

「HOMEGROWN HEROES

Joseph D. Parlette
Deputy City Manager, City of Dayton, OH

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BACKGROUND

Diversity in public safety personnel is a long-standing issue facing local governments nationwide.

Background

- Dayton: 52% of population identifying as white, 43% as black, and 5% as “other”
 - Imperative to have a workforce representative of the community
- Negligible effect of Civil Rights Act of 1964 on U.S. fire and police service department personnel
- Dayton Civil Service Office established in 1972
- Not less than a dozen different recruitment strategies employed by the City of Dayton in the last fifty years
- Demographics of DFD 93% and DPD 91% are white

HOMEGROWN HEROES

The Homegrown Heroes Program
launched in 2018

Purpose

- To recruit, engage and mentor current City of Dayton employees who are eligible to take the upcoming promotional examinations for Public Safety Forces



Goal

- To increase diversity in the ranks of the Safety Forces through a promotional testing process as outlined in Civil Service Rule #7. This will allow the Safety Forces to tap into the existing City of Dayton talent pool.



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Safety Forces Diversity

Current Employee Census Data

	<u>Fire</u>	<u>Police</u>
*Eligible	209	131
African American	30%	34%
White Females	13%	14%
Unknown/Other	3%	Less than 1%
White Males	54%	52%

*Meets age requirements and currently makes less than a top-step firefighter or police officer

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KEYS TO SUCCESS

Ensure all eligible C.O.D. employees were made aware of this highly rewarding opportunity

Maintain a relationship with those employees who show an interest through informative events

Provide the promotional candidates with the “tools for success” such as physical abilities test preparation

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Keys to Success: Fire

- Conducted training for current D.F.D. personnel on the value of diversity: “Diversity is about everyone”
- Provided informational handouts for D.F.D. crews to distribute at City Events to facilitate engagement
- Marketed the D.F.D. and the firefighting profession to eligible candidates

Diversity & Inclusion Training Program

- Dayton Fire Training Center held 23 Diversity & Inclusion training sessions for over 200 Fire Employees
- Included engaging activities and interactive discussions
- Emphasized the importance and power of Diversity & Inclusion



INTENTIONAL, ACTIVE, AND ENGAGED RECRUITMENT

Diversity in public safety personnel,
a long-standing issue facing local
governments nationwide.

Public Safety Forces Ride-Along Program

Interested city employees were afforded the opportunity to ride along with a Police or Fire/E.M.S. crew

- Consideration was given to employees doing a ride along as part of their regular work shift
- Ride-alongs were done in 4 or 8 hour blocks



Dayton Fire Department: “Safety Forces Fridays”

- Were held on 5 Fridays in Aug/Sept 2018
- All employees eligible for promotional examination were invited to attend
- Lunch was provided
- Fire, E.M.S. and Police demonstrations
- Various apparatus demonstrations
- Opportunities for “hands-on” experience in a safe, controlled training environment

