



Long Beach Fire Department Recruitment and Retention

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Fire Chief

June 12, 2007



Hiring Overview

- ✓ Fire Department historically hires approximately 20 recruit firefighters each year
- ✓ The exam prior to the most recent exam (February 2007) was conducted in 2004
 - 'A' band had over 1,800 candidates
 - The department hired 80 individuals from that list
 - 60 graduated the Fire Academy
 - 50 successfully completed the probationary period



Hiring Overview



✓ 2006 Hiring Process:

- 665 Candidates invited to the Physical Ability Test
 - 192 "No Response"
 - 58 Waived
 - 13 "Unable to Contact"
- 402 Scheduled for PAT
 - 53 "No Shows"
 - 2 Decide not to test
 - 41 fail
 - Only 306 Successful (46%)

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2007 Exam Results



- ✓ 5,163 Applications
- ✓ 3,734 took the Video Exam (Fire TEAM test)
- ✓ Approximately 1,700 in 'A' band

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2006/2007 Fire Department Recruitment Efforts



- ✓ Worked with Civil Service on exam schedule
- ✓ Fire Department started 8 months prior to the tentative filing period
- ✓ Developed and presented 12 special orientation sessions
- ✓ Booths at Career Fairs
- ✓ Information tables at various events
- ✓ Targeted Recruitment during Filing Period

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Challenges



1. Large 'A' band makes it difficult to select the candidates most likely to be successful
2. A lack of on-going, consistent recruitment efforts throughout the year
3. The ease and flexibility of other fire department testing processes, which limits our access to new candidates
4. Multiple fire service opportunities available to the most qualified candidates
5. Pay and benefit disparity compared to other agencies

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Process Improvement Options



1. Increase filing and testing opportunities
 - 6-9 months before each hiring cycle
 - Allow retesting for non 'A' band candidates
 - Limit life of list to two years
2. Establish an annual calendar of events and recruitment opportunities
 - Fund additional recruitment and support
 - Target efforts in high schools and community colleges
3. Review use of current exam

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Current Actions



- ✓ Met with Civil Service to discuss the issues
 - Possible changes in current model:
 - More frequent testing
 - Changing filing qualifications
 - Review of exam
- ✓ Continue discussions with Civil Service and prepare action plan
- ✓ Incorporate applicable recommendations from Recruitment, Hiring and Retention Optimization Study
 - Estimated completion date of January 2008

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