

CITY OF SEATTLE
FIRE FIGHTER SELECTION PROCESS



A symbol of pride for
1000 Seattle Fire Fighters.

There are several steps in the Fire Fighter selection process. This paper describes the process beginning with the written test and ending with completion of Recruit Training when successful recruits become full-fledged Fire Fighters.

1. Written Test: The written test includes two parts. First, there is a series of multiple-choice questions that will sample reading comprehension, verbal reasoning and mechanical aptitude. The second part is a self-evaluation by the candidates of their aptitude and interest in tasks and conditions which the Fire Fighter must face at work. Candidates will be asked to complete a checklist of questions about job-related activities, and give an explanation of their self-evaluation of knowledge or ability in each area. The written test will be followed by a physical ability test at a different time and place.
2. Physical Ability Test: This test includes five events designed to determine your overall physical ability to perform the work of a Fire Fighter. The events in this test are:

Weight Carry -- The candidate will pick up a 100-pound weight shaped like the base of a ladder, carry it 25 feet without dropping or dragging it, set it down, and immediately pick it up from the opposite side and return to the starting point. Those who are unsuccessful will be disqualified.

Hard Suction Hose Removal -- Candidate must first loosen one end of a section of hard suction hose that is suspended horizontally in a rack 72" above the ground like that on the side of a fire apparatus. To do this, a leather belt fastened around the hose with a buckle must be released. Candidate then lifts the free end of the hose from its bracket, lowers it to the waist and then returns it to its place in the bracket and reattaches the buckle. Unsuccessful candidates are disqualified.

Rope Pull -- This test is a hand over hand pull of a rope through a machine against a 50-pound drag. The candidate is allowed one minute and the score is the total number of feet pulled. Scores on this event will be recorded.

Ladder Climb -- After being secured in a safety harness the candidate must climb to the top of an aerial ladder that is fully extended and resting on the top of a 65' high building parapet. The top of the ladder is about 90 feet above the ground. Candidate must touch the top rung and then return to the ground. Those who do not complete this test will be disqualified.

Hose Carry Climb and Run -- The candidate must remove an 85-pound pack of hose from a storage rack on the side of a truck, and place it over the shoulder. The task is to run 100' to a building and up stairs to the fourth floor level. The hose pack is unloaded and a second one just like the first is picked up; then the candidate returns down the stairs to ground level and runs back to the truck where the hose pack is unloaded onto the truck bed. This is a timed event and the candidate's score will depend upon how fast he completes the entire event. The score on this event will be recorded.

The physical ability test score will be the combined scores on the "Rope Pull" and "Hose Carry Climb and Run". For those who are not disqualified, this score will be included in determining the overall exam grade.

NOTE: These tests are very strenuous. If you have had a recent illness, surgery or are under medication, ask your doctor if it is safe for you to take them. If you are unable to take them, you may be rescheduled within a reasonable period of time.

3. If you are successful in the physical ability test, an interview is scheduled. Each candidate will be questioned by interview board members concerning the self-evaluations that were made of their abilities during the written test. If the board finds a candidate qualified, the overall grade will include the final scores in all parts of the written and physical ability tests.
4. The final overall grade, including veteran's preference points will be used to establish your position on the Civil Service Register (list of names of eligible candidates) for Fire Fighter. This list will remain in effect for at least one year.

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HIRING PROCEDURES

When there are vacancies for Fire Fighter, the Fire Department will ask Personnel/Civil Service for a list of names of eligible candidates and Personnel/Civil Service will send the top 25% of the names from the register. The Fire Department may hire anyone whose name is on the list the department receives from Personnel/Civil Service. The Fire Department will conduct an investigation of the personal background of each candidate before employment. A thorough medical exam also will be required before employment.

Immediately after being hired, the recruit will attend the Recruit School for 8 to 10 weeks. Training is mentally and physically demanding. In addition to the classroom work, training will include take-home assignments. After successful completion of recruit training, recruits go to fire companies where one of their major tasks is completion of a notebook of fire information. After six months of service, the Fire Fighter graduates from his training and completes his probationary service. The Fire Fighter is then a regular Civil Service employee.

APPLICATIONS AND FURTHER INFORMATION ARE AVAILABLE FROM
ANY FIRE STATION OR FROM THE PERSONNEL/CIVIL SERVICE OFFICE.

