



SEATTLE FIRE DEPARTMENT **SENIOR CADETS**

Selection Process

The following criteria are used in selecting candidates for the Seattle Fire Department Senior Cadet Program.

- 1) Must be at least 19 years old.
- 2) Must have a high school diploma or General Education Diploma (GED).
- 3) Must have a valid Washington State driver's license.
- 4) Priority will be given to residents of the City of Seattle. The same priority will be given to people who have been a Seattle Fire Department Fire Cadet Company 511 member in the last 365 days.
- 5) Must pass the Cadet Program physical ability test.
- 6) Candidates will be evaluated on how they answer their essay questions
- 7) Priority will be given to people who have participated in the last Seattle Fire Department Firefighter written exam, oral board, Candidate Physical Ability Test (CPAT).
- 8) Priority will be given to people who have received a conditional offer of employment for the position of Seattle Firefighter.
- 9) Must pass the Seattle Fire Department Senior Cadet background check.
- 10) A telephone interview may be given if there are more equally qualified candidates than positions available.

Application Instructions

The following information needs to be scanned and emailed to SFD.Cadets@seattle.gov between June 1st and July 31st. Applications received before or after application period will be disqualified.

- 1) Senior Fire Cadet Application, including physician form, filled out completely.
- 2) Send in a copy (face has to be seen clearly) of a valid Washington State Driver's License.
- 3) Send in a copy of High School Diploma, GED. or College Diploma. High School transcripts may be submitted, if they show that you have graduated. College transcripts can be submitted as a substitute for High School Diploma or GED.
- 4) If you applied for SFD Firefighter, proof of each hiring step you participated in: video exam, oral board, CPAT, Fire Chief interview, conditional offer, medical exam.

What does teamwork mean to you?

How do you deal with stress?

What do you do for physical fitness and how many times a week do you workout?

What are your greatest strengths and weaknesses?

SEATTLE FIRE DEPARTMENT CADET PROGRAM PERMISSION TO CONDUCT A RECORDS CHECK

As an applicant for the Seattle Fire Department Cadet Program, I hereby authorize the Seattle Fire Department to conduct a criminal history records check, including convictions, pending charges and outstanding warrants. I understand that this criminal history check is being conducted due to the nature of the training given at the Seattle Fire Department Cadet Program.

I understand that all available criminal records will be checked and that the information will be used in determining eligibility of applicants for the Cadet Program. All information is to remain confidential as required by Washington and federal statutes.

Signature of Applicant

Date

REQUIREMENT:

List all personal, public internet web sites and e-mail addresses that you (applicant) have (i.e. MySpace, Face book, Twitter, Yahoo, Hotmail, etc.) below.

List all Fire Service, Fire Department, Fire Cadet Programs, Fire Explorer Programs, and Fire Science Programs affiliations you presently have or have had and list the general contact information (Phone numbers, e-mail addresses, etc.) with such organizations.

Please Print:



SEATTLE FIRE DEPARTMENT SENIOR CADETS

Physician: cfa (Confidential Information)

(Applicant Name) _____ is applying for training in basic fire fighting skills and operations. Your opinion of the applicant's medical fitness for basic fire fighting training and operations is requested. There are guidelines attached for your information and reference.

I have read the "Guidelines for Physical Examination" attached to this document.

(Physician Signature)

PHYSICIAN'S STATEMENT

- CAN** perform the essential tasks of basic fire fighting skills and operations described on a reasonably continuous, full time basis as of _____ (date).
- CAN** perform the essential tasks of the job described on a reasonably continuous basis with the following temporary restrictions as of _____ (date) for _____.
- CANNOT** **at this time** **ever** perform the essential tasks of basic fire fighting skills and operations described on a reasonably continuous basis for the following objective medical reasons:

COMMENTS:

PHYSICIAN'S SIGNATURE

DATE

PHYSICIAN'S PRINTED NAME

Clinic/Hospital _____

Address _____

Phone (_____) _____ E-mail _____

SEATTLE FIRE DEPARTMENT **SENIOR CADETS**

Guidelines for Physical Examination

Basic fire fighting skills and operations can provide Cadets with an enjoyable experience in learning about a career in fire fighting. The risk of performing fire fighting skills and operations is increased by certain physical conditions, which the relationship to fire fighting skills and operations may not be readily obvious. Thus, it is important to screen Cadets for such conditions.

