



March 28, 2016

Dear Applicant,

Thank you for considering the Cedar Rapids Fire Department (CRFD). The application, examination, and interview period for entry level firefighter is a long and sometimes difficult process compared to entry with other organizations. This process is designed to select the top performers in a high-quality applicant pool. It also reflects the extraordinary responsibility the citizens of Cedar Rapids place in the men and women of the Cedar Rapids Fire Department.

Outlined below are key dates and important information to all applicants. I would encourage you to examine these documents thoroughly before contacting our administrative staff with questions. If after examining the document you have further questions please email crfire@cedar-rapids.org or call (319) 286 – 5200 and select option 1 for fire administration. We will be able to answer most questions by the close of the next business day.

As a reminder all applicants will be required to provide valid government issued photo identification at all stages of the hiring process and a \$30.00 testing fee is due the night of the written examination. The fee can be paid by check or cash, no electronic forms of payment can be accepted. Hard copies of your application signature page and a background investigation release will be signed in front of a notary public provided by the fire department the night of the written examination. Examples of the form are included in your application packet.

Best,

Andy Olesen

Training Chief

Upcoming Important Dates		
Application Period Opens	Monday, March 28th	
Application Period Closes	Friday, April 22nd at	4:30 p.m.
Entry-level Examination Test Registration	Thursday, May 5th.	5:15 p.m. to 6:45 p.m.



Basic Qualifications

- 1) Candidates must be at least 18 years of age and may not reach the age of 65 years by the established date of the written examination.
- 2) Has normal color vision as determined by a city designated physician.
- 3) Has normal hearing in each ear as determined by a city designated physician.
- 4) Possess a high school diploma from an accredited high school or possess and equivalency certificate (GED).
- 5) Is a citizen of the United States and a resident of Iowa, or intends to become a resident upon being employed.
- 6) Is able to speak, read and write the English language.
- 7) Is not a liquor or drug addict.
- 8) Applicants are required to take a pre-employment drug and alcohol test and pass a thorough medical examination given by the City of Cedar Rapids medical authority.
- 9) Must have a valid driver's license and be able to obtain a Class-D chauffer Iowa Driver's License with endorsement 2-Non-commercial vehicles > 16,000 but < 26,001 at the time of hire.
- 10) Must be of good moral character. This implies that the conduct or character of any applicant must be such that their job performance as a firefighter would not be impeded in any manner.
- 11) Must possess a card or be certified by the National Registry of Emergency Medical Technicians (NREMT) or the Iowa Department of Public Health Bureau of Emergency and Trauma Services (BETS) at the Emergency Medical Technician or higher by the date of the written test. All certifications submitted will be checked with the NREMT or BETS database.
- 12) No felony convictions.

Preferred

- 1) Possess or be certified by the National Registry of Emergency Medical Technicians (NREMT) or the Iowa Department of Public Health Bureau of Emergency and Trauma Services (BETS) at the Paramedic level.

Application Period

- Opens Monday, March 28th, 2016.
- Closes promptly at 4:30 p.m. on Friday, April 22nd, 2016.
- All applications should be completed electronically. If you do not have access to a computer the Cedar Rapids Public Library (CRPL) and many public libraries have everything a person needs to complete the application. The CRPL has two locations the downtown branch is 450 5th Ave SE and the west side branch is located at 3750 Williams Boulevard SW. Call (319) 398-5123 for hours of operation and public use computers.
- All material will become part of the permanent record of your application and will not be returned.



Entry-level examination

- Location: Hawkeye Downs Exposition Center 4400 6th Street SW, Cedar Rapids, Iowa, 52404. The expo center is located on the Hawkeye Downs Fairgrounds located just north of the intersection of Highway 30 and 6th Street SW.
- The entry-level examination will be conducted on Thursday, May 5th.
- A \$30.00 testing fee is due at registration for the written examination, applicants must pay with check or cash. No cards or electronic forms of payment can be accepted.
- Check-in: Registration will be open between 5:15 p.m. and 6:45 p.m. Applicants not in line at 6:45 p.m. will not be allowed to take the examination. The test will begin when all applicants in-line by 6:45 pm have registered.
- Check-in: Photo identification is required. The
- The Cedar Rapids Civil Service Commission has selected the National Firefighter Selection Inventory (NFSI) from I/O Solutions.
- A practice examination from I/O Solutions is available for sale at the Central Fire Station for \$5.00.
- An on-line practice examination is available for sale from I/O Solutions at recruitment.iosolutions.com or this [link](#).

Candidate Physical Agility Test (CPAT)

- All CPAT examinations will take place at Hawkeye Downs in the same area as the entry-level examination.
- The CPAT orientation will be held on Monday, May 9th from 5:00 p.m. to 9:00 p.m. and again on Tuesday, May 10th from 8:00 a.m. to 12:00 noon.
- The CPAT practice examination will occur Tuesday, August 16th from 5:00 p.m. to 9:00 p.m. and again on Wednesday, August 17th from 8:00 a.m. to 12:00 noon.
- The CPAT test will occur on August 18th and August 19th and will be scheduled at a later date.
- At the end of this document you will find more information on physical training for the CPAT.
- The CPAT is a nationally recognized job-specific physical test. The process is designed to allow you to become familiar with the test, allow for a period of physical training, and then take a practice test before the final test.
- The CRFD participates in a consortium with other fire departments in Iowa to administer the CPAT. Member cities include Clinton, Davenport, Dubuque, Iowa City, Muscatine, Waterloo, Cedar Rapids, Marion, and Cedar Falls.



Fire Department Staff Interview

- Interviews with members of the Cedar Rapids Fire Department will be conducted on Monday, August 22nd, and Tuesday, August 23rd depending upon the number of applicants that are still in the process.
- These interviews will be held at the Cedar Rapids Central Fire Station located at 713 1st Ave SE, Cedar Rapids, Iowa, 52401.

Civil Service Commission

- Interviews with the Cedar Rapids Civil Service Commission will occur on Wednesday, August 24th at the Central Fire Station. The certified list will be published on Thursday, August 25th.

Pre-employment

- We expect to extend job offers to successful candidates between Thursday, August 25th and Friday, September 2nd.
- Pre-employment screenings including drug and alcohol testing, physical examination by a city physician, and back ground investigations will occur.

Start Date

- We hope to have a class of probationary firefighters begin their career with the Cedar Rapids Fire Department on Monday, October 3rd and working as shift firefighters shortly after Thanksgiving.

Residency Requirement Enforcement

- Sworn Cedar Rapids Fire Department personnel are required to live within 50 road miles of the Central Fire Station within 6 months of employment.
- The anticipated 6 month enforcement date is Monday, April 3, 2017.

Subject to Change

- This is an outline of anticipated schedules and dates provided for general planning purposes only. There are a large number of reasons that this schedule could change.



Notifications

- All notifications will occur via email or in person.
- Please ensure email from crfire@cedar-rapids.org, s.mason@cedar-rapids.org, and a.olesen@cedar-rapids.org is on your list of safe senders so communications do not get missed.
- Further updates and information will be provided to applicants after each step of the hiring process.

