

Firefighter Ergometrics Study Guide

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in 2014 the city of los angeles mayor s office sought assistance from the rand corporation to find ways to improve the process the city uses to hire firefighters into the los angeles fire department rand conducted a three month review of los angeles s firefighter hiring policies and practices paying particular attention to their effectiveness and fairness this report presents the results of that three month effort it reviews the city s hiring practices used in the 2013 hiring cycle and in place at the time of the study and outlines a recommended new firefighter hiring process that is intended to increase efficiency of the hiring process bolster the evidence supporting the validity of it and make it more transparent and inclusive

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