



Dear Fire Applicant,

On behalf of the Chambersburg Fire Department, I would like to welcome you to the Fire Candidate testing process and thank you for your interest in the department. The Chambersburg Fire Department makes every attempt to be as transparent as possible during the testing process in order to allow each candidate an opportunity to best prepare themselves for testing. The testing process consists of 3 phases – Written Exam, Physical Agility, and Conditional Offer/Secondary Physical Testing.

- **Phase I** – Application and written test. In accordance with Civil Service Rules and Regulations, in order for a candidate to proceed to phase II, the candidate must achieve a score of at least 70% on the Civil Service Written Examination. A candidate who successfully achieves a passing score will then be invited to take part in Phase II of the testing process – Physical Agility Testing.
- **Phase II** – Physical Agility Testing. Testing will be conducted on June 24 and June 25, 2023 at the McKinley Street Fire Station, 261 East McKinley Street, Chambersburg, PA 17201. If successful you will be scheduled for a date/time slot to complete your physical agility testing. **Any candidate arriving after their scheduled time will be disqualified.** Testing consists of hose stacking, ladder climb, hose relay, obstacle course and a charged hose repositioning station. All stations must be passed in order to be placed on the eligibility list. A detailed description of each station is attached to this letter. Please bring a fire helmet and gloves if possible. If you do not have helmet and gloves, these items will be made available to you.

All candidates who successfully pass both the written and physical agility testing will be placed on an eligibility list. All candidates shall be listed by their respective scores from highest to lowest. Upon the need to fill a vacancy within the department, this list shall be used to select qualified applicants to take part in further interview and testing.

- **Phase III** – Conditional Offer and Secondary Agility Testing. Upon the need to fill a vacancy, a candidate will be selected from the Civil Service list compiled from initial testing. Such candidate will take part in an oral interview and if selected may be given a conditional offer of employment which will require further psychological and physical testing. Further testing consists of push-ups, sit-ups, vertical jump, bench press, 300 meter sprint, 1.5 mile run or 2500 meter row. In order to allow candidates to further physically prepare for the secondary agility test, a written description of all requirements is attached to this letter.

**THE SECONDARY AGILITY TESTING IS ONLY
CONDUCTED IF A CANDIDATE RECEIVES A CONDITIONAL OFFER OF
EMPLOYMENT.**

Lastly, if a candidate is successful and receives an offer of employment, such candidate must successfully complete the Harrisburg Area Community College Fire Academy (HACC). The academy consists of 9 weeks at the fire academy as well as a 5 week EMS academy (EMS academy is not required if the new hire has a current and valid PA EMT-B license). The fire academy consists of rigorous daily physical activities as well as academic skills. A candidate must be successful in both areas in order to successfully complete the academy. Successful completion of the fire academy is necessary to retain employment and continue on as a Probationary Firefighter. A detailed description of HACC's Fire Academy physical fitness testing requirements is attached to this letter.

Respectfully,

A handwritten signature in blue ink that reads "Dustin Ulrich". The signature is written in a cursive style with a large initial 'D'.

Dustin L. Ulrich, MPA, CFO
Fire Chief/EMS Director

CIVIL SERVICE TEST ENTRY LEVEL PHYSICAL FITNESS TEST

COMPLETION OF THIS TEST WILL PLACE YOU ON AN ELIGIBILITY LIST

(FIRE APPLICANT MUST PASS THE ENTRY LEVEL WRITTEN TEST WITH A 70% OR BETTER TO MOVE ON TO THIS PHASE OF THE PROCESS)

FIRE CANDIDATE

PHYSICAL AGILITY TEST

These are minimum standards for all applicants. This is a pass/fail test. Failure of any of the tests will result in the applicant being disqualified.

1. Hose stacking to top rack by picking up and stacking eight (8) hose bundles and then returning them to their original location within three minutes.
2. Ladder climbing by ascending and descending a 65 foot ladder.
3. Hose relay requiring a hose bundle to be carried fifty (50) yards and a 2-1/2 inch hose to be extended fifty (50) yards, and then both to be returned to their original positions within three minutes.
4. Obstacle course requires carrying a hose bundle and climbing, crawling and running to complete the course in one minute, thirty seconds.
5. Charged hose reposition requires the moving of a charged hose over a series of barrels in two minutes.



Chambersburg Fire Department

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**CONDITIONAL OFFER PHYSICAL AGILITY TEST
(ONLY NEED TO TAKE IF YOU HAVE BEEN GIVEN AN INTERVIEW AND
OFFERED A CONDITIONAL OFFER OF EMPLOYMENT)**

CANDIDATE MUST COMPLETE (FAIR OR BETTER) IN 5 OF THE 6 CATEGORIES

- 1. Aerobic capacity -1.5 mile run or 2,500 meter row***
- 2. Anaerobic Power (Sprinting Ability) -300 meter run**
- 3. Anaerobic Power (Explosive Leg Strength) -Vertical Jump**
- 4. Muscular Strength (Upper Body) -1 RM Bench Press**
- 5. Muscular Endurance (Upper Body) -Maximum Push-ups**
- 6. Muscular Endurance (Core Body) -1 Minute Sit-ups**



