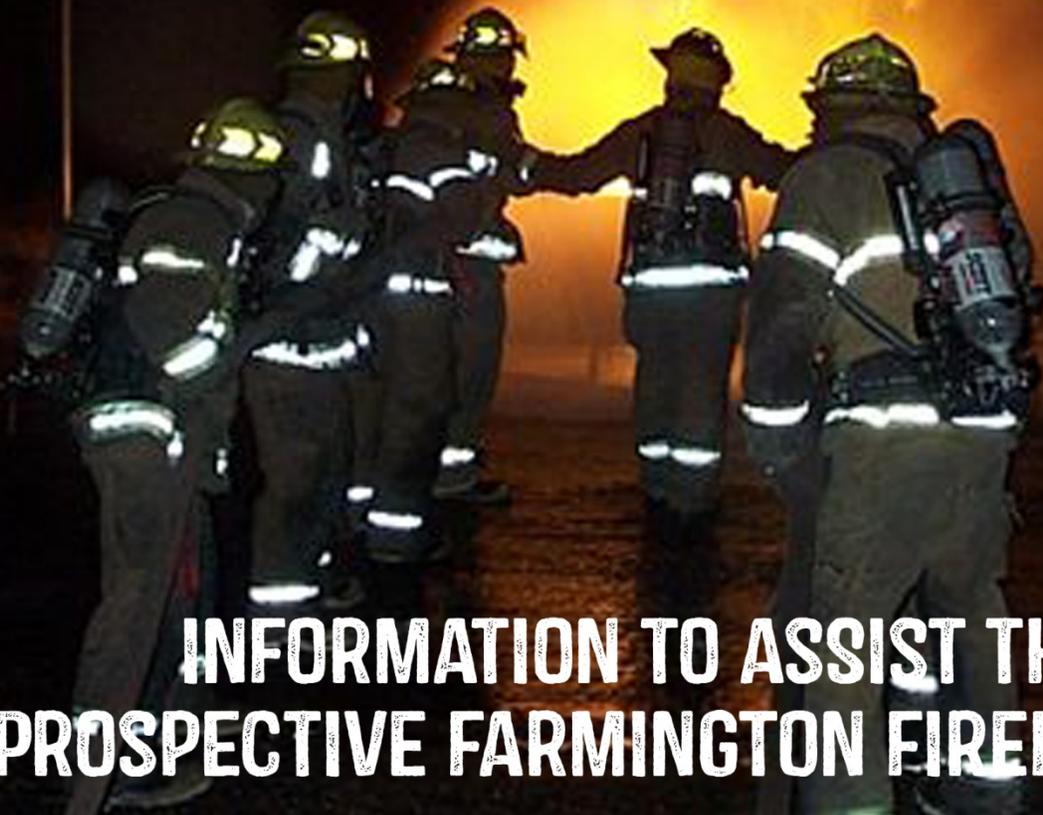


FARMINGTON FIRE DEPARTMENT



**INFORMATION TO ASSIST THE
PROSPECTIVE FARMINGTON FIREFIGHTER**

FIREFIGHTER RECRUITMENT

Applications for Firefighter Recruit or Lateral Firefighter are accepted only when positions are available through the City of Farmington Human Resources website. This is the only time an application will be accepted.

Interested parties can leave their contact information to be notified when positions open. This information will be kept private and destroyed after 6 months. Information can be left at the FFD job/career fair booth or on the web as a quicklink from the fire department website under the recruitment tab.

For Assistance:

City of Farmington Human Resources
850 Municipal Drive
Farmington, NM 87401
505-599-1132

Applications can be downloaded:

City of Farmington website:
www.cofjobs.com

Farmington Fire Department website:

www.fmtn.org/fire

HOW THE HIRING PROCESS WORKS:

- A City application must be completed as well as all required certifications and other paperwork submitted at time of application.
- Applicants must meet the minimum requirements set by the City of Farmington and Farmington Fire Department, as stated in posting.
- Complete the written examination with a minimum passing score as set by FFD.
- Must successfully pass the CPAT (physical ability) and provide all required supporting documentation within the specified time period.
- Successfully pass the two oral boards/interviews administered by FFD.
- Complete and pass the drug screen and physical.
- Successfully complete the abbreviated academy for lateral hires or the recruit academy for recruit Fire Fighters.

THE WRITTEN TEST:

The written test is a standardized web-based exam, consisting of three parts as explained below:

-Locating information- This test measures the skills that people use when they work with workplace graphics. Examinees are asked to find information in a graphic or, insert information into a graphic. They also must compare, summarize and analyze information found in related graphics.

