

Siloam Springs Fire Department
Minimum Requirements and Benefits for Firefighter/EMT Candidates

Below are the minimum qualifications for applicants

1. Be a United States Citizen
2. Possess a High School Diploma or GED
3. Must possess a valid driver's license (provide copy with application)
4. Must be at least 18 years of age
5. Be in good physical condition

In addition to minimum qualifications successful applicants will be expected to:

1. Pass a written examination, if successful
2. Successfully pass Physical Agility Testing (details found in this document), if successful
3. Pass an oral interview with the fire department review board to establish ranking
4. Submit to and pass background review
5. Submit to and pass drug urinalysis
6. Submit to and pass medical examination

Temporary Disqualifiers

1. Being convicted of five (5) or more moving traffic violations and/or negligent collisions within a 24-month period during the five (5) years preceding the date of the application.
3. Currently under indictment for or charged with any criminal offense.
4. May not have used an illegal controlled substance within the last three years.
5. No DWI within the last three years
6. An applicant may not apply with the Siloam Springs Fire Department while currently on probation, parole, or court-ordered community supervision for any offense.

Permanent Disqualifiers

1. Any Felony Conviction (including offenses pardoned or expunged)
2. Conviction of a Class "A" Misdemeanor for domestic violence/abuse, theft or crime of moral turpitude.
3. Certain levels of habitual illegal drug or controlled substance use.
4. Discharge from the Armed Forces with a Bad Conduct or Dishonorable Discharge, or a General Discharge for misconduct or failure to adapt.
5. Making false statements (lying), falsely swearing to statements or any other manner of falsifying testimony in any official matter or in any significant business transaction.
6. Omitting incidents, circumstances, or information of material fact that would otherwise be used in consideration for an offer of employment, or any deceptive statement or act.

NOTE: Without being stated in the disqualifiers, if circumstances exist which indicate that an applicant is clearly unsuited for a position within the Siloam Springs Fire Department, the applicant will be rejected.

Siloam Springs Fire Department
Firefighter / EMT Candidates Hiring Process

HIRING PROCESS:

1. RECEIPT OF APPLICATIONS

Vacant positions or anticipated vacancies will be advertised publicly for a defined period of time. Applications are available at the City of Siloam Springs Administration building and can be accessed from the City's website, www.siloamsprings.com/employment

2. REVIEW OF APPLICATIONS

All written applications received are reviewed to determine the best qualified applicants. In addition to the City of Siloam Springs employment application, all persons applying for the position of Firefighter / EMT must submit a copy of their Drivers License. **Note: Incomplete applications, applications missing supporting documents, supporting minimum qualifications, or unsigned applications will not be processed for further consideration.**

3. WRITTEN TEST

Successful applicants will be contacted by Fire Department Administration and advised to appear for required written test; note that during check in for the testing applicants will have to show their valid driver's license in order to test. Applicants that score a minimum of 70 percentile will be forwarded to the Physical Agility Testing the same day; successful completion of this portion will qualify applicants for further continuance in the hiring process.

4. ORAL INTERVIEW BOARD

Applicants who have successfully passed the written and Physical Agility test will be scheduled for an oral interview to establish ranking.

5. BACKGROUND EXAMINATION / DRUG TESTING / PHYSICAL EXAMINATION

Upon establishing the ranking list, as needed based upon current openings a member of the Fire Department Administration will contact applicants and arrange for the completion of these items that are required by the City for employment.



Fire Department – Administration

Approved: May 27, 2014
Revision Date: Nov 7, 2019
CFAI Reference: 7B.3
CAAS Reference: 106.05.02

SUBJECT: Physical Agility Testing

PURPOSE: To provide guidelines for the administration of the department's physical agility test (PAT) for candidate and incumbent members

POLICY

The Siloam Springs Fire Department Physical Agility Test (SSPAT) tests candidate's strength and stamina. Each candidate must make at least a seventy percent (70%) on the written test to be eligible to take the Physical Agility Test. Events will be laid out according to the attached map (measurements are approximate). Events will be timed as a whole. Evaluators used for the SSPAT shall be members of the SSFD Physical Fitness Committee who have received training in the testing system, as approved by the Fire Chief.

Rules and Regulations for the Physical Agility Evaluator:

1. Vital signs will be taken before and after the evaluation. Vital signs include: skin temperature, blood pressure, respirations, heart rate, and Oxygen Saturation.
2. Participants will be required to stretch before participating in the evaluation.
3. The evaluator should instruct the participant when they are varying from prescribed actions in an event.
4. If a mechanical error occurs, it should not count against the time of the participant. The time should be stopped until the error is fixed. Time keepers must agree on any adjustments due to such errors.
5. Each participant will have two time keepers to accompany them through the course. The evaluators will go through the course prior to the start of testing to ensure all candidates understand the process. They should encourage the participant to complete each obstacle. At no time should they help the participant in any way.
6. The official time shall be logged and kept confidential. Official times for each candidate shall only be shared with the supervisor officer and candidate.
7. The same or equivalent equipment shall be used for all participants.

