

CITY OF PERRY, GEORGIA

JOB ANNOUNCEMENT

DEADLINE TO APPLY IS 3/06/2020

POSITION OPENING: 20-31 **Post Dates:** 2/7/20 – 3/06/20

Title and Salary: Firefighter Recruit - \$32,200 or
Firefighter I (Experienced) - \$34,300 or
Firefighter II (Experienced) - \$39,700
(Classification will depend on experience and certifications)

Location: Perry Fire & Emergency Services Department

Term of Appointment: Full-time Regular

Probationary Period: 12-months

GENERAL NATURE OF WORK:

Perform the duties of a Firefighter. Controls and extinguishes fire, protects life and property, maintains equipment. Performs assigned duties in maintaining apparatus, quarters, buildings, equipment, grounds and hydrants.

REQUIREMENTS:

Must have current/valid Georgia driver's license. Candidates must successfully complete the pre-employment Physical Agility Test and Entrance Assessment. Candidates selected for hire will also be required to pass a polygraph/voice stress examination, fit for duty physical exam, pre-employment drug screen and GBI fingerprint check. Firefighters work 24/48-hour shift assignments.

MINIMUM QUALIFICATIONS:

Firefighter Recruit: High school diploma or GED equivalent. Must be at least 18 years of age or older and capable of obtaining a class F driver's license. No Previous Experience or State Firefighter Certification required.

Firefighter I: Must meet minimum qualifications for Firefighter Recruit plus must possess NPQ FF 1; NIMS 100; and NIMS 700 certifications.

Firefighter II: Must meet qualifications for Firefighter 1 and have completed 2 years as Firefighter 1; possess NPQ FF 2; NIMS 200; NIMS 800; Interior Search & Rescue; Structural Fire Control; and Crash Victim Extrication certifications.

(Out of State Firefighter Certification transition to Georgia Firefighter Certification requires the following: Candidates must be members of a Georgia fire department, have IFSAC, DoD, or Pro Board certifications, and pass the Georgia State Certification written and skills exams.)

**THE CITY OF PERRY IS AN EQUAL OPPORTUNITY EMPLOYER AND
A CERTIFIED DRUG FREE WORKPLACE**



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Perry GA Fire & Emergency Services Department

February 7, 2020

Dear Firefighter Applicant,

In an effort to provide the best possible service and quality fire protection for the citizens of Perry, all applicants for Fire and Emergency Services are required to participate in a structured evaluation process. In order to participate in the upcoming evaluation process scheduled to begin Saturday, March 7, 2020, the documents listed below must be completed and returned to the City of Perry Human Resources Office no later than the close of business on Friday, March 6, 2020. Your application can be returned in person, mailed to the City of Perry, Attn: Human Resources, P.O. Box 2030, Perry, GA 31069, faxed to 478-988-2716, or e-mailed to karen.bycenski@perry-ga.gov.

To be accepted your application package must contain the following documents when it is submitted:

- **Pre-application for firefighter/City of Perry waiver and release of claim (must be notarized)**
- **City of Perry notice to firefighter applicants**
- **Essay form**
- **Application for employment to include a copy of your:**
 - **High School Diploma or GED certificate. (A copy of a high school transcript will be accepted provided it has been notarized to be a true and exact copy of the original.)**
 - **College degree, if you have one**
 - **State Certified Firefighter I or II certificate, if already certified**
 - **Non-Criminal Justice Applicant's Privacy Rights form**

Documents needing to be notarized can be brought to the Human Resources Office where we have a notary on staff. The individual signing the documents must sign in front of the notary and provide picture ID.

Applications are accepted Monday thru Friday, 8:00am - noon and 1:00pm - 5:00pm.

The following documents provide the testing information and should be kept for your reference.

Schedules for:

- Practice firefighter physical agility test
- Firefighter physical agility test
- Entrance assessment center

Please feel free to contact Karen Bycenski in the Human Resources Office at 478-988-2713 if you have any further questions.