CITY OF CEDAR RAPIDS POSITION PROFILE	JOB CODE #/TITLE: FR007 Firefighter (Shift)
POSITION #/TITLE: ALL Firefighter (Shift)	Adopted: 07-97
	Revised: 06-10

POSITION DESCRIPTION

Dept: Fire	Manager Level: Non-Manager
Salary Plan/Description: FRS/Fire Bargaining Unit Plan - Shift Personnel	Salary Grade: 30
Reports To Position #/Job Code #/JC Title: FR001/Fire Captain (Shift)	Dotted-line Reports To Position #/Job Code #/JC Title:
FLSA Status: Non-Exempt	City Overtime Status (Employee Type): Non-Exempt (Exception Hourly)
Physical Demand Rating: Very Heavy	Work Environment: Uncontrolled
Pre-employment Testing: Drug and health screening after contingent offer.	Position Testing: Medical physical, physical function testing, respiratory medical physical, respirator fit testing.
Personal Protective Equipment: Eye, Face, Hand, Head, Reflective Vest, Foot, Hearing, Respirator, Protective Clothing, Fall Protection, Shoring in Emergencies	

General Statement of Duties

Provides direct services, individually and as a member of a team, in the suppression and control of hazardous fires, and other kinds of emergency assistance to the public as circumstances may require, including medical, rescue and natural disasters.

Distinguishing Features of the Class

Works under immediate supervision, though there is often opportunity for individual initiative and judgement during fire fighting operations.

Examples of Essential Work (Illustrative Only)

Responds to fire alarms; lays hose lines, operates nozzles, pumps, hydrants, fire extinguishers, breathing apparatus and other fire fighting equipment to control or extinguish fire; looks for hidden fires; climbs ladders and works from ladders and in high areas;

Provides emergency medical assistance to injured persons and those overcome by fire and smoke, or in response to non-fire related medical emergency calls such as heart attacks, drowning, poisoning, shock and extrications, in order to medically stabilize and/or sustain major life functions;

Rescues individuals from life-threatening situations, including extrications, water rescues, cave-ins and high buildings or other structures;

Responds to natural or manmade disaster situations, including floods, tornadoes, hazardous material leaks or spills, etc; to provide technical support services and restore normalcy to area;

Drives apparatus to emergency site, as assigned; ensures that apparatus is functioning properly, operates pump and other special equipment;

Participates in salvage operation and post-fire clean-up; protects property from water.

Participates in drills and training sessions; participates in fire brigade training for community industries.

Participates in inspections of commercial and residential properties.

Participates in pre-fire planning and development of property maps and sketches.

Cleans, performs preventative maintenance and repairs equipment and apparatus, including trucks, masks, hoses, nozzles, couplings, ladders, pump operations on apparatus, etc.

Wears and properly uses safety equipment including personal protective, fall protection equipment, self-

contained breathing apparatus and gas detection equipment;
Performs station maintenance work, including cleaning and minor repairs to quarters, buildings and grounds;
Conducts fire station tours for the general public, demonstrating equipment and apparatus, and answering questions;
Reads various work guides;
Performs all work duties and activities in accordance with City policies, procedures and safety practices;
Attends work regularly at the designated place and time;
Supports continuous process improvement initiatives;
Performs related work as required.

Required Knowledge and Abilities

Knowledge of fire fighting methods and techniques;
Knowledge of emergency medical assistance procedures;
Knowledge of construction of buildings as applied to inspections and pre-planning programs;
Knowledge of hazardous substances and their control;
Knowledge of City geography;
Knowledge of OSHA permit-required confined space entry protocol, respiratory protection standards, right-to-know laws, CPR and First Aid;
Skill in fire suppression;
Skill in administering emergency medical assistance;
Skill in rescue methods and techniques;
Ability to properly utilize the following equipment and tools: wide variety of fire apparatus, equipment and tools associated with the fire control operation and non-fire emergencies, and for the most part unique to fire control programs, personal protective equipment, gas detectors, fall protection equipment and self-contained breathing apparatus;
Ability to perform confined space entry, including rescue, using permit-required protocol;
Ability to work cooperatively and to maintain effective working relationships to accomplish job responsibilities;
Ability to quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
Ingenuity and inventiveness in the performance of assigned tasks.

Acceptable Experience and Training

Prescribed by the Civil Service Commission.

Required Special Qualifications

State of Iowa Certified EMT-B;
Firefighter I Certification upon hire;
Valid Iowa Driver's License;
Residency Requirements.

Essential Physical Abilities

Requires the following with or without reasonable accommodation:
Sufficient clarity of speech and hearing which permits the employee to communicate effectively;
Sufficient vision which permits the employee to operate equipment and tools;
Sufficient manual dexterity and personal mobility which permits the employee to operate equipment.

Position Description Approval

Director must approve new or revised position descriptions. Other department approvals are optional (*i.e., supervisor, manager*). **Entering name signifies approval.**

Name: <i>(Person completing form)</i>	Stephen Reid
Title:	Fire Chief
Date Approved:	06-10

Name: <i>(Person completing form)</i>	
Title:	
Date Approved:	

Human Resources Department Approval

Name and Title:	Heath Halverson, Classification & Labor Relations Program Manager
Date Approved:	06-10

If Bargaining:

Name and Title:	Heath Halverson, Classification & Labor Relations Program Manager
Date Approved:	06-10

Step Table Report

Salary Plan: FRS Fire BU Plan - Shift Personnel Effective Date: 06/13/15

Grade: Fire Unit Grade 30

Step:	1	2	3	4	5	6
Hrly:	16.69	17.75	20.58	21.18	21.99	22.66
Mnth:	3,833.14	4,076.58	4,726.54	4,864.34	5,050.37	5,204.25
Annl:	45,997.64	48,919.00	56,718.48	58,372.08	60,604.44	62,450.96

Grade: Firefighter Advanced EMT

Step:	1	2	3	4	5	6
Hrly:	17.02	18.08	20.91	21.51	22.32	22.99
Mnth:	3,908.93	4,152.37	4,802.33	4,940.13	5,126.16	5,280.04
Annl:	46,907.12	49,828.48	57,627.96	59,281.56	61,513.92	63,360.44

Grade: Fire Unit Grade 30N (no emt)

Step:	1	2	3	4	5
Hrly:	16.80	17.13	17.87	18.75	20.04
Mnth:	3,858.40	3,934.19	4,104.14	4,306.25	4,602.52
Annl:	46,300.80	47,210.28	49,249.72	51,675.00	55,230.24

Grade: Fire Paramedic Grade 31

Step:	1	2	3	4	5	6
Hrly:	17.27	18.33	21.16	21.76	22.57	23.24
Mnth:	3,966.34	4,209.79	4,859.75	4,997.55	5,183.58	5,337.45
Annl:	47,596.12	50,517.48	58,316.96	59,970.56	62,202.92	64,049.44

