

HICKORY FIRE DEPARTMENT



STANDARD OPERATING GUIDELINE

ANNUAL JOB RELATED PERFORMANCE ABILITY TEST (JRPAT)

Adoption Date:	<u>JAN 1, 2014</u>
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Reviewed by:	<u>SOG Committee</u>
Fire Chief Approval:	<u>Chief Hollar</u>

PURPOSE

To provide guidelines for the Annual Job Related Performance Ability Test

SCOPE

This guideline applies to all HFD suppression personnel.

A. PURPOSE

The purpose of this Job Related Performance Ability Test (JRPAT) policy will establish and maintain a fair and equitable system for defining and improving the performance level of Suppression personnel within the Hickory Fire Department. The guidelines and physical performance measures set forth in this standard establish expectations and benchmarks for all suppression personnel employed by the Hickory Fire Department.

B. POLICY

The Hickory Fire Department's Comprehensive JRPAT tests suppression personnel's strength and stamina. Events will be laid out according to the attached Test Events Description. Events will be timed as a whole. Evaluators shall be Staff members of the HFD who have received training in the testing system, as approved by the Fire Chief.

The City of Hickory Personnel Ordinance and other approved policies may apply. Specifically, the City's Leave and Worker's Compensation policies describe the types of paid and unpaid leave available to firefighter with the intent to meet the obligations set forth by ADA, FMLA, FLSA and the Worker's Compensation Act. Procedures set forth in this standard operating guideline assume the firefighter is currently eligible under worker's compensation and FMLA.

C. DOCUMENTATION

Each coworker will have twenty (20) minute's to complete the JRPAT in its entirety. Test will be planned to accommodate suppression personnel and department staffing.

D. DEFINITION

Suppression personnel will be defined as personnel whose primary job is to respond to emergency calls on fire apparatus.

E. PROCEDURE

Reasons to stop the participant taking the test:

1. The participant:

- can no longer continue
- becomes ill and stops performance of the course
- becomes dizzy or experiences other neurological deficits
- injures themselves to the point that continuing will further injure them

2. The evaluator deems further participation will injure the participant.

3. Weather becomes intolerable or dangerous.

Practice of any or all of the events is voluntary, but highly encouraged. Running will not be permitted. Failure to successfully complete the events as described shall result in disqualification from the evaluation. If a firefighter does not follow the directions given for an event, they will be stopped and required to restart that event. In the event a firefighter is required to restart an event, their time will not be stopped. A firefighter's physical abilities will be evaluated in relation to the 10 timed events.

The 10 events will occur in the following order:

1. Stair Climb with hose
2. Hose Hoist
3. Victim Removal
4. Assembly of Equipment
5. Ladder Raise – 24' extension ladder
6. Aerial Ladder Climb
7. Charged Hose Deployment
8. Roof Walk
9. Forcible Entry
10. Obscured Visibility search

Suppression personnel shall wear full turnout gear, gloves, and self-contained breathing apparatus (SCBA) for all the events (knee pads are optional) Suppression personnel will not be permitted to doff the equipment at any time while they are being evaluated, with the exception of the removal of the SCBA to pass through the obscured visibility tube. After exiting the obscured visibility tube the SCBA must be re-donned before proceeding.

FAILURE TO PASS THE PHYSICAL PERFORMANCE EVALUATION

If for any reason a Hickory Firefighter fails to complete and/or pass the JRPAT, he/she will be not be allowed to ride the fire apparatus and will be placed on eight (8) hour duty for a time period of up to two weeks. The purpose of this two week period is for the firefighter to use work time to personally train and prepare to successfully complete the JRPAT within the two week period. If the two week period expires, and the firefighter is still unable to successfully pass the JRPAT, the firefighter will again not be allowed to ride the fire apparatus and be placed on eight (8) hour duty for a time period of up to two weeks. The purpose of this second two week period will also be for the firefighter to use work time to personally train and prepare to successfully complete the JRPAT within the

two week period. If the firefighter is not able to successfully pass the JRPAT by the end of this second, two week period, therefore not able to fulfill the requirements of his/her position, he/she may be subject to dismissal.

Any firefighter who is under a physician's care, and has been written out of work for any reason, must be released by that physician to full duty status before the physical performance evaluation may be taken. The firefighter must pass the JRPAT within two (2) weeks after being released to full duty status.

