

CITY OF EL PASO

RECRUITMENT PROCESS

Written Examination: Applicants meeting the minimum qualifications will be e-mailed a registration notice stating the date, time, and location of the examination. The written examination will measure teamwork, public relations skills, mechanical aptitude and reading ability. It is a multiple-choice, video-based test specifically designed for firefighters. The exam covers many performance dimensions related to being an exemplary firefighter, including:

- ✓ Teamwork
- ✓ Positive vs. Negative Influence on Station Internal Relations
- ✓ Professional Responses in Difficult Situations
- ✓ Situational Judgment
- ✓ Positive Relations with Supervisors and Management
- ✓ Professional Behavior and Bearing

Before being admitted to the examination, each applicant must show some form of identification displaying his/her picture and turn in their email notification.

Those individuals with a grade of 70% or better on the written examination are eligible to move forward through the recruitment process.

Physical Agility Test: Those applicants who score a 70% or better on the written examination will be invited to take the Candidate Physical Agility Test. This is a pass/fail examination; a numerical score is not given. All tasks must be successfully completed by each candidate in order to pass.

Background Investigation: A background investigation will be conducted. Some items which may be checked during this investigation include: previous convictions for felonies, driving while under the influence of alcohol or drugs, habitual violations of lesser offenses, previous employment record, credit references, reputation in the community and personal references. This is a pass/fail examination; a numerical score is not given.

Fire Department Oral Interview Board: At this stage of the examination process applicants who pass the background investigation will be interviewed and evaluated for service with the El Paso Fire Department. This is a pass/fail examination; a numerical score is not given.

Physical Examination: After selection is made by the Fire Chief, applicants will be given a Conditional Offer of Employment and scheduled for a physical exam by a City appointed physician. This is a rigid exam to determine whether or not an applicant is able to perform the tasks required of a Firefighter. Additionally, applicants will be screened for drugs.

All physical examinations will be performed to the standards of NFPA 1582: Standard on Comprehensive Occupational Medical Program for Fire Departments 2013 Edition.

Those candidates appointed to the academy will be Trainees as they undertake a training course at the Fire Training Academy. Upon graduation they will begin a one year probationary period as a Firefighter on the El Paso Fire Department.

