

Cpat manual



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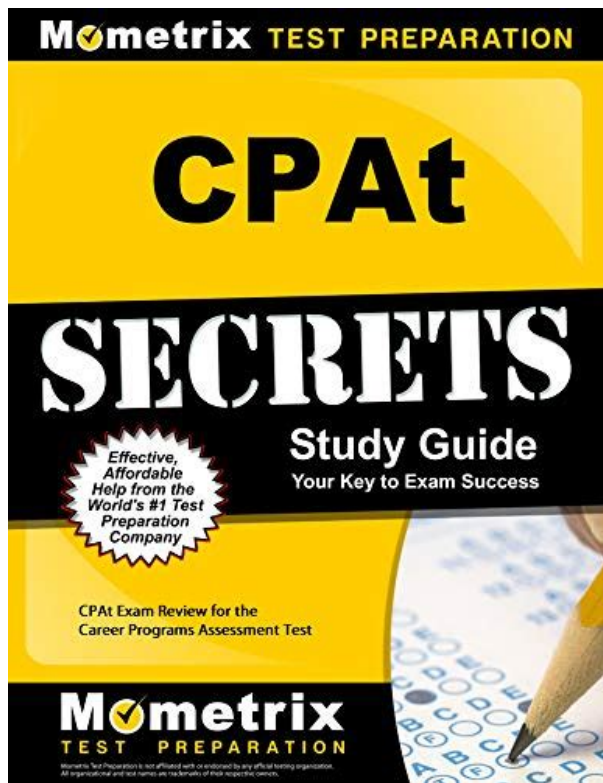
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Book Descriptions:

Cpat manual



The Task Force then discovered that municipalities were hiring people who would not be physically capable of a successful career in the fire service. The Task Force, therefore, unanimously agreed to develop a physical ability test for preemployment testing of candidates. The Task Force has developed and validated the Candidate Physical Ability Test CPAT, resulting in a consistent test for hiring of candidate fire fighters. The Task Force has dedicated itself to developing a holistic, positive rehabilitating and educational approach to wellness and fitness programs in the fire service. One of the three major initiatives was the Candidate Physical Ability Test CPAT Program. Since its release in 1999, over 900 jurisdictions have successfully implemented this valuable program. CPAT Manual Download the CPAT Manual Licensing In our ongoing effort to ensure that the CPAT is being used properly and only as intended, we have a formal licensing policy that specifies the way in which this program can legally be used. This procedure was instituted by the Task Force to protect the integrity of the CPAT Program and the interests of the members of the IAFF and the IAFC by ensuring that the program is implemented properly and as intended. Any use of the CPAT without a license or any misuse of the CPAT program is a violation of the IAFF copyright on this program. Licensing Background On June 5, 2006, the IAFF notified all CPAT licensees of the U.S. Equal Employment Opportunity Commission's EEOC conciliation agreement with the IAFF which required specific changes in the administration of the CPAT Program. The EEOC agreed that it will not file a lawsuit during the term of this agreement based upon a claim that the CPAT has a discriminatory impact on female candidates against any fire department that utilizes the CPAT in conformity with these changes. Pursuant to this agreement, the Task Force revised the CPAT Program manual to incorporate the conciliation agreement in its entirety. <http://gites-les-bardots.com/userfiles/flexicom-24cx-user-manual.xml>

