

## **Lovington Fire Department Applicant Testing Process**

The following information is being provided to you, the applicant, so you will be familiar with the hiring process the City of Lovington Fire Department utilizes. The hiring process and physical agility test descriptions are taken from the Lovington Fire Department Standard Operating Procedures Manual, Sections 6.0 and 11.0.

### Employment Screening Process

1. All applicants, upon returning the valid completed application to the Fire Department, within the approved time, shall be notified of the testing date.
2. The screening process entails the following, in this order:
  - The applicant will perform a fitness evaluation consisting of the following:
    1. In an effort to measure the applicants cardiovascular fitness, the applicant will perform a 1.5 mile run and complete within the times specified below

|                | <b>Male</b> | <b>Female</b> |
|----------------|-------------|---------------|
| <b>18 - 29</b> | 12:25       | 14:39         |
| <b>30 - 39</b> | 12:51       | 15:25         |
| <b>40 - 49</b> | 13:46       | 16:12         |
| <b>50 - 59</b> | 14:54       | 17:17         |
| <b>60 +</b>    | 16:16       | 18:00         |

2. In an effort to measure the applicant's muscle strength and endurance, the applicant will perform pushups and sit-ups and meet the criteria listed below.

|                | <b><u>Pushups</u></b> |               |
|----------------|-----------------------|---------------|
|                | <b>Male</b>           | <b>Female</b> |
| <b>18 - 29</b> | 29                    | 23            |
| <b>30 - 39</b> | 24                    | 19            |
| <b>40 - 49</b> | 18                    | 13            |
| <b>50 - 59</b> | 13                    | 12            |
| <b>60 +</b>    | 10                    | 5             |

|                | <u>Sit-ups</u> |        |
|----------------|----------------|--------|
|                | Male           | Female |
| <b>18 - 29</b> | 38             | 32     |
| <b>30 - 39</b> | 35             | 25     |
| <b>40 - 49</b> | 29             | 20     |
| <b>50 - 59</b> | 24             | 14     |
| <b>60 +</b>    | 19             | 6      |

NOTE: Any failure of a portion of the fitness evaluation will disqualify the individual from proceeding through the screening process.

3. Applicants will take a written comprehensive exam in which they have two hours to complete. This exam shall have a passing score of 80%. If the applicant passes this examination, he/she will proceed to the next step. If the applicant fails this examination, he/she will not be allowed to continue the screening process.
4. Upon successful completion of the written examination, applicants will proceed to the ladder test and physical agility test. The physical agility test is performed as follows:
  - Applicants will wear full firefighting protective clothing and S.C.B.A (Self Contained Breathing Apparatus) to perform the physical agility test. This equipment shall include coat, pants, helmet, gloves, and S.C.B.A. Applicants are not required to wear bunker boots and may wear sturdy footwear such as hiking boots. Applicants will be breathing from the S.C.B.A.
  - Applicants will climb a 24-foot extension ladder, which will be placed against the wall of the main station. The ladder will be heeled at all times that an applicant is on the ladder. The applicant will be wearing a safety belt and belayed at all times while on the ladder. The applicant will climb the ladder, stepping on each rung, and touch the top rung. The applicant will then climb down the ladder using every rung. This test is complete when the candidate is on the ground.
  - Prior to participating in the physical agility test, applicants will view a videotaped demonstration of the physical agility test. The applicants will also be shown and explained how to don and use the S.C.B.A. Prior to participation in the physical agility test, applicants are required to sign a waiver advising that they understand the physical agility test and its components.

- Physical Agility Test Description

Station 1: The applicant will remove a fan from the left rear side compartment and place the fan in the area marked A.

Station 2: The applicant will proceed to the hose pull station. The applicant will raise the one 50 foot rolled hoses using a hand-over-hand method until the hose reaches the top of the pulley. The applicant will then lower the hose to the ground using a hand-over-hand method. Upon completion of this station, the applicant will walk to the breach and pull simulator.

Station 3: Utilizing a six foot pike pole, the applicant will push a 60 pound weighted door up three times, then proceed to hook the pike pole to the 80 pound ceiling device and pull down four times. Each set consists of three pushes and four pulls. The applicant will complete three sets.

Station 4: The applicant will proceed to the driver side of the engine and climb up to the preconnect bay, grab the nozzle, and step down from the engine.

Station 5: The applicant will proceed to the hose drag, pull a 1-¾ inch charged hose line a distance of seventy-five feet and open the nozzle to flow water and strike a traffic cone.

Station 6: The applicant will drag a 185-pound dummy a distance of 100 feet. The physical agility test is complete when the applicant and the dummy cross the finish line.

Applicants will be required to complete the physical fitness test in its entirety. Applicants are allowed only one (1) thirty (30) second period of rest.

5. Upon successful completion of the written and physical agility examinations, the applicant will then proceed to the review board portion of the screening process.
6. After the review board completes all interviews, applicants will be ranked on a list with the highest ranked applicant(s) being the recommendation for hire. This list will be given to the Fire Chief. The Fire Chief will conduct or cause to be conducted all background checks and verify references. The Fire Chief has the authority to accept the recommendations as he/she is given or may choose to hire at his or her discretion.
7. The ranking list shall be used for a period of no longer than six months. As employment positions become available, the Fire Chief may or may not hire off of this list, at his or her discretion. The Fire Chief must advertise the position to the

City and the public. Any applicants on the list will not be required to retest but may do so if they choose. It is also the option of the Fire Chief to start a hiring process prior to the six-month limit on the list.