

City of Fairfax
Department of Fire and Rescue Services

Work Performance Evaluation

Background:

The Work Performance Evaluation (WPE) is a test of an individual's ability to physically perform essential functions required in the occupation of firefighting. The Department of Fire and Rescue has established a minimum level of acceptable performance which protects the safety of the firefighter and provides for the appropriate delivery of fire suppression and rescue services.

The Department of Fire and Rescue requires a physical performance assessment be administered for applicants for employment.

Overview:

The WPE consists of 10 events designed to measure the physical ability of a firefighter to operate effectively on an incident scene.

1. Protective Gear Event
2. Ladder Carry, Raise, Extension Event
3. Forcible Entry Event
4. High Rise Pack Event
5. Hand Line Advancement Event
6. Hand Line Pull Event
7. Pike Pole Event
8. Equipment Event
9. Ventilation Event
10. Victim Rescue Event

The first event is designed to ensure that there is ample time for the firefighter to secure all pieces of their PPE, including Self Contained Breathing Apparatus (SCBA) in a safe manner, thus enabling applicants to safely accomplish the remaining portion of the work performance evaluation.

Applicants will be required to provide a complete NFPA approved personal protective clothing ensemble to participate in the WPE. This ensemble includes helmet, ear flaps, nomex hood, coat, bunker pants, boots and gloves. Approved leather firefighting boots may be used in lieu of the rubber boots.

Events 2 – 10 are the contiguous events of the WPE. They are continuous and individuals are encouraged to continually move as safely as possible through, and onto, the next event. **NO RUNNING IS ALLOWED AT ANY TIME.**

Successful completion of the WPE is defined as meeting or exceeding the minimum required performance levels, and exiting the conclusion of the WPE with breathable air still remaining in the SCBA bottle. All timed components of the WPE must be completed in 10 minutes and 47 seconds, or less.

Once established, all firefighters should attempt to exceed the minimal level of performance. Meeting or exceeding the minimum level of performance will demonstrate that the firefighter is physically prepared to perform the essential functions of firefighting. Incomplete performance of the WPE or failure to meet the required minimum level demonstrates a lack of physical preparedness for the essential functions of firefighting.

Safety Precautions:

Safety of the firefighter will be the top priority during the administration of the WPE. The strenuous nature of the assessment requires applicants to be monitored closely throughout the evaluation process. The assessment will not be administered at times when environmental conditions, such as extreme heat or cold, that the safety of the applicant is compromised. If safety is compromised, the person performing the exercise shall be stopped and instructed what their problem is, but their SCBA duration time will continue. Technique shall be viewed during the exercises and if improper technique results in unsafe performance, their safety is compromised and must be dealt with accordingly.

Applicants will be apprised of all aspects of the assessment process prior to performing the evaluation. This information shall be provided by representatives of the Department of Fire and Rescue Services. This includes a description of each of the tasks to be performed, and the parameters for successful completion. In addition, an explanation of any performance techniques that are unacceptable will be emphasized. In addition, an opportunity will be provided for each applicant to thoroughly practice the entire WPE process prior to the actual testing. This practice opportunity will provide a period of time for the applicant to prepare for optimal performance during the testing portion of the WPE. This preparation may consist of strength and/or cardiovascular conditioning as well as skill development, if needed.

Throughout the evaluation process, the WPE coordinator will monitor each applicant's potential for injury. They will monitor applicants for: lifting and carrying techniques (potential for back injury); striking techniques (potential for hand/arm injury); or exhaustion (potential for multiple injuries). **If, in the evaluator's opinion, any applicant exhibits signs indicating they could be at risk for an injury, the evaluation will be stopped.**

Description of Events:

Event 1: Personal Protective Equipment

This event allows the firefighter applicant to safely don his/her complete set of personal protective equipment.

Firefighter applicant is to don a complete issue of personal protective equipment (pants, coat, hood, helmet and gloves). Firefighter applicant moves to a position that places them at the proper lifting point of their SCBA; lift and secure the SCBA; once air is activated, the face piece is secure and the firefighter applicant feels comfortable, signal ready by raising either arm.



