

Compare **FPSI's** Physical Ability Test (PAT) to the IAFC/IAFF Candidate-Physical Ability Test (C-PAT) . . .

Take **ONE**
LOOK and the
CHOICE is
CLEAR!!!



TEST CHARACTERISTICS	C-PAT	FPSI
Work sample test	✓	✗
Content validity	✓	✗
Testing is virtually self-administered	✓	✗
Criterion validity		✗
Can be used for new hires and incumbents		✗
All test equipment is used on-the-job		✗
Initial validation study included over 40 fire departments		✗
All test events customized to your department		✗
In use for over 15 years running without a court challenge ¹		✗
Cutoff based upon <i>YOUR</i> firefighters' time		✗
No need to purchase test equipment		✗
Little or no test equipment maintenance needed		✗
No problems with back ordering of equipment		✗
Cost effective for large and small departments		✗

¹ Has been in use since 1996 across the U.S.



Fire & Police Selection, Inc. knows you have a challenging task: Find the best entry-level and promotional firefighting candidates AND find them in a fair and legal fashion. We can help. **FPSI's** testing products and services have been used and praised by the firefighting community throughout the United States and Canada for over 30 years. With a series of written tests, physical ability tests, interview packages, and consulting services, **FPSI** is your single source for the selection process. **FPSI** can also organize and lead your agency through a consortium process with other agencies, so you can enjoy greater benefits at reduced costs. **FPSI** stands by all of its products—ready to assist any client whose selection procedures are challenged.

DEVELOPED BY **Fire & Police Selection, Inc.**
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