



BRIGHTON AREA FIRE AUTHORITY

Priority: 3
Issue Date: February 1, 2015
Approved: Michael O'Brian, Fire Chief

I. PURPOSE

The job of a Firefighter is one of the most physically demanding jobs in the world. It requires high levels of cardiopulmonary endurance, muscular strength and muscular endurance. The physical agility test (PAT) is consistent with national models and industry standards. Components of the test were designed to simulate actual tasks and essential knowledge, skills and abilities required of the job.

The PAT is not a competition. There will be a maximum time limit, but applicants/employees are not competing against each other. All events will be performed consecutively. The PAT is scored on a "pass/fail" basis and all events must be successfully completed within the prescribed time.

II. POLICY

- A. Brighton Area Fire Authority employees are required to successfully complete the PAT twice annually, no more than 6 months apart. Employees, who fail to take the agility test in the timeline described, may face disciplinary action including immediate suspension.
- B. The PAT will be offered a minimum of four times a year. It is encouraged that each employee try and complete the PAT all four times.
- C. If an employee fails the agility test, he/she will be put on administrative leave for a period of 30 days. During that time, the Fire Chief will assign a mentor and/or physical trainer to assist the employee on improving physical health and endurance. After the 30 day improvement period has been completed, the employee will be scheduled a re-test. If the employee fails in the re-test, the employee may face disciplinary action up to and including termination.

III. PREPARATION

- A. The PAT will test a range of physical abilities and successful completion requires significant physical effort, stamina, and endurance. The results of this test will reflect the physical ability and/or inability to perform the essential job functions of a Firefighter.
- B. Routine exercise & practice is recommended prior to taking the PAT. Applicants/employees should come to the test wearing appropriate clothing along with department issued turn-out gear.
- C. Participants must come to the test fully rested and hydrated.

- D. New Hire Applicants are encouraged to review a recorded PAT prior to taking the test.
- E. It is recommended that participants do not smoke prior to testing. (From the time they wake up until the test is completed).
- F. ***New Hire Applicants must obtain a medical release from their own doctor, stating, they can physically take part in the physical agility test (see attachment B). Applicants will not be permitted to take the agility test without a release.***

IV. PHYSICAL AGILITY TEST

- A. Upon arrival to the scheduled session, you will be checked-in and vital signs will be taken (blood pressure, pulse, respirations), followed by an orientation and walk through of the PAT, if participant requests. Participants will be allowed to ask any questions related to the test and procedures during this period. Vital signs will be taken and tracked in a confidential manner. Test proctor will review vital signs. The test proctor may prohibit an applicant/employee from participating in the physical agility test or may stop the participant at any point during the test due to concern(s) over health/safety of the participant. See section V - Cardiac Protection.
- B. A fifteen minute warm-up/stretching period will be allotted. During this period the applicant/employee will go to the warm-up area and will be encouraged and/or assisted in a series of stretching exercises. Attachment (C) includes options for stretching.
- C. The PAT is a series of eleven consecutive events for existing employees and for new hire applicants. New hire applicants will not perform Station-1 Gear Donning. Applicants will instead wear a weighted vest (50 lbs.), helmet and gloves for the duration of the test. Current employees must wear full turn-out gear including an SCBA, but a mask and supplied air will not be utilized by the employee.

Station #	Brief Description	Firefighting Skill
1	Gear Donning – Don full PPE including SCBA (except mask and nomex hood), PPE shall be completely donned prior to entering the course.	Preparation
2	Stair Climb Station – Ten trips making sure to touch every step and the floor with a foot (up and down being one trip)	Fire Suppression, Search and Rescue, Water Supply, Fire Ground Activity
3	Ladder Raise Station – Raise roof ladder hand over hand to the wall using the rungs and then lower the ladder hand over hand using the rungs back to the ground.	Ventilation and Rescue Operations
4	Ladder Fly Section Raise - Raise the fly section using rope hand over hand until it reaches the designated rung, lock in the	Ventilation and Rescue Operations

	dogs then lower using hand over hand, locking dogs in bottom rung.	
5	Pike Pole Pull Down Station – 30 consecutive pull downs of the pike pole that has resistance. Weight must clear designated mark on weight rail to count as a full pull. Feet shall remain behind designated line.	Ventilation - overhaul
Cool Down	Mandatory cool down walk.	
6	Hose Drag Station – Attach nozzle provided. Drag 100' of 1 3/4" hose around the designated barrel returning to the box adjacent to where you started, and kneel on at least one knee inside the box and bring the remaining hose to you. Last coupling must enter box with you to complete this station.	Fire Suppression and Rescue Operations
7	Ladder Walk Station – Pick up high rise pack and place over shoulder. Walk with one foot on each rail of ladder to end, turn around and return back to where you started, again walking with one foot on each rail. (NOTE: The applicant/employee may step off of ladder at the end, only to remount and return)	Dexterity and Balance
8	Dummy Drag – Drag Rescue Randy around barrel and return him back to where you started making sure Rescue Randy is completely past the designated line.	Rescue Operations
Cool Down	Mandatory cool down walk	
9	Search and Rescue Tunnel – Enter tunnel, negotiate thru obstacles and exit on opposite side.	Search and Rescue
10	Tool Carry Station – Take one tool off the rack and place in designated box, take second tool off the rack and place in the remaining box, pick up both tools and make two trips around far cone. When two trips are complete return tools to the ground, pick up one tool and place on rack, pick up second tool and place on rack.	Fire Ground Activity
11	Sledge Hammer Station – 30 consecutive strikes with the sledge hammer. Knees	Ventilation and Rescue Operations