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Further, the Task Force has now unanimously agreed that as a condition of obtaining and maintaining a CPAT license these revisions must be fully incorporated by the CPAT license holder. On July 19, 2006, the IAFF notified all CPAT licensees of the release of our secure webbased application, CPAT Administration. CPAT Administration was developed to provide a tool for all CPAT licensees that support all aspects of administering the CPAT program. As part of the EEOC conciliation agreement, the IAFF agreed to collect and provide aggregate and redacted data to the EEOC to allow it to assess the effectiveness of the modifications in addressing the impact of the CPAT on female candidates. The Task Force has now unanimously agreed that as a condition of obtaining and maintaining a CPAT license, the CPAT Administration shall be used by the licensee as the sole means for collecting and providing data as well as for the administration of the CPAT. The IAFF, the IAFC and the Task Force have now developed and adopted a new policy on CPAT Limited Licenses. Any department utilizing a limited licensee to administer and conduct their CPAT testing program MUST also have a license. As the full license holder, the department will be responsible for the entire program, including the portion conducted by the limited licensed organization that is assisting with the CPAT. The new edition incorporates the above information as well as provides new videos and tools for a successful CPAT program. Under the current policy, authorization to use the CPAT under a full license will only be granted to fire departments and other employers that will be fully administering the CPAT Program and hiring fire fighter employees. Limiting the granting of licenses to only those entities that actually administer the program has enabled us to better ensure that the CPAT is only being administered in strict compliance with the licensing agreement. <http://3rdavenue.my/upload/editor/flexicom-24hx-manual.xml>



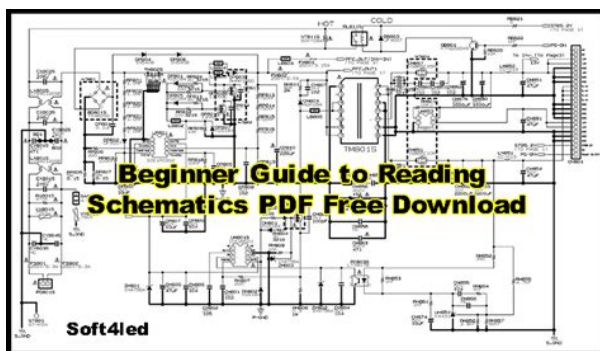
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Such Limited Licenses allow such third party testing organizations to use the CPAT for purposes of testing the physical capability of fire fighter candidates. However, this license is granted only upon the express conditions that the licensee may only administer the CPAT for a fire department that already possesses a complete and valid license from the IAFF. Limited licensees shall not administer the CPAT to any person without first obtaining a written agreement with the fire department to which the person is applying. The provisions of this agreement are outlined below. These Limited License organizations then operate under the license of the jurisdiction that is responsible for administering the overall CPAT Program. In addition, a fire department that uses another fire department's resources and facilities to test candidates must apply for a license of their own. The licensing policy ensures that the CPAT Program used by the licensee fully covers every aspect of the CPAT, including recruiting and mentoring programs, providing recruits with fitness guidance to help prepare them for the CPAT and setting up and administering the test. Current CPAT Licensees Full license are issued to fire departments. Please contact the department you are applying with for verification of their documentation policy. Charles IL 621 Full NIPSTA Geneva IL 666 Full NIPSTA West Dundee IL 672 Full NIPSTA Moline IL 1210 Full NIPSTA Peoria IL 1217 Full Rock Island IL 1218 Full Southwest United Fire Districts IL 031 Limited Central Illinois Fire Chief's Association IL 030 Limited Whitestown IN 1188 Full ESEC Muncie IN 1193 Full ESEC New Castle IN 1187 Full ESEC Columbia City IN 1156 Full Ft.

Wayne East Chicago IN 1148 Full Accepts certs from all licenses Purdue University FD IN 1090 Full ESEC Greenfield IN 1080 Full ESEC West Lafayette IN 939 Full ESEC Beech Grove IN 934 Full ESEC MultiAgency Academic Cooperation MAAC IN 48 Limited Washington Township IN 52 Full ESEC Indianapolis IN 5 Full ESEC Evansville IN 12 Full Lafayette IN 44 Full ESEC Vincennes University IN 46 Limited Richmond IN 49 Full ESEC Elkhart IN 53 Full Noblesville IN 63 Full ESEC Lawrence IN 76 Full ESEC South Bend IN 104 Full Portage IN 119 Full ESEC Avon IN 123 Full ESEC Wayne Township IN 227 Full ESEC Brownsburg Fire Territory IN 229 Full ESEC Decatur Township IN 296 Full ESEC Franklin Twp. IN 300 Full ESEC Pike Township IN 304 Full ESEC Fishers IN 305 Full ESEC Speedway IN 310 Full ESEC White River IN 327 Full ESEC Emergency