HEADQUARTERS Station 1207 Washington Street
P.O. Box 2030 | Perry, Georgia 31069-6030
Telephone 478-988-2850 | www.perry-ga.gov

CITY OF PERRY

P.O. Box 2030
Perry, Georgia 31069

APPLICATION FOR EMPLOYMENT

We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, marital or veteran status, the presence of a non-job-related medical condition or handicap, or any other legally protected status.

Please Print

Position applied for: _____ Date: _____

I. PERSONAL

Name _____ Social Security No. _____

Present address _____

Telephone _____

If you are under 18 years of age, can you provide required proof of your eligibility to work?

Yes No

Have you ever filed an application with us before?

Yes No

If Yes, give date _____

Have you ever been employed with us before?

Yes No

If Yes, give date _____

Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status?

Yes No

Proof of citizenship or immigration status will be required upon employment.

Have you been convicted of a felony within the last 7 years?

Yes No

Conviction will not necessarily disqualify an applicant from employment.

If Yes, please explain _____

Do You have a valid Georgia Driver's License?

Yes No

II. MILITARY

Have you ever had any job-related training in the United States military?

Yes No

If Yes, please describe _____

List professional, trade, business or civic activities and offices held.

You may exclude memberships which would reveal sex, race, religion, national origin, age, ancestry, or handicap or other protected status: _____

III. EDUCATION:

	Elementary School	High School	Undergraduate College/University	Graduate / Professional
School Name and Location				
Years Completed Diploma/Degree				
Describe Course of Study				
Describe any specialized training, apprenticeship, skills and extra-curricular activities				
Describe any honors you have received				

IV. EMPLOYMENT HISTORY—BEGIN WITH YOUR PRESENT OR MOST RECENT EMPLOYMENT

1. Name of Employer		Address		
From	To	Name, Title and Phone # of Immediate Supervisor		
Position held or Title		Starting Salary	Ending Salary	
		\$ Year	\$ Year	
Type of Work or Major Duties/Responsibilities:				
Major Accomplishments:				
Reason for Leaving:				
2. Name of Employer		Address		
From	To	Name, Title and Phone # of Immediate Supervisor		
Position held or Title		Starting Salary	Ending Salary	
		\$ Year	\$ Year	
Type of Work or Major Duties/Responsibilities:				
Major Accomplishments:				
Reason for Leaving:				
3. Name of Employer		Address		
From	To	Name, Title and Phone # of Immediate Supervisor		
Position held or Title		Starting Salary	Ending Salary	
		\$ Year	\$ Year	
Type of Work or Major Duties/Responsibilities:				
Major Accomplishments:				
Reason for Leaving:				

4. Name of Employer		Address	
From	To	Name, Title and Phone # of Immediate Supervisor	
Position held or Title		Starting Salary	Ending Salary
		\$ Year	\$ Year
Type of Work or Major Duties/Responsibilities:			
Major Accomplishments:			
Reason for Leaving:			

GENERAL INFORMATION: LIST OFFICE MACHINES WHICH YOU CAN OPERATE

Typing Speed _____ WPM
 Shorthand Speed _____ WPM

V. REFERENCES:

If presently employed, have you given formal termination? _____ Yes _____ No

May we make inquiries of your present employer? _____ Yes _____ No

PERSONAL REFERENCES: Give names of three citizens personally acquainted with your reputation. Do not give names of relatives or former employers.

Name	Address	Years Known	Occupation	Phone
1.				
2.				
3.				

VI. POSITION YOU ARE APPLYING FOR: _____

REASON (Include your own personal reasons why you feel you can do this job.) _____

If employed, how soon could you start work? _____

OTHER COMMENTS: _____

I UNDERSTAND that as part of your procedure for processing my application, an investigative report may be made whereby information is obtained through personal interviews with third parties, such as family members, business associates, financial sources, friends, neighbors, or others with whom I am acquainted. This inquiry includes information as to my character, general reputation, personal characteristics, and mode of living, whichever may be applicable. I have the right to make a written request within a reasonable period of time for a complete and accurate disclosure of additional information concerning the nature and scope of the investigation. I understand that the CITY will notify me if my application is turned down due to any credit information obtained by the CITY. At this time, the CITY will supply me with the name and address of the person or agency giving the adverse information.

