

KINSTON DEPARTMENT OF FIRE & RESCUE

CANDIDATE HIRING PROCESS



Employment Procedures

1. Successful completion of the Firefighter Entrance and Agility Test (FEAT)
2. Completion of an oral interview exercise with an Oral Interview Panel
3. Completion of a Fire Chief's Interview (If requested by the Chief)
4. Criminal back-ground investigation
5. Completion of satisfactory medical and drug screening

Kinston Department of Fire & Rescue

Firefighter Entrance and Agility Test (FEAT)

Overview

In developing the Firefighter Entrance and Agility Test, the Kinston Department of Fire and Rescue has made every effort to produce a fair assessment of physical abilities for candidates. The goal of this test is to ensure all firefighter candidates possess the physical capability to perform critical job-related tasks in a safe and effective manner.

The physical agility test is divided into two sections. Section One tests the candidate's ability to safely and efficiently ascend and descend a fully extended aerial ladder. Section Two tests the candidate's ability to perform a series of simulated fire ground tasks.

The physical agility test is at the minimum, a two-day event, starting on the day and time prescribed in your email for the Mandatory Meeting, in which the candidates learn about the FEAT Requirements and perform Section One, the Aerial Ladder Climbing Exercise. The second day and time of the FEAT course will be given to the candidate after passing the ladder climb of Section One for running Section Two. Upon passing the FEAT, the candidate will be notified of a day and time for the interview process.

Equipment and Attire to be worn During the Physical Agility Test

Individuals are encouraged to wear the following attire and equipment during the physical assessment:

- Athletic shirts and shorts/pants
- Athletic shoes (tennis/running shoes or similar)
- Utility gloves, structural firefighting gloves
(Provided by the Department)
- Extrication, mechanics utility style gloves
(NOTE: These styles are not provided by the Department, but are allowed to be brought in to be used)
- 50-pound weighted vest
(Section 2 Only)
(Provided by the Department)
- Structural firefighting helmet
(Provided by the Department)
(NOTE: Volunteer structural fire helmets are allowed to be brought in to be used)
- Ladder Belt
(Section 1 Only)
(Provided by the Department)

Section 1

Aerial Ladder Climbing Exercise

Fire Suppression personnel are often required to climb and / or work from an aerial ladder during training and on fire scenes. The candidate will be required to climb a fully extended aerial ladder set at a 75-degree angle.

If the candidate feels any discomfort (Chest pain, etc.) before, during, or after the climb, he/she should notify their proctor immediately.

The timers will be monitored by the Proctors for a maximum time of **5 minutes**. If time elapses prior to the completion of the climb, the test will be concluded and the candidate has failed the test. Obvious fatigue or extreme physical overexertion may be grounds for the test proctor(s) to stop an individual and end the test.

The time will start when the candidate touches the ladder to begin the ladder climb. The ladder climb will be performed utilizing **only the rungs of the ladder**. The candidate cannot skip rungs and each foot must touch each rung alternating, as each hand must touch each rung in a hand over hand-controlled method. Once the top rung is reached, **the candidate will lock into the ladder at the marked rung at the top**, utilizing a ladder belt and lean back away from the ladder while extending both arms straight up over the candidate's head. The candidate will then lean back into the ladder unlock the ladder belt and climb back down the ladder. Time will stop when the candidate steps off the aerial ladder with both feet onto the turntable and completely releases his/her grip of the aerial ladder.

NOTE: The only time the candidate can touch the rails of the ladder is when they reach the top. The candidate may use the rails to assist him/her while leaning away from the ladder and bringing themselves back into the ladder, to steady and reassure themselves.

Penalties

If the candidate stops for longer than a period of 5 seconds, a 20 second penalty will be assessed for every infraction.

Failures

If the candidate cannot physically climb the ladder, the test time will be concluded and the candidate has failed the test. If the candidate fails to lean back with both arms lifted straight above his/her head, the test time will be concluded and the candidate has failed the test. If the candidate attempts to use any other parts of the aerial **to assist with ascending or descending** in place of the rungs (**i.e., aerial cables, rails, etc.**), the test time will be concluded and the candidate has failed the test. If your foot goes anywhere on the ladder except for the rungs (**i.e., the support bracing between the rungs**), the test time will be concluded and the candidate has failed the test. If the candidate skips rungs while ascending or descending the ladder, the test time will conclude and the candidate has failed the test.

