

# City of Long Beach

## Fire Recruit – 2007 Examination Overview





# City of Long Beach Fire Recruit – 2007 Applicant Flow

## Disposition of Applicants

	Applied	Reported	Qualified
<b>Total Applicants</b>	5,163	3,734	2,588 Band A: 1,673 Band B: 915





## Comparison of Local Fire Agencies

	<b>Sworn Positions</b>	<b>Hires for Selection (Per Year)</b>	<b>Academies (Per Year)</b>	<b>Recruits (Per Academy)</b>
<b>City of Los Angeles</b>	3,482	250	5	50
<b>County of Los Angeles</b>	2,700	200	5	45
<b>Orange County Fire Authority</b>	730	60	2	30
<b>City of Long Beach</b>	428	20	1	20 – 28





## Comparison of Local Fire Agencies

	<b>Minimum Qualifications</b>	<b>Testing</b>	<b>Applications</b>
<b>City of Los Angeles</b>	<ul style="list-style-type: none"> <li>•CPAT Certificate</li> <li>•18 Years Old</li> <li>•H.S. Diploma</li> <li>•Driver's License</li> </ul>	<ul style="list-style-type: none"> <li>•Written Examination</li> <li>•Oral Interview</li> <li>•Monthly Examination</li> </ul>	<ul style="list-style-type: none"> <li>•Continuous Outreach</li> <li>•Continuous Filing</li> <li>•300 Applications Per Month</li> <li>•300 Applicants Invited to Test</li> </ul>
<b>County of Los Angeles</b>	<ul style="list-style-type: none"> <li>•CPAT Certificate</li> <li>•18 Years Old</li> <li>•H.S. Diploma</li> <li>•Driver's License</li> </ul>	<ul style="list-style-type: none"> <li>•Written Examination</li> <li>•Oral Interview</li> <li>•2 or 3 Examinations Per Year</li> </ul>	<ul style="list-style-type: none"> <li>•Continuous Outreach</li> <li>•Continuous Filing</li> <li>•6,000 Applications on File</li> <li>•800 Applicants Randomly Selected to Test</li> </ul>
<b>Orange County Fire Authority</b>	<ul style="list-style-type: none"> <li>•18 Years Old</li> <li>•H.S. Diploma</li> <li>•Driver's License</li> </ul>	<ul style="list-style-type: none"> <li>•Written Examination</li> <li>•Oral Interview</li> <li>•1 Examination Every 2 Years*</li> </ul>	<ul style="list-style-type: none"> <li>•Continuous Outreach</li> <li>•Six Week Filing Period</li> <li>•4,500 Application Limit</li> <li>•All Applicants Invited to Test</li> </ul>
<b>City of Long Beach</b>	<ul style="list-style-type: none"> <li>•18 Years Old</li> <li>•H.S. Diploma</li> <li>•Driver's License</li> </ul>	<ul style="list-style-type: none"> <li>•Video Scenario Test</li> <li>•1 Examination Every 3 Years</li> </ul>	<ul style="list-style-type: none"> <li>•Targeted Outreach</li> <li>•Four Week Filing Period</li> <li>•5,163 Applications Filed</li> <li>•3,734 Applicants Tested</li> </ul>



# Fire Recruit Examination Process

## Prior Examination (2000)

- Recruitment
  - Six week outreach
- Examination Process
  - Written Examination
  - Oral Interview
- Sixteen week examination process
- Examination developed by Biddle & Associates
- **Examination Challenges**
  - Time Consuming
    - 22 week recruitment & examination process
  - Cost
    - \$181,900 for administration
  - Staffing Resources
    - Utilization of Fire Captains & Consultants for interview panels
  - Diminishing Validity
    - Due to multiple interview panels

## Current Examination (2004, 2007)

- Recruitment
  - Four week outreach
- Examination Process
  - Video Scenario Exercise
  - Mechanical Aptitude & Reading Exam
- Two one-day examination processes
- FireTEAM examination developed by Ergometrics, with:
  - Long Beach Fire Department
  - Civil Service Department
  - Other Fire Departments
- **Examination Benefits**
  - Time Saving
    - Completed in 10 weeks
    - Twelve weeks earlier than prior Fire Recruit examinations
  - Cost Savings
    - Civil Service and Fire Departments combined savings of \$111,900 (2005)
  - Validated Test







# Fire Recruit Recruitment and Examination Cost

	<b>Cost</b>
<b>Targeted Outreach</b>	\$119,850
<b>Examination Process</b>	\$140,850
<b>Total Cost</b>	\$260,700