



Davenport Firefighter Recruitment 2022 Informational Packet

Duties:

Responds to fire alarms and other emergency calls; administers emergency medical services to injured persons; removes persons from danger; operates hoses; raises and climbs ladders; performs salvage operations; develops specialized skills and instructs others in these skills; and performs related work as required.

Salary: \$58,500 per year (effective July 1, 2022), plus excellent benefit package

- Must be at least 21 years of age at time of list certification (October 12, 2022)
- High school diploma or GED
- United States Citizen at the time of the written examination
- Must obtain a National Registry EMT-B certificate within one (1) year of appointment to the Davenport Fire Department and maintain throughout duration of employment

Additional requirements:

- Pass an extensive background check
- Uncorrected vision of not less than 20-100 in each eye, corrected to 20-20 in each eye, normal color vision
- Normal hearing
- Ability to speak clearly and communicate well
- Ability to operate motor vehicles safely
- Tattoos are allowed, except on the head, neck, face and hands. A single ring tattoo (one per hand) is allowed. Tattoos must comply with the Department's Standard Operating Procedure.
- Bilingual applicants desired.
- Must be able to fulfill the requirements of the Recruit Academy (see information at the end of this document.).
- Must reside within 20 miles of the corporate limits of the City of Davenport within one (1) year of hire and maintain residency throughout duration of employment.

How to apply: Visit www.davenportiowa.com/careers/davenport to submit your online application. Once a completed application is on file, a study guide may be obtained by contacting Gina Lechvar, Management Analyst I, at (563) 888-3288 or gina.lechvar@davenportiowa.com. **The application deadline is 11:59PM CST on Thursday, June 2, 2022.**

IMPORTANT NOTE: All applicants who PASS THE CANDIDATE PHYSICAL ABILITY TEST (CPAT), THE WRITTEN TEST, AND THE ORAL INTERVIEW will be required to provide a copy of high school diploma or GED, a certified copy of your driving record to cover the last five years from all states in which you have held a driver's license and DD214 (Member 4 copy), if applicable.

Applicants with disabilities who require special accommodation in the application or testing process should notify the Human Resources Office prior to the application deadline.



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**City of Davenport Firefighter Recruitment 2022
Selection Process Timetable**

April 26, 2022	Application period opens and information packets available. Only online applications are accepted.
June 2, 2022	All applications must be completed online no later than 11:59 P.M. Late applications will not be accepted.
June 7, 2022 4PM-6PM June 8, 2022 4PM-6PM	CPAT Orientation: Applicants will have an opportunity to familiarize themselves with the CPAT process and equipment. This is only an opportunity to familiarize yourself with CPAT and participation is <u>not mandatory</u> .
July 8, 2022 8AM-8PM OR July 9, 2022 8AM-11AM	CPAT Live Practice: Applicants will have an opportunity to run through the CPAT course in an actual timed environment. If an applicant passes the CPAT on the Live Practice dates, those results will be carried over to the testing dates and the applicant will not have to retest for the CPAT portion. Applicants will receive an email the first week of December self-schedule a time.
August 12, 2022 4-6PM OR August 13, 2022 8-11AM	CPAT Physical Ability Test: Applicants will receive an email after application deadline to self-schedule a time. Those who have a passing CPAT score will be eligible to move on to the written exam phase of the testing process.
July 9, 2022 1PM OR August 13, 2022 1PM (Sign-ups are based on first come, first served.)	Written Exam: Must pass CPAT prior to taking written exam. Only 1 opportunity is given to take the written exam Study guides are available after you submit an application by contacting Gina Lechvar, Management Analyst at gina.lechvar@davenportiowa.com or (563) 888-3288.
September 12-16, 2022	Interviews: You must pass the written exam at 70% or above in order to move on to the interview phase of the testing process.
October 12, 2022	Civil Service Meeting: List Certification

**Note: All times and dates are subject to change due to inclement weather, scheduling, etc.
Please read carefully and keep for reference.**



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City of Davenport Firefighter Background Check Guidelines

An applicant's criminal record, including all arrests, prosecutions, deferred prosecutions, "Alford" pleas, and non-conviction information, will be thoroughly assessed and may be grounds for disqualification. Patterns of behavior will be assessed and may be grounds for disqualification. **Each applicant's background will be evaluated as a whole to determine if the applicant meets the high ethical standards expected of the Davenport Fire Department. Although the below reflects automatic disqualifications, it should be noted that this list is not meant to be all inclusive of every disqualification.**

FELONY CONVICTIONS: An individual who has been convicted of and/or received a deferred judgment for a felony will be disqualified.

