



UC DAVIS FIRE DEPARTMENT
625 Kleiber Hall Drive
Davis, CA 95616

UNIVERSITY OF CALIFORNIA – DAVIS FIRE DEPARTMENT STUDENT RESIDENT FIREFIGHTER RECRUITMENT

SRFF INFORMATION MEETING AGENDA

INTRODUCTIONS:

- Coordinators/ Career Personnel of the Program and Department as well as current SRFF's.
- Watch SRFF Recruitment video presentation.

DATES AND LOCATIONS:

- Pre-Academy preparatory fitness training program (TBD based upon interest and availability of current SRFF's and/or career staff)
- **WRITTEN TEST** – Sunday, March 4th in the ARC Ballroom-A, at 11:00am.
- **PHYSICAL ABILITIES ASSESSMENT** – Sunday, March 11th at Station 34, at 9:00am. If invited following successful completion of the Written Test, show up in proper “workout attire.”
- **ORAL INTERVIEW PANEL** – If selected, interviews will take place on April 12th & 13th (8:00am – 5:00pm each day - Times to be coordinated at the Physical Abilities Assessment).
- **ACADEMY DATES** - June 18th – July 13th (Monday through Friday, 7:00am – 4:00pm daily). Final selections will be made on July 13th and the chosen recruits (12 openings at this time) will continue for an additional week – July 16th – 20th. Following successful completion of the academy and accepting a formal invitation into the program, students will have a break in training until September 4th. On September 1st, new SRFF's will be allowed to move-in to the firehouse and claim an available room. They will also begin an additional (MANDATORY) THREE week training academy, from September 4th – 21st (Monday through Friday, 8:00am – 5:00pm daily).
- Physical Fitness (PT) sessions will occur during the academy from 7:00am – 8:00am every morning during the initial June/July academy.
- Following PT, a typical day during the academy will entail a brief lecture in the morning, followed by hands-on application for the rest of the day. Students will learn basic aspects of the fire service during the initial academy and build a foundation of skills and knowledge that will allow them to succeed in the program if selected.
- The goal of this program is to provide an experience and insight into a profession that seldom get the opportunity to witness first hand. We will train you to the standards and the requirements to obtain a Firefighter I Certification with the State of California, which will allow you to further your career in the fire service or other emergency services if you choose to do so.



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ATTIRE/GROOMING (FOR THE ACADEMY):

- T-Shirt sizing
- Pants: Plain navy blue pants, no jeans or sweats
- Belt: non decorative and black
- Shoes: all black shoes or boots
- Socks: mandatory, blisters will happen (foot care essentials)
- No Sunglasses, hats or jewelry
- Grooming: Males, clean shaven every day. Females, hair pulled up in a manner not to interfere with donning of PPE
- PT uniform will consist of athletic shorts, uniform T-shirt and athletic shoe comfortable for running

GRADING:

- Written Evaluations, Quizzes, and a Final based Exam from NFPA Essentials Book (TBD)
- Manipulative Evaluations based on NFPA Essentials and UCDFD Task books (TBD)
- Physical Fitness Evaluation, based on FBI recruiting program physical fitness test
- Overall demeanor, attitude, participation, effort, proficiency, and teamwork!

METHOD OF EVALUATION

- | | |
|---|----------------------|
| - Written Quizzes (TBD) | 30 Points Each (x8)* |
| - Written Final Exam (TBD) | 100 Points* |
| - Final Manipulative/ Performance Evaluation | 354 Points* |
| - Physical Fitness Exam | 50 Points |
| - Overall Demeanor/ Participation/ Attitude/ Teamwork | 200 Points |
- ****75 % or better overall required on these exams!***
 - ***Physical Fitness Exam is only exception to 75% rule***
 - ***Certification courses PASS/FAIL (CPR, HazMat FRO/Decon)***



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HOW TO SUCCEED IN YOUR ACADEMY/ 19 “Do’s AND Do NOT’s”:

- **Attention to Detail**
- **Name Addressing**
- **Promptness**
- **Hydrate, hydrate, hydrate**

TIPS FOR THE TESTING PROCESS:

- Make yourself presentable throughout the process.
- Be on Time! Meaning... be where you are suppose to be **no later than 15 minutes prior** to your designated time slot. Know where you are going ahead of time. Set enough time aside for the unthinkable to happen... (get lost, pop a bike tire, car breaks down, traffic, etc.)
- **“You only get one chance to make a first impression.”** People will be evaluating you as soon as they meet you. Be respectful, polite, positive, acknowledge everyone, and give a firm hand shake. Sit down when asked to and provide a resume’ for each member of the panel interview (there are usually 3-5 people, so best to come with 5 copies).
- Be aware of your body language: posture, arms crossed vs. open, eye contact, facial expressions, hand gestures
- Remember... EVERY interaction from here on out should be treated like an interview!