I HEREBY CERTIFY that the answers given by me to the foregoing questions and the statements made by me are full and true to the best of my knowledge and belief. I understand that any false information, omissions, or misrepresentation of facts called for in this application, or any supplements thereto, are cause for rejection of my application or discharge at any time during my employment. I voluntarily authorize my former employers, schools, and persons named herein to give information regarding me, whether or not such information is a part of their records. I hereby release said organizations or persons from any liability or damages whatsoever for issuing this information.

I UNDERSTAND that as a condition of employment, I may be required to pass an employment physical and any future physical examination required by the CITY. I understand that such employment is subject to the policies of the CITY and the passing of any required written, physical ability or skill examination. It is understood that the use of this form does not indicate that there are any position openings and does not in any way obligate the CITY.

Furthermore, I understand that this application will remain active for 60 days from date of signature. After that time, I must request by person, mail, or phone continued activation of this application or file a new one.

Signed: _____ Date: _____

NOTE: This application will be retained on file for 60 days.

THE CITY OF PERRY IS AN EQUAL OPPORTUNITY EMPLOYER.

FOR OFFICE USE ONLY:

Date Hired: _____ Department _____

Job Title: _____ Salary: _____ Position: _____

VII. INTERVIEWER'S COMMENTS:



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Perry GA Fire & Emergency Services Department

PRE-APPLICATION FOR FIRE FIGHTER

Name _____
First Middle Last

Present Address _____
City State Zip

Phone: Home _____ Cell _____ Email _____

If we are unable to reach you at home or business location, list name, address, phone number or person who can reach you.

Are you a certified Firefighter? Yes _____ No _____

**CITY OF PERRY
WAIVER AND RELEASE OF CLAIM**

GEORGIA, HOUSTON COUNTY

I, the undersigned applicant for employment in the City of Perry GA Fire & Emergency Services Department, do hereby certify that my taking the agility test for such employment will be a free and voluntary act on my part and, in consideration of the City of Perry, considering me for employment in said Department, I hereby waive and renounce any and all claims, losses, damages, actions and causes of action against the City of Perry, its agents, servants and employees for any injury or injuries which I might sustain in the taking of said agility test or in any manner growing out of or resulting there from and I hereby forever release and discharge the City of Perry, its agents, servants and employees from any and all such claims, losses, damages, actions and causes of action.

IN WITNESS THEREOF, I have hereunto set my hand and seal this ____ day of _____, 20__.

Applicant

Notary



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Perry GA Fire & Emergency Services Department

NOTICE TO FIREFIGHTER APPLICANTS

The City of Perry welcomes you as an applicant for a position with the Fire & Emergency Services Department. If you cannot meet or abide by the conditions and/or requirements listed below we suggest you do not complete a formal application. Exceptions cannot be made to these conditions/requirements.

- A. A high school education or its equivalent as recognized by the Georgia Department of Education. GED must be awarded by a state. United States Armed Forces Institute (USAFI) must be converted to a state awarded certificate.
- B. Minimum age limit for Fire Fighter Certification is eighteen (18) years old at the time of application. This is necessary so that you are certifiable by the Georgia Fire Standards and Training Council to satisfy our hiring requirements.
- C. Pass the required physical readiness test, physical examination, and pre-employment drug test, criminal history and voice-stress test.
- D. Willing to work in harmony and on any shift assigned. Work shifts will include holidays and weekends.
- E. Must be a U.S. citizen.
- F. Must have a valid Georgia Driver's License or the ability to obtain one as required by law.

I have read the above conditions/requirements and desire to apply for the position with the Perry GA Fire & Emergency Services Department.

Applicant's Full Signature

Date

HEADQUARTERS Station 1207 Washington Street
P.O. Box 2030 | Perry, Georgia 31069-6030
Telephone 478-988-2850 | www.perry-ga.gov



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Perry GA Fire & Emergency Services Department

Non-Criminal Justice Applicant's Privacy Rights

As an applicant that is the subject of a Georgia only or a Georgia and Federal Bureau of Investigation (FBI) national fingerprint/biometric-based criminal history record check for a non-criminal justice purpose (such as an application for a job or license, immigration or naturalization, security clearance, or adoption), you have certain rights which are discussed below.