MISDEMEANOR CONVICTIONS: An individual who has been convicted of and/or received deferred judgments for four (4) or more misdemeanors (non-traffic) within the 36 months prior to the date of application, and up to and including the day of appointment will be disqualified.

Individuals who have been convicted of a misdemeanor (non-traffic) while employed in law enforcement, firefighter or other sworn public safety position will be disqualified.

DOMESTIC VIOLENCE: Individuals who have been convicted of and/or received a deferred judgment for a misdemeanor involving domestic violence will be disqualified.

SEXUAL ASSAULT: Individuals who have been convicted of and/or received a deferred judgment for a misdemeanor involving sexual assault will be disqualified.

CHILD ABUSE: Individuals who have been convicted of and/or received a deferred judgment for a misdemeanor involving child abuse will be disqualified.

HARASSMENT: Individuals who have been convicted of and/or received a deferred judgment for a misdemeanor involving intimidation or harassment of a person or group, because of that person's or group's race, color, ancestry, religion, national origin, age, sexual orientation, or physical or mental disability will be disqualified.

OWI (OPERATING WHILE UNDER THE INFLUENCE OF ALCOHOL OR A DRUG): Individuals who have one or more convictions or deferred judgments for an OWI offense within the 60 months prior to the date of application, and up to and including the day of appointment will be disqualified. Individuals who have two or more convictions or deferred judgments for an OWI offense within 120 months prior to the date of application, and up to and including the day of appointment will be disqualified.

ILLEGAL DRUG ACTIVITY: Individuals who have illegally sold, delivered, distributed, or manufactured drugs will be disqualified.

SOFT DRUG USE: Individuals who have illegally used soft drugs at least one time within the 24 months prior to the date of application, and up to and including the day of appointment may be grounds for disqualification.

Examples: Illegal use of cough syrup with low dose Codeine, Ganja, Marijuana, Amytal, Anabolic Steroids, Codeine (low dose), Darvon, Deca, Ketamine, Librium, Phenobarbital, Rohypnol, Roofies, Seconal, Special K, Steroids, Talwin, Valium, Xanax. **This list is not meant to be all inclusive.**



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HARD DRUG USE: Individuals who have illegally used hard drugs at least one time within the 60 months prior to the date of application, and up to and including the day of appointment will be disqualified.

Examples: The illegal use of Adam, Angel Dust, Amphetamine, Black Tar, Blue Birds, Buttons, Cocaine, Codeine (high dose), Crack, Crystal, Demerol, Dilaudid, Ecstasy, GHB, Hallucinogens, Hash & Hash Oil, Heroin, Ice, LSD, Mescaline, Methadone, Meth-amphetamine, MDA, MDMA, Microdot, Morphine, Mushrooms, Opium, Percocet, Percodan, Peyote, PCP, PHP, Psilocybin, Quaalude, Red Birds, Ritalin, Smack, Speed, STP, TCP, Thai Sticks (soaked in hash oil), THC, XTC, Yellow Jackets. **This list is not meant to be all inclusive.**

In making the determination about an applicant's suitability for City of Davenport Firefighter employment, all relevant facts, including the frequency of use, will be evaluated.

Individuals who have illegally used **soft or hard drugs** while employed in a law enforcement, firefighter or other sworn public safety position will be disqualified from the testing process.

THEFT OFFENSES: The following theft offenses will result in automatic disqualification. Any pattern of theft offenses as an adult, within the last five (5) years, which cumulatively exceeds \$200.00. Any theft offense as an adult within the last five (5) years, which singularly exceeds \$200.00. (This standard includes the theft of cable TV services, if the theft occurred within the last two (2) years. **Other theft offenses will be evaluated on a case by case basis for determining disqualification.**

MILITARY HISTORY: All discharge from any of the Armed Forces of the United States classified other than Honorable will be thoroughly investigated and may result in disqualification (if applicable).

THE ABILITY TO PERFORM THE ESSENTIAL JOB FUNCTIONS: Applicants must be capable of performing the essential job functions of an entry-level firefighter with or without reasonable accommodation. All phases of the examination are designed to measure an applicant's ability to perform the essential functions of the job.

EMPLOYMENT HISTORY: An applicant's employment history, including terminations, or leaving an employer in lieu of termination, will be thoroughly assessed and may be grounds for disqualification.

