	UNIFIED FIRE AUTHORITY **ORGANIZATIONAL POLICY MANUAL**	
	Affiliation: Administration Policies	
	Title: **Firefighter Physical Agility Test (FPAT)** Number: **100 – 185**	
	Approved: 5/21/2026	By: Fire Chief Dominic Burchett
	Last Reviewed:	By:

REFERENCES:
UFA Policy and Procedure – Sick Leave
UFA Policy and Procedure – Administrative Leave With and Without Pay
UFA Policy and Procedure – Fitness for Duty Evaluations and Return to Work After Illness or Injury

LEADERS INTENT:
To keep and maintain a baseline, minimum fitness standard as well as encourage and support overall health and wellness.

POLICY:
The FPAT is a physical agility test performed by UFA firefighters and prospective firefighters.

Full participation is mandatory for all firefighters. Firefighters who do not satisfactorily pass or decline to participate in the FPAT will have failed to maintain an essential job qualification and may be subject to reassignment or separation from employment with UFA.

PROCEDURE:

1.0 Test Administration

1.1 The FPAT will be administered consistent with the FPAT standard operating guide approved by UFA's Command Staff and validated through extensive trial and testing (See Appendix A). The lead controller of the FPAT administration (i.e., a Battalion Chief, the Operations Chief, the lead Captain at Fire Training, or designee) will administer the FPAT, ensuring that each firefighter is given information about the FPAT and is able to have any questions answered prior to the administration of the test.

1.2 The FPAT components will be administered while the firefighter is in full turnouts and wearing an SCBA. Firefighters must walk (one foot in contact with the ground at all times) between tasks, follow the designated path between tasks, and go around the designated cones. If the firefighter fails to follow the designated path or fails to travel around cones as indicated, the Lead Controller will re-instruct the firefighter and require them to properly complete the course (e.g., going back to the line or circling cones as designated).

Beginning with event #3, the firefighter will be required to be on air. A fire hood is not required. Utility gloves are allowed as an option in events #1 and #2, fire gloves are required from event #3 moving forward. The FPAT will be administered in the following order:

1.2.1 **Event #1 – Walk and Hose Drag:** Firefighters will be required to start at a designated location and walk around a cone to the far end of the hose line, pick up the 100-foot uncharged 2-1/2-inch hose line, place it over their preferred shoulder and drag it 100 feet in one direction. The firefighter will then place it on the ground, walk to the other end, pick up the hose line, and drag it 100 feet in the opposite direction. The coupling that goes over the shoulder must not drag on the ground. The hose must be shouldered within five feet of the coupling.

1.2.2 **Event #2 – Hydrant Connection:** Firefighters will be required to unscrew and remove two 2-1/2-inch caps from the sides of the hydrant, screw the two hydrant gates onto the hydrant, hook up two 50-foot 2-1/2-inch hose lengths to the hydrant, and open the hydrant 10 complete turns with the hydrant wrench. Firefighters will then close the hydrant 10 complete turns with the wrench, remove the hoses and gates, and place the caps back onto the hydrant.

1.2.2.1 Following the Hydrant Connection and before starting Event #3 – Room Search, firefighters will don their facemask and go on air. The remainder of the physical standard will be completed while on air and in fire gloves.

1.2.3 **Event #3 – Room Search:** Firefighters will crawl on their hands and knees, performing a right-hand search carrying a tool; a hux-bar (similar to a crowbar); a Halligan Bar; or a sledgehammer. The facemask will not be blacked out during the room search component.

1.2.4 **Event #4 – Sled Drag:** Firefighters will stand behind the starting line and utilizing the drag strap, drag the 183-pound weighted sled (sled plus one 45-pound plate and one 35-pound plate) 30 feet each way for a total of 60 feet, ensuring the sled passes the cones at the other end. Once past the initial 30-foot section, the firefighter will drop the drag strap and move to the other side of the sled and utilizing the drag strap drag the sled back past the starting line.

1.2.5 **Event #5 – Stair Climb with Hose Bundle:** Firefighters will place a 50-foot, three-inch hose bundle over their preferred shoulder, climb up two stories (4 flights), turn and walk back down the stairs. They should use the handrails, step on every step, and not run.

1.2.6 **Event #6 – Ladder Raise:** Firefighters will be required to bend at the knees to lower themselves down to reach the top rung of the 24-foot extension ladder and lift the ladder using their leg strength (not their back). Firefighters should lift the ladder using hand under hand motions to full upright position, then immediately lower the ladder to the ground using hand-over-hand motions, until the ladder is back on the ground. Firefighters missing a rung must start over.