At the conclusion of Section One, the candidate will report to the **Training Captain** and receive their next day and time to arrive and participate in Section Two, the Physical Agility Test. The candidate **SHALL** practice, after being shown how to accomplish all of the events, with an assigned proctor to assist with any questions and to give any advice on how to run that particular event. Upon conclusion of practicing each event, not in successive order, the candidates will be released by the Training Captain for the evening.

NOTE: The candidate can arrive 10 minutes early of the prescribed time, but **MUST BE** at the Kinston Department of Fire and Rescue Station 1 by the prescribed time given for the running of Section Two. If the candidate arrives a minute after the time prescribed, the candidate will forfeit the right to run the Physical Agility Course.

Section 2

Physical Agility Test

Description of Physical Agility Test

The physical agility test is designed to simulate the critical tasks of a firefighter. The prescribed test course will be marked and the candidate will be guided by a proctor to ensure that he/she stays on course. However, each of the events will be done consecutively until all eight events are complete. The course is designed to challenge the candidate's aerobic capacity and muscular endurance. This is a timed assessment, and the candidate's time will begin when the candidate crosses the course start line at Event 1: Hydrant Connection, and end when the candidate has completed the last repetition and stepped off the platform of Event 8: Ceiling Breach and Pull.

If the candidate feels any discomfort (Chest pain, etc.) during the agility test, he/she should notify their proctor immediately.

All of the previously listed equipment must be worn during the assessment. The events are placed in a sequence that best simulates fire scene events.

After the successful completion of each event, the proctor will say "**CLEAR!**" The candidate is not to proceed to the next event until he/she has been cleared by the proctor.

The timers will be monitored by the Proctors for a maximum time of **11 minutes and 15 seconds**. If time elapses prior to the completion of the test, the test will be concluded and the candidate has failed the test. Obvious fatigue or extreme physical overexertion may be grounds for the test proctor(s) to stop an individual and end the test. The candidate will not be told his/her time if asked while completing, or any time after they have completed the course. After completing the course, the candidate will be notified whether they passed or failed.

NOTE: The candidates can run throughout the course, however, the candidate **must stay in step** with the beat of the metronome on Event 2: High-Rise Simulation.

After all eight events have been completed in succession the timer will be stopped, and the test is concluded. A proctor will assist the candidate in removing the weighted vest.

Event 1: Hydrant Connection



Equipment

This event uses a 25-foot section of 5-inch fire hose with a 4.5-inch hydrant connection (no reducer), a hydrant wrench, and a 5-inch hydrant.

Purpose of Evaluation

This event is designed to simulate the critical tasks of making a fire hydrant connection and charging the hydrant to establish a water supply at a structure fire incident. This event challenges the candidate's aerobic capacity, upper and lower body muscular strength endurance and grip strength endurance.

Event

For this event, the candidate must approach the 25-foot section of uncharged 5-inch supply hose lying flat and fully extended located 15 feet from a fire hydrant, grasp the end of the hose, and drag it to the fire hydrant. Upon reaching the hydrant with the 5-inch hose, the candidate will remove the large steamer cap on the hydrant and utilize the hydrant connection provided to attach the hose to the hydrant. Once the hose connection is complete, the candidate will use the hydrant wrench and open the fire hydrant 18 turns. The proctor will count the turns aloud. Once the 18th turn is complete the Proctor will say “**CLEAR!**” The candidate will then continue to the next event.

NOTE: Opening the hydrant consists of turning the stem in a counter clockwise direction. If the candidate turns the stem in a clockwise direction, the turns will not be counted. (The stem will turn freely in both directions).

Failures

If the candidate stands in front of any hydrant steamer cap while opening the hydrant, the test time will be concluded and the candidate has failed the test. If the candidate turns the hydrant wrench to **CLOSE** the hydrant instead of **OPEN**, a warning will be given. The second infraction will constitute a failure. The test time will be concluded and the candidate has failed the test.

Event 2: High-Rise Simulation



Equipment

This event uses a 36-inch by 24-inch by 7-inch wooden step block/platform.

Purpose of Evaluation

This event is designed to simulate the critical tasks of climbing stairs in full protective clothing while carrying firefighting equipment. This event challenges the candidate's aerobic capacity, lower body muscular strength endurance, and the ability to keep their balance.