Services Education Center IN LL005 Limited ESEC Indianapolis Airport FD IN 434 Full ESEC Crawfordsville IN 439 Full ESEC Westfield IN 445 Full ESEC Plainfield IN 448 Full ESEC Terre Haute IN 452 Full ESEC Bloomington IN 455 Full ESEC Anderson IN 456 Full ESEC Marion IN 457 Full ESEC Franklin IN 458 Full ESEC Martinsville IN 465 Full ESEC Bargersville IN 486 Full ESEC Carmel IN 488 Full ESEC Cicero IN 490 Full ESEC Danville IN 493 Full ESEC Crown Point IN 496 Full ESEC Vincennes IN 498 Full ESEC Greencastle IN 511 Full ESEC Greenwood IN 512 Full ESEC Kokomo IN 513 Full ESEC Mooresville IN 514 Full ESEC Peru IN 515 Full ESEC Warsaw IN 518 Full ESEC Shelbyville IN 528 Full ESEC Perry Township IN 543 Full Mishawaka IN 567 Full Ft. Washington KY 1164 Full Kentucky Fire Commission Somerset KY 1152 Full Kentucky Fire Commission Pikeville KY 1149 Full Kentucky Fire Commission Shepherdsville KY 1150 Full Kentucky Fire Commission Fairdale KY 1143 Full Kentucky Fire Commission Highview KY 1136 Full Kentucky Fire Commission Fern Creek KY 1137 Full Kentucky Fire Commission McMahan KY 1138 Full Kentucky Fire Commission Daviess Co.



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KY 1139 Full Kentucky Fire Commission Pleasure Ridge Park KY 1140 Full Kentucky Fire Commission Okolona KY 1141 Full Kentucky Fire Commission Worthington KY 1142 Full Kentucky Fire Commission Danville KY 1132 Full Kentucky Fire Commission Lyndon KY 1134 Full Kentucky Fire Commission Middlesboro KY 1135 Full Kentucky Fire Commission Leitchfield KY 1129 Full Kentucky Fire Commission Louisville KY 1128 Full Kentucky Fire Commission Lexington KY 1110 Full Kentucky Fire Commission Shelbyville KY 1123 Full Kentucky Fire Commission Scott County KY 1124 Full Kentucky Fire Commission Southern Campbell KY 1125 Full Kentucky Fire Commission Berea KY 1119 Full Kentucky Fire Commission Radcliff KY 1112 Full Kentucky Fire Commission Nicholasville KY 1111 Full Kentucky Fire Commission Frankfort KY 1107 Full Kentucky Fire Commission Clark County KY 1079 Full Kentucky Fire Commission Central Campbell KY 1062 Full Kentucky Fire Commission Bellevue Dayton KY 1058 Full Kentucky Fire Commission Elizabethtown KY 1056 Full Kentucky Fire Commission Wilder KY 1035 Full Kentucky Fire Commission Elsmere KY 1026 Full Kentucky Fire Commission Alexandria KY 1014 Full Kentucky Fire Commission Covington KY 1013 Full Kentucky Fire Commission Newport KY 992 Full Kentucky Fire Commission Fort Thomas KY 993 Full Kentucky Fire Commission Burlington KY 994 Full Kentucky Fire Commission Murray KY 958 Full Kentucky Fire Commission Florence KY 957 Full Kentucky Fire Commission Hebron KY 954 Full Kentucky Fire Commission Jeffersontown KY 952 Full Kentucky Fire Commission Kentucky Fire Commission KY LL007 Limited Owensboro KY 34 Full Kentucky Fire Commission Bowling Green KY 129 Full Kentucky Fire Commission Henderson KY 358 Full Kentucky Fire Commission Winchester KY 613 Full Kentucky Fire Commission Paducah KY 670 Full Kentucky Fire Commission South Oldham KY 1202 Full Kentucky Fire Commission Paris KY 1209 Full Kentucky Fire Commission Shreveport LA 127 Full Internal St.