1.2.7 **Event #7 – Ceiling Breach & Pull:** Firefighters will be required to remove the 6-foot pike pole from the bracket, stand within the boundary established by the equipment frame, and place the end of the pole in the painted area of the hinged door in the ceiling. The firefighter will fully push up the 60-pound hinged door in the ceiling with the pike pole three times.

The firefighter will then hook the pike pole to the 80-pound ceiling device and pull the pole down five times, making full contact with the stopper of the ceiling device. Each set consists of three pushes and five pulls. The firefighter repeats the set four times. At any time, the firefighter is permitted to readjust the grip.

1.2.7.1 If the firefighter does not successfully complete a repetition, the proctor calls out "MISS" and the candidate must push or pull the apparatus again to complete the repetition.

1.2.8 The event and total test time ends when the firefighter completes the final pull stroke repetition as indicated by the proctor who calls out "TIME."

1.2.9 The firefighter's time will be recorded by the lead controller of the FPAT administration.

2.0 Phase-in and Compliance Requirement:

2.1 UFA will schedule the FPAT to take place, at a minimum, during two designated periods each year in the spring and fall. The spring testing period will run from February 15 through May 31. The fall testing period will run from August 15 through November 30. UFA may also schedule, at its discretion, additional times during which the FPAT will be available for employees.

2.2 Each firefighter will test annually during the spring testing time established by UFA. If employees are scheduled for vacation, are on leave, or on sick leave during the scheduled testing event, they will coordinate with their immediate supervisor and Battalion/Division Chief to schedule a date/time prior to the end of the testing period to go through the FPAT process.

2.3 Beginning January 1, 2025, all personnel designated as firefighters will be required to participate in the FPAT. Because the FPAT is designed to verify a suppression firefighter's ability to satisfactorily perform the minimum essential job functions, successful completion of the FPAT is required. Satisfactory performance means a firefighter's annual completion of the FPAT is at or under the time established by UFA as the "Passing Cut-Off" time of ten minutes and thirty seconds (10:30).

2.4 During this "phase-one" period, employees will take the FPAT to assess whether their fitness level and skills meet the requirements for passing the test. This phase-one period will last until December 31, 2025. All firefighters will participate in the FPAT at least once during this phase-one period. During this time, employees may take the FPAT as many times as they personally deem necessary when it is offered in order to assess their abilities during this phase-in period. Firefighters may access resources identified in Appendix E.

2.5 Beginning January 1, 2026, all personnel designated as firefighters will be required to participate in the spring FPAT.

2.6 During 2026 (phase-two), a firefighter that fails to make the FPAT cut-off of 10:30 will be given access to UFA resources as identified in Appendix E. A firefighter who failed to make the cut-off time in the spring testing session will be required to take the FPAT during the fall testing session to gauge improvement.

2.7 Beginning January 1, 2027 (phase-three), all firefighters must take the spring session FPAT each year.

2.7.1 If the firefighter completes the FPAT under the cut-off of 10:30, the employee will have "Passed" the FPAT and will need to take no further action for the calendar year.

2.7.2 If a firefighter completes the FPAT in a time between 10:31 and 11:00, the test result will be "Needs Improvement." The firefighter will be required to meet with their immediate supervisor in consultation with their Battalion/Division Chief or Division Manager to create a corrective action plan using available resources. Such plans must include monthly check-ins. The employee will be required to take the FPAT again at the next designated testing session but may request to take it again at any time the test is available if they wish to make another attempt at meeting the passing cut-off time.

2.7.3 If a firefighter completes the FPAT in over 11:00, the test result will be deemed a "Fail." The firefighter will be allowed a re-test at an agreed-upon time within eight weeks. If a firefighter is unsuccessful in completing the FPAT in 11:00 or under on this second attempt, the following will occur:

2.7.3.1 The firefighter will be reassigned to a day staff assignment, or EMS only assignment, as directed by Human Resources and the Operations Chief. This reassignment will last for a maximum of 90 days.

2.7.3.2 During the time in this alternate assignment, the firefighter will be required to participate in programs outlined in Appendix E as part of their regular workday.