Grade: Fire Unit Grade 36

Step:	1
Hrly:	21.88
Mnth:	5,025.11
Annl:	60,301.28

Grade: Fire Paramedic Grade 37

Step:	1
Hrly:	22.46
Mnth:	5,158.31
Annl:	61,899.76

Grade: Fire Unit Grade 40

Step:	1	2
Hrly:	24.91	25.65
Mnth:	5,721.00	5,890.95
Annl:	68,651.96	70,691.40

Step Table Report

Salary Plan: FRS Fire BU Plan - Shift Personnel

Effective Date: 06/13/15

Grade: Fire Captain Shift Adv EMT

Step:	1	2
Hrly:	25.24	25.98
Mnth:	5,796.79	5,966.74
Annl:	69,561.44	71,600.88

Grade: Fire Paramedic Grade 41

Step:	1	2
Hrly:	25.49	26.23
Mnth:	5,854.20	6,024.16
Annl:	70,250.44	72,289.88

**CITY OF CEDAR RAPIDS BENEFITS SUMMARY
FIRE BARGAINING EMPLOYEES – Choice Plan
JANUARY 1, 2016 THROUGH DECEMBER 31, 2016**

Health Insurance - [Wellmark Blue Cross and Blue Shield](#)

- Eligible first of second month following employment; (i.e. employment dates anytime in month of January then eligible for coverage March 1). **All new hires start at the “Without Wellness” Premiums for their first year of service. (see below)**
- Single medical deductible \$500 per benefit year; For satisfaction of the family deductible amount, no more than one individual deductible (\$500) will apply for any one person. After the deductible is satisfied for one individual, other family members’ claims will be combined to satisfy the remainder of the family deductible (\$1,000)
- Single medical maximum \$2,000 out of pocket expenses per benefit year; For satisfaction of the family medical maximum amount, no more than one individual maximum out of pocket (\$2,000) will apply. Other family members’ claims will be combined to satisfy the remainder of the family out of pocket expense (\$4,000) per benefit year
- Medical Co-Insurance: Participating providers - 90% plan / 10% employee; Non-participating providers - 80% plan / 20% employee
- Preventative Care: Plan pays 100%
- 3 Tier Drug Card; Co-Insurance = 10%, 25%, 40%; No deductible, Out of Pocket Maximum: \$1500/individual & \$4500/family.

Pre-tax Choice Health Insurance Premiums				
Full-time Employees				
	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
Employee Premium with Wellness Participation	\$30.19	\$60.38	\$46.46	\$81.64
Employee Premium without Wellness Participation	\$60.38	\$120.75	\$92.93	\$163.28
Total Premium	\$603.75	\$1,207.50	\$929.25	\$1,632.75

Total Premium includes Employee and City Contribution

Dental Insurance - [Delta Dental of Iowa](#)

- Eligible first of second month following employment
- 100% routine diagnostic and preventive services (2 per year)
- 80% routine restorative services without deductible; 50% major restorative services after deductible
- \$1,000 maximum benefit per individual, per benefit year, for all services
- Orthodontics apply to dependents under age 19, with maximum lifetime benefit of \$750 over 2-year period

Pre-tax Dental Insurance Premiums				
Full-time Employees				
	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
Employee	0.00	29.00	35.00	58.00
City	29.00	29.00	29.00	29.00
Total	29.00	58.00	64.00	87.00

Basic Life Insurance (Term) - [Madison National Life](#)

- Eligible first of second month following employment
- \$25,000 face value with Accidental Death & Dismemberment benefits
- City pays 100%

Supplemental Life Insurance (Term) - [Madison National Life](#)

- Eligible first of second month following employment
- Purchase in multiples of \$5,000 up to five times annual salary to \$500,000 maximum
- Employee premium varies; City pays \$0

IRS Section 125 Flex Plan – [ASI, Inc.](#)

- Program offers pre-tax options for:
 - Premium Advantage: premiums you pay for health and dental coverage automatically deducted pre-tax
 - Medical Reimbursement: non-reimbursed medical expenses
 - Dependent Care: reimbursement for work-related dependent day-care costs
- Funded by employee elected pre-tax payroll deductions
- Plan year: January - December

Retirement

- [Municipal Fire and Police Pension System of Iowa \(MFPRSI\)](#)
 - Administered by State of Iowa; vested after 4 years
 - Contributions: Employee – 9.4%; City – 30.41% (Beginning 7/1/15 – City Contribution is 27.7%)
- Medicare: Employee and City - 1.45% to unlimited covered wages; Employee pays additional 0.9% tax on wages in excess of \$200,000

Deferred Compensation (IRS Section 457) - Multiple Providers & Investment Options

- Voluntary employee-funded retirement savings program (Federal/State tax deferred)
- Tax deferred contributions:
 - Minimum - \$10 bi-weekly
 - Maximum – 2016 regular limit: 50% of gross salary up to \$18,000 – 2015 Over 50 catch-up limit: \$6,000

Holidays

- New Year's Day, Dr. Martin Luther King, Jr. Day, President's Day, Memorial Day, July 4th, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve Day
- Squad personnel are paid holiday pay semi-annually

Sick Leave

- For absence due to employee illness or injury
- Accrue one day per month

Funeral Leave

- Five consecutive calendar days for immediate family members, and three consecutive calendar days for specified other family members

Vacation

- Expressed in hours

Years of Service	1	2	7	12	17
Hours Per Year - Non-Shift	40	80	120	160	200
Hours Per Year - Shift	72	144	216	288	360

- Non-Shift schedule: 40 hrs = 5 work days
- Shift schedule: 72 hrs = 3 work days

Longevity

- Semi-annual payments recognize long-term services; regular PT pro-rated to budgeted work week

Years of Service	5	10	15	20	25
Payments Per Month	.75% of annual salary	1.25% of annual salary	1.75% of annual salary	2.25% of annual salary	2.75% of annual salary

Employee Assistance Program - Mercy Medical Center

- Counseling services (marital discord, depression, divorce, family issues, financial concerns, anxiety, substance abuse, grief/loss) for employees and family members; 5 sessions per member (June – May)
- Premium: \$1.55/month; City pays 100%

Employee Recognition Program

- Retirement awards, customer service and other recognition activities

**CITY OF CEDAR RAPIDS BENEFITS SUMMARY
FIRE BARGAINING EMPLOYEES – Traditional Plan
JANUARY 1, 2016 THROUGH DECEMBER 31, 2016**

Health Insurance – [Wellmark Blue Cross and Blue Shield](#)

- Eligible first of second month following employment; (i.e. employment dates anytime in month of January then eligible for coverage March 1). **All new hires start at the “Without Wellness” Premiums for their first year of service. (see below)**
- Single deductible \$200 per contract, per benefit year; Family deductible \$500 per contract, per benefit year
- Single maximum \$700 out of pocket expenses per contract, per benefit year; Family maximum \$1,400 out of pocket expenses per contract, per benefit year
- Co-Insurance: Participating providers - 90% plan / 10% employee; Non-participating providers - 80% plan / 20% employee
- 3 Tier Drug Card; Co-Insurance = 10%, 25%, 40%; Single and Family Deductible \$200, Single and Family out of pocket maximum \$600