The potential Cadet and his or her physician must weigh the medical history, review of systems, and physical examination with the pleasure to be had by learning and performing basic fire fighting skills and operations against an increased risk of injury or death due to the individual's medical condition.

SYSTEMS

Neurological
Cardiovascular
Pulmonary
Gastrointestinal
Orthopaedic
Hematological
Otolaryngological
Behavioral Health

Seattle Fire Department Cadets learn, perform and repeat a series of drills and procedures during continuous training cycles throughout the program. Essential functions during the Cadet Program include, but are not limited to, the following:

- Extends, carries, hoists and handles a hose (charged and uncharged); collects, rolls and re-loads hose onto engine; makes and breaks couplings; replaces burst sections of hose; operates a hydrant and controls on the apparatus.
- Carries, raises, takes down and stores ground ladders ranging from 12 to 35 feet; operates and climbs an aerial ladder.
- Climbs stairs and ladders carrying equipment such as forcible entry and room fire equipment, protective gear, and uncharged hose lines with nozzles.
- Attacks simulated interior and exterior dwelling and building fires; performs forcible entry of structures.

- Extinguishes a variety of simulated interior fires, such as fires in an elevated location and fires hidden within a structure. Simulates extinguishment of vehicle, storage container, ground and other fires.
- Operates extraction tools such as hydraulic jaws, ram, and cutters in a simulated motor vehicle accident scene; dismantles vehicles so as to safely extricate victims.
- Cuts or creates openings in roofs and structures to ventilate smoke/gases using power saw, ax or other tools; carries and operates equipment such as positive pressure fan and generator.
- Performs rescue operations in confined space conditions.
- Deploys, folds and/or rolls canvas and plastic tarps.
- Inspects, maintains and stores ropes; ties equipment for hoisting; ties a variety of knots, hitches and bowlines and correctly executes such procedures as required by circumstances.
- Rappels from an upper floor window and roof ledge to perform a rope rescue; uses SFD equipment and follows standard safety procedures.
- Wears and monitors a respirator (SCBA); replaces empty air cylinder; executes emergency procedures; duties may require a Cadet to wear a SCBA twenty (20) minutes to forty five (45) minutes at one time.
- Searches premises in obscured vision conditions; coordinates room to room search with crew members; rescues and removes a simulated victim weighing approximately 120 pounds by carrying it down stairs or ladders.
- Administers first aid (includes administering oxygen, assisting respirations, placing patients on backboard, administering cardiac care).
- Performs equipment checks; pulls equipment out of compartments for inspection, cleaning and maintenance; washes engines, trucks.

Cadets train for four hour training sessions. Breaks are taken as needed, depending on weather and workload.

PHYSICAL REQUIREMENTS OF JOB TASKS:

NOTE: In terms of a ten (10) hour training session:

INTERMITTENT is on an "on and off again" basis;

RARELY = 1 < % of the time

OCCASIONALLY = 1 - 33% of the time (1.0 - 3.3 hrs.)

FREQUENTLY = 34 - 66% of the time (3.4 - 6.6 hrs.)

CONSTANTLY = 67-100% of the time (6.7 - 10.0 hrs.)

Percentage of training session and/or intermittence is noted if appropriate. **N/A denotes "not applicable."** Surface, body part involved, object used, weight, distance, and average/maximum times are noted below.

Overall, the physical demands of this position are considered to be: **Heavy** (50 to 100 pounds lifted/carried or force exerted occasionally; 25 to 50 pounds lifted/carried or force exerted frequently).

Except as noted below, the physical requirements during the Cadet Program will range from Occasionally to Constantly depending on the drills, exercises or

procedures being performed by a Cadet on any given day. Drills, exercises and/or procedures are continually repeated during the Cadet Program.

