



Dallas Fire-Rescue Recruiting & Hiring Procedures



Dallas Fire-Rescue Recruiting & Hiring Procedures

- Civil Service Test April 4, 2006
- Last Civil Service Test – 2003
- Fire Department continued to hire applicants in Process
- Pool of applicants exhausted (2005)



Dallas Fire-Rescue Recruiting & Hiring Procedures

- New Civil Service Entry test validated
- Consultant retained to develop new Physical Ability Test (PAT) - Validated 2006



Dallas Fire-Rescue Recruiting & Hiring Procedures

- Customer Service exam announced/open to applicants - Feb. 21 – March 3
- 1100 applicants applied
- 600 actually eligible
- 477 tested April 4, 2006



Dallas Fire-Rescue Recruiting & Hiring Procedures

- 435 Passed test
- Given Personal History Packet
- 375 turned in Packet
- Accuplacer – Paramedic Training requirement (El Centro)
- 231 Passed Accuplacer
- +57 (exempt – already took – out of town)
- 288 in Process



Dallas Fire-Rescue

Recruiting & Hiring Procedures

- Recruiting staff to review applicants files (completeness – disqualifiers)
- Physical Agility Test – May 10 – 24
- 80% - 90% Pass (Estimated)



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Recruiting & Hiring Procedures

- Hands on familiarization with PAT - April 28 – 29
- Long – term mentor program developed for PAT
- Open to all interested in Fire Department career
- Physical Agility Test - May 10-24



Dallas Fire-Rescue Recruiting & Hiring Procedures

- May 29 – Files reviewed by panel
 - 4 Battalion Chiefs
 - 3 Captains
 - Diverse Panel



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Recruiting & Hiring Procedures

- Review Criteria
 - Work History
 - Customer Service
 - College Transcripts
 - Anatomy and Physiology
 - Accuplacer exam
 - Fire Training/experience
 - EMS Training/experience
 - Military Service
 - Bilingual Skills
 - Community Service



Dallas Fire-Rescue Recruiting & Hiring Procedures

- 100 Applicants move forward
- Remainder still eligible
- June 19 – Polygraph
- July 10 – August 15 – Final Interviews
- August 21 – Letter offer of employment
- September 6 – Class begins
 - Approximately 50 Recruits



Dallas Fire-Rescue

Recruiting & Hiring Procedures

- Recruiting efforts
 - Local Colleges
 - Churches
 - Schools
 - Job Fairs
 - Military (Ft. Hood)
 - Local community media
 - Television stations



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