Pre-tax Traditional Health Insurance Premiums		
Full-time Employees		
	Employee Only	Family
Employee Premium with Wellness Participation	\$65.00	\$130.00
Employee Premium without Wellness Participation	\$66.66	\$158.40
Total Premium	\$666.60	\$1584.00

Total Premium includes Employee and City Contribution

Dental Insurance - [Delta Dental of Iowa](#)

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- 100% routine diagnostic and preventive services (2 per year)
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Employee Assistance Program - Mercy Medical Center

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- Premium: \$1.55/month; City pays 100%

Employee Recognition Program

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APPENDIX B

CPAT CANDIDATE PREPARATION GUIDE

The job of a fire fighter is one of the most physically demanding jobs in North America. It requires high levels of cardiopulmonary endurance, muscular strength and muscular endurance. The Candidate Physical Ability Test consists of eight critical physical tasks that simulate actual job duties on the fireground. This test is physically demanding and requires that you be physically fit to be successful. This guide was developed to assist you with physically preparing yourself for the test.

■ What is physical fitness in the Fire Service?

Physical fitness is the ability to perform physical activities, such as job tasks, with enough reserve for emergency situations and to enjoy normal activities when off duty.

■ What are the major areas of fitness?

The major areas of physical fitness include:

- flexibility
- cardiopulmonary endurance
- muscular strength
- muscular endurance

Body composition is also considered an area of physical fitness. It should be noted that excess body fat increases the workload placed upon the body and decreases the body's ability to dissipate heat.

A proper physical fitness program should be specific for the job of a fire fighter. It should include all of the major areas of physical fitness mentioned above and be a total body program. Although this is best accomplished at a gym with an array of equipment, this guide also includes exercises that require little or no equipment.

■ Hydration

Proper hydration is critical. All candidates should drink water before exercise, during exercise and after exercise. Additionally, you should drink at least one liter of water one hour before your CPAT.

■ Warm-up & Flexibility

A warm-up serves several functions, including:

- increased blood flow to working muscles and joints
- decreased likelihood of injury
- decrease in pre-event tension
- possible improved performance
- improved flexibility

A proper warm-up should begin with a few of minutes of the same type of activity you are about to do at a very light exertion level. For example, if you are preparing to go running you should run in place or for a short distance at a very easy pace.

The next step is to stretch to improve flexibility and further your warm-up. There are two phases of stretching. The first phase is the easy stretch. In this phase, you should hold the stretch for 10 seconds in a range of motion that produces only mild tension. This prepares you for the second phase, the developmental stretch. In this phase, you should move slightly farther to the point where you feel a little more tension. This should be held for another 10 seconds.

■ Flexibility

When stretching follow these basic rules:

- Stretch slowly
- No bouncing
- No pain
- Stretching is not competitive
- Breathe slowly to help you relax
- Stretching should feel good

1. Knee to Chest

Glutes, Low Back, Hamstrings, Quadriceps

- Lay flat on back with knees bent.
- Grab under right thigh and pull knee toward chest until you feel mild tension.
- Hold for 10 seconds, then pull slightly farther until you feel slightly more tension.



- Hold this position for 10 seconds.
- Repeat with other leg.
- Repeat sequence 2 or 3 times.

2. Knee to Chest - Leg Straight

Glutes, Low Back, Hamstrings, Quadriceps

- Lay flat on back with knees bent.
- Grab under right thigh and straighten right leg. Do not lock knee.
- Hold for 10 seconds, then pull slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.



- Repeat with other leg.
- Repeat sequence 2 or 3 times.

3. Knee to Chest — Diagonal

Glutes, Low Back, Hamstrings, Quadriceps, Piriformis

- Lay flat on back with knees bent.
- Grab under right thigh and pull right knee toward left chest until you feel mild tension.
- Hold for 10 seconds, then pull slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Repeat with other leg.
- Repeat sequence 2 or 3 times.



4. Leg Cross

Piriformis, Glutes, Low Back

- Lay flat on back with knees bent.
- Place your right outer ankle on the top of right left thigh.
- Grab under left thigh and pull left knee toward chest until you feel mild tension.
- Hold for 10 seconds, then pull slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Repeat with other leg.
- Repeat sequence 2 or 3 times



5. Side Quadricep Stretch

Quadriceps, Hip Flexors, Abdominals

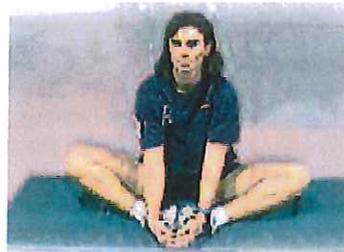
- Lay on left side.
- Grab right shin, just above your right ankle.
- Slowly pull right foot toward right buttocks while pushing right hip forward.
- At the same time, push right hip forward.
- Hold for 10 seconds, and then pull slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Repeat with other leg.
- Repeat sequence 2 or 3 times.



6. Butterfly Stretch

Groin, Low Back

- Sit upright with the bottoms of feet touching each other.
- Bend forward at the waist to a position where you feel mild tension.
- Elbows can be used to push down on thighs if you want more stretch.
- Hold for 10 seconds, then pull slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Repeat sequence 2 or 3 times.



7. Straddle Stretch

Groin, Hamstrings, Low Back

- Sit upright with legs straight.
- Spread legs as far as you can comfortably can.
- Keeping legs straight, but not locking knees, bend forward at the waist.
- Hold for 10 seconds then push down slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Return to starting position.
- Repeat sequence, but this time take chest toward left knee.
- Return to the starting position and repeat sequence toward right knee.
- Repeat entire sequence 2 or 3 times.



8. Cross Over Stretch

Glutes, Iliotibial Band

- Sit with legs straight in front of you.
- Bend right leg and cross it over so you can grab around the outside of right thigh.
- Slowly pull bent right leg toward chest until you feel mild tension.
- Hold for 10 seconds then push slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Return to starting position and switch legs.
- Repeat sequence on opposite leg.
- Repeat sequence 2 or 3 times.



■ **9. Calf Stretch**
Calves

- Squat down on ground with right foot slightly in front of left.
- Grasp right shin and rock forward until you feel mild tension.
- Hold for 10 seconds, then push slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Repeat sequence on opposite leg.
- Repeat sequence 2 or 3 times.



■ **10. Upper Back Stretch**
Upper back, Posterior Deltoids

- Sit with legs straight in front.
- Twist your upper back crossing left arm across chest and place right hand on the floor.
- Slowly twist until you feel mild tension.
- Hold for 10 seconds, then twist slightly farther until you feel slightly more tension.
- Hold this position for 10 seconds.
- Return to starting position and twist to the left side.
- Repeat sequence 2 or 3 times.