- You must be provided written notification that your fingerprints/biometrics will be used to check the criminal history records maintained by the Georgia Crime Information Center (GCIC) and the FBI, when a federal record check is so authorized.
- If your fingerprints/biometrics are used to conduct a FBI national criminal history check, you are provided a copy of the Privacy Act Statement that would normally appear on the FBI fingerprint card.
- If you have a criminal history record, the agency making a determination of your suitability for the job, license, or other benefit must provide you the opportunity to complete or challenge the accuracy of the information in the record.
- The agency must advise you of the procedures for changing, correcting, or updating your criminal history record as set forth in Title 28, Code of Federal Regulations (CFR), Section 16.34.
- If you have a Georgia or FBI criminal history record, you should be afforded a reasonable amount of time to correct or complete the record (or decline to do so) before the agency denies you the job, license or other benefit based on information in the criminal history record.
- In the event an adverse employment or licensing decision is made, you must be informed of all information pertinent to that decision to include the contents of the record and the effect the record had upon the decision. Failure to provide all such information to the person subject to the adverse decision shall be a misdemeanor [O.C.G.A. §35-3-34(b) and §35-3-35(b)].

You have the right to expect the agency receiving the results of the criminal history record check will use it only for authorized purposes and will not retain or disseminate it in violation of state and/or federal statute, regulation or executive order, or rule, procedure or standard established by the National Crime Prevention and Privacy Compact Council.

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If the employment/licensing agency policy permits, the agency may provide you with a copy of your Georgia or FBI criminal history record for review and possible challenge. If agency policy does not permit it to provide you a copy of the record, information regarding how to obtain a copy of your Georgia, FBI or other state criminal history may be obtained at the GBI website (<http://gbi.georgia.gov/obtaining-criminal-history-record-information>).

If you decide to challenge the accuracy or completeness of your Georgia or FBI criminal history record, you should send your challenge to the agency that contributed the questioned information. Alternatively, you may send your challenge directly to GCIC provided the disputed arrest occurred in Georgia. Instructions to dispute the accuracy of your criminal history can be obtained at the GBI website (<http://gbi.georgia.gov/obtaining-criminal-history-record-information>).

Authority: The FBI's acquisition, preservation, and exchange of fingerprints and associated information is generally authorized under 28 U.S.C. 534. Depending on the nature of your application, supplemental authorities include Federal statutes, State statutes pursuant to Pub. L. 92-544, Presidential Executive Orders, and federal regulations. Providing your fingerprints and associated information is voluntary; however, failure to do so may affect completion or approval of your application.

Principal Purpose: Certain determinations, such as employment, licensing, and security clearances, may be predicated on fingerprint-based background checks. Your fingerprints and associated information/biometrics may be provided to the employing, investigating, or otherwise responsible agency, and/or the FBI for the purpose of comparing your fingerprints to other fingerprints in the FBI's Next Generation Identification (NGI) system or its successor systems (including civil, criminal, and latent fingerprint repositories) or other available records of the employing, investigating, or otherwise responsible agency. The FBI may retain your fingerprints and associated information/biometrics in NGI after the completion of this application and, while retained, your fingerprints may continue to be compared against other fingerprints submitted to or retained by NGI.

Routine Uses: During the processing of this application and for as long thereafter as your fingerprints and associated information/biometrics are retained in NGI, your information may be disclosed pursuant to your consent, and may be disclosed without your consent as permitted by the Privacy Act of 1974 and all applicable Routine Uses as may be published at any time in the Federal Register, including the Routine Uses for the NGI system and the FBI's Blanket Routine Uses. Routine uses include, but are not limited to, disclosures to: employing, governmental or authorized non-governmental agencies responsible for employment, contracting, licensing, security clearances, and other suitability determinations; local, state, tribal, or federal law enforcement agencies; criminal justice agencies; and agencies responsible for national security or public safety.