Today's workforce requires employees to effectively locate, synthesize and use information from a broad scope of applications including; charts, graphs, tables ,forms, flowcharts, diagrams, floor plans, maps and instrument gauges.

- Workplace observation- This measures an applicant's skills in observing, following, understanding and evaluating processes, demonstrations and other on-the-job procedures.

Observation skills are used most in the workplace environment, yet are often overlooked as a fundamental job skill. Observation skills play an important role in the success of workplace training and are critical to job performance and learning.

- Reading for information-Measures the skills that people use when they read and write in order to do a job. The written contexts that are measured include; memos, letters, directions, signs, notices, bulletins, policies and regulations.

It is often the case that workplace communications are not necessarily well written or targeted to the appropriate audience. Reading for information course materials do not include information that is presented graphically, such as in charts, forms or blueprints.

REQUIREMENTS FOR RECRUITS:

This position is subject to the City of Farmington's Drug and Alcohol Testing Policy which includes, pre-employment testing, post-accident testing, random testing, reasonable suspicion testing, return to duty testing, and follow-up testing.

All candidates must:

- Pass the current Firefighter entrance exam in use by the Farmington Fire Department.
- Successfully negotiate the CPAT entrance exam or have successfully completed the CPAT entrance exam within the last six months and provide proof of passing the CPAT, as well as the contact information of the testing site. (Applicant must provide a doctors release prior to taking the CPAT entrance exam.)
- Successfully pass a series of interview panels.
- Pass an extensive background check.
- Pass a pre-employment physical examination.
- Pass a pre-employment drug screen.

Be 18 years or older at the time of employment.

Have a valid High School Diploma or GED equivalent.

Possess, by time of hire, a valid driver's license. Must obtain a driver's license applicable to Fire Department apparatus. Must possess a current valid driver's license with acceptable driving record for past 3 years.

Be able to read and write the English language.

Have a working knowledge of driver safety. Have the ability to complete the Farmington Fire Department recruit academy which will include local custom and jurisdictional practices including Firefighter I and Firefighter II information and skills. Will receive instruction through the live fire evolutions included in the fire lab portion of the recruit training academy. The candidate must successfully complete the academy prior to assignment.

Have the ability to obtain New Mexico Emergency Medical Technician-Basic (EMT-B) certification within the first year of employment, or within time set by Farmington Fire Dept. guidelines.

Have the ability to perform strenuous or peak physical effort during emergency, training or station maintenance activities for prolonged periods of time under conditions of extreme heights, intense heat, cold or smoke.

Have the ability to act effectively in emergency and stressful situations.

Have the ability to follow verbal and written instructions.

Have the ability to communicate effectively orally and in writing.

Have the ability to establish effective working relationships with employees, other agencies, and the general public.

This position has the responsibility to participate in and comply with the City's Environmental, Health, and Safety program.

LATERAL HIRE REQUIREMENTS:

Candidate must have a minimum of two years previous related experience in good standing within the three year period preceding application for lateral employment.

- Related full time fire experience shall include post academy service with a full time career fire department which includes, but is not limited to structural fire suppression, emergency medical

services, fire prevention, inspection, and public education programs AND validated evidence of successful completion of a related training academy certified by the appropriate state, federal, or local regulatory or oversight agency.

- Reserve firefighting may be accepted in lieu of full time career firefighting when duties include, but are not limited to structural fire suppression, emergency medical services, fire prevention, inspection, and public education programs AND validated evidence of successful completion of a related training academy certified by the appropriate state, federal, or local regulatory or oversight agency. The candidate will submit a letter from the Chief of their current fire department showing the number of shifts and hours worked each month by the reserve Firefighter for the previous 24 months. The letter must be signed by the Chief of the fire department, with his contact information listed.
- The candidate will submit a Firefighter job description from their current fire department.
- Candidate must produce certificates in his/her name for Firefighter I, Firefighter II and Hazardous Materials Operations which bear the International Fire Service Accreditation Congress (IFSAC) Seal or equivalent certifications and documentations with the application.
- Candidate must hold or be capable of acquiring certification within the first year of employment in: S130/190 Wildland Firefighter certification, operations level hazardous materials certification, certification of operations level swiftwater rescue, operations level confined space rescue, and operations level technical rope rescue, New Mexico EMT Basic certification as well as current ICS certification required by FFD.
- Candidate must provide documented satisfactory performance ratings on at least two annual performance appraisals within the last three years prior and include this with the application. At the time of application, the candidate must provide satisfactory performance ratings, letters of successful performance, or equivalent documentation for each year of related experience claimed.

