



County of Los Angeles

**FIRE
DEPARTMENT**

**FIRE FIGHTER TRAINEE (PARAMEDIC)
EMERGENCY JOB POSTING
(30198B-EA)**

Frequently Asked Questions (FAQs)

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GENERAL QUESTIONS

Q1: Why is the County of Los Angeles Fire Department (LACoFD) opening an emergency recruitment for Fire Fighter Trainee-Paramedic (FFT-P) (Emergency)?

A: *The primary reason for this recruitment is that LACoFD currently has multiple Fire Fighter vacancies to fill, and it especially needs Fire Fighters with paramedic licenses. In 2024, the Fire Department had over 335,000 emergency medical responses, accounting for over 70% of all incident responses.*

The Fire Department is utilizing the emergency hiring process because it is faster and more efficient, enabling LACoFD to fill these vacancies quickly.

County departments are allowed to use the emergency hiring process when positions are connected to a declared emergency, such as the homelessness emergency. In the case of Fire Fighters, they are connected to homelessness in that they routinely provide emergency services, such as medical services, to the population of Los Angeles County, which includes people experiencing homelessness.

Q2: Will Fire Fighter Trainee-Paramedic's respond only to people experiencing homelessness?

A: *No, Fire Fighters appointed via the emergency hiring process will respond to all County residents and have the exact same duties and potential work locations as Fire Fighters hired via the normal, non-emergency hiring process.*

Q3: What is the difference between an emergency job posting and a standard job posting? What is a 90-day assessment?

A: *Under a **standard civil service examination**, applicants must meet all the requirements listed on the job posting and participate and pass a civil service exam in order to be placed on the eligible list. Under a standard Fire Fighter Trainee exam, applicants are required to take and pass a written test, the FCTC for example. Fire Fighter Trainees will be hired as temporary employees while they attend a Fire Fighter Academy. Upon successful completion of the academy, Fire Fighter Trainees will be appointed permanently as Fire Fighters.*

*Under an **emergency examination**, no written exam is required. Individuals who meet the requirements listed on the job posting may be considered for temporary appointment for an initial period of up to 90 days. The Fire Fighter Academy will take place during this 90-day assessment period. Similar to the standard Fire Fighter Academy, performance will be evaluated and assessed for permanent placement. Upon successful completion of the academy, which coincides with the end of the 90 days, Fire Fighter Trainees will be appointed permanently as Fire Fighters.*

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Q4: Is this recruitment only for a temporary position?

A: *The FFT position, whether through emergency or non-emergency hire, is a temporary position. Both emergency and non-emergency FFTs will be permanently appointed to Fire Fighter upon successful completion of an academy.*

Q5: How does a FFT-P (Emergency) academy differ from a FFT academy?

A: *Specific to the FFT-P (Emergency) exam, Fire Fighter Trainees will participate in a Fire Fighter Academy that includes both basic firefighting training and a paramedic skills/internship component.*

Q6: How many of the temporary FFT-Ps will pass the Emergency Assessment Academy and be permanently appointed?

A: *The goal is for all of the FFT-Ps to successfully complete the academy and be permanently appointed as Fire Fighters. The LACoFD will hire only as many FFT-Ps as there are Fire Fighter vacancies. In other words, it will not over hire in anticipation that only a certain number will pass.*

Q7: What will the Emergency Assessment Academy consist of?

A: *The 90-day Emergency Assessment Academy will consist of a paramedic and a firefighting assessment. The paramedic portion will consist of didactic training and field assessment. The firefighting portion will consist of trainings and physical fitness assessments.*

Q8: Will I be given the same resources as a traditional academy trainee?

A: *Yes. Although the 90-day Emergency Assessment Academy is condensed, you will be given the same core resources to succeed as traditional academy trainees.*

Q9: Is the 90-day assessment a probationary period?

A: *No, the 90-day assessment period is your initial work period/Emergency Assessment Academy where your performance will be evaluated. If you successfully pass the assessment/academy, you will be permanently appointed as a Fire Fighter assigned to a paramedic position and eligible for a paramedic bonus. Just like a non-emergency FFT, your 12-month probationary period will begin on the date of your appointment to Fire Fighter, after you successfully complete the academy.*

Q10: Can I continue working for my current employer and participate in the 90-day assessment simultaneously?

A: *No person employed by the county shall hold more than one full-time position, exceptions can be found in the Los Angeles County Code 6.16.010.*

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Q11: What if I don't pass the assessment during the 90-day period?

A: *If during the 90-day period, it is determined that you are not meeting expectations, just like a standard, non-emergency FFT in an academy, the Department will terminate your temporary employment.*

Q12: If I am terminated from temporary employment, am I able to defer to the next academy.