Event

For this event, the candidate will approach the marked simulated stair platform. Once at the platform, the candidate will stand in a 36-inch by 36-inch box marked in front of the step block. The candidate will then simulate climbing high-rise stairs by **completely stepping up** and down on the stair platform for **3 minutes**. The heel of the candidate's foot must be past the blue tape indicated at the edge of the platform. - The Station's Time Keep will start the time once the candidate's first foot has touched the wooden platform. This will be timed with a stopwatch. A metronome will be set at 120 steps per minute. The candidate **must stay in step with the beat of the metronome**. Once the candidate has completed the required time limit, the Station's Time Keeper will say "**CLEAR!**" The candidate will then continue to the next event.

NOTE: This is the only Event that has someone else clearing the candidate.

Failures

If the candidate falls down two times during the event, or is unable to continue for 3 minutes, the test will be concluded and the candidate has failed the test. If the candidate attempts to stop, go faster, or go slower than the beat of the metronome, a warning will be given. A second infraction will constitute a failure. The test time will be concluded and the candidate has failed the test. If the candidate does not completely place his/her foot onto the platform's surface with their heel past the blue tape indicated at the edge of the platform, a warning will be given. A second infraction will constitute a failure. The test time will be concluded and the candidate has failed the test.

Event 3: Hose Drag



Equipment

This event uses an uncharged, 2.5-inch fire hose with a hose line nozzle. The hose line is marked at 8 feet past the coupling to indicate the maximum amount of hose the candidate will be permitted to drape across his/her shoulder or chest. The hose line is also marked 50 feet past the nozzle at the coupling to indicate the amount of hose line that the candidate must pull into a marked boundary box before completing the test.

Purpose of Evaluation

This event is designed to simulate the critical tasks of dragging an uncharged hose line from the fire apparatus to the fire occupancy and pulling an uncharged hose line around obstacles while remaining stationary. This event challenges the candidate's aerobic capacity, lower body, upper back muscular strength endurance and grip strength endurance.

Event

For this event, the candidate must grasp a hose line nozzle attached to 150 feet of 2.5-inch fire hose. The candidate will then place the hose over his/her shoulder or across his/her chest, not to exceed the 8-foot mark. Grasping the hose with the candidate's hand up to 8-foot mark is permissible but not past the mark. The candidate will then drag the hose 75 feet to a pre-positioned drum, make 90-degree turn around the drum, and continue an additional 25 feet. The candidate must stay inside of a marked 4-foot-wide boundary while traveling around the barrel. The candidate will then stop within the marked 4-foot by 7-foot box, drop to one knee, and pull the hose line until the hose line's 50-foot mark crosses the finish line. During the hose pull, the candidate must keep at least one knee in contact with the ground as well as inside the marked boundary lines. Once the 50-foot mark has crossed the prescribed tape line, the Proctor will say "**CLEAR!**" The candidate will then continue to the next event.

Failures

Hands past the 8-foot mark prior to entering the marked boundary line will constitute a failure. The test time will be concluded, and the candidate has failed the test. During the hose drag, if the candidate fails to go around the drum or go outside the marked path, the test will be concluded, and the candidate has failed the test. During the hose pull, the candidate will be warned if at least one knee is not kept in contact with the ground. The second infraction will constitute a failure. The test time will be concluded, and the candidate has failed the test. During the hose pull, the candidate will be warned if his/her knees or foot go outside the marked boundary line. The second infraction will constitute a failure. The test time will be concluded, and the candidate has failed the test.

Event 4: Equipment Carry



Equipment

This event uses two saws and a simulated tool cabinet replicating a storage cabinet on a fire truck.

Purpose of Evaluation

This event is designed to simulate 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 the candidate's aerobic capacity, upper and lower body muscular strength endurance, grip strength endurance, and the ability to keep their balance.

Event

For this event, the candidate must remove two saws, one at a time, from a simulated tool cabinet, and place them on the ground. The candidate will then pick up a saw in each hand, carry them by the handles while walking 50 feet around the pre-positioned cone, and then back to the starting point. Upon returning to the simulated tool cabinet, the candidate will place both saws on the ground, pick up each saw, one at a time, and replace the saws in a designated space in the cabinet. Once both saws are place back into the cabinet, the Proctor will say “CLEAR!” The candidate will then continue to the next event.

NOTE: At any time during this event, the candidate will be permitted to place the saw(s) on the ground and adjust his/her grip.

Penalties

If the candidate stops for a period of time longer than 5 seconds, a 20 second penalty will be assessed.

