



NON CERTIFIED FIREFIGHTER RECRUITMENT PROCESS

CANDIDATE INFORMATION

Training Division

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The Community Fire Department provides fire protection, rescue, and emergency medical services to an estimated population of 150,000 citizens. We respond to all types of incidents including structure fires, traumatic injuries, motor vehicle collisions, rescues, and various medical emergencies. The citizens have a right to expect the highest level of service and dedication when they dial 911, therefore we require all members be trained to a minimum standard with the skills and knowledge necessary to safely perform the duties of a firefighter.

Listed below is a detailed list of requirements and the steps involved in the recruiting process.

TO BEGIN THE PROCESS AN APPLICANT MUST SATISFY THE FOLLOWING REQUIREMENTS:

- Must be at least 18 years of age
- Must possess the mental, physical and medical health to adequately perform the duties of a firefighter
- Must have or be able to obtain a valid Texas Driver's License
- Must be eligible to work in the United States
- Pass a criminal background check and drug screen
- Be of good moral character

PHYSICAL ABILITY TEST (PAT)

The PAT is a sequence of events requiring the candidate to progress along a predetermined path from event to event in a continuous manner. This test was developed to allow the department a means for obtaining trainable candidates who are physically able to perform essential job tasks at fire scenes. Upon successful completion of the PAT, you will be scheduled for an oral interview.

ORAL INTERVIEW

The oral interview is designed to give the candidate an opportunity to discuss requirements and obtain any last-minute information regarding the academy. A small question-based interview will take place and additional paperwork will be given to each candidate which must be completed to continue the process.

BACKGROUND INVESTIGATION

A background investigation will be conducted to establish evidence of good moral character, a well-adjusted personality, and fire service adaptability. Remember to list all convictions on your application, and do not withhold any information. If a violation is discovered, the candidate is notified that he/she does not meet minimum standards and will be removed from the process.

DRUG SCREENING

A drug screen will be performed to determine the candidate's ability to safely perform the duties of a firefighter. If a violation is discovered, the candidate is notified that he/she does not meet minimum standards and will be removed from the process.

ORIENTATION

Once all steps have been completed and all required documentation has been submitted, the Recruit will attend an orientation where they will be briefed about the program and establish a chain of command. The Recruit will also be fit tested, measured, and have identification photos taken on this day.

We are committed to training those that qualify to become part of our team and serve the citizens of our community. All non-certified candidates must complete our Fire Academy where they will obtain a Firefighter I and II certification. Recruits must successfully complete classroom material, pass a written final exam, and demonstrate skills proficiency. Classes are held Tuesday and Thursday from 7:00pm to 10:00pm and Saturdays from 7:00am to 5:00pm. It is important to begin making arrangements to attend these classes.



ACADEMIC SKILLS

The Recruit Academy is designed to be mentally rigorous and physically challenging. Half of your training will be spent in a classroom environment. You will be expected to understand basic chemistry concepts as they relate to the science of fire. You will need to understand basic math concepts as they relate to hoses and streams and safe working loads for rope rescue. Your reasoning skills will be stretched as you are trained to select from a variety of solutions in solving a problem or addressing an emergency. You must have the academic ability to comprehend a wide array of medical terminology, and then recall that terminology during the diagnosis and care of an injured or unconscious patient. Bear in mind that all of the above, in real life, will have to be done in a stressful, sometimes chaotic environment. Much of your time in the academy will be spent at a desk, in a lecture setting. You will need the ability to focus and maintain your attention on the instructor. A written quiz will be given at the completion of each subject area to ensure you have mastered the necessary subject matter.

PHYSICAL FITNESS

The job of a firefighter is one of the most physically demanding jobs in the world. It requires high levels of cardiopulmonary endurance, flexibility, muscular strength and muscular endurance. A physically fit firefighter has the ability to perform physical job tasks, with enough reserve for emergency situations. As a Recruit, you will be faced with many physical challenges including carrying, raising and climbing ladders, moving fire hoses, wearing personal protective equipment, confined space environments, and loading/lifting patients.

