



AGENDA INFORMATION SHEET

DEPARTMENT: Fire

CM/ DCM/ ACM: Todd Hileman

DATE: November 14, 2017

SUBJECT

Receive a report, hold a discussion, and give staff direction regarding an overview and options for Fire Department recruiting and hiring.

BACKGROUND

Staff has two primary objectives for this work session item and presentation to City Council:

1. Provide a high-level overview of the Fire Department's current hiring and recruiting practices; and
2. Address Council's question regarding scholarships and other steps to increase diversity.

DISCUSSION

1) Fire Department hiring practices are regulated by three primary bodies:

Texas Local Government Code 143 (Civil Service)

- The purpose of Civil Service is to secure efficient Fire and Police Departments composed of capable personnel who are free from political influence and who have permanent employment tenure as public servants.
- Outline of general hiring practices.

City of Denton Rules and Regulation of the Civil Service Commission

- Establishes some clarity regarding testing and hiring.
- Primarily focuses on the local implementation of procedures outlined in Texas Local Government Code Chapter 143.

City of Denton Fire Department Meet and Confer Agreement

- Mutually agreed upon agreement between the City and the Firefighter's Association (Police have a separate agreement).
- Original Meet and Confer agreement went into effect in 2006.
- Can allow for changes in some hiring practices if mutually agreed upon.
- In the event that either side terminates or does not renew, the Fire Department reverts back to Texas Local Government Code 143 (Civil Service) requirements.

2) What are the City of Denton Fire Department's hiring requirements?

- Overall the hiring process follows Texas Local Government Code 143 (Civil Service)
- The City and the Firefighter's Association have entered into a Meet and Confer Agreement which allows for some modifications to hiring when mutually agreed upon.
- Currently the Fire Department has the following requirements prior to being hired:
 - Must pass Civil Service Written Examination
 - Must pass background investigation
 - Must have a High School Diploma or GED
 - Must have a valid driver's license (Must also obtain a Class B license within 1 year)
 - Must be a United States Citizen
 - Must be a Texas Certified Firefighter**
 - Must be a State Certified Paramedic**
 - Must be at least 18 years of age
 - Must have not reached your 36th birthday on the date of the examination
 - Must be able to read, write, and speak English
 - Must have no felony convictions or numerous misdemeanor convictions
 - Must pass a physical ability test
 - Must pass a medical examination
 - Must have both eyes correctable to 20/20 vision and normal color vision
 - Must pass psychological examination
 - Must pass a polygraph examination
 - Must pass a drug screen

3) How does the City of Denton Fire Department recruit?

The Fire Department utilizes a variety of methods to advertise and recruit personnel to take the Fire Department's entrance examination. The recruiting methods include visiting: local schools, special events, fire academies, and paramedic schools. Additionally, the Fire Department advertises in trade magazines, on social media, through email, and on the City's website.

4) What are the demographic trends?

The graph below shows minority percentages have increased in the past five years.

Entrance Examination Demographics						
	2013 Percent Registered	2014 Percent Registered	2015 Percent Registered	2016 Percent Registered	2017 Percent Registered	5 Year Trend
African American	9.60%	6.30%	10.30%	13.40%	11.90%	2.30%
Caucasian	75.90%	78.70%	72.20%	61.80%	68.20%	-7.70%
Hispanic	10.90%	12.60%	11.90%	16.70%	12.60%	1.70%
Asian Pacific	1.70%	0.40%	2.10%	2.20%	2.70%	1.00%
Native American	2.00%	0.80%	1.00%	0.50%	0.80%	-1.20%
Other	0.00%	1.20%	2.60%	5.40%	3.80%	3.80%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	
Male	92.10%	96.40%	93.80%	94.60%	96.90%	4.80%
Female	7.90%	3.60%	6.20%	5.40%	3.10%	-4.80%

5) Does the Fire Department offer scholarships?

- Currently the Fire Department does not have any specific scholarship programs.

6) What are the options?

- Keep the current recruiting program that has seen diversity improvements in the past five years.
- Adjust the hiring requirements.
- Develop a new “Home Grown” program in conjunction with Denton ISD and North Central Texas College (NCTC).

RECOMMENDATION

Staff recommends continuation of recruiting while further examining additional recruiting strategies through a potential “Homegrown” option.

FISCAL INFORMATION

Any future changes to the recruitment and hiring process that require additional funding will be submitted as a supplemental request through the budget process.

STRATEGIC PLAN RELATIONSHIP

The City of Denton's Strategic Plan is an action-oriented road map that will help the City achieve its vision. The foundation for the plan is the five long-term Key Focus Areas (KFA): Organizational Excellence; Public Infrastructure; Economic Development; Safe, Livable, and Family-Friendly Community; and Sustainability and Environmental Stewardship. While individual items may support multiple KFAs, this specific City Council agenda item contributes most directly to the following KFA and goal:

Related Key Focus Area: Safe, Liveable & Family-Friendly Community

Related Goal: 4.2 Seek clean and healthy neighborhoods in Denton

EXHIBITS

Exhibit 1 - Agenda Information Sheet

Exhibit 2 - Presentation

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Robin Paulsgrove
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