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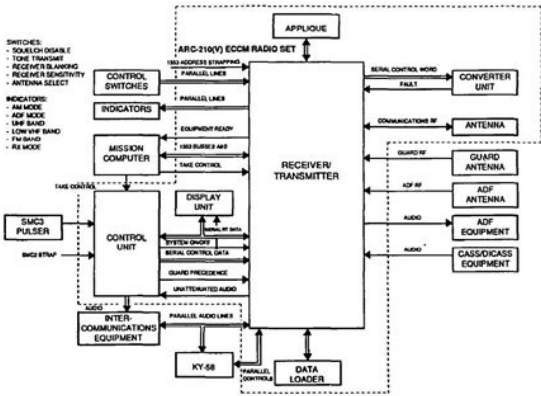
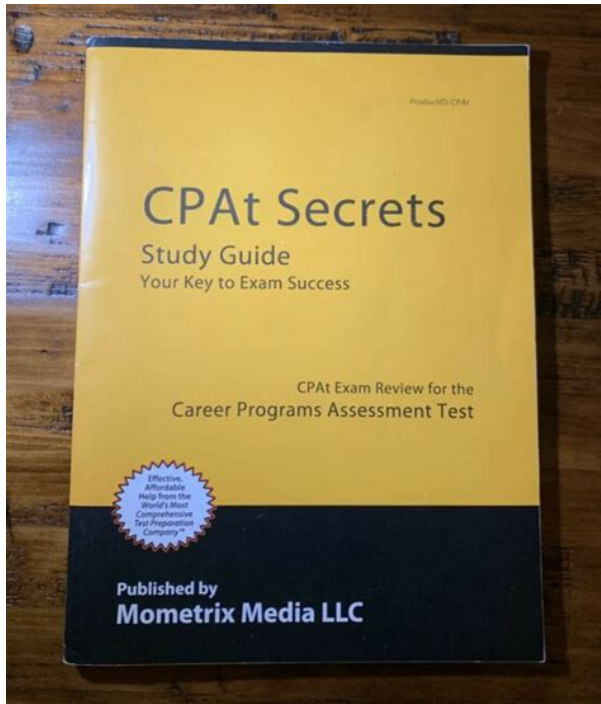


FIGURE 1. AN/ARC-210(V) System Block Diagram.

Tammany Parrish Mandeville LA 574 Full Internal St. Louis County Fire Academy Glendale MO 1220 Full Hattiesburg MS 661 Full Mississippi State Fire Academy Fulton MS 998 Full Mississippi State Fire Academy Verona MS 988 Full Mississippi State Fire Academy Diamondhead MS 797 Full Mississippi State Fire Academy Philadelphia MS 798 Full Mississippi State Fire Academy Pontotoc MS 799 Full Mississippi State Fire Academy New Albany MS 725 Full Mississippi State Fire Academy Thorn MS 720 Full Mississippi State Fire Academy Bassfield MS 668 Full Mississippi State Fire Academy Columbus MS 33 Full Mississippi State Fire Academy Horn Lake MS 67 Full Mississippi State Fire Academy Greenville MS 120 Full Mississippi State Fire Academy Biloxi MS 138 Full Mississippi State Fire Academy Mississippi State Fire Academy MS LL014 Limited Corinth MS 216 Full Mississippi State Fire Academy Jackson MS 285 Full Madison MS 326 Full Mississippi State Fire Academy Waveland MS 346 Full Mississippi State Fire Academy Ellisville MS 352 Full Mississippi State Fire Academy Olive Branch MS 353 Full Mississippi State Fire Academy Pascagoula MS 354 Full Mississippi State Fire Academy Water Valley MS 359 Full Mississippi State Fire Academy Lucedale MS 366 Full Mississippi State Fire Academy Ocean Springs MS 377 Full Mississippi State Fire Academy Louisville MS 378 Full Mississippi State Fire Academy Harrison CO. MS 385 Full Mississippi State Fire Academy West Point MS 388 Full Mississippi State Fire Academy Attala CO. MS 389 Full Mississippi State Fire Academy Batesville MS 390 Full Mississippi State Fire Academy Lamar CO.

