



Firefighter Trainee Testing Process

Step 1: Employment Application

Applications will be accepted beginning **Monday, October 28, 2019**. Visit our website at <https://www.governmentjobs.com/careers/lasvegas>. Please note this recruitment will close on **Monday, November 11, 2019 at 11:59 pm**. Applicants will only be required to submit one application. No manual applications or documents will be accepted for this recruiting process.

Step 2: Written Exam

Only those applicants who submitted a complete application that meet the minimum qualifications will receive an approval email to test for the Firefighter Recruitment written test. Testing with College of Southern Nevada will take place on **December 12** at the Texas Station Casino for invited candidates only. Invited candidates are expected to schedule and pay for their testing through the online registration process. If you do not receive an invitation to test, your test results will not be considered.

Step 3: Eligible List Placement

Applicants who successfully pass the written test will be placed on the Firefighter Trainee eligible list. The Fire Department uses the eligible list to invite applicants for job interviews. If you are selected for an interview, you will receive an invitation via email with further instructions. For address and other important information changes, please submit to the following e-mail address: firerecruit@lasvegasnevada.gov.

Step 4: Hiring Interview (Oral Boards)

There will be one round of oral interviews. Candidates who are selected to participate will receive an invitation letter giving the date, time and location of the interview. Candidates are allowed 20 minutes for the interview. Hiring interviews are tentatively scheduled to take place the week of January 13, 2020. Those who are selected to continue on to the hiring process will receive an invitation to participate in a psychological examination and background check.

Step 5: Candidate Physical Ability Test (CPAT) and EMT certifications due

CPAT and EMT certifications are due no later than January 31, 2020. Please make sure copies are legible and emailed to: firerecruit@lasvegasnevada.gov

Step 6: Suitability Assessment and Background Check

A subgroup consisting of the most qualified candidates will be invited to participate in a suitability assessment and background check. The assessment evaluates the following: interpersonal skills, including sensitivity and respect for others; decision-making and judgment; maturity and discipline; honesty, integrity and personal ethics; setting and achieving goals, fire service adaptability, and a pattern of conduct acceptable to the Las Vegas Fire and Rescue Department. A comprehensive background investigation consists of employment verification and a felony/misdemeanor record check. If you are invited to the suitability examination and background screening, you will receive notification via email with further instructions.

Step 7: Fire Chiefs Interviews

A semifinal group of candidates will be invited to participate in the Fire Chiefs Interviews. The interviews will allow the chiefs the opportunity for personalized interactions individual to the candidate. If you are invited to the Fire Chiefs interviews, you will receive an email notification with further instructions to schedule your interview.

Step 8: Selection/Offers

Candidates will be selected for hire based on the culmination of the previous steps and the hiring needs of the city. If you are selected for hire for the 2020-2 Academy, you will receive a conditional job offer with instructions to complete the pre-employment screening steps. Your job offer is conditional upon your passing a drug screen and medical exam.

Step 9: Drug Screening and Medical Exam

Hired candidates will be administered a pre-employment drug screening test. A pre-employment medical examination is conducted by a city physician to evaluate the candidate's medical fitness (vision, hearing, cardiovascular, respiratory, etc.) to perform the full range of duties.

Salary and Benefits

All firefighter trainees are hired at step 1 with an annual salary of \$45,879.86. The city of Las offers a comprehensive benefit package that includes:

- Uniform allowance
- Tool/equipment allowance
- Retirement (PERS)
- Deferred compensation
- Medical, dental and vision health insurance
- Voluntary life insurance: available for purchase.
- Shift differential: available for some classifications.
- Tuition reimbursement
- Employee assistance program

Work Schedule

Firefighters work ten 24-hour shifts each month.