SOLICITATION OF PREFERENTIAL TREATMENT: Solicitation or attempted solicitation (lobbying) in connection with any application or testing for original appointment, or for placement on an eligibility register, or for certification for appointment to a position in the classified service, may be grounds for disqualification. This includes intervention on behalf of any applicant, outside of references and information provided in the background investigation process, by the respective department or any of its members, by a member of City Council, by any City official or City employee, and by a Commissioner or employee of the Commission. Personal references and letters of recommendation are considered during the background investigation only. An applicant may provide, as part of the background investigation process, letters of reference and the names, contact information, and nature of relationship for references he or she believes should be contacted during the background investigation.

GOOD DRIVING RECORD: Applicants must possess a valid driver's license and meet the requirements outlined in the Driving Record Standards section below.

GANG AFFILIATION: Individuals with an affiliation or association with gang members or known criminals or if the candidate is identified as being affiliated with any organization that is involved in criminal activity or any activities which would be a threat to overthrow the Government will be disqualified.



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**City of Davenport, Iowa
Driving Record Standards**

A. QUALIFYING FACTORS

1. Applicant has a valid driver's license or CDL, if required for position.

B. DISQUALIFYING FACTORS

Conviction(s) as listed below are disqualifying factors such as to remove the applicant from further consideration for any position that requires a valid driver's license/CDL. Any applicant who is currently in the process of satisfying his/her deferred judgment requirements for any of the listed disqualifiers below will be disqualified. All disqualifications will be from the date of the violation. **Each applicant's background will be evaluated as a whole to determine if the applicant meets the standards expected of the City of Davenport. Although the information included below reflects automatic disqualifications, it should be noted that this list is not meant to be all-inclusive of every disqualification.**

<u>Type of Violation</u>	<u>In last 3 years</u>	<u>In last 5 years</u>	<u>In last 10 years</u>
1. Person convicted of three or more moving violations within a twelve month period or five or more moving violations within a twenty-four month period	X		
2. Person was suspended for unlawful or fraudulent use of driver's license	X		
3. Person convicted of driving under suspension, denial or revocation imposed for any reason		X	
4. Person has been convicted of reckless driving, drag racing or speeding 25 miles per hour or more over the speed limit, or eluding or attempting to elude a police officer		X	
5. Person convicted of driving while barred		X	
6. Person convicted of operating while intoxicated, driving while under the influence of		X	2 or more convictions
7. Person convicted of failing to stop and leave information or to render aid required by Iowa Code 321.261 and 321.263 a. Injury or serious injury (serious and aggravated misdemeanor) b. Death (class "D" felony)		X (a)	X (b)
8. Hit and Run (Failure to Give Information with no injury)		X	
9. Person convicted of felony under motor vehicle laws or any felony offense in which a motor vehicle was used in the commission of the crime or person convicted of causing serious injury using a motor vehicle in violation of Iowa Code 707.6A or a person convicted of homicide or manslaughter resulting from the operation of a motor vehicle			X



HIRING: Scores from the interview process will be used for final scoring purposes. From these scores, the city will compose a list of up to 40 candidates in order of their scores. The list of up to 40 candidates will be certified by the Civil Service Commission. This list will be active for two years, or until all candidates have been contacted and offered a position.

Positions are filled when current employees resign, retire or leave employment. Hires made from the list are not in order of test scores, but at the discretion of the hiring authority. If the list is exhausted within two years, a second list MAY BE certified of the next 10 candidates in rank order.

PHYSICALS: A physical examination is required for those offered a position. This exam will include a drug screen test, vision and color vision screening, as well as the general physical examination prescribed by the Municipal Fire and Police Retirement System of Iowa and the City of Davenport for the position of Firefighter.



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Firefighter Candidate Physical Ability Test

CPAT RECIPROCITY: The City will accept passing CPAT certifications issued **October 11, 2021 through the application deadline**, from the Eastern Iowa Consortium, as well as the Quad Cities Consortium. **CPAT certifications must be submitted at the time of application as an attachment.** Those without a valid CPAT certification as outlined above must take the City of Davenport's CPAT.

What is CPAT?

The Candidate Physical Ability Test was developed to test firefighter candidates on their ability to perform simulated tasks consistent with the duties of a firefighter. The test is designed to ensure that candidates possess the physical ability to complete critical tasks effectively and safely.

The CPAT consists of eight (8) separate events. Applicants must successfully complete the test in 10 minutes and 20 seconds or less. The test is a pass/fail event.