I have read and consent to the above: _____

NAME

DATE



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Perry GA Fire & Emergency Services Department

**Job Announcement Posting Dates: Friday, February 7 – Friday,
March 6, 2020**

PLEASE KEEP THIS PAGE FOR YOUR REFERENCE

As part of the hiring process for the Perry Fire & Emergency Services Department, applicants are required to pass a Physical Agility Test (PAT) to advance to the Assessment Lab Process.

Practice for the Firefighter PAT has been scheduled for the following date and at the following location, rain or shine:

Saturday, March 7, 2020 - Practice PAT will begin at 9:00 am

Perry Fire Department Station #2
150 Commodore Drive
Perry, GA 31069

(Please arrive prepared for a physical assessment: Athletic attire and hydration for both the practice PAT and the Firefighter PAT is expected.)

The Firefighter PAT will be held on the following date at the location indicated, rain or shine:

Saturday, March 14, 2020 - PAT will begin at 9:00 am at the

Perry Fire Department Station #2
150 Commodore Drive
Perry, GA 31069

{Multiple days may be set aside and will be used based upon the number of applicants. You will be notified via email of the day you are to attend the PAT.}

The gates are closed at the 9:00 start time, and no one else is admitted!

Those who successfully complete the PAT will then move on to the assessment lab.

HEADQUARTERS Station 1207 Washington Street
P.O. Box 2030 | Perry, Georgia 31069-6030
Telephone 478-988-2850 | www.perry-ga.gov

Thursday, March 19, 2020 - **Assessment Lab** is a single day classroom event 8:00 a.m. –until approximately 5:00 pm located at:

Perry Fire Department Station #2
150 Commodore Drive
Perry, GA 31069

The classroom door for the assessment center will be locked promptly at the 8:00 start time, and no one else is admitted!

You must achieve a **minimum score of 25 out of a possible 36 points** in the Assessment Lab to qualify for your application file to be reviewed by the hiring board. Based on that review, the application files will receive a ranking and the top candidates will be offered an opportunity to interview. Should you be selected for an interview, you will be notified as to the date and time of your interview appointment.

Interviews – Date, Time and location to be determined as the process proceeds.

There is a possible 160 points total available for the interview process. Once complete, the interview score will be tallied with all the other scores as described on the *Explanation of Assessment Scoring Sheet* to derive a final score.

Candidates must have accumulated at least 175 points at this stage to move forward in the process. For the entire process, there are a total of 250 points available and, 175 points represents a minimum passing score of 70%.

Candidates selected to advance beyond the interviews will undergo a criminal background and driver's history check.

Candidates selected for hire will receive a conditional offer of employment which requires they pass a fit for duty physical and pre-employment drug screening as well as a voice stress analysis and state/federal fingerprint check.

Please contact Karen Bycenski in our personnel department at 478-988-2713 if you have any further questions.

The following are the guidelines of which we operate each and every day. Your vital signs will be assessed prior to beginning any physical activity. In the event that your vital signs register outside of our parameters, you will not be allowed to participate until they return to normal range.

Rehab Sector EMS Guidelines:

Each member's vital signs will be taken and recorded prior to the beginning of the physical agility test. The following criteria are used in the evaluation of candidates during the assessment.

- 🕒 Transportation to a health care facility is required when the diastolic blood pressure is ≥ 130 .
- 🕒 Transportation to a health care facility is also suggested when the diastolic blood pressure is ≥ 110 and the individual is symptomatic.
- 🕒 An individual may be transported to a health care facility for further evaluation when the diastolic blood pressure is ≤ 110 and the individual is symptomatic.
- 🕒 The individual may be transported to a health care facility when the systolic blood pressure is ≥ 200 and after further evaluation and rest the systolic BP is still ≥ 200 .
- 🕒 When a pulse rate of ≥ 140 is found, administer oxygen and fluids, rest for a minimum of 10 minutes, and reassess the individual. If the pulse is less than 140, the individual may return to work.
- 🕒 If after 10 minutes the pulse remains above 140, the individual must rest an additional 30 minutes.
- 🕒 If after 30 minutes the pulses rate remains above 140, it will be requested that the candidate be transported to a health care facility for further evaluation.