■ **11. Chest Stretch**
Chest, Shoulders, Biceps

- Stand with right shoulder against a wall.
- Place right palm on the wall.
- Slowly turn your body away from the wall until you feel mild tension.
- Hold for 10 seconds, then twist slightly farther until you feel slightly more tension.
- Return to starting position and repeat sequence with left arm.
- Repeat sequence 2 or 3 times.



■ **12. Triceps Stretch**
Triceps, Posterior Deltoids

- Stand upright and extend right arm over head.
- Grab right elbow with left hand and place right hand on right shoulder blade.
- Slowly push right elbow backward until mild tension is felt.
- Hold for ten seconds, then



push slightly farther until you feel slightly more tension.

- Return to starting position and repeat sequence with left arm.
- Repeat sequence 2 or 3 times.

■ **13. Forearm Stretch**
Forearms

- Stand upright and grab right fingers with left hand.
- Slowly fold right wrist backwards until mild tension is felt.
- Hold for ten seconds, then push slightly farther until you feel slightly more tension.
- Repeat sequence, this time folding wrist forwards.
- Return to starting position and repeat sequence with left arm.
- Repeat entire sequence 2 or 3 times.



General Principles of Exercise

To maximize the results from your training program, several exercise principles should be understood.

■ **Adaptation**

Adaptation means that the body can adjust to any overload as long as it is done in small increments. The amount of progress the body can make depends on adequate rest, consistency of workouts, adequate nutrition, and genetic makeup.

■ **Overload**

Overload, in exercise training programs, means that a training program causes the body to adapt only when the demands are greater than what the body is accustomed to doing. This does not mean that the overload is greater than your maximum; rather overload is generally greater than 75% of your maximal effort.

■ **Progression**

The principle of progression states that as the body adapts to the exercise program you must gradually increase the overload to continue to adapt. It is critical that all progressions are gradual and small in nature to prevent overloading the body's ability to recover.

■ **Specificity**

Specificity of training is the principle that your body will adapt to whatever exercises you perform. This means that if you only perform bench presses, your body will not adapt to sit-ups. It may, therefore, be beneficial for you to alter your training to prepare for the Candidate Physical Ability Test.

■ **Over-Training**

Over-training addresses the body's need for adequate rest and nutrition following exercise to recuperate before the next exercise session. If recuperation is not adequate, over-training will occur. Signs of over training include: increased injury rate, increased resting heart rate, muscle soreness that does not subside after 48 hours, apathy, insomnia, loss of appetite, lack of adaptation to exercise, and loss of strength. Over-training must be avoided.

■ **Balance**

When developing a strength training program, it is important to balance muscle development by including exercises that train all major muscles groups of the body. This means that if the chest is trained so must the back; similarly if the upper body is trained so must the legs. When this principle is not followed, joints become imbalanced, and injuries occur.

■ **Cardiopulmonary Endurance Program**

Cardiopulmonary endurance is the ability of the cardiovascular and respiratory systems to deliver oxygen to working muscles. It consists of both aerobic and anaerobic energy systems.

■ **Aerobic Fitness**

During aerobic activities, the intensity of the exercise is low enough for the cardiopulmonary system to meet the oxygen demands of the working muscles. Aerobic activities include bicycling, hiking, swimming, climbing stairs, and running when performed at a low enough intensity.

■ **Anaerobic Fitness**

During anaerobic activities, the intensity of exercise is so high that the working muscle's demands for oxygen exceed the cardiopulmonary system's ability to deliver it. Because adequate oxygen is not available, waste products accumulate. This type of intense activity can only be short in duration. An example of an anaerobic activity is sprinting.

■ **The CPAT Training Program**

The CPAT Training program consists of two training programs. The first program is the aerobic training program and the interval program. Both of these programs complement each other and improve your aerobic and anaerobic fitness specific to the Candidate Physical Ability Test.

■ **Aerobic Training**

The cardiopulmonary endurance program should begin at a level that is considered "moderately difficult" but not "difficult." Your intensity should not be so high that you cannot speak during the exercise. The program below consists of a series of progressive levels. As you adapt to each step, you should move up to the next level. This program should be done 3 to 5 days per week.

■ **Interval Training**

Interval training involves a repeated series of exercise activities interspersed with rest or relief periods. This is an excellent tool for improving both aerobic and anaerobic endurance. In this program running intervals are performed on Tuesdays and Thursdays. It is important that interval days have at least one day of slow easy running between them. This provides the recovery necessary to prevent over training.

Phase One					
	Monday	Tuesday	Wednesday	Thursday	Friday
Level 1	Run 1 mile at an easy pace. Be able to talk the entire time.	Run 30 seconds at a somewhat hard pace then walk for 30 seconds. Repeat this for a total of 1 mile.	Run 1 mile at an easy pace. Be able to talk the entire time.	Run 30 seconds at a somewhat hard pace then walk for 30 seconds. Repeat this for a total of 1 mile.	Run 1 mile at an easy pace. Be able to talk the entire time.
Level 2	Run 1.5 miles at an easy pace. Be able to talk the entire time.	Run 30 seconds at a somewhat hard pace then walk for 30 seconds. Repeat this for a total of 1.5 miles.	Run 1.5 miles at an easy pace. Be able to talk the entire time.	Run 30 seconds at a somewhat hard pace then walk for 30 seconds. Repeat this for a total of 1.5 miles.	Run 1.5 miles at an easy pace. Be able to talk the entire time.
Level 3	Run 2 miles at an easy pace. Be able to talk the entire time.	Run 60 seconds at a somewhat hard pace then walk for 60 seconds. Repeat this for a total of 2 miles.	Run 2 miles at an easy pace. Be able to talk the entire time.	Run 60 seconds at a somewhat hard pace then walk for 60 seconds. Repeat this for a total of 2 miles.	Run 2 miles at an easy pace. Be able to talk the entire time.
Level 4	Run 2.5 miles at an easy pace. Be able to talk the entire time.	Run 60 seconds at a somewhat hard pace then walk for 60 seconds. Repeat this for a total of 2.5 miles.	Run 2.5 miles at an easy pace. Be able to talk the entire time.	Run 60 seconds at a somewhat hard pace then walk for 60 seconds. Repeat this for a total of 2.5 miles.	Run 2.5 miles at an easy pace. Be able to talk the entire time.
Level 5	Run 3 miles at an easy pace. Be able to talk the entire time.	Run 90 seconds at a somewhat hard pace then walk for 90 seconds. Repeat this for a total of 3 miles.	Run 3 miles at an easy pace. Be able to talk the entire time.	Run 90 seconds at a somewhat hard pace then walk for 90 seconds. Repeat this for a total of 3 miles.	Run 3 miles at an easy pace. Be able to talk the entire time.

■ Weight Training Circuit Workout

■ 1. Seated Leg Press *Quadriceps, Hamstrings, Glutes, Calves*

CPAT Events: Stair Climb,
Hose Drag, Ladder Raise,
Forcible Entry, Rescue,
Ceiling Breach and Pull



Set appropriate weight to overload above muscles but not so heavy as to cause injury or failure.

