Memorandum

Date: January 20, 2012

To: Members of the Public Safety Committee

Subject: Dallas Fire-Rescue Dual Career Paths

The Public Safety Committee will be briefed on Dallas Fire-Rescue Dual Career Paths on Monday, January 23, 2012.

A.C. Gonzalez
First Assistant City Manager

Attachment

c: Honorable Mayor and Members of the Dallas City Council
   Mary K. Suhm, City Manager
   Rosa Rios, Acting City Secretary
   Thomas P. Perkins, Jr., City Attorney
   Craig D. Kinton, City Auditor
   C. Victor Lander, Administrative Judge
   Jill A. Jordan, P.E., Assistant City Manager
   Ryan S. Evans, Assistant City Manager
   Forest E. Turner, Assistant City Manager
   Joey Zapata, Assistant City Manager
   Jeanne Chipperfield, Chief Financial Officer
   Frank Librio, Public Information Office
   Stephanie Cooper, Assistant to the City Manager

"Dallas, the City that works: Diverse, Vibrant and Progressive"
DALLAS FIRE-RESCUE

DUAL CAREER PATHS

Captain George Florence
Recruiting and Retention
January 23, 2012
PURPOSE

Describe the two careers paths within Dallas Fire-Rescue:

• Fire & Rescue Officer
• Fire Prevention Officer
OVERVIEW

Two career paths:

• Fire & Rescue Officers are trained to respond to medical emergencies, fires, vehicle collisions, Haz-mat incidents, and to mitigate life safety hazards.

• Fire Prevention Officers perform technical inspections of all public buildings, schools, high-rise buildings, monitor crowd capacity at public events, conduct educational programs at schools, nursing homes, and public events.
TWO PATHS – ONE GOAL

DALLAS FIRE-RESCUE

FIRE & RESCUE OFFICER / PARAMEDIC

FIRE PREVENTION OFFICER

SAVING LIVES
History

- Dual Career Path
  - Established circa 1966
  - Allowed Dallas Fire Department (DFD) to comply with a 1970’s federal consent decree
  - Created an entry into the DFD that eliminated the need for physical ability testing

- First uniform females were hired in 1973 and assigned to the Fire Prevention Bureau
FIRE AND RESCUE/PARAMEDIC

CAREER AND TRAINING OPTIONS

TRAINEE FIRE AND RESCUE OFFICER
RECRUIT ACADEMY
PARAMEDIC SCHOOL
APPRENTICE FIRE AND RESCUE OFFICER
FIRE AND RESCUE / PARAMEDIC

EMERGENCY RESPONSE
EMS
SPECIAL OPS
FIRE AND RESCUE OFFICER
CAREER PATH

- APPRENTICE FIRE AND RESCUE OFFICER
- FIRE AND RESCUE OFFICER
- DRIVER ENGINEER (promotion)
- LIEUTENANT (promotion)
- CAPTAIN (promotion)
- BATTALION CHIEF (promotion)
- DEPUTY CHIEF (appointment)
- ASSISTANT CHIEF (appointment)
- FIRE CHIEF (appointment)
FIRE AND RESCUE OFFICER

Minimum Qualifications:

- Minimum 18 years old
- 45 Semester hours of college/ or 4 years active duty military service, with a honorable discharge
- No more than 3 moving traffic violations within 24 months applying
- No pending civil or criminal cases during the application process
- Must be legally eligible to work in the United States
FIRE AND RESCUE OFFICER

STEPS TO EMPLOYMENT:

- Civil Service entry level Trainee Fire and Rescue Officer written examination.
- El Centro College Accuplacer test (required for paramedic school)
- Candidate Physical Ability Test (CPAT)
- Applicant Review Panel
- Polygraph
- Background Investigation
- Final Interviews
FIRE AND RESCUE OFFICER

TRAINING REQUIREMENTS

- 28 Week Fire Academy consisting of:
  - 468 hours for TCFP curriculum & skills
  - 500 hours DFR curriculum & skills

- 5 Weeks Emergency Medical Technician

- 5 Months Paramedic School

- 6 Months probationary period
FIRE PREVENTION OFFICER

CAREER PATH

- APPRENTICE FIRE PREVENTION OFFICER
- FIRE PREVENTION OFFICER
- SENIOR FIRE PREVENTION OFFICER (promotion)
- FIRE PREVENTION LIEUTENANT (promotion)
- FIRE PREVENTION CAPTAIN (promotion)
- FIRE PREVENTION SECTION CHIEF (promotion)
- FIRE PREVENTION DEPUTY CHIEF (appointment)
- ASSISTANT CHIEF/ FIRE MARSHALL (appointment)
FIRE PREVENTION OFFICER

Minimum Qualifications:

- Minimum 19 years old
- 60 Semester hours of college or 5 years active duty military service, with a honorable discharge
- No more than 3 moving traffic violations within of 24 months of applying
- No pending civil or criminal cases during the application process
- Must be legally eligible to work in the United States
FIRE PREVENTION OFFICER

STEPS TO EMPLOYMENT:

- Civil Service entry level Trainee Fire Prevention Officer written examination.
- Applicant Review Panel
- Polygraph
- Background Investigation
- Final Interviews
FIRE PREVENTION OFFICER

TRAINING REQUIREMENTS:

- 196 hours for TCFP curriculum & skills
- 160 hours City of Dallas Fire Code
- 160 hours On-the-Job Training
- 6 Months probationary period
## Dallas Fire Rescue Demographics

### Emergency Response

**Total Members:** 1,762

<table>
<thead>
<tr>
<th>Sex</th>
<th>White</th>
<th>Afr. Am.</th>
<th>Hispanic</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Males: 1,699</td>
<td>1,055</td>
<td>332</td>
<td>278</td>
<td>30</td>
</tr>
<tr>
<td>Females: 63</td>
<td>52</td>
<td>7</td>
<td>3</td>
<td>1</td>
</tr>
</tbody>
</table>

### Fire Prevention

**Total Members:** 96

<table>
<thead>
<tr>
<th>Sex</th>
<th>White</th>
<th>Afr. Am.</th>
<th>Hispanic</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Males: 45</td>
<td>21</td>
<td>12</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>Females: 51</td>
<td>20</td>
<td>20</td>
<td>10</td>
<td>1</td>
</tr>
</tbody>
</table>

---

16
• Members of DFR are allowed to request reassignment into either career path

• Fire and Rescue Officers (FRO) reassigned into the Fire Prevention Bureau must surrender their rank

• Fire Prevention Officers (FPO) requesting reassignment into the Emergency Response Bureau must first pass the Candidate Physical Ability Test (CPAT) and Accuplacer Examination.

• Fire Prevention Officers that have attained a rank below the chief level, must surrender their rank and enter Emergency Operations Bureau at the Apprentice Fire and Rescue Officer rank.
SUMMARY

• Dallas Fire-Rescue is composed of two career paths; Fire Rescue, and Fire Prevention.

• Fire and Rescue Officers respond to emergency incidents and provide emergency medical services.

• Fire Prevention Officers perform technical inspections, public education, and fire investigations.

• The two career paths have different entry level requirements, testing, and promotional examinations.

• Each career path offers its own training and curriculum.

• Members below the rank of chief may request transfer into the other career path, but must surrender any rank or promotions.
QUESTIONS?