

LOS ANGELES FIRE DEPARTMENT



RALPH M. TERRAZAS
FIRE CHIEF

March 6, 2017

BOARD OF FIRE COMMISSIONERS
FILE NO. 17-037

TO: Board of Fire Commissioners

FROM: *RMT* Ralph M. Terrazas, Fire Chief

SUBJECT: FIREFIGHTER CANDIDATE ASSESSMENT PASSING RATES

FINAL ACTION:	<input type="checkbox"/> Approved	<input type="checkbox"/> Approved w/Corrections	<input type="checkbox"/> Withdrawn
	<input type="checkbox"/> Denied	<input type="checkbox"/> Received & Filed	<input type="checkbox"/> Other

SUMMARY

Attached for the Board of Fire Commissioners review is the Firefighter Candidate Assessment (FCA) passage rates from the 2016 written examination administered by PSI. This report is a comparison between the 2014 and 2016 testing processes. The chart was compiled and prepared by the City of Los Angeles Personnel Department from data collected by PSI.

RECOMMENDATION

That the Board:
Receive and file this report.

Board Report prepared by Alicia Welch, Battalion Chief, Firefighter Recruitment Section.

Attachment

Attachment A - Personnel Department Applicant Pass Rates

APPLICANT PASS RATES
PERSONNEL DEPARTMENT

ATTACHMENT A

2014 v. 2016 WRITTEN RESULTS				
	2014 Passed Written		2016 Passed FCA	
RACE	Count	%	Count	%
American Indian or Alaska Native	35	89.74%	71	80.68%
Asian/Filipino	272	94.12%	412	84.25%
African American	263	67.78%	441	68.58%
Hispanic	1264	82.56%	1781	80.73%
Caucasian	1532	95.45%	1985	86.49%
Unknown	167	92.78%	250	86.81%
Total	3533	87.62%	4940	82.21%
SEX	Count	%	Count	%
Male	3321	87.67%	4499	82.55%
Female	167	85.20%	370	76.76%
Unidentified	45	93.75%	71	92.21%
Total	3533	87.62%	4940	82.21%

Per the Los Angeles Fire Department Board of Fire Commission's request, above are the applicant pass rates for the 2016 Fire Candidate Assessment (FCA) broken down by ethnicity and gender. Alongside these figures are the pass rates for the 2014 Firefighter examination to provide context and a baseline for the success of the current process.

The pass rate for the FCA (administered by the outside vendor PSI) was set at 82%, over five percentage points lower than the 2014 written examination. The lower pass rate was selected because it captured the widest gap between the candidates deemed likely to excel as Firefighters (measured against the performance of the validating group) and those not exhibiting as many success indicators. In that way, the results of the 2016 test promised to yield a better pool of eligible candidates for hire.

Despite the lower pass rate overall, nearly 5,000 applicants were successful on the FCA nearly 40% more than the 3,533 candidates who ultimately passed the written test in 2014. Indeed, these raw numbers reveal impressive gains for every single underrepresented group. The number of successful Native American candidates more than doubled, while the numbers of Asian, African-American, and Hispanic candidates grew by 140, 178, and 517, respectively. (African-American candidates additionally overcame the lower pass rate for applicants overall to actually increase their pass rate.)

Successful female candidates more than doubled in number as well, from 167 to 370. In all, 1,074 additional diverse applicants passed the FCA than did the 2014 written test, representing a 47% increase in the number of ethnically diverse candidates and a 121% increase in the number of female candidates eligible for hire into upcoming Drill Towers.