Reasons to stop the participant taking the test:

1. The participant:
 - a. can no longer continue
 - b. begins to vomit and stops performance of the course
 - c. becomes dizzy or experiences other neurological deficits
 - d. injures themselves to the point that continuing will further injure them
 - e. runs out of time
2. The evaluator deems further participation will injure the participant.
3. Weather becomes intolerable or dangerous.

A practice session shall be provided to all candidates approximately one week prior to the actual test. Practice is voluntary, but highly encouraged. Running is only allowed during the hose drag event. Running at any other time will not be permitted. Failure to successfully complete the events as described shall result in disqualification from the evaluation.

The 8 events will occur in the following order:

Stair Climb Search
Maze Hose Drag
Tool Carry Ladder
Raise Ladder
Halyard Raise
Forcible Entry
Rescue Drag
Ceiling Hook

Candidates shall be required to wear gloves (mandatory) and knee pads (optional) for the events.

Candidates shall wear a fire helmet and Self Contained Breathing Apparatus for all the events. SCBA cylinders will be those that are out of service and marked with red tape. Candidates will not be permitted to doff the SCBA at any time.

Siloam Springs Physical Agility Test (SSPAT) Description and Events

Event 1: Stair Climb

Using the stairs of the training tower, 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 the ability to balance.

Participants wear the fire helmet, gloves, and SCBA and carry a hosepack of 50' of 2.5" hose.

The time keeper will start once the participant takes their first step up. The participant will ascend the stairs to the top landing, step on the landing with both feet, and come down. The participant is allowed to use handrails. Stairs may be skipped on the way up, however every step must be touched on the way down. The participant will climb the tower twice. On the second climb down, the participant will enter the 3rd floor and proceed to Event 2.

Event 2: Search

This event uses the attic of the training tower. 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 participant enters the 3rd floor door from the exterior stairs. The participant will drop the hose bundle on the ground outside the attic (time keeper may assist). The participant then crawls through the attic space maintaining hand or leg contact with the exterior perimeter wall all the way around, back to the entry point. 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 attic, although doing so will result in failure of the event. After completing the crawl through the attic, the member picks up the hose bundle (time keeper may assist) and returns them to the ground at the base of the tower.

Event 3: 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 up to eight feet. 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 4: Equipment Carry

This event uses two saws out of a side compartment 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 compartment, the saws are placed on the ground, then picked up one at a time, and replaced in the compartment.

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 5: Ladder Raise

This event, which uses a 24-foot aluminum extension ladder, 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 tip from the ground, and walk it up hand over hand until it is stationary against the wall, then lower it back to starting position.

Immediate failure will result if the ladder is allowed to fall to the ground, or if control is not maintained in a hand-over-hand manner. Missing the rung or beam during the raise results in a warning; a second warning constitutes a failure.

Event 6: Simulated Halyard Raise

This event uses two ropes and a 35 pound kettlebell to simulate the raising of an extension ladder. This event is designed to simulate extending a ground ladder to the roof or window. This event challenges aerobic capacity, upper body muscular strength, lower body muscular strength, balance, grip strength, and anaerobic endurance. A pulley is anchored to the bottom of the 3rd floor balcony on the training tower. A rope is tied to the 35 pound kettlebell. A second rope will be attached as a safety line. The participant will raise the kettlebell in a hand to hand manner until it reaches the pulley, and then will lower in the same manner.

Immediate failure will result if control is not maintained in a hand-over-hand manner, or if the rope halyard slips in an uncontrolled manner. Dropping the kettlebell to the ground constitutes a failure.

Event 7: Forcible Entry

This event uses a Keiser Sled 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 the Keiser sled 2 feet.

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 striking the frame work and not the sled itself; a second warning constitutes a failure.

Event 8: Rescue

This event uses a weighted mannequin equipped with handles to simulate the critical task of removing a victim or injured partner 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) (either one or both handles are permitted), drags it 35 feet, makes a 180° turn around a pre-positioned cone, and continues an additional 35 feet to the finish line. Grasping or resting on the cone is not permitted, but the mannequin may touch the cone. 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 cone at any time results in a warning; a second warning constitutes a failure.

Event 9: 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 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 60-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 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 constitute a failure

All Candidates have 10 min 20 sec to complete the course, in the event time runs out prior to the completion of the course the candidate will be stopped and sent to rehab.

Rehab will be in place to check vitals and re-hydrate participants.

Incumbent Testing

All current members of the Siloam Springs Fire Department who have responsibility for incident response will perform the Physical Agility Test during or about the 3rd week of September, unless a change is approved by Deputy Chief-Administration. Incumbent members may run during any portion of the test. Anyone not completing the course in the required time may have 3 months to retest. If they do not successfully complete the course they could be subject to disciplinary actions including but not limited to termination.

Age/Time limit

| Age | Max. Time Limit |
|------------|------------------------|
| 21 – 31 | 10:20 |
| 32 – 41 | 10:50 |
| 42 – 51 | 11:20 |
| 52 – 61 | 11:50 |

Approvals:

City Administrator

City Attorney

Department Head

