City of Long Beach

Fire Recruit – 2007 Examination Overview





City of Long Beach Fire Recruit – 2007 Applicant Flow

Disposition of Applicants

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







Comparison of Local Fire Agencies

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



Comparison of Local Fire Agencies

	Minimum Qualifications	Testing	Applications
City of Los Angeles	•CPAT Certificate •18 Years Old •H.S. Diploma •Driver's License	Written ExaminationOral InterviewMonthly Examination	•Continuous Outreach •Continuous Filing •300 Applications Per Month •300 Applicants Invited to Test
County of Los Angeles	•CPAT Certificate •18 Years Old •H.S. Diploma •Driver's License	 Written Examination Oral Interview 2 or 3 Examinations Per Year 	•Continuous Outreach •Continuous Filing •6,000 Applications on File •800 Applicants Randomly Selected to Test
Orange County Fire Authority	•18 Years Old •H.S. Diploma •Driver's License	•Written Examination •Oral Interview •1 Examination Every 2 Years*	•Continuous Outreach •Six Week Filing Period •4,500 Application Limit •All Applicants Invited to Test
City of Long Beach	•18 Years Old •H.S. Diploma •Driver's License	•Video Scenario Test •1 Examination Every 3 Years	•Targeted Outreach •Four Week Filing Period •5,163 Applications Filed •3,734 Applicants Tested



Fire Recruit Examination Process

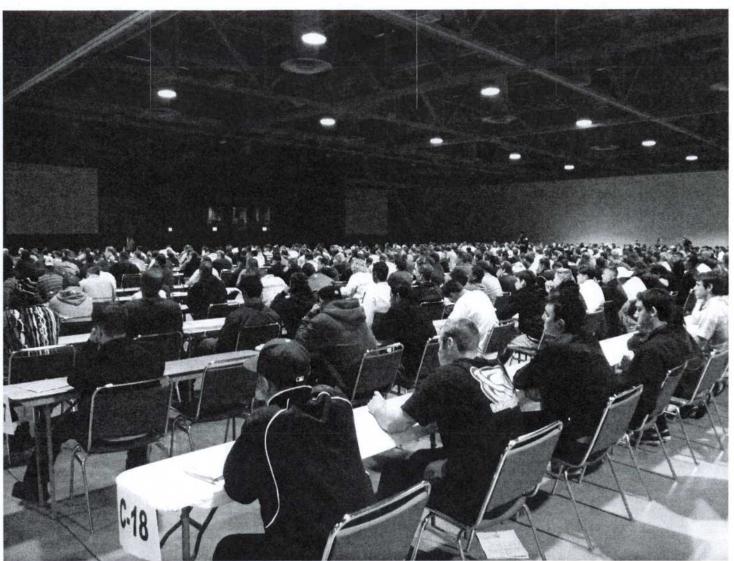
Prior Examination (2000)

- 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

Cost

Targeted Outreach

\$119,850

Examination Process

\$140,850

Total Cost

\$260,700