During the test, candidates wear a 50-pound vest to simulate the weight of self-contained breathing apparatus (SCBA) and firefighter protective clothing (turnouts). In addition, two 12.5-pound weights are placed on the candidate's shoulders during the stair climb event only to simulate carrying a high-rise pack (hose bundle).

The eight (8) events are administered in a sequence that best simulates their use in a fire scene while allowing an 85-foot walk between events. To ensure the highest level of safety and to prevent candidates from exhaustion, no running is allowed between events. This walk allows candidates approximately 20 seconds to recover and regroup before each event.

The Eight Events of CPAT

Stair Climb

Using a StepMill stair climbing machine, this event is designed to simulate the critical task of climbing stairs in full protective clothing and carrying a high-rise pack. The event challenges the candidate's aerobic capacity, lower body muscular endurance and ability to balance. During the stair climb, the candidate is required to wear two 12.5-pound weights on the shoulders to simulate the weight of a high-rise pack (hose bundle) in addition to the 50-pound vest.

After completing a 20-second warm-up on the StepMill, at a rate of 50 steps per minute, the proctor instructs the candidate to begin the timed portion. There is no break in time between the warm-up period and the actual timing of the test. For the timed test, the applicant is required to walk on the StepMill at a rate of 60 steps per minute for three minutes.

Hose Drag

The hose drag event is designed to simulate the critical tasks of dragging an uncharged hose line from the fire apparatus to the fire occupancy and pulling an uncharged hose line around obstacles while remaining stationary. This event challenges the applicant's aerobic capacity, lower body muscular strength and endurance, upper back muscular strength and endurance, grip strength, and endurance and anaerobic endurance.

For successful completion of the event, the applicant must grasp a nozzle attached to 200 feet of hose, place the hose line over the shoulder and drag the hose 75 feet to a pre-positioned drum. When the candidate reaches the drum, he or she makes a 90-degree turn and continues an additional 25 feet. After stopping in the marked box, the candidate drops to at least one knee and proceeds to pull the hose until the 50-foot mark crosses the finish line.



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Equipment Carry

This event is designed to simulate the critical task of removing power tools from the fire apparatus, carrying them to the emergency scene and returning them to the apparatus. The equipment carry challenges the candidate's aerobic capacity, upper body muscular strength and endurance, lower body muscular endurance, grip endurance and balance.

During this event, the candidate removes two (2) saws from the tool cabinet one at a time and places them on the ground. The candidate proceeds to pick up both saws (one in each hand), carry them while walking 75 feet around a drum and returning to the starting point. The event concludes with the candidate placing the saws back on the ground, then returning them (one at a time) to the designated cabinet space.

Ladder Raise and Extension

This event uses two, 24-foot ground ladders and is designed to simulate the critical tasks of placing a ground ladder at a fire structure and extending the ladder to the roof or window. The ladder raise and extension challenges the candidate's aerobic capacity, upper body muscular strength, lower body muscular strength, balance, grip strength and anaerobic endurance.

For successful completion of this event, the candidate must first walk to the top rung of the 24-foot extension ladder (while it is still on the ground), then lift the unhinged end and walk it up until it is stationary against the wall. This must be done in a hand-over-hand method, and it is not permissible to use the rails to raise the ladder. The candidate then proceeds to the pre-positioned and secured 24-foot ladder, stands with both feet within the marked box and extends the fly section hand-over-hand until it hits the top. The candidate then lowers the fly section (again hand-over-hand) to the starting position, which concludes this event.

Forcible Entry

This event uses a 10-pound sledgehammer and a mechanized device that measures cumulative force. The event is designed to simulate the critical tasks of using force to open a locked door or breach a wall. This event challenges the candidate's aerobic capacity, upper body muscular strength and endurance, lower body muscular strength and endurance, balance, grip strength and endurance, and anaerobic endurance.

The candidate must use the sledgehammer to strike a measuring device in the target area until a buzzer activates. The candidate's feet must remain outside the toe-box at all times.

Search

This event simulates the critical task of searching for a fire victim with limited visibility in an unpredictable area. The search event challenges the candidate's aerobic capacity, upper body muscular strength and endurance, ability, balance, anaerobic endurance and kinesthetic awareness.

To successfully complete this event, the candidate must crawl on his/her hands and knees through a tunnel maze that is approximately three feet high, four feet wide and 64 feet long, with two 90-degree turns. Throughout the maze the candidate will navigate around, over and under obstacles. In two locations the candidate will crawl through a space where the dimensions of the tunnel have been reduced.