2.7.3.3 Following this 90-day -alternate duty assignment, the firefighter will again attempt the FPAT. If the firefighter fails to complete the FPAT in 11:00 or under, the firefighter will be deemed as having failed to maintain an essential job qualification and may be placed on Administrative Leave Without Pay pursuant to UFA Policy and Procedure – *Administrative Leave With and Without Pay* (900-260), Section 2.3. Failure to maintain an essential job qualification for being a firefighter may result in separation of employment from UFA or, if available, reassignment to a non-firefighter position within the UFA for which the employee is qualified.

3.0 Medically Exempt Firefighters

If a firefighter is determined to be medically unfit to perform the FPAT, the firefighter will be placed on sick leave and be subject to the requirements of UFA Policy and Procedure – Sick Leave (900-230) and UFA Policy and Procedure – Fitness for Duty Evaluations and Return to Work After Illness or Injury (900-380).

4.0 Candidate Testing

4.1 After June 1, 2024, the FPAT will supersede any physical agility test that an individual seeking employment with UFA will be required to successfully complete prior to an offer of employment. The cut-off time for successful completion by a potential candidate will be 13:00 and candidates will not be in turn-out pants or on SCBA air for this screening process.

5.0 Probationary Firefighter Testing

5.1 To graduate from recruit camp or lateral orientation, a recruit/lateral must complete the FPAT within the 10:30 passing cut-off time using the same testing conditions as a current firefighter employee.

5.2 Prior to the end of the twelve (12) month merit probation period, the employee must successfully complete the FPAT within the 10:30 passing time. Employees who do not complete the FPAT may have their probation period extended, as referenced in 1.5 of policy 900-140 Merit Probation (New hire).

Replaces policy dated: July 2, 2024

APPENDIX A:

FPAT Administration:

Preparation:
Prior to administration of the FPAT, firefighters should be informed about the evaluation including the tasks they are being asked to perform, the order of the tasks, and safety precautions so they know what to expect at the time of testing. As appropriate and allowed prior to and between the FPAT evaluations, firefighters likely will find practicing individual tasks and/or the entire course helpful. No specific techniques are required for each task as long as the technique being used does not compromise safety. Individuals should practice tasks to determine the safest and most comfortable way to complete the task to account for their individual differences.

Venue:
The FPAT was designed to be completed at the outdoor UFA training ground.

Weather and Environmental Factors:
Environmental factors can impact the safety of firefighters during the administration and completion of the FPAT. FPAT assessment should not take place when any of the following conditions exist:

1. The air temperature is below 32°F
2. The heat index (temperature and humidity) is greater than 95°F
3. Sustained wind is greater than 35 mph

In the event of precipitation or snow, the lead controller will determine if the surface is clear and safe.

Test Props:
Prior to evaluation administration, all test props should be inspected to ensure they are in serviceable condition. If props fail during the completion of the FPAT, the member will be allowed to re-test regardless of their time remaining and/or the task where the malfunction occurred.

Pre-FPAT Medical: All firefighters will complete a pre-FPAT medical screening form (Appendix C), which will be facilitated by the lead controller. If there is any noted chest pain, firefighters will be evaluated for emergent transport to the Emergency Department. If there is a notation of an injury that prohibits the ability to participate in the FPAT or if the firefighter's blood pressure is >200 mmHg Systolic or >110 mmHg Diastolic, that firefighter will be referred to their primary care physician, to our occupational medicine doctors, or sent home on sick leave as per requirements of UFA Policy and Procedure – Sick Leave (900-230) and UFA Policy and Procedure – Fitness for Duty Evaluations and Return to Work After Illness or Injury (900-380).

Task Instructions:
Preparation: Donning of PPE.
Personnel will don a complete set of PPE including turnout pants and coat, boots, helmet, gloves, and SCBA (face piece will be required starting at Event 3 and for the remainder of the test). Use of a hood is not required. Donning of PPE should occur at a location adjacent to the starting line. Firefighters should secure his/her face piece, which may also be placed at the start of Event 3 or carried by the proctor. Firefighters should indicate verbally that they are ready to begin the course.

Task Administration:

Proctors will escort and evaluate the member throughout the course administration.

The Lead Controller or designee is responsible for timing each member with the stopwatch and his/her stopwatch will be considered the official time. The second stopwatch will be used in case of mechanical failure with the first stopwatch. The stopwatch will be started when the Lead Proctor declares “Start” after the member has donned their PPE and has moved from the starting line. The stopwatches are stopped when the Lead Proctor declares “TIME” at the completion of the last task.