HICKORY FIRE DEPARTMENT JOB RELATED PERFORMANCE ABILITY TESTING TEST EVENTS DESCRIPTION

Suppression Personnel will wear the following mandatory safety equipment: Full Turnout Gear, Breathing Apparatus, Helmet, and Structural firefighting gloves.

An evaluator will be assigned to each coworker; each coworker will be timed and a maximum time of twenty (20) minutes shall be required to constitute a successful completion of the JRPAT.

A coworker's time shall start when the coworker takes their first step up the stairs for event # 1 and shall end when the candidate reaches the nozzle on event # 10.

Evaluators shall monitor the time and notify candidates of the following time increments:

Time Increment Notifications:

- **10 minutes**
- **15 minutes**
- **20 minutes * Should a coworker exceed this requirement (20:01), the evaluator shall stop the coworker and notify the coworker that he or she has exceeded the required maximum time.**

<i>EVENT 1: STAIR CLIMB WITH HOSE</i>

Description: Candidate climbs one (1) flight of stairs three (3) consecutive times to simulate climbing a high rise to the third floor with a 50-pound hose bundle. The candidate will begin the climb by picking up the bundle and placing it on either shoulder of his/her choice. The candidate will then proceed to climb the stairway maintaining contact with the handrails at all times while ascending and descending the stairway. Candidates may not skip steps at any time during the climb, and must maintain their balance and control of the hose bundle during the entirety of the event. If the candidate skips steps or does not maintain control of the hose bundle, they will be warned one time. Upon receiving a second warning, the candidate will be disqualified in this event. Once

the task has been started, the candidate will maintain forward progress in the task. Stopping to rest will not be permitted. The candidate may only stop in the event to reposition the hose bundle, and with the approval of the evaluator. Failure to follow these instructions will result in the candidate being disqualified in the event. Upon the completion of the third descent of the stairs, the candidate will place the hose bundle back in its appropriate position where it was found at the beginning of the evolution.

EVENT 2: HOISTING EQUIPMENT

Description: Candidate will climb to the second floor landing of the stairwell. From that point, the candidate will hoist a weighted object of approximately 48 pounds, using an unknotted rope, which will simulate the weight of 2-sections of 1.75 hose and nozzle (or its equivalent). The candidate will use a hand-over-hand method of hoisting the hose without letting the rope rest or slide on the guard railing. If the candidate uses the aid of the railing, he/she will be warned one time. Upon receiving a second warning, the candidate will be disqualified in this event. Once the object has been hoisted to the top of the guard railings, the candidate will physically lift the object over the railing and place it on the second floor landing. After the object has been placed on the landing, the candidate will again lift the object back up and over the railing where he/she will be required to lower the object back down to the original starting point. The candidate may use the railing of the stairway as an anchor to lower the object back to its original starting point. Stopping to rest after this task has been started or failure to complete this task will result in the candidate being disqualified in the event.

EVENT 3: VICTIM REMOVAL

Description: Candidate will carry or drag a 160-pound rescue dummy (or its equivalent) 10 ft. maneuvers around a fire hydrant and returns the dummy to the original position which he/she found it. The total distance of the drag is approximately 22 ft. Stopping the forward progress of this event will only be permitted to reposition the candidate's grip on the manikin. Failure to complete this task will result in the disqualification of the candidate in this event.

EVENT 4: ASSEMBLY OF EQUIPMENT

Description: Candidate will be required in this event to assemble several pieces of equipment that may be used on the fire scene.

1. The candidate will make a hydrant connection by attaching a section of 5-inch supply hose to a hydrant, and charging the hydrant by turning the hydrant wrench in a counter clock-wise direction 12 complete turns. Once complete the candidate will again turn the hydrant off, in a clock-wise direction 12 turns, and disassemble the supply line and return to its original location.

2. The candidate will assemble a 2.5 inch attack line with a 2.5 inch stack tip nozzle; once complete with this, the candidate will be instructed to remove the tips from the nozzle and replace it with a fog nozzle tip.

Failure to complete either of these tasks will result in the disqualification of the candidate in this event. Upon completion of this event, the candidate will then proceed to the next evolution.

