

## **MCFRS Incumbent Performance Evaluation**

The Incumbent Performance Evaluation (IPE) is a self evaluation of an individual's ability to physically perform essential functions required in the occupation of fire fighting. The Montgomery County Fire and Rescue Service has developed an individual performance evaluation that protects the safety of the fire fighter and provides for the appropriate delivery of fire suppression and rescue services.

This IPE pilot program has been developed in conjunction with IAFF Local 1664 and Montgomery County Fire and Rescue management. The IPE program has been developed to initially provide individuals an opportunity to participate in a self evaluation of their abilities to physically perform essential functions in the occupation of fire fighting and to gather data associated with these essential functions.

The IPE consists of 8 events designed to provide a self-evaluation of the incumbent's physical ability as a fire fighter to operate effectively on an incident scene.

### **IPE EVENTS:**

1. personal protective equipment
2. ladder carry, raise, extension event
3. forcible entry event
4. high rise pack event
5. hand line advancement event
6. victim rescue event
7. pike pole event
8. equipment event

There is a recovery period after completion of each event.

This is a confidential singular event for each member that is participating in the IPE Pilot Program. Each person will be greeted, staged and provided detailed instructions of each event prior to beginning their participation in the IPE. The participant's safety will be monitored at all times and a proctor will always be with the individual prior to starting the events, during the completion of the events and after the event while the person is in rehab.

**Please view the MCFRS IPE video located on the dcquiklinks page under the Wellness-Fitness Section link PRIOR to participating in the MCFRS IPE Program!**