

NORRISTOWN FIRE DEPARTMENT

Fit For Duty Policy Administrative Order-39

Effective Date: 1-1-2020
Revised Date:

1. Purpose

- A. The purpose of the Fit For Duty Policy is to ensure the level of physical fitness to safely and effectively execute the physical tasks required of Fire Department personnel is maintained. This policy communicates the expectations of Fire Department members with regards to the annual administration and execution of the Fire Fighter Physical Agility Course.

2. Responsibility

- A. **Fire Department Personnel-** Certified fire personnel below the rank of Deputy Chief are required to complete the Fire Fighter Physical Agility Course on an annual schedule.
- B. **Fire Chief-** The Fire Chief or his designee will ensure career supervisors and volunteer Deputy Fire Chief complete the annual administering of the Fire Fighter Physical Agility Course. The Fire Chief or his designee will complete the final review and acceptance of the results for career personnel completing the annual Fire Fighter Physical Agility Course.
- C. **Supervisors-** Career supervisors and volunteer Deputy Fire Chief are required to administer the Fire Fighter Physical Agility Course for the members under their supervision. The supervisors and volunteer Deputy Fire Chief will be responsible to enter the record of completion of the course for each member in the Fire Department records management system and will submit an electronic report to the Fire Chief or his designee, communicating the assessment for each member and if required, the need for re-evaluation.

3. Policy

A. **General**

- 1) The Fire Fighter Physical Agility Course will be administered annually between the months of March and May. The intent is to conduct the agility course in favorable weather and to provide ample time for re-evaluation if the need arises prior to the summer months.
- 2) If a Fire Department member fails to successfully complete the annual agility course in the designated timeframe for the appropriate age group, the member will have a period that will not exceed 30 calendar days to successfully complete the Fire Fighter Physical Agility Course. Reasonable accommodations will be made to provide the member opportunities to practice and re-test within the 30 calendar days.
- 3) If a career member fails to successfully complete the annual agility course within the allotted 30 day re-evaluation period, the member's employment status will be re-evaluated by the Fire Chief and the Human Resource Director along with representatives from IAFF Local 2335. If a volunteer member fails to successfully complete the annual agility course within the allotted 30 day re-evaluation period, the member's active membership status will be re-evaluated by the Fire Chief and representatives from FURA.

- B. **Fire Fighter Agility Course-** The Fire Fighter Agility Course is intended to evaluate the returning fire fighter's physical stamina and agility to perform typical tasks required of fire fighters within the initial minutes of a structural fire. The parameters for the Fire Fighter Agility Course are:

- 1) Mandatory breaks are required to be taken. Additional rest time may be taken, if needed, during the mandatory breaks.
- 2) If at any time during the course the fire fighter feels ill he/she is required to stop the course.
- 3) If at any time during the course the evaluator feels it is unsafe to allow the fire fighter to continue, the evaluator will stop the course.
- 4) There is no running during the course.
- 5) Time keeping will start when the member first strikes the Keiser Sled with the sledge hammer and time keeping will end when the member completes the 24 foot extension ladder climb.
- 6) Successful completion will be determined by age as follows:
 - a) Age 21-30- 10 minutes
 - b) Age 31-40- 12 minutes
 - c) Age 41-50- 14 minutes
 - d) Age 51-Up-16 minutes
- 7) The step by step course will be :
 - a) Drive Keiser sled the from start point to end point using provided sledge hammer. PPE will be worn and gloves can be either fire fighter or work gloves
 - b) **60 second mandatory rest period. During this period the fire fighter will don SCBA, including mask in preparation for the next task. The fire fighter will go 'On-Air' prior to the start of Task 2 and will go off air at the end of Task 5**
 - c) Drag the rescue dummy a distance of 40' using the strap provided.
 - d) **45 second mandatory break**
 - e) Perform a 30' tunnel crawl on all fours.
 - f) Perform stair climb (Carry 2.5 gal. extinguisher up and down two flights of stairs).
 - g) **30 second mandatory break**
 - h) Drag 1.75 inch hose a distance of 25' (nozzle past cone) then pull 1.75 inch hose a distance of 25' (1st coupling past cone)
 - i) **15 second mandatory break (remove mask, final task (6) will be completed 'Off-Air'.**
 - j) Climb 24' extension ladder while carrying a Halligan bar. The firefighter will climb until he is eye level with the top rung at which point he/she will touch the window sill and then return to the bottom.

4. Reserved