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MS 391 Full Mississippi State Fire Academy McComb MS 395 Full Mississippi State Fire Academy Richland MS 396 Full Mississippi State Fire Academy Booneville MS 401 Full Mississippi State Fire Academy D'Iberville MS 402 Full Mississippi State Fire Academy Hernando MS 403 Full Mississippi State Fire Academy Yazoo City MS 404 Full Mississippi State Fire Academy Picayune MS 405 Full Mississippi State Fire Academy Sunflower Co. MS 406 Full Mississippi State Fire Academy Belzoni MS 409 Full Mississippi State Fire Academy Forest MS 410 Full Mississippi State Fire Academy Jackson Co. MS 411 Full Mississippi State Fire Academy Lowndes County MS 414 Full Mississippi State Fire Academy Newton MS 415 Full Mississippi State Fire Academy Southhaven MS 416 Full Mississippi State Fire Academy Oxford MS 417 Full Mississippi State Fire Academy Lafayette Co. MS 418 Full Mississippi State Fire Academy Carthage MS 424 Full Mississippi State Fire Academy Forrest Co. MS 425 Full Mississippi State Fire Academy Rankin Co. MS 426 Full Mississippi State Fire Academy Indianola MS 427 Full Mississippi State Fire Academy Walls MS 428 Full Mississippi State Fire Academy Claiborne Co. MS 436 Full Mississippi State Fire Academy Monticello MS 447 Full Mississippi State Fire Academy Collins MS 450 Full Mississippi State Fire Academy Okolona MS 471 Full Mississippi State Fire Academy Senatobia MS 475 Full Mississippi State Fire Academy Winona MS 476 Full Mississippi State Fire Academy North Tunica Co. MS 546 Full Mississippi State Fire Academy Neshoba Co.

MS 547 Full Mississippi State Fire Academy Magee MS 562 Full Mississippi State Fire Academy Laurel MS 570 Full Mississippi State Fire Academy Pearl MS 623 Full Mississippi State Fire Academy Reservoir MS 625 Full Mississippi State Fire Academy Petal MS 626 Full Mississippi State Fire Academy Pass Christian MS 627 Full Mississippi State Fire Academy Ridgeland MS 629 Full Mississippi State Fire Academy Tupelo MS 628 Full Mississippi State Fire Academy Canton MS 630 Full Mississippi State Fire Academy Clinton MS 631 Full Mississippi State Fire Academy Greenwood MS 632 Full Mississippi State Fire Academy Gautier MS 633 Full Mississippi State Fire Academy Vicksburg MS 634 Full Mississippi State Fire Academy Brandon MS 635 Full Mississippi State Fire Academy Moss Point MS 636 Full Mississippi State Fire Academy Brookhaven MS 637 Full Mississippi State Fire Academy Gulf Park Estates MS 638 Full Mississippi State Fire Academy Aberdeen MS 639 Full Mississippi State Fire Academy Grenada MS 640 Full Mississippi State Fire Academy Amory MS 641 Full Mississippi State Fire Academy Columbia MS 642 Full Mississippi State Fire Academy Leake County Rural MS 643 Full Mississippi State Fire Academy Prentiss MS 644 Full Mississippi State Fire Academy Wiggins MS 645 Full Mississippi State Fire Academy

Hazelurst MS 646 Full Mississippi State Fire Academy Waynesboro MS 648 Full Mississippi State Fire Academy Holly Springs MS 649 Full Mississippi State Fire Academy Clarksdale MS 650 Full Mississippi State Fire Academy Gulfport MS 651 Full Mississippi State Fire Academy Central Lamar MS 652 Full Mississippi State Fire Academy Leland MS 653 Full Mississippi State Fire Academy Bay St.

