

FIREFIGHTER SELECTION PROCESS

Application **May 2, 2023**

Step 1: Minimum Requirements

- Be at least 18 years of age at the time of application. (No max age limit)
- 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
- Achievement of a passing score on the Firefighter Candidate Assessment (FCA) is required in order to be considered in the next phase of the selection process. If you have taken and passed the FCA you do not need to retake the FCA, but you will be required to complete a new City application. Information on how to register to take the FCA is available at: <https://tara.vitapowered.com/LAFD/FCA> and at joinLAFD.org
- Valid California Driver's License is required at the time of appointment.
- The Firefighter job qualification, with additional information, is posted at <https://bit.ly/lafdqualify>.

Step 2: Online City Application

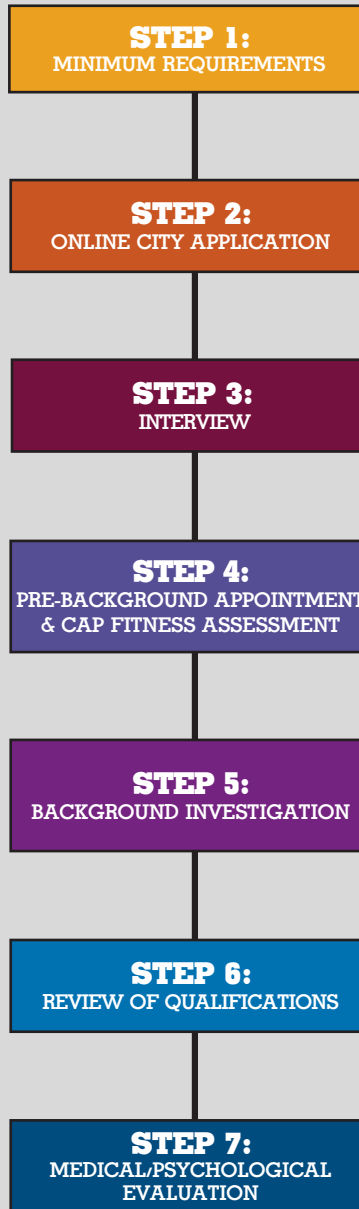
Applications will be accepted online beginning May 2, 2023. **CPAT AND EMT ARE NOT REQUIRED TO FILL OUT A CITY APPLICATION.** The Firefighter job bulletin, with additional information is posted at <https://bit.ly/firefighterapp2023>
FCA REMINDER: Registration for PSI's FCA will also begin on **May 2, 2023**. Information on how to register to take the FCA is available at: <https://tara.vitapowered.com/LAFD/FCA>

Step 3: Interview

The Interview is a behavior-based review of a candidate's personal history. 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. This is an extremely competitive examination and only those candidates with the highest scores will continue in the selection process. **The City Personnel Department will verify candidates' vaccination status and booster status prior to the interview**, this means candidates **SHOULD** become fully vaccinated or approved for an exemption prior to their interview.

Step 4: Pre-Background Appointment & CAP 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. Candidates will also be required to complete the Candidate Advancement Program (CAP) Baseline Fitness Assessment. The CAP Baseline Fitness Assessment results are advisory. Candidates will also be required to maintain



For more information go to
JOINLAFD.ORG
or call (213) 893-9899

Step 4: Pre-Background Appointment & CAP Fitness Assessment (cont.)

and complete the CAP Baseline Fitness Assessment Logbook at the conclusion of the field investigation. **Provide proof of a current passing score on the Candidate Physical Abilities Test (CPAT) and valid EMT certificate during the pre-background appointment and at the time of certification for hiring consideration.** 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.

Step 5: Background Investigation

The Background Investigation will consist of a field investigation and a records check. Candidates who possess a **valid EMT certification and CPAT** will then be considered for a field investigation. Candidates are evaluated on interpersonal skills, including sensitivity, and respect for others; decision-making and judgment; maturity and discipline; honesty, integrity, and personal ethics; setting and achieving goals.

Step 6: Review of Qualifications

This review may include the evaluation of the candidate's training, experience, personal qualifications, and findings of the background investigation as they prepared the candidate for the job of Firefighter. Based on the hiring needs, those candidates who are free of felony convictions and possess the strongest qualifications and good moral character as determined by a thorough background investigation be scheduled for the remaining steps.

Step 7: Medical and Psychological Evaluation

A Medical Examination is conducted by a City physician to evaluate 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. A Psychological Evaluation (including written tests, and possibly an interview by a City Psychologist) is conducted to evaluate the candidate's psychological fitness to safely perform the full range of Firefighter duties.