



Start a career with the LAFD that offers competitive compensation, unparalleled health benefits, and significant opportunities for advancement and specialization to expand our vision for a modern and diverse Fire Department that better reflects and serves your community.

ANNUAL SALARY: \$78,070 to \$113,983

REQUIREMENTS

- 1 At least 18 years of age at the time of application, and
- 2 Graduation from a U.S. high school or equivalent, G.E.D. or equivalent from a U.S. institution, or a California High School Proficiency Examination (CHSPE) certificate is required, and
- 3 Achievement of a passing score on the FIREFIGHTER CANDIDATE ASSESSMENT (FCA) in order to be considered in the next phase of the selection process.

CPAT, CA EMT/NREMT, CALIFORNIA DRIVER'S LICENSE, AND FULL VACCINATION AND BOOSTER SHOT AGAINST COVID-19 OR AN APPROVED EXEMPTION WILL BE REQUIRED AS PART OF THE HIRING PROCESS. See the "Selection Process" section for more information and visit: www.JoinLAFD.org. As a condition of continued employment, a valid EMT certificate must be maintained after appointment.

SELECTION PROCESS

In accordance with Civil Service Rule 4.2, all applicants who apply may not be tested in this examination. To meet anticipated hiring needs, stratified random sampling of qualified applicants who passed the FCA will be invited to participate in the interview. Stratified random sampling may occur periodically and as needed, based on the City's hiring needs. Applications submitted during the filing period will be kept on file and will automatically be included for consideration during the stratified random sampling process under this job bulletin.

For candidates seeking initial City employment, in accordance with Los Angeles City Ordinance 187134, information regarding COVID-19 vaccination requirements as conditions of employment may be found at: <https://bit.ly/1871lacityordinance>



INTERVIEW

This is a behavior-based review of a candidate's personal history and is weighted 100% in the examination. It is designed to evaluate initiative in learning, practical orientation, role adaptability, service orientation, oral communication skills, job motivation, teamwork, and respect for diversity. The minimum passing score is 70. This score will determine a candidate's rank on the eligible list, which is valid for one year from the date of the interview. Candidates will be notified by email of the specific date, time, and location of the interview. **Candidates who apply early may be invited to an interview before the application filing period closes.**



PRE-BACKGROUND APPOINTMENT & CAP BASELINE FITNESS ASSESSMENT

Based on a candidate's ranking on the eligible list and the hiring needs of the Fire Department, candidates with the highest scores will be selected for a pre-background appointment and Candidate Advancement Program (CAP) fitness assessment. Afterwards, those candidates selected to move forward in the process will receive a conditional job offer (CJO) from the Fire Department and be required to schedule their Fingerprint appointment and complete an additional background questionnaire form within 7 days. Please be aware that any additional background information that may be received throughout the remainder of the selection process, and during training and probationary periods could result in this conditional offer of employment being withdrawn or in termination if you have already been hired.

FIREFIGHTER

STEP 1

HOW & WHEN TO APPLY

APPLY ONLINE AT

<https://bit.ly/firefighterapp2023>

Search for the FIREFIGHTER job bulletin and select the **APPLY** icon at the top of the page.

APPLICATIONS ARE ACCEPTED FROM

MAY 2, 2023 - SEPTEMBER 18, 2023

STEP 2

HOW & WHEN TO TEST

FCA INFORMATION AND REGISTRATION IS AVAILABLE AT

<https://tara.vitapowered.com/LAFD/FCA>

FCA registration is open from

MAY 2, 2023 - SEPTEMBER 18, 2023

FCA test appointments are open from

MAY 2, 2023 - OCTOBER 16, 2023

If you previously achieved a passing score on the FCA in 2016, 2018, 2020, or 2022, you must submit a new City application, but you do NOT need to retake the FCA.

Testing availability is on a first-come, first-serve basis. Seats are limited and may fill up in advance. It is highly encouraged that you **schedule your FCA test appointment as soon as possible.**

IMPORTANT DEADLINES

- Application Deadline: SEPTEMBER 18, 2023**
- FCA Registration closes: SEPTEMBER 18, 2023**
- FCA Testing closes: OCTOBER 16, 2023**

APPLY



REGISTER FOR FCA





BACKGROUND INVESTIGATION

Candidates who possess a **valid EMT certification and CPAT** will then be considered for a **field investigation**. Candidates are evaluated on interpersonal skills, sensitivity, and respect for others; decision-making and judgment; maturity and discipline; honesty, integrity, and personal ethics; setting and achieving goals; and a records check. Candidates must be free of felony convictions and be of good moral character as determined by a thorough background investigation.



REVIEW OF QUALIFICATIONS

After the field investigation is conducted, a review of qualifications by representatives from the Fire Department will be completed, which may include a department interview. Those candidates who are free of felony convictions and possess the strongest qualifications and good moral character as determined by a thorough background investigation will be scheduled for the medical and psychological evaluation.



MEDICAL EXAMINATION / DRUG & ALCOHOL SCREENING

A City Physician evaluates the candidate's medical fitness (vision, hearing, cardiovascular, respiratory, etc.) to perform the full range of Firefighter duties, with no conditions which would affect the candidate's ability to safely perform those duties. Firefighters are required to refrain from all use of tobacco and marijuana (including smoking, chewing, and vaping) throughout the selection process and their employment with the Los Angeles Fire Department. A drug (including, but not limited to, marijuana) and alcohol screening test may be required at any time prior to appointment because Firefighter has been designated as a safety sensitive class.



PSYCH EVALUATION

A City Psychologist evaluates the candidate's psychological fitness (which includes written tests and possibly an interview) to safely perform the full range of Firefighter duties.



SELECTIVE CERTIFICATION

In accordance with Charter Section 1010 (b) and Civil Service Rule 5.31, selective certification may be used for some positions that require special skills and/or training. Only persons possessing one or more of the following at the time of filing may be considered for appointment to fill such positions.

1. Ability to speak and/or write a language other than English.
2. Possession of a valid National Registered Paramedic (NREMT-P) certification issued by the National Registry of Emergency Medical Technicians.
3. Possession of a valid State of California Paramedic License issued by the Emergency Medical Services Authority.

If you possess one or more of these special skills and/or training, indicate them in the appropriate box(es) on the application.

As a covered entity under the Fair Employment and Housing Act and Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and, upon request, will provide reasonable accommodations to ensure equal access to its programs, services, and activities. To request a disability accommodation, please complete the Disability Accommodation Form within 14 calendar days of the submittal of the City application online. The Disability Accommodation Form can be obtained at: <https://bit.ly/lacityDisabilityAccom>

FOR ADDITIONAL JOB INFORMATION VISIT: WWW.JOINLAFD.ORG

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