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OK 70 Full EOC Technology Center Kingfisher OK 75 Full EOC Technology Center Shawnee OK 92 Full EOC Technology Center Guthrie OK 94 Full EOC Technology Center El Reno OK 95 Full EOC Technology Center Betheny OK 155 Full EOC Technology Center Chickasha OK 158 Full EOC Technology Center Will Rogers World Airport Fire Dept. OK 273 Full EOC Technology Center Midwest City OK 274 Full EOC Technology Center EOC Technology Center OK LL004 Limited Del City OK 281 Full EOC Technology Center Nichols Hills OK 289 Full EOC Technology Center Stillwater OK 332 Full EOC Technology Center Newcastle OK 480 Full EOC Technology Center Noble OK 481 Full EOC Technology Center Mustang OK 482 Full EOC Technology Center Wewoka OK 483 Full EOC Technology Center Norman OK 575 Full EOC Technology Center Cushing OK 602 Full EOC Technology Center Chandler OK 615 Full EOC Technology Center Ponca City OK 78 Full EOC Technology Center Firefighter Services of Ontario ON LL002 Limited St. VA 295 Full Roanoke Fire EMS VA 328 Full Salem VA 530 Full Lynchburg VA 551 Full Vermont Fire Academy VT LL024 Limited Springfield VT 924 Full St. Johnsbury VT 917 Full Hartford VT 897 Full Burlington VT 885 Full Brattleboro VT 887 Full Hartford VT 889 Full Williston VT 890 Full South Burlington VT 891 Full South Bay Fire District WA 1070 Full Public Safety Testing, Inc. Yakima WA 1093 Full Public Safety Testing, Inc. Eatonville WA 1082 Full Public Safety Testing, Inc. College Northshore WI 999 Full Milwaukee County WI 983 Full Two Rivers WI 976 Full Oshkosh WI 977 Full De Pere WI 970 Full Grand Chute WI 935 Full Greendale WI 936 Full Ashland WI 911 Full Chippewa Falls WI 913 Full Onalaska WI 915 Full Fox Valley Technical College WI LL020 Limited South Milwaukee WI 884 Full St.

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Francis WI 882 Full Greenfield WI 875 Full Sheboygan WI 740 Full West Bend WI 73 Full Janesville WI 79 Full Chippewa WI 96 Full Lacrosse WI 99 Full Menomonie WI 108 Full Appleton WI 114 Full Eau Claire WI 116 Full Beloit WI 136 Full Chippewa Valley Technical College WI LL019 Limited West Allis WI 236 Full Rhinelander WI 311 Full Marshfield WI 313 Full Stevens Point WI 314 Full Wauwatosa WI 375 Full New Berlin WI 376 Full Franklin WI 379 Full Mukwonago WI 380 Full Kenosha WI 381 Full Brookfield WI 382 Full Waukesha WI 387 Full Mt. Pleasant WI 394 Full Sussex WI 407 Full Big Bend WI 449 Full Delafield WI 472 Full Green Bay WI 484 Full Racine WI 497 Full Fond Du Lac WI 510 Full Superior WI 534 Full Antigo WI 568 Full Manitowoc WI 614 Full Milwaukee WI 620 Full North Central Technical College WI LL034 Limited Charleston WV 101 Full Wheeling WV 273 Full Huntington WV 256 Full South Charleston WV 294 Full Beckley WV 360 Full Nitro WV 433 Full St. Albans WV 595 Full Laramie WY 997 Full Cheyenne WY 211 Full Terms and Conditions of Limited CPAT License A Limited CPAT License is granted to allow the use the CPAT for purposes of testing the physical capability of fire fighter candidates. The limited license is granted only upon the express conditions that the licensee may only administer the CPAT for a fire department that already possesses a complete and valid license from the IAFF. Any attempt by the licensee to use the CPAT for testing incumbents is inconsistent with the scope of this license, and is therefore prohibited. The licensee is only authorized to make use of the CPAT in accordance with the terms and conditions of the CPAT manual and the CPAT Limited Licensee Policy. Limited licensees shall not administer the CPAT to any person without first obtaining a written agreement with the fire department to which the person is applying.

