

FIREFIGHTER SELECTION PROCESS

Application **February 2, 2022**

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 in 2016, 2018, or 2020 you do not need to retake the FCA but you will be required to complete an application. Information on how to register to take the FCA is available at: <https://bit.ly/lafirefighterexams> 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 **February 2, 2022**. The Firefighter job bulletin, with additional information is posted at <https://bit.ly/lacityLAFDapp2022>

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.

STEP 1:

MINIMUM REQUIREMENTS

STEP 2:

ONLINE CITY APPLICATION

STEP 3:

INTERVIEW

STEP 4:

PRE-BACKGROUND APPOINTMENT
& CAP FITNESS ASSESSMENT

STEP 5:

BACKGROUND INVESTIGATION

STEP 6:

REVIEW OF QUALIFICATIONS

STEP 7:

MEDICAL/PSYCHOLOGICAL
EVALUATION



For more information go to
JOINLAFD.ORG
or call 213.473.9060

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) Fitness Assessment. The CAP Fitness Assessment results are advisory. Candidates will also be required to maintain and complete the CAP 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.

Step 5: Background Investigation

The Background Investigation will consist of a field investigation and a records check. Candidates who possess a **valid EMT certification, CPAT, and are fully vaccinated against COVID-19 or received an exemption** 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 with the strongest qualifications will receive a conditional job offer from the Fire Department and 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.