- Place feet flat on push platform about shoulder width apart and toes pointed slightly outward.
- Adjust seat so knees are flexed at 90 degrees.
- Push weight up while exhaling.
- Stop just short of locking your knees.
- Keep knees in alignment with feet.
- Keep head in neutral position.

■ 2. DB Military Press *Deltoids, Triceps, Trapezius*

CPAT Events: Ladder Raise,
Search, Ceiling Breach and Pull

Pick appropriate weight to overload above muscles but not so heavy as to cause injury or failure.

- Raise two dumbbells to height of shoulders.
- With palms facing forward, alternate pressing each dumbbell upward toward the ceiling, one at a time.
- Exhale while lifting.
- Keep head in neutral position.
- Using slight leg push is acceptable.
- Repeat with other arm.



■ 3. Lat Pull Down *Latissimusdorsi, Rhomboids, Posterior Deltoids, Biceps*

CPAT Events: Hose Drag, Ladder Extension Forcible Entry, Rescue, Ceiling Breach and Pull

Pick appropriate weight to overload above muscles but not so heavy as to cause injury or failure.

- Adjust seat and leg hold to allow full range of motion.
- Hold bar in chin up grip with hands close together and palms toward face.
- Pull bar straight down to just below the chin.
- Exhale while pulling weight down.
- Return to starting position.



■ 4. DB Split-Squats *Glutes, Quadriceps, Hamstrings, Calves*

CPAT Events: Stair Climb,
Hose Drag, Ladder Raise,
Forcible Entry, Search, Rescue
Ceiling Pull and Breach

Pick a light weight (many people can start with no weights at all). Do not start with more than 10 lbs.

- Stand with feet together then step backward with one foot about 26".
- Keep back straight and arms down at side with head neutral, slowly bend both legs.
- Lower yourself slowly until your left knee barely touches the floor.
- Forward leg should remain vertical throughout motion with knee directly over ankle. If knee tends to move forward over the toes, adjust back foot further backward.
- Return to the starting position.
- Inhale while lowering and exhale while pushing back up into upright position.
- Repeat with opposite leg.



■ 5. Bench Press *Pectorals, Deltoids, Triceps*

CPAT Events: Ladder Raise, Forcible Entry, Search, Ceiling Breach and Pull

Pick appropriate weight to overload above muscles but not so heavy as to cause injury or failure.

- Lie on bench, feet flat on floor.
- Hold bar with arms shoulder width apart or slightly wider.
- Lower bar to middle of chest.
- Push bar up to starting position.
- Inhale while lowering and exhale while pushing back up.



■ 6. DB Row

Latisimussdorsi, Rhomboids, Posterior Deltoids, Trapezius, Biceps

CPAT Events: Hose Pull, Ladder Extension, Forcible Entry, Rescue, Ceiling Breach and Pull

Pick appropriate weight to overload above muscles but not so heavy as to cause injury or failure.

- Standing to right of bench, place left knee on bench and support upper body with left (nonlifting) arm.
- Keep head in neutral position.
- Pull DB from ground into waist area with right arm.
- Lower DB back to starting position.
- Avoid twisting at waist.
- Inhale while lowering weight and exhale while lifting weight.
- Repeat sequence on opposite side.



■ 7. Leg Extension

Quadriceps

CPAT Events: Stair Climb, Hose Pull, Ladder Raise, Forcible Entry, Search, Rescue

Pick appropriate weight to overload above muscles but not so heavy as to cause injury or failure.

- Adjust machine so that backs of knees are against pad and back pad is supporting lower back.
- Extend knees stopping just before the knees lock.
- Slowly lower weight to starting position.
- Exhale while pushing weight and inhale while lowering weight.



Note: This exercise should not be performed by individuals who have undergone reconstructive knee surgery.

■ 8. Leg Curl

Hamstrings

CPAT Events: Stair Climb, Hose Pull, Ladder Raise, Forcible Entry, Rescue

Pick appropriate weight to overload above muscles but not so heavy as to cause injury or failure.



- Lie flat on machine with top of knees just off the pad and ankle roller situated above the heels.
- Flex the knee until ankle roller reaches the buttocks. Keep hips down and stomach in contact with pad throughout the motion.
- Slowly lower weight to starting position.
- Inhale while pulling weight up and exhale while lowering weight down.

■ 9. DB Curl

Biceps, Forearms

CPAT Events: Hose Drag, Ladder Extension, Forcible Entry, Rescue, Ceiling Breach and Pull

Pick appropriate weight to overload above muscles but not so heavy as to cause injury or failure.

- Stand up with knees slightly bent.
- Begin with arms down at sides.
- Bend right elbow bringing the dumbbell toward right shoulder.
- Slowly lower dumbbell to starting position.
- Exhale while raising weight and inhale while lowering weight.
- Repeat sequence on opposite side.



■ 10. Tricep Extension

Triceps

CPAT Events: Ladder Raise, Forcible Entry, Search, Ceiling Breach and Pull

Pick appropriate weight to overload above muscles but not so heavy as to cause injury or failure.

- Stand up with knees slightly bent.
- Place hands on bar about 6" apart.
- Keeping upper arms at sides, extend the elbows until arms are almost straight and bar is at mid-thigh.
- Slowly return bar to an elbow flexed position at mid-chest level. Upper arms should remain in contact with sides. Do not allow elbows to move forward, away from body.
- Exhale while pushing bar down and inhale while returning bar back up.



■ 11. Abdominal Curls

Abdominal Muscles

CPAT Events: All Events



- Sit on ground with knees bent at 90 degrees.
- Keeping feet flat on floor and hands at your side, slowly curl your torso so chin approaches your chest.
- Do not raise torso to more than a 45-degree angle off the floor.
- Slowly return to slightly above your starting position, keeping tension on abdominal muscles at all times.
- Exhale while curling up and inhale while lowering torso back down.

■ 12. Swimmers

Erector Spinae (Lower back), Glutes

CPAT Events: All Events



- Lie face down on ground with feet together.
- Place arms straight out in front.
- Move the right arm and left leg up at the same time.
- As you return the right arm and left leg, move the left arm and right leg up at the same time.
- Continue alternating in a moderate cadence.

■ 13. Wrist Rollers

Forearm muscles

CPAT Events: Hose Drag, Equipment Carry, Ladder Extension,



Forcible Entry, Rescue, Ceiling Breach and Pull

- Stand erect
- Set machine to “somewhat difficult” resistance
- Grab machine with both palms facing the floor
- Alternately roll each wrist towards the ceiling
- Repeat with palms upward when done

■ 14. Hand Grippers

Forearm muscles

CPAT Events: Hose Drag, Equipment Carry, Ladder Extension,



Forcible Entry, Rescue, Ceiling Breach and Pull

- Stand erect
- Set machine to “somewhat difficult” resistance
- Grab machine with both hands
- Alternately close grip to squeeze machine

■ Exercises without Weights

Although it is easier to improve muscular strength and endurance with weight equipment, it is also possible to accomplish this with some simple exercises. These exercises require minimum equipment and can be done almost anywhere. Perform these exercises in a circuit. Move from one exercise to the next with minimal rest. Initially, work in the somewhat hard range. This means do not exercise to failure. Start by going through the circuit one time and then gradually progress until you can complete this circuit three times in a row.