Such agreement will contain the following provisions the fire department will certify that it has a valid CPAT license, and that it agrees to recognize and accept proof of completion of the CPAT from the limited licensee; the fire department will certify that it will utilize the CPAT only in the context of an overall implementation of the CPAT program that complies with its CPAT license; the limited licensee shall have the capability and agree to assist the fire department in meeting the terms of such compliance, including the pretest orientation and mentoring requirements; the limited licensee shall have the capability and staff to validate the CPAT for jurisdictions through a transportability study, assist the fire department in obtaining CPAT licensure, provide consistent CPAT testing administration and legally defend their validation and CPAT administration; the limited licensee shall have the capability and agree to provide candidates continuously available practice tests and orientations. It shall further provide the CPAT licensed fire department with assistance in establishing candidate mentoring programs; the limited licensee must have purchased all CPAT equipment and verify that such equipment and props conform to all specifications in the CPAT manual and that it has the ability to administer the CPAT in conformity with the specifications of CPAT; where fees are charged by the limited licensee, a pricing model must be established that allows flexibility to have applicants or fire departments cover the cost. The limited licensee shall have a mechanism in place to assure that any individual who demonstrates a financial hardship will be provided the CPAT at reduced or no charge; and if the limited licensee is providing CPAT certifications for a candidate's use in applying for employment in multiple fire departments, it must notify the IAFF of the CPAT licensed fire departments for which such certification is provided.

Further, the testing organization must provide an electronic system where CPAT licensed fire departments that accept such certifications can verify applicant's results and the date when such results are no longer valid. As a condition of receiving a limited license, an applicant must agree that it will only administer the CPAT in accordance with the IAFF's licensing requirements, which include full compliance with the EEOC conciliation agreement and utilization of the CPAT Administration. To ensure compliance with this policy, the IAFF will conduct onsite reviews and audits of the facilities holding a limited license, and the limited licensee must agree to fully cooperate with such efforts. The onsite review and audit will include, but are not necessarily limited to, the following verification of written agreements with fire departments; verification of test administration procedures; verification of proctors; facility inspection in accordance with the CPAT requirements on size, environmental conditions floor composition, etc.; equipment inspection to ensure all equipment and props meet the CPAT specifications; verification that course layout is in accordance with the CPAT specifications; and verification that the CPAT Administration is being properly used and data reported. Limited licenses will continue to be nontransferable, nonexclusive and revocable at will for any reason. Terms and Conditions of Full CPAT License The CPAT license is granted only upon the express conditions that the licensee must use the CPAT in whole and only for the purpose of candidate testing. This includes, but is not necessarily limited to, recruiting, mentoring, preparatory programs, orientation programs, and proper program administration including using specified equipment, test parameters, qualified proctors and test personnel.

Any attempt by the licensee to use only a portion of the CPAT or to use the CPAT for testing incumbents is inconsistent with the scope of this license, and is therefore prohibited. The licensee is only authorized to make use of the CPAT in accordance with the terms and conditions of the CPAT manual. Full CPAT Licenses will only be issued to fire departments for the purposes of candidate preparation and physical ability testing of career fire fighters. CPAT Copyright The IAFF has copyrighted the CPAT in order to prevent unauthorized use of this program. The IAFF owns the exclusive right to reproduce copies of the CPAT; to prepare derivative works from the CPAT; to distribute the CPAT to the public; and to publicly display this work. The copyright on the CPAT is registered with the United States Copyright Office. Because of this registration, the IAFF may invoke certain remedies in a lawsuit for copyright infringement. These remedies include actual damages,