COMMON INTERVIEW QUESTIONS:

1. Tell us about yourself.
2. Why do you want to be apart of this program?
3. What is the job of a Firefighter and are you qualified?
4. What have you done to prepare for this position as a Student Resident Firefighter?
5. What are you bringing to this department?
6. Why do you want to work for us?
7. What do you know about UC Davis Fire Department?
8. What do you like to do? Any hobbies?
9. What are some of your strengths and weaknesses?
10. What do you think your co-workers or friends say about your character?
11. What are the attributes of a Firefighter and what are the most important to you?
12. What do you do or say when you don’t know the answer to a question?
13. What are your goals and aspirations? Do you want to be in the fire service?
14. Have you ever been in an emergency situation? If so, what did you do?
15. What word would best describe you in a positive way? A negative way?

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16. How do you handle conflict? Give an example of a time you have dealt with conflict?
17. Why should we select you over the other candidates in the process?
18. Do you have anything else to add or any questions?
19. How would you handle the following scenarios:
 - a. Witnessing friends drinking alcohol while on duty?
 - b. Stealing while at the scene of an emergency?
 - c. Conflict with your supervisors or co-workers?
 - d. Sexual harassment or racial prejudice?
 - e. Conflicting orders on the scene of an emergency?
 - f. An order from a supervisor that could place you in danger or that is morally wrong?
20. BE PREPARED, KNOW YOURSELF, KNOW WHY YOU WANT TO BE HERE?!



Physical Fitness Test

All SRFF Applicants will be required to take a standardized Physical Fitness Test (PFT) to continue on to the interview process. The protocols, exercises, and scoring system are all taken directly from the well-researched and tested FBI Tactical Recruiting Program Physical Fitness Test. Failing the PFT will not result in an automatic removal of the application process. It is merely a minimum fitness level assessment that all applicants are required to take. It also illustrates potential points of improvements for applicants who are selected to be part of the SRFF summer competitive academy.

The test consists of five mandatory events that are administered in the following order:

- Maximum number of sit-ups in one minute
- Timed 300-meter sprint
- Maximum number of push-ups (untimed)
- Timed one and one-half mile (1.5 mile) run
- Maximum number of standard pull-ups (untimed)

The events of the PFT are administered according to strict protocols. Each Recruit must perform each event according to strict protocols. Unless Recruits perform repetitions according to the protocols, they will not receive credit for the repetition performed incorrectly. The protocol and scoring scale for each category have been provided to each of you. Prior to each event I will recite the protocol for you and will provide a demonstration when applicable.

**Protocol for Sit-Ups:**

Recruit lies on back with tops of shoulder blades touching the floor; hands behind the head with fingers interlaced. The knees are bent at a 90° angle with the feet placed flat on the floor (feet are held in place by a partner with partner's hands at the tongue of the Recruit's shoes and knees on the Recruit's toes). Recruit raises upper body until the base of the neck is in line with the base of the spine (back is perpendicular to the floor); Recruit then returns to the starting position (i.e., the tops of both shoulder blades must touch the floor). This is a timed one-minute continuous motion exercise.

Table 1: Scoring Scale for One-Minute Sit-Ups

Score	Female Range	Male Range
-2	29 and below	31 and below
0	30-34	32-37
1	35-36	38
2	37-40	39-42
3	41-42	43-44
4	43-46	45-47
5	47-48	48-49
6	49-50	50-51
7	51-52	52-53
8	53-54	54-55
9	55-56	56-57
10	57 and over	58 and over

Protocol for 300-Meter Sprint:

The event takes place on a oval track. Recruit will start from a standing position and run 300 meters.

Table 2: Scoring Scale for Timed 300-Meter Sprint (in Seconds)

Score	Female Range	Male Range
-2	67.5 and over	55.1 and over
0	67.4-65.0	55.0-52.5
1	64.9-62.5	52.4-51.1
2	62.4-60.0	51.0-49.5
3	59.9-57.5	49.4-48.0
4	57.4-56.0	47.9-46.1
5	55.9-54.0	46.0-45.0
6	53.9-53.0	44.9-44.0
7	52.9-52.0	43.9-43.0
8	51.9-51.0	42.9-42.0
9	50.9-50.0	41.9-41.0
10	49.9 and below	40.9 and below

**Protocol for Push-Ups:**

Recruit begins in front leaning rest position (i.e. hands on the floor one to two hand widths beyond the shoulders and elbows must be away from the body, arms fully extended, body held straight with the feet no more than three inches apart and the toes touching the floor). As the arms are flexed, the body is lowered toward the floor until the upper arms are parallel to the floor (straight line from center axis of elbow to center axis of shoulder). Recruit completes the exercise after returning to the starting position. This is a continuous motion exercise.

