next component.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Failure to properly carry hose/nozzle assembly on shoulder.
2. Dropping or throwing hose/nozzle assembly.
3. Failure to properly ascend/descend stairs in a safe manner (skipping a step, etc.).
4. Failure to gently and accurately replace hose/nozzle assembly in original position.
5. Failure to complete all tasks of component safely and as instructed.

**All tasks from this point will be completed from a center line. Each task will be approached from the center line and exit to the center line.**

**(5) Tool Carry:** Applicant will complete the following:

1. Using correct lifting technique, bend at knees and pick up the designated tool, carry it around the designated barrel and back to its original position.
2. Replace the tool in its original position.
3. Return to center line and proceed to the next component.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Failure to approach task on center line.
2. Failure to properly lift and carry tool as directed.
3. Stopping and/or running during the event.
4. Dropping or failure to properly place tool within the designated area.
5. Failure to complete all tasks of component safely and as instructed.
6. Failure to return to center line before proceeding to next component.

**(6) Kaiser Sled:** Applicant will complete the following:

1. Follow the center line to the middle of the Kaiser Sled.
2. Procure the sledgehammer from bucket, mount the sled, and stand with one foot on each side of the “blue” center plunger.
3. **Safely** strike the steel plunger with the sledgehammer until the entire plunger is moved to the opposite end and past the yellow marks on the rails. Applicant is not to raise hands above his/her head or above either shoulder while swinging sledge. The sledge must be kept centrally in front of the Applicant with short striking blows used to impact and move the plunger.
4. Return to middle of the sled, dismount, and return the sledgehammer to the bucket.
5. Follow the center line and proceed to the next component.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Failure to approach task on center line.
2. Failure to move the plunger the entire distance or in the manner directed.
3. Failure to safely complete all requirements of component or any violation of instructions (e.g., lifting the sledge above head or above shoulder level and not keeping sledge in a central position immediately in front).
4. Kneeling (either one or both knees) or for not maintaining a standing posture.
5. Failure to return sledge to the original position/container.
6. Failure to return to center line before proceeding to next component.

**(7) Hose Stack:** Applicant will complete the following:

1. Follow the center line to the middle of the stacked hose.
2. Remove (10) 50’ sections of rolled 1.75” hose from a rack **one section at a time**, placing them on the ground next to the rack.
3. Pick each section up, **one section at a time**, and return them to their original position.
4. Return to the center line and proceed to the next component.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Failure to approach task on center line.
2. Failure to remove or replace hose one at a time.
3. Dropping coupling during or at end of task.
4. Running or any other unsafe act.
5. Failure to return to center line before proceeding to next component.

**(8) Hose drag:** Applicant will complete the following:

1. Pick up the coupling-end of a 100' section of dry 5" hose and drag for 100' and cross the line so designated on the pavement.
2. Place the connector-end gently on the pavement.
3. Walk the length of the hose to return to the center line.
3. Follow the center line and proceed to the next component.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Failure to approach task on center line.
2. Failure to properly lift and drag the hose-line coupling past the designated point.
3. Failure to gently place coupling-end on pavement.
4. Failure to walk the length of the hose and return to center line before proceeding to next component.

**(9) Rescue Drag:** Applicant will complete the following:

1. Walk from center line to the rescue manikin
1. Lift the rescue manikin under the arms or by the Drag Rescue Device (DRD) as previously shown (during ORIENTATION).
2. While protecting the head of the manikin; drag the manikin 50' and cross the line so designated on the pavement (the entire body of the manikin must be pulled completely across the finish line).
3. Gently place the manikin's body and head back on the pavement.
4. Overall Evaluation time stops upon completion of this component.

**Pass/Fail Criteria:** An Applicant will be disqualified for any one of the following:

1. Failure to approach task on center line.
2. Failure to properly lift/drag manikin.
3. Failure to drag manikin across the designated line or in gently placing body and head back on pavement.
4. Safety violation (e.g., running, unsafe act, etc.).
5. Failure of entire EVENT III, if not completed within **09:30** minutes.

**VALIDATION CRITERIA:**

These components are designed to allow for proper evaluation of the overall strength, endurance, concentration, motor skills and Applicant's ability to understand and follow instructions.

**Note: During any portion of the evaluation if the applicant realizes that they did not complete a component they can return and complete that component only if they have not started the next component. Returning to a prior component after starting the next will result in immediate failure.**

**General Failures:**

- 1. Running**
- 2. Stopping for a prolonged period (more than 10 seconds)**
- 3. Not maintaining path of travel along marked line**
- 4. Attempting to manipulate test in any way**
- 5. Any unsafe act**

## **GUIDELINES FOR PROPER SET-UP FOR ABILITY EVALUATION:**

1. The Evaluation Officer will procure sufficient fire personnel to set-up, administer, and proctor the evaluation (approximately 4-6).
2. The Evaluation Officer will oversee the entire project and ensure safety compliance.
3. An evaluation will not be given during inclement weather or when winds exceed 20 mph.
4. FD personnel will refrain from communicating with, encouraging, and/or assisting any Applicant during evaluation process, except as directed by the Evaluation Officer or to prevent an unsafe act.
5. Prior to any evaluation, all equipment used will be checked and rechecked to ensure safe operation.
6. Evaluation Officer will manage the time and properly document for each Evaluation.

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**PARIS FIRE DEPARTMENT PRE-EMPLOYMENT**

**PHYSICAL ABILITY EVALUATION: FINAL RESULTS FORM**

Name of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

Position of Eligibility: Probationary Firefighter

<b>EVENT I – Aerial Ladder Climb</b>	<b>PASS</b>	<b>FAIL</b>
Reason for failing: _____ _____		
<b>EVENT II – Firefighter SCBA Maze</b>	<b>PASS</b>	<b>FAIL</b>
Reason for failing: _____ _____		
<b>EVENT III – Incident Mitigation Replication</b>	<b>PASS</b>	<b>FAIL</b>
Reason for failing: _____ _____		
Place a check in the blank beside each component the Applicant has successfully completed:		
(1) Ladder Carry _____	(2) Charged Drag _____	(3) Hose Lift _____
(4) Hose Carry _____	(5) Tool Carry _____	(6) Kaiser Sled _____
(7) Hose Stack _____	(8) Hose Drag _____	(9) Manikin Drag _____
Completed Time: _____		
<b><u>EVALUATION RESULT:</u></b>	<b>PASS</b>	<b>FAIL</b>

Evaluation Officer: \_\_\_\_\_  
(Print) (Initial)

Witness: \_\_\_\_\_  
(Print) (Initial)

Witness: \_\_\_\_\_  
(Print) (Initial)

Applicant: \_\_\_\_\_  
(Signature)