	shall remain behind the designated line to be considered a full strike.	
12	Ladder Climb (NOTE: New Hire PAT Only) – Climb aerial platform to the top, touch platform and return back to bottom. Applicant shall be secured with a fall arrester device. Ladder will be set at approximately 95 feet high and at an approximate 60 degree angle.	Ventilation and Rescue Operations

V. EMPLOYEE/APPLICANT BASE LINE

The PAT is a physically exerting test; protocols have been established in efforts to better protect the employee/applicant.

- A. No PAT test will be conducted prior to 0800.
- B. The employee/applicant will not be permitted to test if their BP level is $\geq 200/110$.
- C. The employee/applicant will be stopped from the test if they are to show signs of distress. Signs are to include but not limited to:
 - Chest pain
 - Shortness of breath
 - Difficulty breathing
- D. The proctor will make the determination if testing will continue or if further medical attention is needed if the applicant/employee were to experience B and/or C.
- E. If the employee/applicant experiences any of the above signs of distress, the Human Resource Director and Chief of the Department shall be notified immediately.
- F. Employees shall complete the PAT in 14 minutes. Employees who complete the PAT within the time limit without an auto-fail will receive a "PASS". New Hire Applicants shall complete the PAT in 13 minutes (Gear Donning not part of New Hire Test). Applicants who complete PAT within the time limit without an auto-fail will receive a "Pass" and will continue in the hiring process.
 1. Times are recorded for statistical data.
 2. Employees who do not "PASS" will be given a fifteen minute mandatory recovery period prior to re-testing. Each individual will have vital signs taken again and recorded, and hydration will be encouraged during this re-hab period. Once this period is complete and vitals are stable the employee will be allowed to attempt the PAT a second time.
 3. Applicants will be given 13 minutes to complete their first 10 stations. The applicant will be given a rest period (maximum 25 minutes) prior to the last station, ladder climb.

Once the applicant completes all stations successfully within the time limits defined, they will receive a "PASS" and will be eligible to continue in the hiring process.

VI. AUTO-FAILS

Below is a list of Auto-Fails pertaining to each station of the Physical Agility Test. While taking the test an applicant/employee can only auto-fail twice before the test will be stopped. If an applicant/employee auto-fails once, the applicant may retest immediately, however the applicant/employee may choose to continue the test. If a second auto-fail occurs, the proctor will immediately stop the test and will allow the applicant/employee to rest for a period of fifteen (15) minutes. Once the rest period is complete, the applicant/employee will be allowed to retest. If the applicant/employee auto-fails once, during the re-test, the PAT will be stopped and the applicant/employee will be given a failing grade.

The following is a list of Auto-Fails for each station:

Station #1:

- **Improper donning of PPE.**
- **Entering PAT course prior to having PPE completely donned.**

Station #2:

- **Falling while walking up or down the stairs.**
- **Skipping steps.**

Station #3:

- **Improper raising and/or lowering of the Ladder.**
- **Dropping the ladder.**

Station #4:

- **Losing control of the halyard and dropping the ladder.**
- **Improper raising and/or taking down of the ladder.**

Station #5:

- **Inability to complete the required number of pull downs with the pike pole.**
- **Not pulling the weight past the designated line. (Pull will not count if it does not meet within the designated line)**
- **Not keeping feet behind designated line. (Applicant will be given one reminder to watch the placement of their feet)**

Station #6:

- **Dropping the hose line before the allotted drop point.**
- **Running and/or falling.**

Station #7:

- **Dropping the High Rise Pack.**
- **Falling off the ladder beams during walk (NOTE: The applicant/employee may step off of ladder at the end, only to remount and return).**

Station #8:

- **Not dragging Rescue Randy completely past the designated line.**
- **Inability to drag Rescue Randy through the entire course.**

Station #9:

- **Inability to negotiate or complete the tunnel.**
- **Intentionally damaging the tunnel.**

Station #10:

- **Running and/or falling.**
- **Inability to complete the carrying of two pieces of equipment.**
- **Dropping of either of the two pieces of equipment.**

Station #11:

- **Inability to complete the required number of hits with sledge hammer.**
- **Dropping or losing control of sledge hammer.**
- **Knees not kept behind designated line.**
- **Swing will not count if sledge hammer does not rise above head level.**

Station #12:

- **Inability to climb to specified height at specified angle.**

The following are general Auto-Fails that could apply during any time of the PAT:

- Running or falling at any time.
- Any unsafe act that is performed that may endanger yourself, personnel around the testing area or the administrator of the PAT.
- Inability to get medically cleared with vitals and stretching before taking the PAT. The administrator has the ability to stop an applicant/employee at any time during the PAT for medical or physical reason, if it seems that continuing may endanger the applicant/employee's health.
- Assistance is provided to applicant/employee to complete a station.
- Arguing with the administrator or becoming disruptive to the process or others involved.
- Intentionally damaging any piece of equipment used for the PAT.

