



## CITY OF BRISTOL

### Application and Testing Process for Entry Level Fire Fighter

**Applicants:** Testing for Firefighter will take place approximately every two (2) years. Applications are reviewed after the closing date to ensure that the minimum requirements stated in the job description are met.

**Qualifications:** High School graduate or equivalent certificate, valid State of CT motor vehicle license and a good driving record. Must reside in a town which falls within a twenty (20) mile radius of Central Fire Headquarters (181 North Main Street) at time of hire and throughout employment.

**Agility Examination:** The Candidate Physical Ability Test (C.P.A.T.) is administered by the Connecticut Fire Academy. It is a practical exam used to test a candidate's physical ability to perform a job task related to firefighting. CPAT is a physically demanding test that requires a candidate to use his or her physical, mental abilities and, in some cases, balance. The CPAT involves eight events that must be completed in 10 minutes 20 seconds. Information regarding the Candidate Physical Ability Test (CPAT) administered by the Connecticut Fire Academy can be downloaded at [www.ct.gov/cfpc](http://www.ct.gov/cfpc) .

**\*The City reserves the right to require the CPAT certificate (or equivalent) at any phase of the testing process depending on the CPAT testing schedule as it relates to the City's recruitment schedule.**

**Written Examination:** Applicants who meet the requirements will be invited to take a written exam. The written examination tests one's ability to learn and perform the job of firefighting. It assesses the ability to read, comprehend and apply new information, reasoning ability, basic math, mechanical and spatial ability, and situational judgment. A passing score, as determined by the City, will be considered 50% of the final earned score for the entire examination process.

**Oral Examination:** Applicants passing the written test as determined by the City, will be invited to participate in an oral panel examination. No part of the testing process requires any prior knowledge of fire fighting. A passing score, as determined by the City, will be considered 50% of the final earned score for the entire examination process.

**Veteran's Points:** Five points will be added to the final passing score (maximum score = 100 points) to veterans who have completed a minimum of ninety days of active military service with an honorable discharge or a discharge under honorable conditions. Form DD214 Member -4 will be required to verify the right to receive veteran's credits. Failure to submit appropriate verification in the allotted timeframe to be determined by the City will result in forfeiture of Veteran's points.

**Residency Points:** Five points will be added to the final passing score (maximum score = 100 points) to those applicants domiciled in the City of Bristol as of the closing date for applications. The applicant bears the burden of proof of residency, which will be confirmed by the Personnel Department. Failure to submit appropriate verification of residency as determined by the Personnel Department, or failure to maintain residency throughout the testing process, will result in the forfeiture of any residency points awarded. Establishing residency after the closing date for applications **will not** result in points being awarded for residency.

**Eligibility List:** An eligibility list is established of all candidates who have passed the CPAT test, the written exam and the oral exam. That list is valid for two years or until it is exhausted, whichever comes

first. However, the Personnel Director may extend the list for a period of up to six months only for the purpose of establishing a new eligibility list.

**Background Investigation:** The Personnel Department will conduct a thorough background investigation which may include checking employment, school, military and police records, personal references, and other sources as necessary.

**Board of Fire Commissioners:** The Board of Fire Commissioners is the hiring authority and may interview and make conditional offers of employment. Candidates shall be considered in rank order.

**Post-Offer:** A post-offer medical examination, including drug testing, will be required of those candidates who are offered positions with the Fire Department. During this examination, candidates will also be weighed and measured for compliance with the Bristol Fire Department Official Height and Weight Chart requirements (see below).

<u>Height</u>	<u>MALE</u> Maximum Acceptable Weight	<u>Height</u>	<u>FEMALE</u> Maximum Acceptable Weight
5 ft. 0 in.	158	4 ft. 8 in.	140
“ 1 in.	162	“ 9 in.	143
“ 2 in.	166	“ 10 in.	145
“ 3 in.	170	“ 11 in.	147
“ 4 in.	174	5 ft. 0 in.	151
“ 5 in.	178	“ 1 in.	155
“ 6 in.	183	“ 2 in.	158
“ 7 in.	189	“ 3 in.	162
“ 8 in.	193	“ 4 in.	165
“ 9 in.	197	“ 5 in.	169
“ 10 in.	203	“ 6 in.	174
“ 11 in.	207	“ 7 in.	177
6 ft. 0 in.	222	“ 8 in.	182
“ 1 in.	226	“ 9 in.	187
“ 2 in.	232	“ 10 in.	192
“ 3 in.	238	“ 11 in.	198
“ 4 in.	245	6 ft. 0 in.	204
“ 5 in.	251		
“ 6 in.	258		

Any applicant who exceeds the maximum acceptable weight requirement will be tested using the following body fat standards which may not be exceeded:

Male employees                    23%  
Female employees                29%

*This information is intended as a guide to the recruitment process and must not be taken as a complete description of the process.*

*The City of Bristol is an equal opportunity employer. We provide reasonable accommodation to qualified persons with disabilities in accordance with the Americans with Disabilities Act. If you need an accommodation, please contact the Personnel Department at (860) 584-6175.*