STANDING: Dynamic standing, raising/lowering ladders, operating a fire hose, cutting ventilation holes in a roof, clearing debris, throwing/folding tarps, operating a hydrant and controls on apparatus, observing instruction.

WALKING: Occasionally, walking from classrooms to drills, from drill to drill, walking around apparatus to remove/replace tools, equipment and ladders.

RUNNING: Running from truck or engine to fire or accident scene with tools, equipment, fan or other items; running to extend and/or repair a hose; running up or down a staircase; running during a drill.

SITTING: Intermittent, attending training and lectures, evaluation or de-briefing sessions, riding in a truck or engine.

DRIVING: Intermittent, if assigned to drive apparatus to and from a drill session.

BALANCE: Standing on a pitched roof, rappelling, climbing ladders or stairs, suppressing fires at or near rooftops or several stories above ground, walking or running on wet or muddy surfaces, carrying a simulated victim.

WORK AT HEIGHTS: Cutting ventilation holes in roofs, when suppressing simulated fires at or near rooftops or several stories above ground, rappelling, climbing/standing on a ladder, standing on parked apparatus.

CLIMB STAIRS OR LADDERS: Deploying and climbing a ground or aerial ladder to enter a building or suppress a simulated fire; climbing stairs in a building or house to reach sources of simulated fires or to access and retrieve victims, to perform rappelling drills.

WALK ON ROUGH GROUND or UNEVEN SURFACES: When working at simulated fire locations that have no pavement or smooth surfaces, working on surfaces strewn with debris.

TWIST OR TURN: Removing and replacing protective gear, tools and equipment from the truck, removing, deploying and replacing ground ladders, moving or removing furniture or other obstacles.

BEND/STOOP: Unwinding hoses, laying a hose, coupling and uncoupling a hose, dismantling a vehicle, performing trench and confined space rescue drills.

CROUCH/SQUAT: Unwinding hoses, pulling hose, coupling and uncoupling a hose, administering first aid to a simulated victim.

CRAWL/KNEEL: Crawling on the floor to search for and access a victim. Kneeling to unroll hoses, laying/pulling hose, coupling and uncoupling a hose, administering first aid to a simulated victim.

AWKWARD POSITIONS: Reaching over or under debris to reach and remove a simulated victim, administer first aid to a simulated victim, or remove debris and obstacles at an simulated accident or simulated fire scene, rappelling.

REACHING:

SHOULDER TO OVERHEAD: Climbing up ground or aerial ladders, hoisting ground ladders onto shoulder, pulling up to enter a truck or engine, swinging an ax or a sledgehammer overhead.

WAIST TO SHOULDER: Pulling hoses off of truck or engine, carrying/using axes or other tools, moving furniture or other obstacles during search and rescue, reaching for equipment, tools and supplies in an apparatus, forcing entry into a structure.

FLOOR TO WAIST: Holding/carrying ground ladders, putting on boots and pants, picking up hoses from the ground, shoveling debris, handling equipment such as a generator or wet vac.

EXTENSION/FLEXION: Extension: pushing ladders back into trucks or engines, pushing on internal or external doors in buildings, shoving debris away at a simulated fire or a simulated MVA scene. Flexion: retrieving hoses, grasping ground ladders below waist.

HANDLING/GRASPING: Using hand tools and power tools, hoses, hose couplings, ropes, ladders, first aid cases, protective gear, backboards, operating pump controls, hydraulic equipment, using a thermal imager, flashlight, oxygen kit, gasping Rescue Randy.

REPETITIVE USE OF HANDS/ARMS:

- Low: <1250 movements/hr.
- Medium: 1250-2500 movements/hr.
- High >2500 movements/hr.

POWER GRASPING: Moving/pulling/operating a charged hose, clutching tools to breach a wall, lifting and carrying a ladder, grasping a chain saw.

FINGER/FEEL: Putting on and removing protective gear, using a self-contained breathing apparatus (SCBA), tying a variety of rope knots, operating power tools and equipment, using hose couplings.