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1.5 MILE RUN TEST

Male

Age	39 and under	40 - 49	50 - 59	60 and above
Superior	< 10:00	< 10:30	< 11:00	< 11:15
Excellent	10:00-11:00	10:30-11:30	11:00-12:30	11:15-13:59
Good	11:01-12:30	11:31-13:00	12:31-14:30	14:00-16:15
Fair	12:31-14:45	13:01-15:35	14:31-17:00	16:16-19:00
Poor	14:46-16:30	15:36-17:30	17:01-19:00	19:01-20:00
Very Poor	>16:31	>17:31	>19:01	>20:01

Female

Age	39 and under	40 - 49	50 - 59	60 and above
Superior	<13:00	<13:45	<14:30	<16:30
Excellent	13:00-14:30	13:45-15:55	14:30-16:30	16:30-17:30
Good	14:31-16:30	15:56-17:30	16:31-19:00	17:31-19:30
Fair	16:31-19:00	17:31-19:30	19:01-20:00	19:31-20:30
Poor	19:01-19:30	19:31-20:00	20:01-20:30	20:31-21:30
Very Poor	>19:31	>20:01	>20:31	>21:31



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CONCEPT II 2500 METER ROW TEST

Male

Age	39 and under	40 - 49	50 - 59	60 and above
Superior	< 9:15	< 9:35	< 10:00	< 10:45
Excellent	9:15- 9:49	9:35-10:19	10:00-10:44	10:45-11:30
Good	9:50-10:30	10:20-11:00	10:45-11:25	11:31-12:00
Fair	10:31-11:20	11:01-11:50	11:26-12:15	12:01-12:45
Poor	11:21-12:20	11:51-12:50	12:16-13:15	12:46-13:45
Very Poor	12:21+	12:51+	13:16+	13:46+

Female

Age	39 and under	40-49	50-59	60 and above
Superior	<10:55	<11:30	<11:45	<12:30
Excellent	10:55-11:19	11:30-11:49	11:46-12:24	12:30-13:09
Good	11:20-12:00	11:50-12:30	12:25-13:05	13:10-13:50
Fair	12:01-12:50	12:31-13:20	13:06-13:55	13:51-14:40
Poor	12:51-13:50	13:21-14:20	13:56-14:55	14:41-15:40
Very Poor	13: 51+	14:21+	14:56+	15:41+



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300 METER RUN TEST (SECS)

<u>Gender</u>	<u>Male</u>					<u>Female</u>			
<u>Age</u>	20-29	30-39	40-49	50-59	60 & above	20-29	30-39	40-49	50-59
<u>Superior</u>	<48.0	<49.0	<55.0	<61.0	<65.0	<56.0	<60.0	<66.0	<77.0
<u>Excellent</u>	48.0 to <51.0	49.0 to <52.0	55.0 to <60.0	61.0 to <68.0	65.0 to <76.0	56.0 to <59.7	60.0 to <66.5	66.0 to <72.0	77.0 to <83.0
<u>Good</u>	51.0 to <55.0	52.0 to <56.0	60.0 to <66.0	68.0 to <77.4	76.0 to <85.0	59.7 to <62.7	66.5 to <72.0	72.0 to <80.5	83.0 to <91.0
<u>Fair</u>	55.0 to <60.0	56.0 to <61.0	66.0 to <74.8	77.4 to <85.0	85.0 to <95.0	62.7 to <74.5	72.0 to <80.5	80.5 to <101.8	91.0 to <103.0
<u>Poor</u>	60.0 to <69.0	61.0 to <70.0	74.8 to <86.0	85.0 to <99.0	95.0 to <108.0	74.5 to <88.0	80.5 to <93.5	101.8 to <116.0	103.0 to <123.0
<u>Very Poor</u>	69.0 or >	70.0 or >	86.0 or >	99.0 or >	108 or >	88.0 or >	93.5 or >	116.0 or >	123.0 or >



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VERTICAL JUMP TEST (INCHES)

<u>Gender</u>	<u>Male</u>				<u>Female</u>			
	<u>Age</u> 20-29	30-39	40-49	50-59	20-29	30-39	40-49	50-59
<u>Superior</u>	>25.0	>24.0	>20.3	>19.5	>18.1	>16.0	>13.3	>10.1
<u>Excellent</u>	25.0 to >23.0	24.0 to >21.0	20.3 to >18.0	19.5 to >16.5	18.1 to >17.0	16.0 to >15.0	13.3 to >12.7	10.1 to >9.5
<u>Good</u>	23.0 to >21.0	21.0 to >20.0	18.0 to >16.5	16.5 to >14.5	17.0 to >15.5	15.0 to >13.0	12.7 to >11.1	9.5 to >7.9
<u>Fair</u>	21.0 to >19.0	20.0 to >18.5	16.5 to >15.0	14.5 to >13.5	15.5 to >13.9	13.0 to >12.0	11.1 to >9.0	7.9 to >5.8
<u>Poor</u>	19.0 to >17.0	18.5 to >16.0	15.0 to >13.0	13.5 to >11.0	13.9 to >12.0	12.0 to >10.2	9.0 to >7.1	5.8 to >3.9
<u>Very Poor</u>	17.0 or <	16.0 or <	13.0 or <	11.0 or <	12.0 or <	10.9 or <	7.1 or <	3.9 or <