NOTE: If the candidate falls outside of the rehab sector guidelines after an adequate rest period, (a rest period may be negated if the candidate is symptomatic) the rehab sector officer will recommend that the candidate be transported to the hospital for further evaluation. If the candidate refuses to be transported, the candidate will be asked to sign an EMS refusal form and sent home to follow up with his/ her physician.

The Perry Fire Department reserves the right to deny the ability to test to any candidate that displays any vital signs outside the normal limits of what is listed in the guidelines above



FIREFIGHTER PHYSICAL AGILITY TEST

Being a firefighter is a very dangerous and physically demanding job. For this reason a physical agility test has been developed. It will ensure each individual hired continues to meet at least a minimum level of physical conditioning needed to perform the job of firefighter.

The physical agility test consists of seven exercises that are to be performed consecutively. Each of the exercises are task related and are performed on a regular basis by firefighters. While you are doing the exercises you will be wearing protective clothing consisting of: firefighting helmet, firefighting gloves, and self-contained breathing apparatus, with no mask and not breathing air. The time to successfully complete the test is seven (7) minutes. Athletic or work-out attire is strongly recommended.

1. STAIR CLIMB

Fires in multi-story units represent one of the greatest threats to life safety. The ability to move personnel and equipment to the floor of the fire for extinguishment or rescue is an essential function for structural firefighters.

CONDITIONS

A shoulder load of hose weighing approximately 40 lbs. should be picked up and carried up four flights of stairs. The hose can be carried over the shoulder or carried under the arm. (Hose will be two sections of 1 3/4" hose).

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

The cardiovascular system is tested in this task along with strength and endurance of the leg muscles. Stair climbing exercises, particularly those performed under a load, have the most positive effects on preparation for this task. Resistance training exercises for the legs are also helpful.

2. HOISTING

There are a number of fire ground activities that necessitate repetitive motions such as pulling or hoisting. Pulling victims from a confined area or hoisting equipment and tools to upper floors or roofs are tasks that call for a combination of grip strength and endurance. The use of gloves while attempting to grasp objects has been demonstrated to reduce grip strength by 50%.

CONDITIONS

The hoist evolution will be done by hoisting a section of 3" hose up to the second floor of the training tower two times. The hoisting will be done with a hand-over-hand motion and the section of hose will be brought into the window and placed on the floor.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

The exercise requires upper body strength and grip strength. Any weight training that includes grasping and manipulation of heavy weights will have a beneficial effect on forearm flexors and grip strength.

3. FORCIBLE ENTRY AND VENTILATION

Gaining access to a building for the purpose of effecting rescue and extinguishment or performing ventilation is an essential function for fire suppression personnel. There are a variety of forcible entry tools that are used to perform this task. Two of the most common used tools are the axe and sledge hammer. The use of these tools is one of the most physically demanding jobs a firefighter could do.

CONDITIONS

For the purpose of testing the forcible entry/ventilation skills, the sledge hammer is the safest and least skill-dependent tool. The act of chopping is one of the most basic fire ground activities. For the exercise, the firefighter shall straddle a weight while standing on two platforms (The Perry Fire Department uses a Keiser Sled). Using an 9 lb. dead blow sledge hammer, the firefighter strikes the weight repetitively, driving it a distance of 5 ft.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

The explosive power and endurance of the upper body muscle groups are demonstrated in the performance of this task. Resistance training of the upper body muscle groups is recommended.

4. THE VICTIM DRAG

The most critical task of a firefighter is the rescue of a citizen or a fellow firefighter. The importance of this task is directly related to the mission of the fire service.

CONDITIONS

The use of an anatomically correct rescue prop weighing about 175 lbs. will be utilized. The task is accomplished as follows: a mannequin is placed on the ground in a lying down position. The rescuer approaches the head, grasps the harness which is around the victim, lifts the victim off the ground while leaning against the weight of the victim. Then, while keeping his/her back straight and walking backwards, the rescuer shall drag the victim 100 ft. The rescuer may grasp the mannequin under the arms and drag it or place the rescue strap under the arms and drag it. The legs of the mannequin must touch the ground.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

Muscular strength and endurance are necessary for the victim drag. Resistance training with weights on the various muscle groups will provide the basic foundation for the performance of this task.

