



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 must be submitted to the State of Connecticut Firefighter Testing Consortium. To apply visit iosolutions.com and find the job application for the Connecticut Firefighter Consortium Testing.

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.

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

Written Examination: Applicants who meet minimum requirements must apply through the State of Connecticut Firefighter Testing Consortium to take the written examination.

Oral Examination: Applicants passing the written examination must attend the oral interview administered by the State of Connecticut Firefighter Testing Consortium.

Veteran 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. A Form DD214 will be required to verify the right to receive veteran points. Failure to submit appropriate verification in the allotted timeframe to be determined by the City will result in forfeiture of veteran points.

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 Human Resources 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 Human Resources 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: When a vacancy occurs, the Board of Fire Commissioners will receive from the Human Resources Department a listing of eight (8) names. The listing will consist of the top 5 highest ranked candidates, plus the next three (3) highest ranked candidates who are domiciled in the City of Bristol. If there is more than one vacancy, the Board will be presented with one name for each additional vacancy from each category (one name from the rank category and one name from the domicile category). If there are less than the requisite numbers of names on the eligibility list, then the list of those who are eligible shall be presented to the Board.

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.

Residency: Consideration will be given to those applicants domiciled in the City of Bristol as of the closing date for applications who have maintained residency throughout the testing process. The applicant bears the burden of proof of residency, which will be confirmed by the Human Resources Department. Failure to submit appropriate verification of residency as determined by the Human Resources Department, or failure to maintain residency throughout the testing process, will result in the forfeiture of consideration.

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 Human Resources Department at (860) 584-6175.