



# Recommendations for Improving the Recruiting and Hiring of Los Angeles Firefighters

*Chaitra M. Hardison, Nelson Lim, Kirsten M. Keller, Jefferson P. Marquis, Leslie Adrienne Payne, Robert Bozick, Louis T. Mariano, Jacqueline A. Mauro, Lisa Miyashiro, Gillian S. Oak, Lisa Saum-Manning*

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Reviews the Los Angeles Fire Department's hiring practices as of June 2014 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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