OPERATE FOOT CONTROL: Intermittent, if assigned to drive apparatus.

SPEAK/HEAR REQUIREMENTS: Essential to be able to speak to and hear fellow Cadets and Instructors.

VISION REQUIREMENTS: Near and far acuity, depth perception and color distinction are essential to perform duties of this position; must be able to see and operate equipment and tools in dark and/or smoky conditions.

PUSH: Exerting force on or against an object in order to move it away. No. of lbs. excess of 50# (force)

(N) Never (R) Rarely (O) Occasionally (F) Frequently (C) Constantly

Using: O-F arm/hand O-F leg/foot O-F whole body O-F right/left/both

Objects pushed include: debris, doors, walls and beams, furniture, ladders, victims on a backboard.

PULL: To draw towards oneself, in a particular direction, or into a particular position. No. of lbs. excess of 50# (force)

(N) Never (R) Rarely (O) Occasionally (F) Frequently (C) Constantly

Using: O-F arm/hand O-F leg/foot O-F whole body O-F right/left/both

Objects pulled include: dry and charged hoses of varying lengths, ladders, debris, doors, walls and beams, furniture, victims on a backboard, pulling rope on extension ground ladders; also pulled are victims who may or may not be on a backboard.

LIFTING: Sample of objects lifted include: protective gear-boots, pants, coat, helmet (28#); self-contained breathing apparatus (25#); radio + flashlight (5#); portable fire extinguisher (32#); ax and trumpet tool (weighed together: 20#); 26-foot, 3-section ladder (96#); 28-foot, 2-section ground ladder (84#); 35-foot, 3-section ground ladder (approx. 120-135#; other ground ladders include 14- and 18-foot roof ladder, 10-foot extension ladder, and 45-foot ladder); dry and charged hoses of varying lengths; Y 2½" + 2" couplings (21#); Siamese + 2" couplings (14#); hose clamp (33#); hydraulic jaws (48#); hydraulic ram (36#); hydraulic cutters (30#); fan (78#); gasoline generator (approx. 115#), 16" blade chain saw (20#); portable 8-gallon capacity wet vacuum (empty: 30#); defibrillator pack (26#); oxygen kit (14#); first aid kit (14#); thermal imager (8#); Rescue Randy simulated victim (approx. 120#)

1 -10 lbs.	Frequently
11 - 20 lbs.	Frequently
21 - 30 lbs.	Frequently
31 - 50 lbs.	Occasionally
51 - 75 lbs.	Occasionally
76 - 100 lbs.	Occasionally
100 + lbs.	Intermittent

Most items (or victims) are lifted from ground/floor to waist level, occasionally to frequently throughout the Cadet Program.

Heaviest amount of weight lifted alone is a Rescue Randy simulated victim weighing approximately 120 lbs. and lifted repeatedly during certain exercises in the Cadet Program.

CARRYING: Sample of objects carried include: protective gear-boots, pants, coat, helmet (28#); self-contained breathing apparatus (25#); radio + flashlight (5#); portable fire extinguisher (32#); ax and trumpet tool (weighed together: 20#); 26-foot, 3-section ladder (96#); 28-foot, 2-section ground ladder (84#); 35-foot, 3-section ground ladder (approx. 120-135#; other ground ladders include 14- and 18-foot roof ladder, 10-foot extension ladder, and 45-foot ladder); dry and charged hoses of varying lengths; Y 2½" + 2" couplings (21#); Siamese + 2" couplings (14#); hose clamp (33#); hydraulic jaws (48#); hydraulic ram (36#); hydraulic cutters (30#); fan (78#); gasoline generator (approx. 115#), 16" blade chain saw (20#); portable 8-gallon capacity wet vacuum (empty: 30#); defibrillator pack (26#); oxygen kit (14#); first aid kit (14#), thermal imager (8#); Rescue Randy simulated victim (approx. 160#).