5. HOSE ADVANCE

Large and small diameter hose are routinely used in the job of firefighter. Carrying, dragging, and advancing charged hose lines are an essential function of firefighters. The weight of water is 8.33 lbs. per gallon. The weight of a charged hose line can easily reach weights in excess of 400 lbs., depending on the size and length of the hose lay.

CONDITIONS

The lead end of a charged 100 ft. 1 ¼” hose line should be placed over the shoulder. While walking at a rapid pace without stopping, the line should be stretched by pulling it from a pre-connected water source a total distance of 75 ft.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

Pulling hose demands muscular strength and endurance of the large muscles of the legs. There is some need for torso strength so stabilize the upper body. Resistive training such as squats, knee flexing, and extensions are recommended.

6. CARRY EVOLUTION

Firefighters need to carry tools and equipment at a fire. Completion of this task demonstrates that the candidate has adequate strength to pick up and then carry an object an appropriate distance.

CONDITIONS

The candidate shall pick up an exhaust fan and carry it a distance of 75 ft. The fan shall be carried continuously without being dropped or placed down.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

Muscular strength and isometric endurance are required for this task. Resistance training for the arms and legs are most effective for this task.

7. LADDER EXTENSION

Ladders are commonly used on the fire ground to assist firefighters with gaining access to elevated positions, as well as serving as a means of egress in fires above the ground level.

CONDITIONS

The candidate, given a 24-foot extension ladder firmly secured to an object in the vertical position, must completely extend the fly section (top) to the top of the base using a controlled, hand over hand locking motion to keep continual upward movement. Once the ladder will no longer extend upward, the candidate must then lower the fly section until it has returned to the starting position with the fly touching the ground. This must be done in a controlled fashion.

ABILITIES REQUIRED AND TRAINING RECOMMENDATIONS

The exercise requires upper body strength and grip strength. Any weight training that includes grasping and manipulation of heavy weights will have a beneficial effect on forearm flexors and grip strength.



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Perry GA Fire & Emergency Services Department

EXPLANATION OF:

FIREFIGHTER HIRING ASSESSMENT SCORING SHEET

APPLICANT _____ DATE _____

STEP 1: PHYSICAL AGILITY TEST PASS OR FAIL (34 points awarded for completion in less than 7 minutes)

STEP 2: ASSESSMENT CENTER Max points 36 = possible 6 points each of the 6 exercises

STEP 3: REVIEW OF APPLICATION AND RESUME -

FORMAL EDUCATION Max points 10 = 1 point for GED; 3 points for high school diploma; 5 points for AS/AA degree; 10 points for BS/BA degree (Must have copy of diploma/degree for points to be awarded)

FIRE SERVICE EXPERIENCE Max points 10 = 1 point for each year of career fire service; .5 points for each year of volunteer service

SELECTED FOR INTERVIEW BY THE HIRING BOARD Yes Or No

STEP 4: INTERVIEW Max Points 160 = Possible 5 points per question; 8 questions with 4 interviewers

REFERENCES Pass or Fail

SCORE TOTAL – 250 total points possible; Candidates must have at least 175 (70% of the total 250 available) points at this stage to move forward in the process.

STEP 5: CRIMINAL BACKGROUND CHECK Pass or Fail
DRIVER'S HISTORY CHECK Pass or Fail

CONDITIONAL OFFER

STEP 6: VOICE-STRESS ANALYSIS Pass or Fail
FIT FOR DUTY PHYSICAL Pass or Fail
DRUG SCREEN Pass or Fail
FINGERPRINT CHECK Pass or Fail

NOTE: Failure in any of the Pass/Fail steps results in immediate elimination of the applicant from the hiring process. The scoring sheet is a TOOL used by the hiring board to evaluate the entire applicant pool. Scores achieved during the process are not the sole factor in hiring. The selection of an applicant as a candidate for hiring is based on the applicant's overall performance throughout the hiring process, and the consensus of the members of the hiring board.

**** The hiring board consists of officers and firefighters of the department. ****

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