EVENT 5: LADDER RAISE 24 FT. EXTENSION LADDER

Description: Candidate raises the fly section of a 24 ft. extension ladder. The resistance for each pull is approximately 36 pounds. The candidate will use a hand-over-hand method of raising the ladder section using the upper body only to perform the raise. If the rope slips through the candidate's hands while either raising or lowering the ladder, the candidate will be required to restart the evolution. If the rope slips for the second time, the candidate will be disqualified. Failure to complete this task once it has started will result in the disqualification of the candidate in this event.

EVENT 6: AERIAL LADDER

Description: Candidate shall don a ladder safety belt and climb 2/3 the working distance of an aerial ladder, approximately 50 ft. Once the candidate begins the climb of the ladder, a safety person will follow behind the candidate in order to provide a safety contact in the event that a candidate has a problem with heights. Once the candidate reaches the tip of the ladder climb, he/she will be instructed to lock into the third ladder rung from the tip of the ladder with their safety belt and reach over the tip of the ladder and touch the tip of the nozzle attached to the tip of the aerial device. Once the candidate has touched the tip of the nozzle, he/she will disconnect their safety belt from the ladder rungs and descend the ladder. Stopping the forward progress of the climb or failure to complete this task will result in the disqualification of the candidate in this event.

EVENT 7: CHARGED HOSE DEPLOYMENT

Description: Candidate will advance two (2) sections of charged preconnected 1.75 hose 70 feet (or its equivalent). The hose or its equivalent will be advanced in a straight line toward two traffic cones which marks the distance required for the event. Once the nozzle has been advanced to a point past the two cones, the event will be complete. Once the hose deployment has started, forward progress must be maintained; stopping will only be permitted to reposition the candidate's grip (with the approval of the evaluator). Failure to complete this task will result in the disqualification of the candidate in this event.

EVENT 8: ROOF WALK

Description: Candidate ascends and descends a 14 ft. roof ladder, either walking or crawling on the rungs of the ladder, while carrying a chain saw(or its equivalent) weighing approximately 23 pounds. The candidate will ascend and descend the ladder by using every rung of the ladder. The candidate will face forward during the entire event. If a rung is missed, the candidate will be required to restart the event. If a candidate misses a rung for the second time, the candidate will be disqualified in this event. Failure to complete this task once it has started will result in the disqualification of the candidate in this event.

EVENT 9: FORCIBLE ENTRY

Description: Candidate will pick up an eight (8) pound sledgehammer from the designated area and step up to the simulated prop. The candidate must strike the forcible entry prop with enough force to ring the bell a total of five (5) times and must maintain control of the sledgehammer on each of the strikes. Failure to strike the forcible entry prop properly and ring the bell or any loss of control will result in that repetition not being counted. Once this task has been started, the candidate will be required to continue until completion. The candidate will only be permitted to stop to reposition their grip with permission of the evaluator. Failure to complete this task will result in the disqualification of the candidate in this event.

EVENT 10: OBSCURED VISIBILITY SEARCH

Description: Candidate will be equipped with an SCBA face piece that has been obscured from vision. The candidate will then proceed to crawl and search along an obstacle course following a charged section of 1.75 hose. The course will take several abrupt turns and cross or go thru obstacles prior to ending up at a nozzle. Once the candidate reaches the nozzle, he/she will have completed the physical events of the exam. Failure to complete this task as described will result in the disqualification of the candidate in this event.

Upon completion of this event the candidate will then proceed to his/her original starting point and the agility test will be concluded.

JRPAT Evaluation

Coworker Name _____ Date Performed ____/____/____

<u>EVENT #1</u>	<u>Pass</u>	<u>Fail</u>
Stair Climb w/Hose	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVENT #2</u>		
Equipment Hoisting	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVENT #3</u>		
Victim Removal	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVENT #4</u>		
Assembly of Equipment	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVENT #5</u>		
Ladder Raise – 24’ extension ladder	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVENT #6</u>		
Aerial Ladder	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVENT #7</u>		
Charged Hose Deployment	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVENT #8</u>		
Roof Walk	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVENT #9</u>		
Forcible Entry	<input type="checkbox"/>	<input type="checkbox"/>
<u>EVENT #10</u>		
Obscured Visibility Search	<input type="checkbox"/>	<input type="checkbox"/>

Notify candidates at:

10 MINUTES _____

15 MINUTES _____

***OVER 20 MINUTES
Candidate Disqualified** _____

Evaluator Observations

Coworker Signature _____ Total Course Time _____