Next, personnel should be instructed to move to a designated rehabilitation area to re-hydrate and be monitored.

Test Equipment Requirements:

Tests in Order	**Equipment Description**
Hose Drag	100 ft unrolled 2 ½-inch hose line
Hydrant Connection	Hydrant prop with two 2 ½-inch caps, two gates, two 50 ft 2 ½-inch hose lengths, and a hydrant wrench
Room Search	Tool (hux-bar, Halligan Bar, or sledgehammer)
Sled Drag	183-lb weighted sled with drag straps attached to both sides (sled will have one 45-pound plate and 1 35-pound plate)
Stair Climb with Hose Bundle	One 50-foot, three-inch hose bundle, properly taped/secured
Ladder Raise	24-ft aluminum extension ladder
Ceiling Breach and Pull	Ceiling Breach & Pull machine, 6-ft pike pole

APPENDIX B: FPAT Score Sheets

Optional Unified Fire Authority FPAT Score Sheet #1

Participant Name:	**Date:**		
Weather Conditions	Temp:	Winds: ☐ Less than 35 MPH ☐ Greater than 35 MPH (no go)	
Conditions (e.g., sunny, overcast):		**Time:**	**Self-Elimination**
EVENT 1: Hose Drag			
Notes:			
EVENT 2: Hydrant Connection			
Notes:			
****NOTE: Participant goes on air****			
EVENT 3: Room Search			
Notes:			
EVENT 4: Sled Drag			
Notes:			
EVENT 5: Stair Climb with hose bundle			
Notes:			
EVENT 6: Ladder Raise			
Notes:			
EVENT 7: Ceiling Breach & Pull			
Notes:			
Total Test Completion Time:			

Unified Fire Authority FPAT Score Sheet #2

Lead Controller Name:		Date: Shift:		
Weather Conditions	Temp:	Winds: ☐ Less than 35 MPH ☐ Greater than 35 MPH (no go)		
Conditions (e.g., sunny, overcast):			**Completion Time:**	**Self-Elimination (Event ended on)**
Participant Name:		Age:		
Participant Name:		Age:		
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APPENDIX C: Pre-FPAT Medical Screening Form:

Lead Controller Name:	Date: Shift:

Participant Name:			
Tympanic Temp:	Age:	Blood Pressure:	Pulse:
Any injuries that would prevent you participating in the FPAT? (circle one)		Yes	No
Are you currently experiencing chest pain? (circle one)		Yes	No

Participant Name:			
Tympanic Temp:	Age:	Blood Pressure:	Pulse:
Any injuries that would prevent you participating in the FPAT? (circle one)		Yes	No
Are you currently experiencing chest pain? (circle one)		Yes	No