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MUSCULAR TESTS

	<u>1 RM Bench Press (ratio)*</u>	<u>Sit Ups (number)**</u>	<u>Standard Push Ups (number)***</u>
<u>Superior</u>	>.97	>42	>38.0
<u>Excellent</u>	.97 to >.84	42 to >35	38.0 to >29.0
<u>Good</u>	.84 to >.74	35 to >31	29.0 to >22.0
<u>Fair</u>	.74 to >.66	31 to >25	22.0 to >16.0
<u>Poor</u>	.66 to >.58	25 to >20	16.0 to >11.0
<u>Very Poor</u>	.58 or <	20 or <	11.0 or <

*ratio-weight lifted to body weight

** number within one minute

*** women are permitted to perform "modified" push-ups



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HACC Fire Academy Physical Fitness Program (Required to attend once a final employment offer is given)

Description & Objective

Designed to focus on the health-related benefits of moderate to vigorous exercise. Development of flexibility and muscular strength and endurance of the major muscle groups and the joint actions involved in a variety of aerobic & cardiovascular conditioning activities. Flexibility, strength, and conditioning exercises for all major muscle groups are included. An emphasis is placed on cardiovascular health through a variety of activities. In addition, a strong emphasis is placed on the importance of the health benefits of cardiovascular conditioning and on the prevention of injury.

Learning Outcomes

- Identify and define the components of health related fitness and wellness
- Identify health risk factors and major health issues associated with physical inactivity
- Develop a plan of behavior change that improves health related fitness and enhances the components of wellness
- Define and apply the principles of fitness training by:
 - Determining appropriate frequency, intensity, time and type of activity
 - Determining and calculating a target heart rate and perceived rate of exertion
 - Demonstrating appropriate exercises for each major muscle group
 - Identifying contraindicated exercises and potential risks of injury
- Participate in a variety of health-related fitness activities at moderate to vigorous intensity
- Determine present level of fitness in all component of health-related fitness: flexibility, muscular strength, muscular endurance, cardiovascular-respiratory endurance, and body composition (BMI)



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HACC Fire Academy Physical Fitness Program (cont)

Assessments

- Meet the specific goals set forth for Aerobic Capacity/ Cardiovascular Endurance (each Cadet must complete the 1½ mile run in less than twelve (12) minutes)
- Meet the specific goals set forth for Upper Body Muscular Strength. (each cadet must complete 36 push-ups)
- Meet the specific goals set forth for Abdominal Muscular Strength. (each cadet must complete 60 crunches)
- Active participation in daily physical development sessions.
1.5 Mile Run Assessment

Run

This measures aerobic capacity or VO2 max (7,920 feet, 2,640 yards, 2,414 meters= 1.5 miles)

Beginning at the curved line on the track in front of North Hall, finishing upon the eighth time crossing the straight line in front of the Piccola Law Enforcement Center. Participants will be provided three to five minutes to warm up, and encouraged to hydrate. Upon the command "Go" participants will begin running the track counter clockwise. Participants may not be physically assisted by other runners or leave the running surface.

Successful completion is 12 minutes or less.

Full Body Push-Up Assessment

This measures muscular endurance of the upper body (anterior deltoid, pectoralis major, and triceps).

Participants should start in the up position. Hands should be placed slightly wider than the shoulders, with fingers facing forward, palms touching the ground/floor/mat. Knuckle or fingertip push-ups are not permitted.

A proctor should place their fist below the participant's chest. If the test is being proctored by a member of the opposite gender, a 3" sponge should be placed on the floor where the sternum would touch. The proctor will count the official push-ups.



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HACC Fire Academy Physical Fitness Program (cont)

Starting from the up position while keeping the back straight, (elbows extended) the participant lowers their body towards the floor until the chest touches the proctor's fist, or when the elbows are at a 90 degree angle. The participant then returns to the up position. This is one complete push-up.

There is no time limit, but resting may only be done in the up position. Both hands and feet (toes) must remain in contact with the floor at all times or the test is considered over. Participants may not arch their back during the test.

Successful completion is 36 complete push-ups.

Crunch Assessment

This test measures abdominal muscular endurance

Participants start by lying flat on a floor mat. Their knees should be bent at a 90 degree angle and soles of their feet flat to the surface of the mat. Arms should be lying on the mat to each side, fully extended so the tip of their fingers touch the edge of a designated line. Their palms must remain flat on the surface of the mat.

The participants feet should be held flat on the ground by the test proctor and they will count completed repetitions. For a repetition to count, the participants must curl their upper body until their fingertips slide 6 inches to a second designated line and then return down until their shoulder blades touch the mat. Resting is permitted but the test will be considered complete if the palms, buttocks, or soles of the feet leave the surface of the mat.

Successful completion is 60 repetitions.