Failures

If the candidate grabs the bar on either chain saw when picking them up, the test time will be concluded, and the candidate has failed the test. If the candidate drops either saw on the ground during the carry, the test time will be concluded and the candidate has failed the test. If the candidate fails to place either saw on the ground when leaving, or returning to the simulated tool cabinet, the test time will be concluded and the candidate has failed the test. If the candidate stops for longer than 5 seconds but does not resume within 10 seconds the candidate has failed the test. If the candidate stops more than twice for any amount of time in this Event, it will constitute a failure. The test time will be concluded and the candidate has failed the test.

Event 5: Forcible Entry



Equipment

This event utilizes a simulated roof prop at grade level and a 10-pound sledgehammer.

Purpose of Evaluation

This event is designed to simulate the critical task of forcible entry and vertical ventilation. This event challenges the candidate's aerobic capacity, upper and lower body muscular strength endurance, grip strength endurance and the ability to keep their balance.

Event

For this event, the candidate must use a 10-pound sledgehammer to strike the target area at the top of the roof prop. The candidate must stand or kneel on the sloped roof ventilation prop and strike the target area **25 times** with a 10-pound sledgehammer. The only acceptable method is to bring the sledgehammer to shoulder height and strike the pad with a forcible overhand blow. The proctor will count the blows aloud. During this event, the candidate must keep his/her feet on the simulated roof at all times. Once the 25th strike is complete the Proctor will say "**CLEAR!**" The candidate will walk back down the sloped roof ventilation prop, place the sledge hammer back into the starting position and then continue to the next event.

Failures

Not maintaining control of the sledgehammer and releasing it from both hands while swinging will constitute a failure. The test time will be concluded, and the candidate has failed the test.

Event 6: Rescue



Equipment

This event uses a weighted mannequin equipped with a harness with shoulder handles.

Purpose of Evaluation

This event is designed to simulate the critical tasks of removing a victim or injured firefighter from a fire scene. This event challenges the candidate's aerobic capacity, upper and lower body muscular strength endurance and grip strength endurance.

Event

For this event, the candidate must grasp a weighted mannequin by the handle(s) on the shoulder(s) of the harness (either one or both handles are permitted), drag it 50 feet to a pre-positioned cone, make a 180 degree turn a-round the cone, and continue an additional 50 feet to the finish line. Carrying the dummy will not be permitted. The candidate will be permitted to drop and release the mannequin to adjust his/her grip. The candidate must drag the entire mannequin until it crosses the marked finish line. Once the feet of the mannequin pass the prescribed line, the Proctor will say “**CLEAR!**” The candidate will then continue to the next event.

Penalties

If the candidate stops for a period of time longer than 5 seconds, a 20 second penalty will be assessed. If the candidate touches, or allows the mannequin to touch the cone marking 50-foot mark, a 20 second penalty will be assessed.

Failures

The candidate will receive one warning for grabbing any portion of the mannequin besides the grips provided. The second infraction will constitute a failure. The test time will be concluded, and the candidate has failed the test. If the candidate stops for longer than 5 seconds but does not resume within 10 seconds the candidate has failed the test. If the candidate stops more than twice for any amount of time in this Event, it will constitute a failure. The test time will be concluded and the candidate has failed the test.

Event 7: Ladder Raise



Equipment

This event uses a 14-foot roof ladder and a 20-foot extension ladder. For the candidate's safety, a safety lanyard will be attached to the ladder that he/she raises.

Purpose of Evaluation

This event is designed to simulate the critical tasks of placing a ground ladder at a structure fire and extending the ladder to a roof or window. This event challenges the candidate's aerobic capacity, upper and lower body muscular strength endurance, grip strength endurance and the ability to keep their balance.

Event

For this event, the candidate must go to the top rung of the 14-foot aluminum roof ladder, and lift the unhinged end of the ladder from the ground. **At no time shall the candidate touch the rails of the ladder, not even to lift the ladder from the ground.** It is permissible to lift the ladder from the roof hooks. The candidate will walk the ladder up until it is stationary against the wall (aka raise the ladder). This must be done in a hand over hand fashion, using each rung until the ladder is stationary against the wall. The candidate may not use the ladder rails to raise the ladder, and each rung must be grasped. Once the ladder has reached the stationary position, the candidate will then lower it back to the ground. Again, using a hand over hand fashion, grasping each rung of the ladder until the ladder is back to the starting position. A safety lanyard has been installed on the ladder to prevent it from falling to the ground. Once the 14-foot roof ladder is back to the starting position, the candidate will immediately do the following: approach the pre-positioned and secured 20-foot aluminum extension ladder, stand with both feet inside the marked box of 36-inches by 36-inches, and extend the ladder fully. The candidate will then retract the fly section hand over hand in a controlled fashion back to the starting position. Once the extension ladder is back in the starting position, the Proctor will say "CLEAR!" The candidate will then continue to the next event.