WHAT TO EXPECT AFTER GRADUATION

Upon course completion, Recruits attend a graduation ceremony where they are rewarded for the dedication and hard work achieved during the course. They will then be assigned to a fire station. All department members ride schedules shifts and are required to be available for at least 6 shifts per month, more is welcomed. These shifts are chosen by the member each month.

Perks of volunteering with CVFD:

- \$50 per shift stipend
- \$300 per year uniform allowance
- Excellent training opportunities
- Gain real world Fire and EMS experience



The PAT is a sequence of events requiring the candidate to progress along a predetermined path from event to event in a continuous manner. This test was developed to allow the department a means for obtaining trainable candidates who are physically able to perform essential job tasks at fire scenes. The test is comprised of multiple events and is pass/fail based on completion of the course. In all events, candidates will wear a weighted vest. The participant must also wear proper athletic shoes with no open heel or toe. Watches and loose or restrictive jewelry are not permitted.

The Firefighter PAT is very strenuous. If you have had a recent illness, surgery or are under medication, verify with your healthcare provider whether or not it is safe for you to take the test.



TEST CRITERIA

- A release form shall be required before candidates may attempt the test. The form must be turned in at the time of the test.
- Any candidate, who fails to satisfactorily complete the entire exercise, may be disqualified from consideration.
- Failure to perform any single exercise, in the manner instructed, will result in a penalty and you may be required to start over. An orientation and walk-through will be given to all candidates, by an administrator, prior to the exercise.
- All participants must wear footwear with no open heel or toe. Watches and loose or restrictive jewelry are not allowed. A weighted vest will be worn during all of the stations.

TEST PREPARATION

- Begin a progressive exercise program including as a minimum: push-ups, pull-ups, and leg-presses weeks prior to the test.
- Also begin a progressive cardio vascular program of running, biking, or swimming weeks prior to the test. However, please consult your doctor prior to beginning an exercise program.
- Avoid junk food and maintain a well-balanced diet for several days before the test.
- Avoid caffeinated beverages, especially on the day of the test.
- Get a good night sleep before the test.
- Do not drink a lot of liquids or eat a large meal before the test.
- Avoid alcohol several days prior to and especially on the day of the test.

PAT EVENTS

To be completed in 12 minutes

EVENT 1: HOSE DRAG

A supply hose is grasped and placed over the shoulder and dragged 100 feet to the designated drop point. After reaching the drop point, the candidate will pick up two 10lb kettle bells and carry them 100 feet to the next event and place them in the designated area.

EVENT 2: SIMULATED FORCIBLE ENTRY DEVICE

Using the “punisher” prop, the candidate will strike a box with a sledgehammer, simulating the aiming, swinging, and striking of objects until it moves all way across the track. Once complete, the candidate will pick up two 10lb kettle bells and carry them to the third floor of the drill tower and place them in the designated area.

EVENT 3: HOSE RAISE

The candidate grasps a rope attached to a rolled 50-foot section of hose, pulls hand over hand until the hose reaches the top section of railing. The candidate will leave the hose on the balcony then pick up two 10lb kettle bells and carry them down the stairs and place them in the designated area.

EVENT 4: HIGH RISE HOSE CARRY UPSTAIRS

The candidate will pick up the high-rise hose pack and carry it to the third floor of the drill tower and place it in the designated area.

EVENT 5: HOSE LOWER

The candidate will slowly lower the rolled 50-foot section of hose back to the ground hand over hand in a controlled fashion. Dropping the hose to the ground constitutes a failure.

EVENT 6: HIGH RISE HOSE CARRY DOWNSTAIRS

The candidate will pick up the high-rise hose pack and carry it down the stairs and place it in the designated area. Once complete, the candidate will pick up two 10lb kettle bells and carry them 25 feet to the next event and place them in the designated area.

EVENT 7: SIMULATED VICTIM RESCUE

The participant grasps a 165-pound mannequin by any means necessary, except by the feet, then drags it 25 feet to a marked point, makes a 180° turn and continues an additional 25 feet to the starting point. The entire mannequin must be dragged across the line. The candidate will then pick up two 10lb kettle bells and carry them 200 feet to the finish line.