Submitted by _____

Approved by _____



Rescinds SOG 1002.0 dated 02/14/13
Rescinds SOG 1002.0 dated 08/01/12
Rescinds SOG 1002.0 dated 11/09/11

Attachment (A)

**Brighton Area Fire Authority
Physical Agility Test
Liability Waiver and Release for New Hire Applicants**

Candidate's Name: _____

Date of Test: _____

I, _____ (print your name) , having submitted an application to the Brighton Area Fire Authority in consideration for being hired for the position of Firefighter, and having been advised of the hiring process, including that as part of this process, I must demonstrate the physical ability to perform the essential job functions of a firefighter, do hereby and in consideration of the Brighton Area Fire Authority having permitted me to participate in their Physical Agility Test, waive and release the Brighton Area Fire Authority from any and all claims what-so-ever which might occur or arise as a result of any injury or damage that I may sustain as the result of participating in the physical agility test. I further state that I am not aware of any physical condition that could be aggravated, worsened, or otherwise adversely affected by the strenuous nature of this test. I make this release for myself, my heirs, executors, and administrators and do hereby release the Brighton Area Fire Authority and all of their employees or agents from any and /or all liability from damages incurred as a result of the physical agility test.

(Please re-write the following statement), "I certify that I have read the foregoing waiver and release and understand all of its provisions. Having done so and having no further questions, I agree to its content and intent, and am willing to accept the responsibility of proceeding with this test."

Candidate's name (print)

Signature of Candidate

Date

Proctor's name (print)

Signature of Proctor

(Proctor initials)
Identification verified

Attachment (B)

**Brighton Area Fire Authority
Physical Agility Test
Medical Release Form for New Hire Applicants**

The Brighton Area Fire Authority, as part of the employment process, requires all new hire candidates to participate and successfully pass a physical agility test. This test is issued to all new hire applicants as well as current employees to ensure each individual has the physical ability, strength, and endurance to perform all essential job functions of a Firefighter. A video demonstration of this test can be found on YouTube enter Brighton Area Fire Agility Test.

In order to participate in this test, you must have a physician complete the applicable portion no earlier than 30 days prior to the scheduled test date. **Any and all costs incurred to complete this form are the responsibility of the applicant.** You must bring this document with you when reporting for the Physical Agility Test. You will not be allowed to test without this document and therefore, will not be considered in the current selection process for this position.

Physician's Statement

I hereby certify that I have read, reviewed, and discussed with the undersigned applicant _____, the contents of the Brighton Area Fire Authority Physical Agility Test, and in my opinion this individual can safely participate in the physical agility test as described in this policy.

Physician Signature (Date)

Physician Name (Print or type)

Address, City, State, Zip Code

Applicant's Signature (Date)

Attachment (C)

STRETCHING EXERCISES

When stretching, follow these basic rules:

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

1. Knee to Chest

Glutes, Low Back, Hamstring, Quadriceps

- Lay flat on back with knees bent.
- Grab under right thigh and pull knee toward chest until you feel mild tension.
- Hold for 10 seconds, and then pull slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Repeat with other leg.
- Repeat sequence 2 or 3 times.

2. Leg Cross

Piriformis, Glutes, Low Back

- Lay flat on back with knees bent.
- Place your right outer ankle on the top of your left thigh.
- Grab under left thigh and pull left knee toward chest until you feel mild tension
- Hold for 10 seconds, and then pull slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Repeat with other leg.
- Repeat sequence 2 or 3 times.

3. Side Quadricep Stretch

Quadriceps, Hip Flexors, Abdominals

- Lay on left side.
- Grab right shin, just above your right ankle
- Slowly pull right foot toward right buttock
- At the same time, push right hip forward
- Hold for 10 seconds, and then pull slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Repeat with other leg.
- Repeat sequence 2 or 3 times.

Butterfly Stretch*Low Back*

- Sit upright with the bottoms of feet touching each other.
- Bend forward at the waist to a position where you feel mild tension.
- Elbows can be used to push down on thighs if you want more stretch.
- Hold for 10 seconds, then bend or push slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Repeat sequence 2 or 3 times.

4. Straddle Stretch*Groin, Hamstrings, Low Back*

- Sit upright with legs straight.
- Spread legs as far as you comfortably can.
- Keeping legs straight, but not locking knees, bend forward at the waist.
- Hold for 10 seconds then push down slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Return to starting position.
- Repeat sequence, but this time take chest toward left knee.
- Return to starting position and repeat sequence toward right knee.
- Repeat entire sequence 2 or 3 times.