- OR -

Candidate has attended and successfully completed an accredited training academy within the last 18 month period or a comparable accredited college or program within the same 18 month period.

- Candidate must produce certificates in his/her name for Firefighter I, Firefighter II and Hazardous Materials Operations which bear the International Fire Service Accreditation Congress (IFSAC) Seal or equivalent certifications and documentations with the application.
- Candidate must hold or be capable of acquiring certification within the first year of employment in: S130/190 Wildland Firefighter certification, operations level technical rescue certification, New Mexico EMT Basic certification.

- Candidate must provide the names and contact information of three (3) references. At least one of the references must be a fire service professional (Fire Officer, etc.). Relatives of the candidate may not be used as a reference.
- Candidate must hold or be capable of acquiring within the first year of employment a New Mexico EMT-B certification.

CANDIDATE PHYSICAL ABILITY TEST (CPAT)

The Fire Service Joint Labor Management Wellness/Fitness Initiative Candidate Physical Ability Test© (CPAT) consists of eight separate events. To learn more about registering for a CPAT course or scheduling to take a registered CPAT test, please contact **the City of Farmington** or the **National Testing Network**.

www.iaff.org/HS/Well/statelist.htm

The CPAT is a sequence of events requiring the candidate to progress along a predetermined path from event to event in a continuous manner. This test was developed to allow fire departments a means for obtaining pools of trainable candidates who are physically able to perform essential job tasks at fire scenes.

See the following pages for descriptions and pictures of the eight separate events.

1. STAIR CLIMB
2. HOSE DRAG
3. EQUIPMENT CARRY
4. LADDER RAISE AND EXTENSION
5. FORCIBLE ENTRY
6. SEARCH
7. RESCUE
8. CEILING BREACH AND PULL

This is a pass/fail test based on a validated maximum total time of 10 minutes and 20 seconds.

EVENT 1: STAIR CLIMB



Using a StepMill stair-climbing machine, this event is designed to simulate the critical task of climbing stairs in full protective clothing while carrying a high-rise pack (hose bundle) and Firefighter equipment. This event challenges aerobic capacity, lower body muscular endurance and balance.

Participants wear a 12.5-pound weight on each shoulder to simulate the weight of a high-rise pack. Immediately following a 20-second warm-up period at a rate of 50 steps per minute, the timed part of the test starts as indicated by a proctor. There is no break in time between the warm-up period and the actual timing of the test. During the warm-up period, dismounting, grasping the rail, or holding the wall to establish balance and cadence is permitted. The timed part of the test lasts three (3) minutes at a stepping rate of 60 steps per minute.

Failure can occur by falling or dismounting three times during the warm-up period, or by falling or dismounting the StepMill after the timed CPAT begins. During the test, the participant is permitted to touch the wall or handrail for balance only momentarily; if that rule is violated more than twice during the test failure will result.

EVENT 2: HOSE DRAG



This event is designed to simulate the critical tasks of dragging an uncharged hoseline from a fire apparatus to a structure and pulling an uncharged hoseline around obstacles while remaining stationary. This event challenges aerobic capacity, lower body muscular strength and endurance, upper back muscular strength and endurance, grip strength and endurance, and anaerobic endurance. A hoseline nozzle attached to 200 feet of hose is grasped and placed over the shoulder or across the chest.

While walking or running, the participant drags the hose 75 feet to a pre-positioned drum, makes a 90° turn, and continues an additional 25 feet. After stopping within the marked box, the candidate drops to at least one knee and pulls the hoseline until the 50-foot mark crosses the finish line.

During the hose drag, failure results if the participant does not go around the drum or goes outside of the marked path. During the hose pull, a warning is given if at least one knee is not kept in contact with the ground or if the knees go outside the marked boundary line; a second warning constitutes failure.



EVENT 3: EQUIPMENT CARRY



This event uses two saws and a tool cabinet replicating a storage cabinet on a fire truck. It simulates the critical tasks of removing power tools from a fire apparatus, carrying them to the emergency scene, and returning the equipment to the fire apparatus. This event challenges aerobic capacity, upper body muscular strength and endurance, lower body muscular endurance, grip endurance, and balance. The candidate must remove the two saws from the tool cabinet, one at a time, and place them on the ground. Then he/she picks up both saws (one in each hand) and carries them while walking 75 feet around a drum, then back to the starting point. Placing the saw(s) on the ground to adjust a grip is permitted. Upon return to the tool cabinet, the saws are placed on the ground, then picked up one at a time, and replaced in the cabinet.

