

FIREFIGHTER SELECTION PROCESS

Application **February 11, 2020**

Step 1: Minimum Requirements

- Be at least 18 years of age at the time of application
- 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) in order to be considered in the next phase of the selection process. Information on how to register to take the FCA is available at:
<https://lacityfirefighter.psiexams.com>
and at joinLAFD.org
- Valid California Driver's License is required at the time of appointment

Step 2: Online City Application

Applications will be accepted online beginning **February 11, 2020**. The Firefighter job bulletin, with additional information is posted at

<http://bit.ly/LAFD2020>

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 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.

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 EXAMINATION / DRUG & ALCOHOL
SCREENING AND PSYCH EVALUATION



For more information go to
JOINLAFD.ORG
or call 213.473.9060

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

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.

Step 5: 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.

Step 6: 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 receive a conditional job offer from the Fire Department and be scheduled for the medical and psychological evaluation.

Step 7: Medical Examination / Drug & Alcohol Screening and Psych 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 test, 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.