1 -10 lbs.	Frequently
11 - 20 lbs.	Frequently
21 - 30 lbs.	Frequently
31 - 50 lbs.	Occasionally
51 - 75 lbs.	Occasionally
76 - 100 lbs.	Occasionally
100+ lbs.	Intermittent

The heaviest amount of weight carried is a Rescue Randy simulated victim weighing approximately 120 lbs. and carried/dragged up a flight of stairs repeatedly during certain exercises in the Cadet Program.

A Cadet must shoulder carry a 26-foot, 3-section ladder weighing 96 lbs. approximately 10 feet during certain exercises in the Cadet Program.

A Cadet must support the combined weight (53#) of protective gear and a self-contained breathing apparatus (SCBA) in addition to other weight that is carried, as warranted by conditions and tasks.

TOOLS, VEHICLE OR EQUIPMENT OPERATION, MATERIALS, PRODUCTS, SUPPLIES, PROTECTIVE CLOTHING, SAFETY DEVICES ETC. REQUIRED TO PERFORM JOB, TRAINING OR PROCEDURE:

Equipment and tools used include the following: hydraulic equipment, fan, wet vac, gasoline generators, chain saw, ground ladders, protective gear such as SCBA, helmet, boots, and coat, breathing apparatus, radio, flashlights, first aid kits, defibrillator, hoses; hand tools such as axes, crow bars, and sledgehammers.

MINIMUM / PREFERRED QUALIFICATIONS:

Be at least 19 years of age.

Cadets must be in physical condition to successfully pass a physical ability and strength test, be subject to a complete medical exam.

ENVIRONMENTAL CONDITIONS:

FUMES, CHEMICALS, DUST, ODORS: Exposed to simulated smoke and saw dust.

EXPOSURE TO EXTREME CHANGES IN TEMPERATURE: Exposed to high temperatures in enclosed spaces from wearing protective gear; normal seasonal weather changes and temperatures.

VIBRATION: Vibration occurs when using power equipment such as chain saw, or riding in an engine or truck.

LIGHT: Duties may be performed inside buildings where visibility is extremely poor due to thick smoke or electricity outage.

NOISE: Exposed to loud and very loud noises from pumps, engines, trucks, sirens, and loud voices from Cadet Instructors.

VENTILATION: Exposed to extremely poor ventilation conditions at simulated fire scenes.

HAZARDS: Exposed to fall hazards from climbing ladders or stairs.

INDOOR OR OUTDOOR WORK: 80% indoors; 20% outdoors.

VARYING WORK SITES: Work is performed at the Joint Training Facility, and at other training locations.

COGNITIVE/PSYCHOSOCIAL REQUIREMENTS:

The following cognitive/psychosocial functions are considered essential for the performance of the duties of this position:

- Cope with and perform in a highly regimented environment; perform under duress during timed, fast-paced drills and exercises.
- Perform under simulated chaotic and emergency situations; coherently guide and communicate with fellow Cadets under these conditions.
- Ability to maintain focus on task while integrating information from multiple, simultaneous sources such as radio communications, and communications from fellow Cadets and Instructors.

- Learn, recall, process and apply detailed information and complex emergency response protocols and instructions.
- Ability to apply abstract and critical thinking to spontaneously formulate and execute solutions to technical and complex problems.
- Organize and prioritize time, decisions, and resources.
- Adapt quickly and efficiently to changing priorities, tasks, emergencies and environmental circumstances.
- Respond to and execute orders from Instructors; ability to accept and incorporate continuous constructive criticism and evaluation from Instructors.
- Cope with heights; ability to rappel off of roofs and buildings; ascend and descend ground and aerial ladders; walk on pitched roofs.
- Ability to self-assess and report any diminishing physical and/or psychological capacities affecting job performance.
- Ability to skillfully perform repetitive tasks.
- Ability to work and cooperate with a close-knit team.
- Ability to read and understand highly technical information found in equipment and training manuals.
- Ability to successfully perform multiple tasks at once.
- Ability to exercise clear and deliberate judgment in stressful, emergency and dangerous situations to evaluate options and make decisions to ensure the safety of self, the crew and members of the public.