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Rescue

This event is designed to simulate the critical task of removing a victim or injured partner from a fire scene. The rescue event challenges the candidate's aerobic capacity, upper and lower body muscular strength and endurance, grip strength and endurance, and anaerobic endurance.

The candidate must grasp a 165-pound mannequin by the handle(s) on the shoulder(s) of the harness (either one or both handles are permitted), drag it 35 feet to a pre-positioned drum, make a 180-degree turn around the drum and continue to drag it the remaining 35 feet to the finish line.

Ceiling Breach and Pull

This event simulates the critical task of breaching and pulling down a ceiling to check for fire extension, using a mechanized device that measures overhead push and pull forces and a pike pole. The pike pole, a long pole with a hook and point attached to one end, is a commonly used piece of equipment by firefighters. This event challenges the candidate's aerobic capacity, upper and lower body muscular strength and endurance, grip strength and endurance, and anaerobic endurance.

During the ceiling breach and pull, the candidate first removes a pike pole from the bracket, stands within an established boundary and places the tip of the pole on the painted area of a hinged door in the ceiling. Next, the candidate fully pushes up the door with the pike pole three (3) times, then hooks the pike pole to the ceiling device and pulls the pole down five (5) times. The candidate must complete four sets, each set consisting of three pushes and five pulls.

THIS CONCLUDES THE CPAT EXAM

PLEASE NOTE that this information is a general summary of the test events. It does not include the full description of each event, nor does it include failure points.



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Recruit Academy Information

General:

The Davenport Fire Department Recruit Academy prepares recruit firefighters for a long, safe, and successful career in the fire service. The Recruit Academy follows the NFPA 1001 Standards for entry level firefighter and the Davenport Fire Department guidelines for knowledge and skills. Upon completion of the Recruit Academy, recruits will be ready to test for the Iowa State Firefighter 1, Firefighter 2, and Hazardous Materials Operations certification.

The Academy generally runs for 6 to 8 weeks in duration and operates Monday through Friday from 06:45 to 17:00 hours. The schedule may vary depending upon academy needs and education opportunities. Recruits will attend classroom sessions that will include lectures and practical application. Recruits will also participate in hands-on training that includes, but is not limited to, hose lays, search and rescue, ladders, extrication, self-contained breathing apparatus (SCBA), power tools, high rise operations, RIT, hazardous materials, and live fire training. Recruits will also participate in daily cardiovascular and strength training.

Conduct:

The fire service is a paramilitary organization that uses the chain of command for the transfer of information and instruction. This paramilitary structure and organization will be used during the Recruit Academy and is done so with your safety and the safety of others in mind. Recruits will be expected to follow the chain of command, obey orders, follow instructions, and treat everyone with respect. Additional specific guidelines will be given to Recruits at the start of the Academy.

Academics:

Recruits will be tested on NFPA 1001 standards, Davenport Fire Department guidelines, and City of Davenport Administrative Policies. Recruits are required to maintain a passing grade on all written exams, quizzes and assignments. Failure to achieve a passing score on three exams over the duration of the academy will result in termination.

Physical Fitness:

The Academy is both mentally and physically demanding. Physical fitness is one of the most important aspects of a firefighter's job. Firefighters must be able to perform strenuous job activities while wearing SCBA for extended duration under the most adverse working conditions.

Successful recruits must be prepared to perform skills in full turnout gear in temperatures that may range for -0° F to 120° F or higher during live fire evolutions. In order to be prepared for the physical fitness requirements recruits must report for duty in top physical condition.



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Daily physical training will be a part of the Academy. Recruits must pass several benchmark exams by the end of the Academy to successfully complete the program. Three (3) attempts will be allowed to pass each benchmark. Failure to successfully complete the benchmarks within three (3) attempts will result in termination. The fitness benchmarks are as follows:

- Push-ups – set number in 1 minute according to age and gender (per Department fitness program standards)
- Sit-ups - set number in 1 minute according to age and gender (per Department fitness program standards)
- Sit and reach - according to age and gender (per Department fitness program standards)
- Bench press – 80% of body weight one time
- Leg lifts – 25 times to a 45° angle with feet 6" off ground
- 1.5 mile run in 13 minutes and 30 seconds
- 50 yard swim (no time limit)
- Tread water – 5 minutes
- Aerial ladder climb – ascend 100' fully extended ladder, reach top and descend



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