■ Calisthenics Circuit Workout

■ 1. Chair Squats

Glutes, Quadriceps, Hamstrings

CPAT Events: Stair Climb, Hose Drag, Ladder Raise, Forcible Entry, Search, Rescue Ceiling Pull and Breach



- Stand in front of a sturdy and stable chair with legs shoulder width apart and toes pointing slightly outward.
- Hold arms out straight in front of you.
- Slowly lower your buttocks into the chair.
- As soon as you feel the slightest contact with the chair, slowly stand back up to the starting position.
- Keep your head in a neutral position.
- Inhale while lowering yourself and exhale while standing up.

■ 2. Push Ups

Pectorals, Deltoids, Triceps, Abdominals, Low Back)

CPAT Events: Ladder Raise, Forcible Entry, Search, Ceiling Breach and Pull



- Place hands on ground shoulder width apart or slightly more.
- Keep feet together and back straight throughout the exercise.
- Lower the body until the upper arms are at least parallel to the ground.
- Push yourself up to the initial position by completely straightening arms.
- Inhale while lowering and exhale while pushing.

■ 3. Split-Squats

Glutes, Quadriceps, Hamstrings, Calves

CPAT Events: Stair Climb, Hose Drag, Ladder Raise, Forcible Entry, Search, Rescue, Ceiling Pull and Breach

- Stand with feet together then step backward with foot about 26" behind left foot.
- Keep back straight and arms down at sidewith head neutral, slowly lower right knee straight down onto the floor.
- Inhale while lowering and exhale while pushing back up into upright position.
- Forward leg should remain vertical throughout motion, with knee directly over ankle. If knee tends to move forward over the toes, adjust back foot further backward.
- Repeat with other leg.



■ 4. Chin Ups

Latissimusdoris, Rhomboids, Posterior Delts, Biceps

CPAT Events: Hose Drag, Ladder Extension, Forcible Entry, Rescue, Ceiling Pull and Breach

- Grasp horizontal bar with palms facing you and hands 6" apart.
- Hang from bar with arms fully extended.
- Pull yourself upward until your chin is above the bar.
- Do not kick or swing your legs.
- Return to the starting position.
- Inhale while lowering yourself and exhale while pulling yourself up.
- If unable to complete 3 chin ups, elevate yourself to the bar with a stool or a partner, and slowly lower yourself down in a slow and controlled fashion.



■ 5. Bench Steps

Glutes, Quadriceps, Hamstrings, Calves

CPAT Events: Stair Climb, Hose Drag, Ladder Raise, Forcible Entry, Search, Rescue, Ceiling Pull and Breach



This requires good balance, so initially set the step next to a wall or use a partner for safety.

- Use a step or bench 6" to 18" high.
- Place right foot flat on the bench with the left foot flat on the floor.
- Push down with the foot on the bench and step up until both legs are straight.
- Slowly lower yourself back down to the starting position.
- Exhale while pushing up and inhale while lowering down.
- Repeat entire sequence with other leg.
- Start with a smaller step and progressively increase the height. Do not exceed 18" high.

■ 6. Dips

Pectorals, Deltoids, Triceps

CPAT Events: Ladder Raise, Forcible Entry, Search, Ceiling Pull and Breach

- Place hands behind you on dip bar or chair with feet straight in front.
- Bend arms and lower body in a controlled manner until the upper arms are parallel with the floor.
- Straighten the arms to return to the starting position.
- Legs can be bent to keep feet from touching the floor.
- If unable to perform 3 dips, use a stool or a partner to help you up and then lower yourself down slowly.
- Inhale while lowering yourself and exhale while pushing up.



■ 7. Squat Thrusts

Pectorals, Deltoids, Triceps, Abdominals, Glutes, Quadriceps

CPAT Events: Stair Climb, Hose Pull, Ladder Raise, Forcible Entry, Search

- Stand erect with feet together.
- Quickly bend knees until palms touch the floor just slightly in front of you.
- Supporting weight with arms, tighten your abdominal muscles, and throw your feet backwards until you are in the push up starting position.
- Reverse sequence until you are back at the starting position. This is one repetition.
- Inhale and exhale evenly throughout the exercise



■ 8. Abdominal Curls

Abdominal Muscles

CPAT Events: All Events



- Sit on ground with knees bent at 90 degrees.
- Keeping feet flat on floor and hands at side, slowly curl torso so chin approaches your chest. Do not raise torso to more than a 45-degree angle off the floor.
- Slowly return to slightly above your starting position, keeping tension on abdominal muscles at all times.
- Exhale while curling up and inhale while lowering torso back down.

■ 9. Swimmers

Erector Spinae (Lower back), Glutes

CPAT Events:
All Events



- Lie face down on ground with feet together.
- Place arms straight out in front of you.
- Move the right arm and left leg up at the same time.
- As you return the right arm and left leg, move the left arm and right leg up at the same time.
- Continue alternating in a moderate cadence.

■ 10. Hand Grippers

Forearm muscles

CPAT Events: Hose Drag, Equipment Carry, Ladder Extension, Forcible Entry, Rescue, Ceiling Breach and Pull



- Stand erect
- Place tennis ball in palm of hand
- Slowly squeeze hand compressing tennis ball
- Repeat with other hand

Supplemental Task-Specific Exercise Training

INTRODUCTION

The supplementary exercise program presented in the following sections not only makes use of the overload principal of training but also applies the all-important principal of training specificity. Exercise training specificity means that performance improvements occur most readily when training closely resembles the specific physical activity for which improved performance is desired. When training for specific activities requiring high levels of muscular strength and muscular power (e.g. hose drag and pull from kneeling position, ladder raise and extension, sledge hammer swing, dummy drag, and ceiling breach and pull) task-specific muscular overload should

accompany a general strength training program. Practice and training in the specific activity becomes crucial because much of the improvement in muscular strength/power performance depends upon skill learning and new muscular adaptations (i.e., coordination of specific muscle actions) required for the physical task. In most instances, training in the actual task proves most effective.

The following program provides examples for applying your general training program to actually performing CPAT tasks. As with your other preparation training, you must progressively upgrade the duration, frequency, and intensity of exercise to continually improve your performance. This will maximize your improvement in performing the CPAT.

In the beginning phase of this training, progress slowly so that you can safely learn the skill and coordination required for the movements. As you become confident in your ability to successfully complete a specific exercise task with relative ease, redirect your training energies to those activities that pose the greatest difficulty. For many people, the stair climb with full weights, forcible entry, and rescue prove the most difficult.