Dropping either saw on the ground during the carry will result in immediate failure. A warning will be given for running; a second warning constitutes a failure.

EVENT 4: LADDER RAISE AND EXTENSION



This event, which uses two 24-foot aluminum extension ladders, is designed to simulate the placement of a ground ladder at a fire structure and extending it to the roof or window. This event challenges aerobic capacity, upper body muscular strength, lower body muscular strength, balance, grip strength, and anaerobic endurance. The participant must walk to the top rung of one ladder, lift the unhinged end from the ground, and walk it up hand over hand until it is stationary against the wall. Then he/she immediately proceeds to the other pre-positioned ladder, stands with both feet within the marked box, extends the fly section by pulling the halyard rope hand over hand until it hits the

stop, then lowers it in back to the starting position.

Immediate failure will result if the ladder is allowed to fall to the ground, if control is not maintained in a hand-over-hand manner, or if the rope halyard slips in an uncontrolled manner. Missing any rung during the raise or allowing the feet to be placed outside of the boundary results in a warning; a second warning constitutes a failure.

EVENT 5: FORCIBLE ENTRY

This event uses a mechanized device that measures cumulative force and a 10- pound sledgehammer. It simulates the critical tasks of using force to open a locked door or to breach a wall. This event challenges aerobic capacity, upper body muscular strength and endurance, lower body muscular strength and endurance, balance, grip strength and endurance, and anaerobic endurance.

For this event, the candidate uses the sledgehammer to strike a measuring device in a target area until the buzzer activates. Feet must be kept outside the toe-box at all times.

Failure results if the participant does not maintain control of the sledgehammer and releases it from both hands while swinging. A warning is given for stepping inside the



EVENT 6: SEARCH



This event uses an enclosed search maze that has obstacles and narrowed spaces. It simulates the critical task of searching for a fire victim with limited visibility in an unpredictable area. This event challenges aerobic capacity, upper body muscular strength and endurance, agility, balance, anaerobic endurance, and kinesthetic awareness. For this event, the candidate crawls through a tunnel maze that is approximately 3 feet high, 4 feet wide, 64 feet in length, and has two 90° turns and multiple obstacles. In addition, there are two locations where the dimensions of the tunnel are reduced.

If at any point the participant chooses to end the event, he/she can call out or rap sharply on the wall or ceiling and will be assisted out of the maze, although doing so will result in failure of the event. Failure also will occur if the candidate requests assistance that requires the opening of the escape hatch or opening of the entrance/exit covers.

EVENT 7: RESCUE

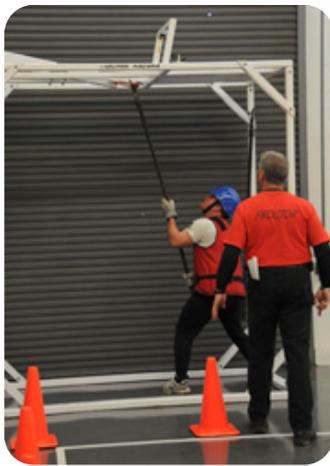
This event uses a weighted mannequin equipped with a shoulder harness to simulate the critical task of removing a victim or injured Firefighter from a fire scene. This event challenges aerobic capacity, upper and lower body muscular strength and endurance, grip strength and endurance, and anaerobic endurance. The participant grasps a 165-pound mannequin by the handle(s) on the shoulder(s) of the harness (one or both handles are permitted), drags it 35 feet, makes a 180° turn around a pre-

positioned drum, and continues an additional 35 feet to the finish line. Grasping or resting on the drum is not permitted, but the mannequin may touch the drum. The candidate is permitted to drop and release the mannequin to adjust his/her grip. The entire mannequin must be dragged across the finish line.

Grasping or resting on the drum at any time results in a warning; a second warning constitutes a failure.



EVENT 8: CEILING BREACH AND PULL



This event uses a mechanized device that measures overhead push and pull forces and a pike pole. The pike pole is a commonly used piece of firefighting equipment that consists of a six-foot long pole with a hook and point attached to one end. This event simulates the critical task of breaching and pulling down a ceiling to check for fire extension. It challenges aerobic capacity, upper and lower body muscular strength and endurance, grip strength and endurance, and anaerobic endurance. After removing the pike pole from the bracket, the participant places the tip of the pole on a 60-pound hinged door in the ceiling and pushes it three times while standing within the established boundary. Then, the pike pole is hooked to a 80-pound ceiling device and pulled five times. Each set consists of three pushes and five pulls; the set is repeated four times. A pause for grip adjustment is allowed. Releasing one's grip or allowing the pike pole handle to slip does not result in a warning or constitute a failure. The candidate may re-establish his/her grip and resume the event. If a repetition is not successfully completed, the proctor calls out "MISS" and the apparatus must be pushed or pulled again to complete the repetition.