A: *No. If you are terminated from temporary employment, you cannot defer to a future academy because the emergency process does not allow any deferments.*

Q13: Can I appeal the Department's decision to terminate me if I am not successful?

A: *As provided by Civil Service Rule 13.05, "Any person who is adversely affected by any action in violation of Rule 13 may request the director of personnel [OHR] to review such action."*

SPECIALTY QUALIFICATIONS/REQUIREMENTS

Q14: If I am a firefighter in another agency, am I eligible for a lateral transfer?

A: *No, the FFT-P (Emergency) job posting is not a lateral transfer. Interested individuals must apply for the position and meet the requirements listed on the job posting.*

Q15: Should I apply to the FFT-P (Emergency) job posting to be considered for a future Fire Fighter Trainee (FFT) position within the LACoFD?

A: *The FFT position requires an EMT certification. The current FFT-P (Emergency) job posting requires a current, valid, non-probationary California Emergency Medical Technician-Paramedic License issued by the State of California Emergency Medical Services Authority that must remain effective for at least six (6) months beyond the date of appointment; and twelve (12) months of full-time experience as a primary care paramedic running 9-1-1 responses. Therefore, the FFT-P (Emergency) recruitment will be used to fill only Fire Fighter Trainee-Paramedic positions.*

For future FFT job opportunities, you may subscribe to the Fire Fighter Trainee job interest card by clicking [here](#).

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Q16: What do I need to have in order to meet the requirements of this position?

A: *In order to qualify, applicants must meet all of the following requirements:*

- *Graduation from high school, its equivalent, or higher from an accredited institution.*
- *A current, valid non-probationary California Emergency Medical Technician-Paramedic (EMT-P) license issued by the State of California Emergency Services Authority that must be effective for at least six (6) months beyond the date of appointment.*
- *Twelve (12) months of full-time experience as a primary care paramedic running 9-1-1 responses.*
- *A current and valid Candidate Physical Ability Test (CPAT) certificate*

CANDIDATE PHYSICAL ABILITY TEST (CPAT)

Q17: What is the Candidate Physical Ability Test (CPAT)?

A: *The CPAT is a timed test that measures performance on physical tasks simulating actual job duties on the fire ground.*

Q18: Where can an individual obtain information about taking the CPAT?

A: *All relevant information regarding the CPAT, including fee waiver information, can be located on the following website: <https://www.fctconline.org/cpat>.*

Q19: If I don't have a current and valid CPAT when I submit my application, how soon do I need to obtain one?

A: *As stated on the job posting, candidates who are successfully hired must have a current and valid CPAT at the time of appointment. Applicants who apply without having a current and valid CPAT certificate, are also encouraged to email a copy to Fire-FFTPParamedic@lacounty.gov as soon as the certification has been obtained.*

However, applicants who possess a current and valid CPAT certification are encouraged to provide a copy at the time of filing.

Q20: I do not live in California and have taken the CPAT. How do I know if it will be accepted for the County of Los Angeles?

A: *To verify out-of-state CPAT approved license holders, please visit the International Association of Fire Fighters website: <https://www.iaff.org/cpat/cpat-licensing/>*

Q21: How long is my CPAT certification valid for LACoFD?

A: *The CPAT certification will remain valid for twelve (12) months from the date of certification.*

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PARAMEDIC LICENSE

Q22: The job posting states that my EMT-P license must be effective for at least six (6) months beyond the date of appointment. My EMT-P license will expire one month after I submit my application. Will I be disqualified from this exam?

A: *No, you will not be disqualified. Applicants who submit a current, valid, non-probationary California Emergency Medical Technician-Paramedic (EMT-P) License issued by the State of California Emergency Medical Services Authority at the time of filing or within five (5) calendar days of filing your application, will not be disqualified from competing for the exam if they timely renew it.*

The EMT-P license must be valid for at least six (6) months beyond the date of appointment. Therefore, it is important you maintain a current and valid California EMT-P license throughout the application process to ensure you are prepared if a conditional offer of employment is extended.

Q23: I renewed my EMT-P license and have not received my new card from the State of California Emergency Medical Services Authority (EMSA). Can I still apply to this exam?

A: *Yes, you can still apply. However, please provide a copy of your current EMT-P license (even if expired) and a copy of the EMSA license search results webpage displaying your name, license number, license type, status, and expiration date.*

Q24: What is the Paramedic Bonus?

A: *The 17.9% Paramedic Bonus is issued to the Fire Fighter regularly assigned to a paramedic post position. The bonus is in addition to an employee's monthly base salary. The employee must possess a valid California paramedic license issued by the State of California and Los Angeles accreditation to be eligible to bid for a paramedic post position.*

EXPERIENCE

Q25: Do I have to meet the 12 months of full-time experience as a primary care paramedic running 9-1-1 responses at the time of submitting my application or by the time of appointment?