■ Stair Climb

Exercise

You can readily modify aerobic training to more closely resemble the 3-minute stair climb in the CPAT by performing actual stair-stepping exercise on any conveniently located first step of a staircase, preferably at least 8 inches in height. Step at a rate that permits completion of 24 complete stepping cycles within a one-minute period. A stepping cycle consists of stepping up with one foot, then the other and down with one foot, then the other in a rhythm "up-up, down-down." Strive to complete two stepping cycles within a 5-second period.

Progression

Begin training by stepping continuously (unweighted) for 5 minutes. As your fitness improves, complete a second and then third 5 minute exercise bout interspersed with several minutes of recovery. Once you can complete three intervals of 5-minutes of stepping, add weight to your torso in the form of a knapsack to which weights, sand, dirt or rocks have been added. Continue to perform three 5-minute intervals of stepping; progressively add weight to the knapsack as your fitness improves so that you can step with 50 pounds of additional weight. (This 50-pound knapsack and work gloves should be worn in training for all subsequent events of the CPAT.) In addition, carry 10-15 pounds (dumbbell, sand filled plastic container) in each hand while stepping. The total weight carried (knapsack plus hand-held weights) should equal approximately 75 pounds. At this stage, reduce the duration of the exercise interval to 3 minutes. This task-specific training not only improves aerobic fitness for continuous stepping but it also improves your leg power for stepping in the weighted condition, which represents a unique component of this CPAT item.

■ Hose Drag

Exercise

Attach 50 feet of rope to a duffel bag to which weight has been added. Tires or cement blocks can also be used for resistance. Choose an initial resistance that enables you to perform 8 to 10 repetitions (2-minute recovery between repetitions) of the exercise sequence. This generally represents an effort that you would rate as feeling “somewhat hard.”

Progression

Progressively increase the resistance to 60 to 80 pounds as fitness improves. Place the rope over your shoulder and drag the resistance a distance of 75 feet. (You should run during this phase of the event.) Immediately drop to one knee and steadily and briskly pull the rope hand-over-hand to bring the resistance into your body. A parking lot, school yard, driveway, or sidewalk can be used for training on this event.

■ Equipment Carry

Exercise

Use two dumbbells or plastic containers filled with sand so that each weighs approximately 30 pounds. Place the weights on a shelf four feet above ground level. Remove the weights, one at a time, and place them on the ground. Then pick up the weights and carry them a distance of 40 feet out and 40 feet back and replace them on the shelf.

Progression

If the initial weight feels too heavy, choose a lighter weight for your initial practice. Continue to practice this test item until it can be performed with 30 pounds with relative ease.

■ Ladder Rise and Extension

Exercise

Ladder Raise. The ideal training for this task requires an actual 12-foot aluminum extension ladder. If this size ladder is unavailable, you can use a single ladder or smaller extension ladder to practice the skill required raising the ladder. Practice of the ladder raise sequence requires the assistance of two adults to “foot” the ladder at its base to prevent it from sliding forward and/or falling during the raise. In practicing this component (as described in the test directions) it is important to initially move slowly so as to develop the skill and confidence to safely complete the required movements. Be sure to use each rung when raising the ladder to develop the coordination and timing necessary on the CPAT.

Exercise

Ladder Extension. Task-specific training of the muscles required in the ladder extension can be provided by attaching a rope to a weighted duffel bag or knapsack. Place the rope over a tree branch (or horizontal bar support above a row of playground swings) eight to ten feet above the ground. With hand-over-hand movements steadily raise

the bag to the top of the branch or bar and then slowly lower it to the ground.

Progression

Start with a weight that you would rate as feeling “somewhat hard,” and perform eight to ten repetitions of the movement. Rest two minutes and repeat the exercise-rest sequence two more times. As your strength improves progressively add more resistance until you can exercise with 40 to 50 pounds of weight.

■ Forcible Entry

Exercise

Borrow or purchase a ten-pound sledgehammer. Wrap padding around a large tree or vertical pole at a level of 39 inches above the ground with a circular target in the center. Stand sideways and swing the sledgehammer in a level manner so the head strikes the center of the target area. Focus on using your legs and hips to initiate the swinging motion.

Progression

The initial phase of this task-specific training should focus on learning the coordinated movement of your arms and legs to accurately hit the target. Repeat the swing 15 times and rest for two minutes. Repeat this exercise-rest sequence twice again. Strive to increase the velocity (power) of each swing without sacrificing accuracy as your comfort level and skill on this test item improve.

■ Search

Exercise

Practice crawling on hands and knees (wearing sweat pants and/or kneepads) at least 70 feet while making several right angle turns during the crawl. For the major portion of the crawl keep low enough so as not to contact an object three feet above the ground. Periodically, drop your stomach and crawl ten feet along the ground.

Progression

Once you are comfortable crawling as above repeat the sequence with a knapsack on. Gradually increase the weight within the knapsack until it equals 50 pounds.

■ Rescue

Exercise

Attach a short handle to a duffel bag to which rocks, sand, or other appropriate weight can be progressively added. Start with a weight that feels “somewhat heavy.” You can grasp the handle with (a) one hand and drag the “victim” in a cross-over, side-stepping manner, or (b) two hands while facing the “victim” and moving directly backwards while taking short, rapid stagger steps. Drag the weight 35 to 50 feet in one direction turn around and drag it back to the starting point. Complete eight to ten repetitions of this task with a two-minute rest interval between each trial.

Progression

Gradually increase the resistance until you can successfully complete 4 repetitions (with rest interval) with 165 pounds.

■ Ceiling Breach and Pull

Exercise

Ceiling Breach. Tie a rope to a dumbbell or weighted knapsack placed between your legs, shoulder width apart. Grasp the rope, arms slightly away from the body with one hand at upper-thigh level and the other hand at chest level. Lift upwards and out from the body in an action that simulates thrusting a pole through an overhead ceiling. Use a resistance that feels “somewhat hard,” yet enables you to complete three sets of eight repetitions with two minutes of rest between sets.

Progression

Continually add weight as strength improves. Practice coordinating upward arm movements with an upward extension of the legs to provide a more powerful thrusting action.

Exercise

Ceiling Pull. The training set-up for this simulation is the same as that used in training for the ladder extension. However, unlike the hand-over-hand movement that is required for the ladder extension the ceiling pull requires exerting power in single, repeated downward thrusts. Grasp the rope attached to the weighted knapsack or duffel bag with hands spaced about one-foot apart and the bottom hand at chin level. In a powerful movement simultaneously pull arms down and lower your body to raise weight several feet above the ground. Repeat eight to ten consecutive repetitions of the movement with a resistance that feels “somewhat hard.” Complete three sets with a two-minute recovery interval interspersed.

Progression

Progressively add resistance as fitness improves.

As your fitness improves you should begin to link the various test components. For example, immediately upon finishing the stair climb move directly to the hose drag and then to the equipment carry. Eventually you will be able to simulate all of the task components in the CPAT in a continuous exercise sequence. ■