



Delhi Township Fire Department Work Performance Evaluation

Background:

The Delhi Township Fire Department Work Performance Evaluation, (WPE) will measure an individual's ability to perform essential functions required to execute the duties of a firefighter. The Delhi Township Fire Department has established a minimum level of acceptable performance that protects the safety of the firefighter and provides the appropriate delivery of fire suppression and rescue services to the community. All candidates for hire will be tested.

Objective:

- 1.) Annual testing for all sworn firefighters, in lieu of Monthly Benchmark testing.
 - A. Measures individual ability to perform firefighting tasks

Measures:

Pass fail will involve two criteria:

- 1.) Allotted time parameters:
 - a. Passing;< than or equal to 8 minutes and 44 seconds
 - b. If the firefighter test time fails between 8 minutes and 45 seconds and 9 minutes and 34 seconds the candidate or firefighter will be retested after a 72 hour period.
 - c. Failing; If the candidate or firefighter test time is > than 9 minutes and 35 seconds
- 2.) WPE test may be terminated by proctor for medical or safety reasons:
 - a. If the test proctor feels the firefighter or candidate is operating in an unsafe manner or a medical condition exists that could place them in jeopardy the test may be called off.
 - b. Under the case of potential medical problems the onsite paramedic should be called in for evaluation of the firefighter.

Overview:

The DTFD WPE test consists of 9 events designed to measure the physical ability of a firefighter to perform the skills required to operate effectively on an incident.

- 1.) Donning and doffing PPE and SCBA (this is not a time event)
- 2.) Ladder carry & raise
- 3.) Forcible entry simulation
- 4.) High rise pack carry
- 5.) Hand line advancement
- 6.) Hand line pull
- 7.) Pike Pole simulation
- 8.) Equipment carry
- 9.) Victim rescue and drag

The events are continuous and individuals are encouraged to pace themselves and move through the events safely. The donning of PPE is not timed to ensure that all PPE is secured enabling members to perform the evolutions safely within the required timeframe.

Events 2-9 are timed events of the WPE test. Firefighters are encouraged to move through the events continually and as safely as possible. **RUNNING IS NOT ALLOWED AT ANY TIME** during the testing procedures. Successful completion of the WPE test is defined as meeting or exceeding the minimum required performance level within the set time frames.

Procedures:

The safety of the candidate or firefighter will be the top priority during the administration of the WPE test. The strenuous nature of the WPE test requires members to be monitored closely throughout the testing process. The test **WILL NOT** be administered when the following environmental conditions exist:

Temperature > 85degrees Fahrenheit

Heat Index > 90

Temperature < 40 degrees Fahrenheit

Wind Chill factor < 32

All test proctors will be certified in WPE testing procedures. Fitness Training Coordinators will be utilized as testing proctors.

A fully equipped DTFD paramedic will be on scene for medical emergencies that might arise.

All members performing the test will be given a practice session prior to administration of the test consisting of:

- a. Video review of the test completion
- b. Safety Precautions
- c. Verbal and written description of WPE test procedures
 1. Description of each task to be performed
 2. Explanation of scoring method
 3. Time allotment for exercise
 4. Acceptable performance techniques

The individual WPE test shall be terminated for the following reasons:

1. Proctor feels that an unsafe technique may lead to injury
2. A medical condition that exists may place a candidate at risk
3. An environmental condition exists that may place the candidate at risk
4. Any failure in WPE test equipment

Medical Guidelines:

- Prior to beginning the WPE test a baseline set of vitals including blood pressure, pulse, and respirations will be taken and recorded.

- Upon completion of the test a second set of vital signs shall be taken and recorded
- An initial blood pressure of 180 systolic or 100 diastolic the candidate may not participate in the WPE test
- A pulse of 120 bts/min or greater the candidate may not participate in the WPE test
- A respiratory rate of greater than 22 per min may not participate in the WPE test
- The candidate will be asked about any existing medical condition, illness, or injury that may prohibit them from testing.
- Throughout the WPE test the proctor will monitor each member for 'potential for injury'. If the proctor determines that conditions exist that risk injury the WPE shall be terminated.