Table 3: Scoring Scale for Push-Ups (Untimed)

Score	Female Range	Male Range
-2	4 and below	19 and below
0	5-13	20-29
1	14-18	30-32
2	19-21	33-39
3	22-26	40-43
4	27-29	44-49
5	30-32	50-53
6	33-35	54-56
7	36-38	57-60
8	39-41	61-64
9	42-44	65-70
10	45 and over	71 and over

Protocol for 1.5 Mile Run:

The event takes place on a oval track. Recruit runs 11 laps around the track.

Table 4: Scoring Scale for 1.5 Mile Run (in Minutes:Seconds)

Score	Female Range	Male Range
-2	15:00 and over	13:30 and over
0	14:59-14:00	13:29-12:25
1	13:59-13:35	12:24-12:15
2	13:34-13:00	12:14-11:35
3	12:59-12:30	11:34-11:10
4	12:29-11:57	11:09-10:35
5	11:56-11:35	10:34-10:15
6	11:34-11:15	10:14-9:55
7	11:14-11:06	9:54-9:35
8	11:05-10:45	9:34-9:20
9	10:44-10:35	9:19-9:00
10	10:34 and below	8:59 and below



Protocol for Standard Pull-Ups:

Recruit hangs from a horizontal bar, hands at least shoulder width apart (but no more than 23 inches apart as measured from the outsides of the hands) with palms turned away from face and arms fully extended. As the arms are flexed, Recruit's body is pulled upward until Recruit's chin is higher than the bar. Recruit may not swing or jerk the body or use the legs in an effort to propel the body upward. Recruit's body is then lowered back to the hanging position with the arms fully extended. This is a continuous motion exercise.

Table 5: Scoring Scale for Standard Pull-Ups (Untimed)

Score	Female Range	Male Range
0	0	0-1
1	1	2-3
2	2	4-5
3	3	6-7
4	4	8-9
5	5	10-11
6	6	12-13
7	7	14-15
8	8	16-17
9	9	18-19
10	10 and over	20 and over



Physical Training Guidelines

The PAT measures muscular strength and endurance (sit-ups, push-ups & pull-ups), anaerobic power (300-meter sprint), and aerobic power (1.5 mile run) with limited amounts of recovery between events. To best prepare, recruits should adhere to the following principles of exercise training to maximize their results and to avoid injuries.

Exercise Training Principles

Overload

To increase physical fitness, one must exercise at a level that challenges the body beyond its current capacity. Overload is often expressed in terms of training frequency (how often), training intensity (how demanding), and training duration (how long).

Progression

For continued fitness improvements, the overload must be gradually increased.

Specificity

To best prepare for the PAT, recruits should devote most of their training time to sprints and sustained runs, as well as sit-ups, push-ups, and pull-ups performed to protocol. Recruits should also avoid training each event in isolation.

Reversibility

If physical training ceases, fitness levels will return to pre-training levels. Use it or lose it.

Warm Up & Cool Down

Each workout should begin with a dynamic warm-up period of at least five to ten minutes. This will increase core body temperature, lubricate the joints, and prime the nervous system for the workout that follows. The warm up should include moderate intensity aerobic activities (i.e., cycling, jogging), and limited amounts of the specific movements to be trained that day (i.e., push-ups, sit-ups). You should already be sweating before the workout begins!

Once the workout is completed, perform five to ten minutes of moderate physical activity as a cool down and transition back to rest.

Avoiding Injuries

It is estimated that as many as 50% of individuals initiating an exercise program will report an injury within the first six months. These injuries make it difficult, if not impossible, to continue physical fitness training without some layoff period. Many risk factors for injury have been identified and are listed below (along with some risk reduction strategies):

Inflexibility & Muscle Imbalances:

Joint mechanics are disrupted when muscles on one side are excessively weak and/or lengthened while muscles on the other side are overdeveloped and/or tight. Train in a way that promotes muscular balance from front-to-back, side-to-side, and top-to-bottom. Stretch the tight muscles and strengthen the weak muscles.



Environmental Considerations:

Running on harsh surfaces (i.e., uneven terrain, banked surfaces, concrete) can magnify the stress placed the musculoskeletal system. Opt for relatively flat, cushioned training surfaces when possible. Harsh climates can also lead to heat or cold illness, so acclimate yourself with 10-14 days of moderate training in the environment.

Faulty Equipment:

Choose footwear that is appropriate for your activities and allows for normal mechanics, especially during running. Replace your running shoes after 300 miles or every 6 months.

Overtraining:

Too much physical stress applied too quickly with insufficient recovery can lead to dysfunction. Adhere to the physical training guidelines addressed here and those set forth by leading fitness and sports medicine organizations.

Improper Technique:

Faulty exercise technique can place undue stress on joints and soft tissues. Never sacrifice form and technique for more repetitions or faster times.