This event and the total test time ends when the final pull stroke repetition is completed and the proctor calls "TIME."

A warning is given for dropping the pike pole to the ground or for feet straying outside the boundaries; a second warning of either violation constitutes a failure.

In these events, the candidate wears a 50-pound vest to simulate the weight of self-contained breathing apparatus (SCBA) and Firefighter protective clothing. An additional 25 pounds, using two 12.5-pound weights that simulate a highrise pack (hose bundle), is added to the shoulders for the stair climb event.

Throughout all events, the participant must wear long pants, a hard hat with chinstrap, work gloves and footwear with no open heel or toe. Watches and loose or restrictive jewelry are not permitted.

All props were designed to obtain the necessary information regarding physical ability. The tools and equipment were chosen to provide the highest level of consistency, safety and validity in measuring the candidate's physical abilities.

The events are placed in a sequence that best simulates fire scene events while allowing an 85-foot walk between events. To ensure the highest level of safety and to prevent exhaustion, no running is allowed between events. This walk allows approximately 20 seconds to recover and re-group before each event.

To ensure scoring accuracy, two stopwatches are used to time the CPAT. One stopwatch is designated as the official test time stop watch, the second is the backup stop watch. If mechanical failure occurs, the time on the backup stopwatch is used. The stopwatches are set to the pass/fail time and countdown from 10 minutes and 20 seconds. If time elapses prior to the completion of the test, the test is concluded and the participant fails the test.

PREPARING FOR THE CPAT:

The four major areas of fitness include:

- ◆ Flexibility
- ◆ Cardiopulmonary endurance
- ◆ Muscular strength
- ◆ Muscular endurance

WARM-UP AND FLEXIBILITY:

A warm-up serves several functions, including:

- Increased blood flow to working muscles and joints.
- Decreased likelihood of injury
- Decrease in pre-event tension
- Possible improved performance
- Improved flexibility

A proper warm-up should begin with a few minutes of the same type of activity you are about to do at a very light exertion level. The next step is to stretch to improve flexibility and further your warm-up.

FLEXIBILITY RULES:

- No bouncing
- Stretch slowly
- No pain
- Stretching is not competitive
- Breath slowly to help you relax
- Stretching should feel good

TRY SOME OR ALL OF THESE STRETCHES:

- Knee to chest
- Knee to chest – diagonal
- Side quadriceps stretch
- Straddle stretch
- Calf stretch
- Chest stretch
- Knee to chest- leg straight
- Forearm stretch
- Leg cross
- Butterfly stretch
- Cross over stretch
- Upper back stretch
- Triceps stretch

CARDIOPULMONARY ENDURANCE:

Cardiopulmonary endurance is the ability of the cardiovascular and respiratory systems to deliver oxygen to working muscles. It consists of both aerobic and anaerobic energy systems.

Aerobic activities include: bicycling, hiking, climbing stairs, and running when performed at a low enough intensity. These should be done 3-5 days a week.

Anaerobic activities include sprinting and circuit training and should be done 2-3 days a week, resting at least a day in between for recovery necessary to prevent over training.



MUSCULAR STRENGTH/ENDURANCE

This is a resistance program designed to improve your total body strength and endurance. If you are not familiar with lifting programs, have any joint pain or feel uncomfortable performing any weight training exercises, you should seek the advice of a professional trainer.

The workout should follow a warm-up and stretching program.

General safety tips while performing resistance training:

- ❑ Always lift with a partner
- ❑ Ask for help from an expert if you don't know what you are doing
- ❑ Progress slowly to avoid injuries
- ❑ Never show off by attempting to lift more weight than you normally lift
- ❑ Use proper lifting technique when lifting weight plates and dumbbells
- ❑ Never drink alcohol or take medications that may cause drowsiness prior to lifting weights
- ❑ Do not lift too quickly, always control the weights
- ❑ Always use strict form. Proper technique is more important than the amount of weight lifted
- ❑ Keep head in neutral position, looking straight ahead and not upwards or Downward



CPAT TRAINING CONSISTS OF TWO TRAINING PROGRAMS

Aerobic training and interval training

Although this is best accomplished at a gym with an array of equipment, exercise can be done with little or no equipment.