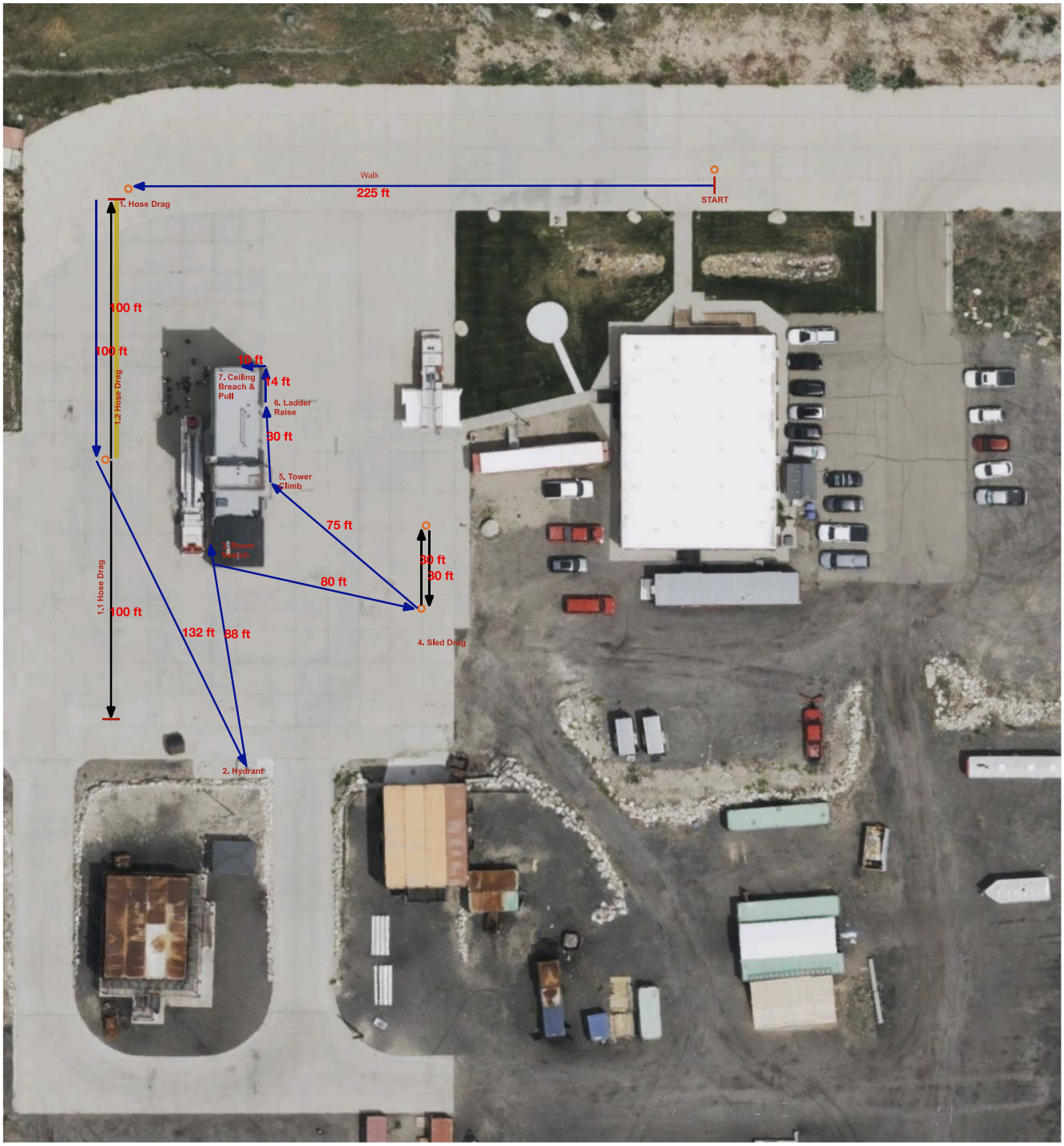
Participant Name:			
Tympanic Temp:	Age:	Blood Pressure:	Pulse:
Any injuries that would prevent you participating in the FPAT? (circle one)		Yes	No
Are you currently experiencing chest pain? (circle one)		Yes	No

Participant Name:			
Tympanic Temp:	Age:	Blood Pressure:	Pulse:
Any injuries that would prevent you participating in the FPAT? (circle one)		Yes	No
Are you currently experiencing chest pain? (circle one)		Yes	No

Participant Name:			
Tympanic Temp:	Age:	Blood Pressure:	Pulse:
Any injuries that would prevent you participating in the FPAT? (circle one)		Yes	No
Are you currently experiencing chest pain? (circle one)		Yes	No

Participant Name:			
Tympanic Temp:	Age:	Blood Pressure:	Pulse:
Any injuries that would prevent you participating in the FPAT? (circle one)		Yes	No
Are you currently experiencing chest pain? (circle one)		Yes	No

APPENDIX D: Test Course Layout


Walk
225 ft
START
1. Hose Drag
100 ft
100 ft
1.2 Hose Drag
10 ft
7. Ceiling Breach & Pull
14 ft
6. Ladder Raise
30 ft
5. Tower Climb
75 ft
3. Room Search
80 ft
30 ft
30 ft
4. Sled Drag
1.1 Hose Drag
100 ft
132 ft
88 ft
2. Hydrant

APPENDIX E: Available Resources based upon funding and through approval by Safety Officer and/or Assistant Chief over Admin and Planning

Internal Resources

- Peer Fitness assistance (fitness program development)
- Aerobic Fitness – maximal (VO_2max)

External Resources (through a contract provider)

- Aerobic Fitness – submsz (YMCA cycle test
- Aerobic Fitness – maximal (VO_2max)
- Lactate Threshold
- Body Composition Analysis (i.e. Bod Pod, Dexascan, etc.)
- A1c Only

Nutrition Resources (through a contract provider)

- Nutrition Consultation

Wellness Coaching Resources (through a contract provider)

- Wellness Coach Consultation

Personal Training Resources (through a contract provider)

- Fitness Program Development