injunction, any profits realized by the infringer, and statutory damages, including attorneys' fees and litigation costs. The IAFF's copyright on the CPAT is also afforded complete protection in Canada pursuant to the Universal Copyright Convention. The IAFF reserves all rights under Canadian and international law for copyright infringement for any illegal use, distribution, copying and creation of derivative works that are not allowed by this license. Under Canadian laws the IAFF may invoke certain remedies in a lawsuit for copyright infringement. These remedies include actual damages, injunction, any profits realized by the infringer, and punitive damages. Any use of the CPAT is only allowed within the terms and conditions spelled out in a licensing agreement, which must be strictly adhered to by all licensees. This agreement states that the licensee may only use the CPAT in its entirety, and it explicitly prohibits use of the CPAT to test incumbent members of a fire department.

This copyright protection does extend to any derivative physical ability test that is "substantially similar" to the CPAT test. Further, the IAFF does NOT grant a license for the creation of derivative works, or works that are based on whole or in part on the CPAT. This includes works that are written as well as oral. Specific, written permission is necessary from the IAFF in order to create derivative works. While the IAFF may permit the reproduction and reprinting of the CPAT upon request, this does not authorize the licensee to reprint or reproduce, in whole or in part, the CPAT. Specific, written permission is necessary from the IAFF in order to reprint or reproduce the CPAT. The IAFF reserves all rights and remedies for copyright infringement for any illegal use, distribution, copying or creation of derivative works that are not covered by this license. The IAFF is entitled to, and will, institute legal action against any infringement of its exclusive rights or its licensing agreement. The remedies for copyright infringement include obtaining an injunction to prevent further infringement and to ensure the destruction of unauthorized copies. They also include the recovery of any damages suffered by the IAFF and the Task Force; recovery of the profits of the infringer; and the recovery of attorneys' fees and costs of the litigation. This license is subject to termination at the election of the IAFF by written notice. This license cannot be transferred or sublicensed to any third parties without permission from the IAFF. The IAFF owns the copyright and other related rights to the work entitled "Candidate Physical Ability Test" "CPAT". The IAFF, the IAFC and the ten jurisdictions and local unions of the Task Force own the proprietary rights to the CPAT.

Report Violations of CPAT License Agreement In the ongoing effort to ensure that the CPAT is being used properly and only as intended, the IAFF enacted a reporting and investigation program that can be used to identify deficiencies in CPAT implementation. Reportable problems could include, but are not limited to, jurisdictions using the CPAT as an employment requirement without proper licensure, jurisdictions altering CPAT events in a manner inconsistent with the CPAT manual, or jurisdictions using the CPAT for the purpose of testing incumbent fire fighters. The name of anyone reporting a violation will remain strictly confidential. [Click here to report a CPAT violation.](#) License Application Notice JavaScript is required for this content. Development Developing the CPAT The Task Force directed the Technical Committee to develop a performance test for the ten jurisdictions that measures the critical skills of fire fighter candidates. Committee members reviewed six of the ten jurisdictions job analysis and job task surveys. They also reviewed each of the ten jurisdiction's current candidate performance tests and job descriptions. Additionally, a complete equipment and demographics survey was also completed by the ten jurisdictions. The equipment survey provided types and weights of all fire fighter protective clothing, protective equipment, fire department equipment and fire department tools. It also assessed the average weight of fire fighters in each jurisdiction as well as the average weight of emergency room and hospital admitted patients. Demographic profiles of each jurisdiction were also developed. Using the data collected, the Committee then derived a list of 31 tasks to investigate. They developed survey questions directly related to these 31 tasks. The critical and physical task skills that all fire fighters should possess were validated through questionnaires by 1,000 fire fighters from the ten departments.

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