A: *You must meet this requirement at the time of submitting your application.*

Q26: Do the 12 months of full-time experience as a primary care paramedic running 9-1-1 responses have to be consecutive or with one employer?

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A: *No. The 12 months of full-time experience as a primary care paramedic running 9-1-1 responses does not have to be consecutive or with one employer. However, it is important you provide as much detail as possible in all your responses to document your experience.*

Q27: What if I am a paramedic working for an agency or business providing only inter-facility transportation services to patients. Does that experience qualify?

A: *No, inter-facility transport does not qualify. Experience as a primary paramedic running 9-1-1 responses is defined as the paramedic responsible for primary patient care decisions while running 9-1-1 responses. Primary paramedic responsibilities are defined as all decisions on the assessment, treatment, and transport of patients that are accessing the 9-1-1 system.*

Q28: If I indicate that I have a certain type of work experience on the supplemental questionnaire, what information do I need to provide?

A: *To support any work experience, applicants should review and provide ALL the information requested on the supplemental questionnaire. Below is an example of a complete and detailed response.*

- a. **Job Title:** Fiction Fire Fighter - Paramedic
- b. **Name of Agency:** Fiction Fire Department
- c. **Agency Address:** 123 Imaginary Lane, Fiction, CA 12345
- d. **Employment Start Date (MM/DD/YYYY) and End Date (MM/DD/YYYY):**
01/01/2023 – 10/15/2026.
- e. **Description of your Duties and Scope of Responsibility:** Provide a description that clearly supports your full-time experience as a primary care paramedic running 9-1-1 responses.
- f. **Supervisor Name:** John Doe
- g. **Supervisor Title:** Fire Captain
- h. **Supervisor Phone Number:** (213) 123-4567
- i. **Supervisor Email Address:** JDoe@fictionfd.gov

APPLICATION

Q29: What if I do not have a computer at home to apply for the position?

A: *Applications must be filed online. For applicants who may not have regular access to a computer or the internet, applications can be completed on computers at public libraries throughout the County of Los Angeles, which can be found by visiting <https://lacountylibrary.org/library-locator>. Applicants may also call 2-1-1 LA County and request the nearest library to their zip code by dialing 2-1-1 LA County or (800) 339-6993. Applicants who do not reside in LA County can call 2-1-1 and ask to be transferred to LA County.*

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Q30: What if I am having problems applying online or uploading attachments?

A: *If you are having problems applying online or uploading documents, please visit the LA County Department of Human Resources Technical Support page by clicking the link at <https://hr.lacounty.gov/neogov-help>. You may also email the required documents to Fire-FFTPParamedic@fire.lacounty.gov.*

Q31: What if I need to update my contact information after I submit my application?

A: *You can update your contact information by logging into your job seeker account at www.governmentjobs.com/careers/lacounty and accessing your profile settings.*

1. *After logging in, select your username on the upper right-hand corner of the screen*
2. *Select "Account"*
3. *Select the "Contact Info" tab, located on the right-hand side of your screen*
4. *Select "edit," located on the right-hand side of your screen.*
5. *Make the necessary changes and select "save".*

Q32: What happens after I submit my application with all my required documents? When will there be an interview for FFT-P (Emergency) applicants to be considered for temporary appointment to the 90-day assessment period?

A: *Submitting an application does not guarantee an offer of temporary appointment. Applications will be reviewed for consideration on an ongoing basis. It is important that you provide as much detail as possible in all your responses, including the supplemental questionnaire. Please ensure to attach all relevant documentation to your application, as interviews will not be conducted.*

REQUIRED DOCUMENT(S), LICENSE(S), AND CERTIFICATE(S)

Q33: How do applicants for the FFT-P (Emergency) exam submit the required documents?

A: *As indicated on the job posting applicants must upload the required documents at the time of filing on the Government Jobs website or email the required documents to Fire-FFTPParamedic@fire.lacounty.gov.*

Q34: When must applicants submit all required documents for the FFT-P (Emergency) exam?

A: *As indicated on the job posting, with the exception of the CPAT and CA driver license, all required documents must be provided with the application at the time of filing or within five (5) calendar days of filing your application.*

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Q35: Is a valid California driver's license required at the time of submitting my application?

A: *No. A valid California driver's license is not required at the time that you submit your application. However, as stated on the job posting, a valid California driver's license is required before being appointed. In addition, successful candidates will also be required to obtain and present a copy of their driving record from the California State Department of Motor Vehicles before final appointment.*

Q36: Is a copy of a high school diploma, its equivalent, or a higher degree from an accredited institution required at the time of submitting my application?