Event 2: Ladder Lift, Carry, Raise and Extension

This event simulates the firefighter's ability to place a ladder in service.



Firefighter applicant to move to a position that places them at the proper lifting point of the ladder, perform a one-person lift; carry the ladder 75 feet to a "marked" raising area; raise the ladder; extend the ladder three rungs; then position the ladder in the marked yellow square for the proper climbing angle. **MOVE TO THE NEXT EVENT.**



Event 3: Forcible Entry

The event simulates the firefighter's ability to gain entry into a locked structure.



Firefighter applicant to walk 75 feet to the forcible entry table; position to either side of the tire; pick up sledge hammer and repeatedly strike the tire to move it to the other end of table; walk 75 feet back to the start point. **MOVE TO THE NEXT EVENT.**

Event 4: High Rise Pack

This event simulates the firefighter's ability to carry a high rise pack to an upper story location.



Firefighter applicant to move to a position that places them at the proper lifting point of the high rise pack; lift the high rise pack onto the shoulder; carry the high rise pack 30 feet to the simulated stair platform; simulate climbing 3 floors (completely stepping up and down = 1 step) for a total of 30 steps; carry the high rise pack 30 feet back to the marked area; place the high rise pack in the marked area. **MOVE TO THE NEXT EVENT.**

Event 5 and 6: Hand Line Advancement and Pull

The event simulates the firefighter's ability to advance and re-position a charged hand line.



Firefighter applicant is to move to a position that places them at the proper lifting point of the charged hand line; pick up hand line; advance hand line 75 feet; get into kneeling position; crawl back 50 feet on hands and knees keeping one hand in constant touch with the hose line until you reach the first coupling. In a kneeling or sitting position, pull back 50 feet of hose until you reach the nozzle; lower nozzle to ground. **MOVE TO NEXT EVENT.**

Event 7: Pike Pole

This event simulates the firefighter's ability to pull ceilings and/or remove debris from above the shoulder level.

Pic 18-20



Firefighter applicant is to move to a position that places them at the proper lifting point of the pike pole; pick up pike pole and walk 30 feet to the marked area and raise the pike pole 30 times. Both hands must be below the mark on the pike pole. After 30 complete repetitions with arms fully extended, return to the start point; place the pike pole into the marked area. **MOVE TO NEXT EVENT.**

Event 8: Equipment Carry

This event simulates the firefighter's ability to carry equipment from point to point.



Firefighter applicant is to move to a position that places them at the proper lifting point of the equipment to be moved; pick up item(s); carry item(s) 75 feet to the marked area; set equipment in marked area; lift and carry the second item(s) 75 feet back to the first marked area; set equipment in marked area. **MOVE TO NEXT EVENT.** (Note: these items will alternate between a 16" smoke ejector {single item carry} and a large cord reel and a small cord reel with attached Circle D light {dual item carry}).

Event 9: Ventilation

This event simulates the firefighter's ability to create an opening for ventilation.



Firefighter applicant is to move to a position that places them at the proper lifting point of the equipment hammer; pick up the equipment hammer; walk and position himself/herself on the Keiser Sled; repetitively strike the I-beam (striking point) of the Keiser Sled until it moves a distance of 3 feet (repositioning feet when necessary); dismount the Keiser Sled. **MOVE TO NEXT EVENT.**

Event 10: Victim Rescue

This event simulates the firefighter's ability to perform a victim rescue.



Firefighter applicant is to move to a position that places them at the proper lifting point of the 175# rescue dummy; lift and move the rescue dummy a distance of 75 feet (going around the cone); returning to the start point; place the rescue dummy in the marked area. **THE WORK PERFORMANCE EVALUATION IS COMPLETE. MOVE TO REHABILITATION AREA.**



NOTE: Only four possible scenarios exist for the Work Performance Evaluation: Applicant successfully completes all required events within the allotted time of 10 minutes and 47 seconds or less (successful); applicant requests to be removed from the process; or the applicant runs out of breathable air before successfully completing all events or exceeds the time of 10 minutes and 47 seconds maximum time (unsuccessful).