Firefighter Selection Process Flow Chart

WRITTEN EXAM (2 HOURS)

STEP 1: WRITTEN EXAM: This will be a virtual exam administered by IO Solutions. Passing score is valid for one year. ☐

FIREFIGHTER SERVICE ABILITIES ASSESSMENT (FSAA)

STEP 2: FSAA The applicant will complete a physical assessment designed to evaluate their physical capabilities. Applicants will have one opportunity to successfully complete the assessment. ☐

PRELIMINARY SCREENING (1 HOUR)

STEP 2A: PRELIMINARY SCREENING AND QUESTIONNAIRE: Completed immediately after the applicant passes FSAA. ☐

BACKGROUND INTERVIEW

STEP 3: INITIAL INTERVIEW: The Initial Interview consists of applicant interview, fingerprinting, picture, etc. Applicant's documents including the Personal History Statement will also be collected. ☐

BACKGROUND INVESTIGATION (6 WEEKS PER CASE)

STEP 3A: BACKGROUND INVESTIGATION: Agency, neighborhood, references, employer, and domestic partner checks completed. Investigator will process remainder of case file until completion. ☐

PSYCHOLOGICAL EXAM (1 HOUR)

STEP 4: PSYCHOLOGICAL EXAMINATION: Will be scheduled during the Initial Interview (Step 3A) and completed during the background investigation process. ☐

MEDICAL EXAMINATION (4 HOURS)

STEP 5: MEDICAL EXAMINATION: Will be scheduled during the Initial Interview, (Step 3A) and completed during the background investigation process. This medical screening is completed at Concentra. ☐

CERTIFICATION AND CASE FILE FORWARDED TO AGENCY FOR REVIEW

STEP 6: CERTIFICATION & APPOINTMENT: Applicants are certified upon passing all background component. The Applicant's case file is forwarded to the hiring agency for selection. Based upon agency selection or non-selection, applicant will be notified of next available class date. ☐

This process will take approximately 4-6 months