A: *No. However, as stated on the job posting, verification of completion of a high school diploma, its equivalent, or a higher degree from an accredited institution must be provided with the application at the time of filing or within five (5) calendar days of filing your application.*

Q37: What documents are considered acceptable when I submit proof of my education?

A: *To receive credit for your education, include a legible copy of all relevant official documents, including your diploma, transcript, or letter/certificate from an accredited institution. The document should show the date the degree was conferred and be in English. Documents marked as unofficial will not be accepted.*

For more information on our standards for educational documents, you may reference the Policies, Procedures and Guidelines (PPG) 123:

https://file.lacounty.gov/SDSInter/dhr/070812_PPG123.pdf

Q38: What if I submit a printout of my transcript from my school's website, is that considered "official?"

A: *An official transcript is defined as a transcript that bears the school's seal and states "official and/or copy" issued by the school's Registrar Office and contains the signature of the school's Registrar. A printout of the transcript from the school's website is NOT considered official and will not be accepted and will result in your application being incomplete and rejected.*

Q39: What additional documentation do I need if I am submitting a degree from a foreign university?

A: *Accredited institutions are those listed in the publications of regional, national, or international accrediting agencies which are accepted by the Department of Human Resources (DHR). These agencies must be recognized by the United States Department of Education (USDE) and/or the Council for Higher Education Accreditation (CHEA). Publications such as American Universities and Colleges and the International Handbook of Universities are also acceptable references. We also accept degrees conferred by institutions that have been evaluated by an academic credential evaluation agency recognized by the National Association of*

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Credential Evaluation Services (NACES) or the Association of International Credential Evaluators, Inc. (AICE) and that have been deemed by the evaluating agency to be the equivalent of a degree from an accredited United States institution.

Q40: What type of document is acceptable from an academic credential evaluation agency that is approved and recognized by the LACoFD?

A: We accept credential evaluation reports from evaluation agencies that are recognized either by the NACES or the AICE. Applicants can either provide a copy of the official electronic document or have it directly sent to Fire-FFTPParamedic@fire.lacounty.gov. Unofficial documents will not be accepted.

BACKGROUND CHECK/MEDICAL EXAMINATION

Q41: Will there be a background check and medical exam in order to be appointed to this position?

A: As stated on the job posting, successful candidates who are given a conditional offer of employment will be required to complete a criminal background check, including a fingerprint search, followed by a medical exam. A candidate with a conviction may have their conditional offer of employment rescinded pursuant to Civil Service Rule 6.04 subject to the requirements of the California State Fair Chance Act.

In addition, candidates must successfully complete a medical exam and be able to perform all of the essential functions of the FFT-P classification. A candidate who does not successfully complete a medical exam or is unable to perform all of the essential functions of the FFT-P may have their conditional offer of employment rescinded pursuant to Civil Service Rule 6.04.

Q42: What does the medical exam consist of?

A: The pre-placement medical evaluation is administered after a conditional offer of employment is made. It is designed to determine an applicant's ability to safely perform the essential functions of the job with or without reasonable accommodation. The LACoFD complies with its obligations under all local, State, and federal laws when making hiring decisions.

Q43: If I am extended a conditional offer of employment, will an existing medical and background evaluation from the LACoFD transfer or apply to this position?

A: Some prior evaluations may be considered. However, candidates should follow current instructions provided by the LACoFD. Additional or updated evaluations may be required to meet current standards.

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Q44: What will disqualify me from being a fire fighter?

A: *Your application may not be accepted, or you may be disqualified for any of the reasons under Civil Service Rule 6.04 subject to the requirements of the California State Fair Chance Act.*

Q45: Do I need to be a U.S. Citizen to apply for this position?

A: *We encourage all interested individuals to apply for this position. Final appointment is contingent upon verification of U.S. citizenship or the right to work in the United States.*

ADDITIONAL QUESTIONS

Q46: Do I have to answer all the questions on the Supplemental Questionnaire?

A: *As part of this application process, you are required to complete the supplemental questionnaire.*

However, questions 10 through 16 will not be used to determine whether you can compete in this examination. These responses may be considered after the examination as part of the hiring process to identify candidates with specific experience and skills.

Q47: Why is it important to provide all the requested information and supporting documentation on the application and the supplemental questionnaire?

A: *It is very important to provide all the requested information and supporting documentation as instructed on the job posting. If you fail to meet the requirements of this position as a result of your responses to the questionnaire or failure to submit timely documents, you will be disqualified.*

Q48: Are we represented by Los Angeles County Firefighters Local 1014?

A: *Yes. The Fire Fighter positions associated with this recruitment are represented by Local 1014.*

Q49: Where can I get answers to any additional questions?

A: *For additional questions pertaining to the FFT-P (Emergency) exam, please contact the Examination Section at (213) 466-5500 or via email at Fire-FFTPParamedic@fire.lacounty.gov.*

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