Penalties

If the candidate misses any rung during the raise, a warning will be given. The second infraction will constitute a 20 second penalty. If the candidate's feet do not remain within the marked boundary lines during the ladder extension, a warning will be given. The second infraction will constitute a 20 second penalty.

Failures

If at any time the candidate lets go of the ladder or the safety lanyard is activated due to the candidate releasing his/her grip on the ladder, the test time will be concluded and the candidate has failed the test. If the candidate does not remain in control of the ladder in the hand over hand method, or the rope lanyard slips, the candidate's test time will be concluded and the candidate has failed the test. If at any time the rails of the ladder are used to lift, raise or lower the ladder, the test time will be concluded and the candidate has failed the test.

Event 8: Ceiling Breach and Pull



Equipment

This event uses the Pike Pole Press, a device designed to simulate the motions of pulling ceiling with a pike pole, the pike pole getting stuck in the ceiling, and having to tug the pike pole to remove it. The pike pole is a commonly used piece of fire equipment that consists of a long pole with a hook and point attached to one end of it.

Purpose of Evaluation

This event is designed to simulate the critical task of breaching and pulling down a ceiling to check for fire extension. This event challenges the candidate's aerobic capacity, upper and lower body muscular strength endurance and grip strength endurance.

Event

For this event, the candidate will approach the Pike Pole Press, stand on the base, and grasp the handle on the device. The candidate will then manipulate the handle of the Pike Pole Press up and down **25 times**, fully extending upward and downward **to clear the bottom of the mark** indicated on the pole of the device on every stroke. If the candidate does not complete a full up and down stroke to where the proctor can see the bottom of the black mark, the stroke will not count. The candidate will be permitted to stop and adjust his/her grip if needed. If the candidate releases his/her grip, or if the handle to the Pike Pole Press slips, the candidate will be permitted to re-establish his/her grip and resume the event without penalty. If the candidate drops the Pike Pole Press, he/she must pick it up without proctor assistance and resume the event. The proctor will count the repetitions aloud during this event. Event 8: Ceiling Breach and Pull, and the physical agility test will conclude when the candidate completes the final stroke repetition **and steps completely off the platform**. The proctor will call out "Time".

Failures

A warning will be given if the candidate drops the Pike Pole Press to the ground. If the candidate drops the Pike Pole Press, the candidate must pick it up without assistance, and resume the event. The second infraction will constitute a failure. The test time will be concluded, and the candidate has failed the test. A warning will also be given if the candidate's feet do not remain on the Pike Pole Press platform throughout the event. The second infraction will constitute a failure. The test time will be concluded, and the candidate has failed the test.



Mandatory Meeting

Sequence of events on Mandatory Meeting:

1. Report to Kinston Department of Fire and Rescue Station 1 at 401 E. Vernon Avenue.
2. Check in with evaluators in Training Room by the prescribed time given in the candidate's email. Anyone that does not arrive prior to the prescribed time will have forfeited their ability to participate in the FEAT.
3. Roll Call of the Candidates.
4. Fill out Hold Harmless and Release Form.
5. Fill out the Kinston Department of Fire and Rescue Candidate Hiring Process Acknowledgement of Understanding Form.
6. Actually, see the course set up and how it is negotiated.

Section 1 – Aerial Ladder Climb Test

7. Properly don the Ladder Safety Belt (the proctor will assist the candidate to ensure safety).
8. Proceed to the platform of the ladder to get into position.
9. Start the climb (the candidate's time will start once he/she touches the ladder).
10. Complete the climb.
11. Report to the Training Captain to receive his/her date and time to arrive and participate in Section Two, Physical Agility Test.
12. The candidates **SHALL** practice each event and monitored by a proctor.



Day of Test

Sequence of events on day of test:

1. Report to Kinston Department of Fire and Rescue Station 1 at 401 E. Vernon Avenue.
2. Check in with evaluators in **Front Lobby** at their prescribed time (**need I.D., driver's license**).

Section 2 – Physical Agility Test

1. Don weighted vest and PPE (proctor will provide assistance to candidates).
2. Get into position (the proctor will get the candidate into the appropriate location to start).
3. Start the course (the candidate's time will start once he/she crosses the course start line).
4. Complete physical agility test.

****Note****

Anyone that does not successfully complete the FEAT will receive a Letter of Repudiation. The candidate will be invited to try again during another application process.