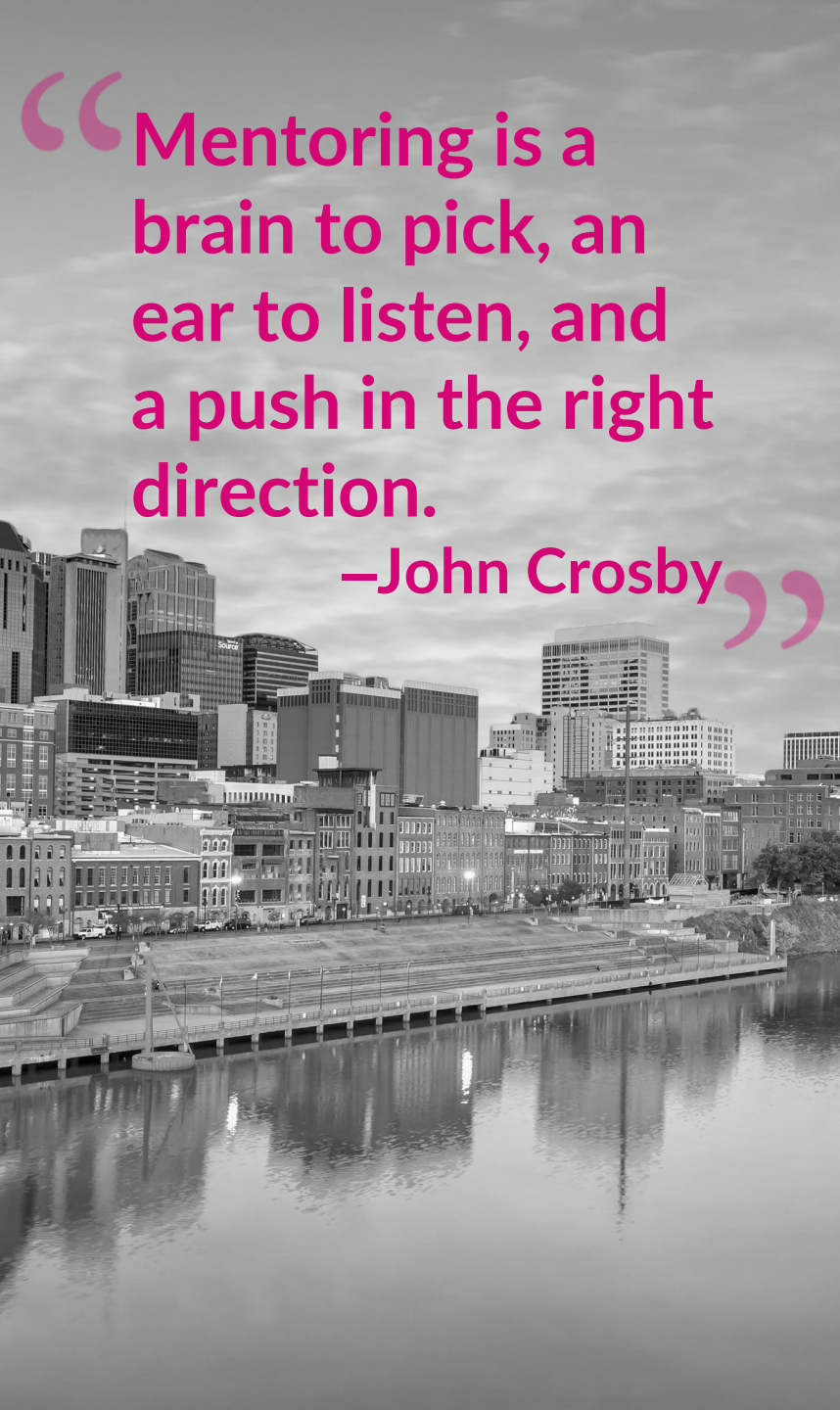
Safety Forces Friday



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Dayton Fire Department: Fire Ops 101

- Similar to the Fire Ops 101 programs held for the media and city dignitaries used to gain a better understanding of firefighting
- This program provided the interested candidates a chance to “suit up” in fire gear and engage in training
- The program helped employees identify and work to overcome possible fears or obstacles that may exist in these positions, e.g., fear of heights, claustrophobia, etc.
- Practical evolutions included: Search and rescue, fire hose movement, ladder climbing, rappelling, use of rescue tools, and physical training (PT)



Mentoring is a
brain to pick, an
ear to listen, and
a push in the right
direction.

—John Crosby

Dayton Safety Forces Mentoring Program

- To recruit, engage and mentor current City of Dayton employees who are eligible to take the upcoming promotional examinations for Public Safety Forces
- Mentors will be knowledgeable and have a positive outlook toward the success of this program
- Assign a Safety Forces mentor to the promotional candidates who make it through the Civil Service Process
- Will provide candidates with a one-on-one established relationship and valuable insight into the Police, Fire and EMS field
- This will assist the employees in navigating and preparing for this opportunity

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CITY EMPLOYEE INTEREST: FIRE

209 City of Dayton
Employees were deemed
eligible to promote into
the Fire Department
as of June 2018

60 City of Dayton
Employees indicated an
interest in the promotional
opportunity through
numerous engagement
events in the Fall of 2018

57 City of Dayton
Employees applied to take
the Fire Recruit test as a
promotional opportunity on
April 13, 2019

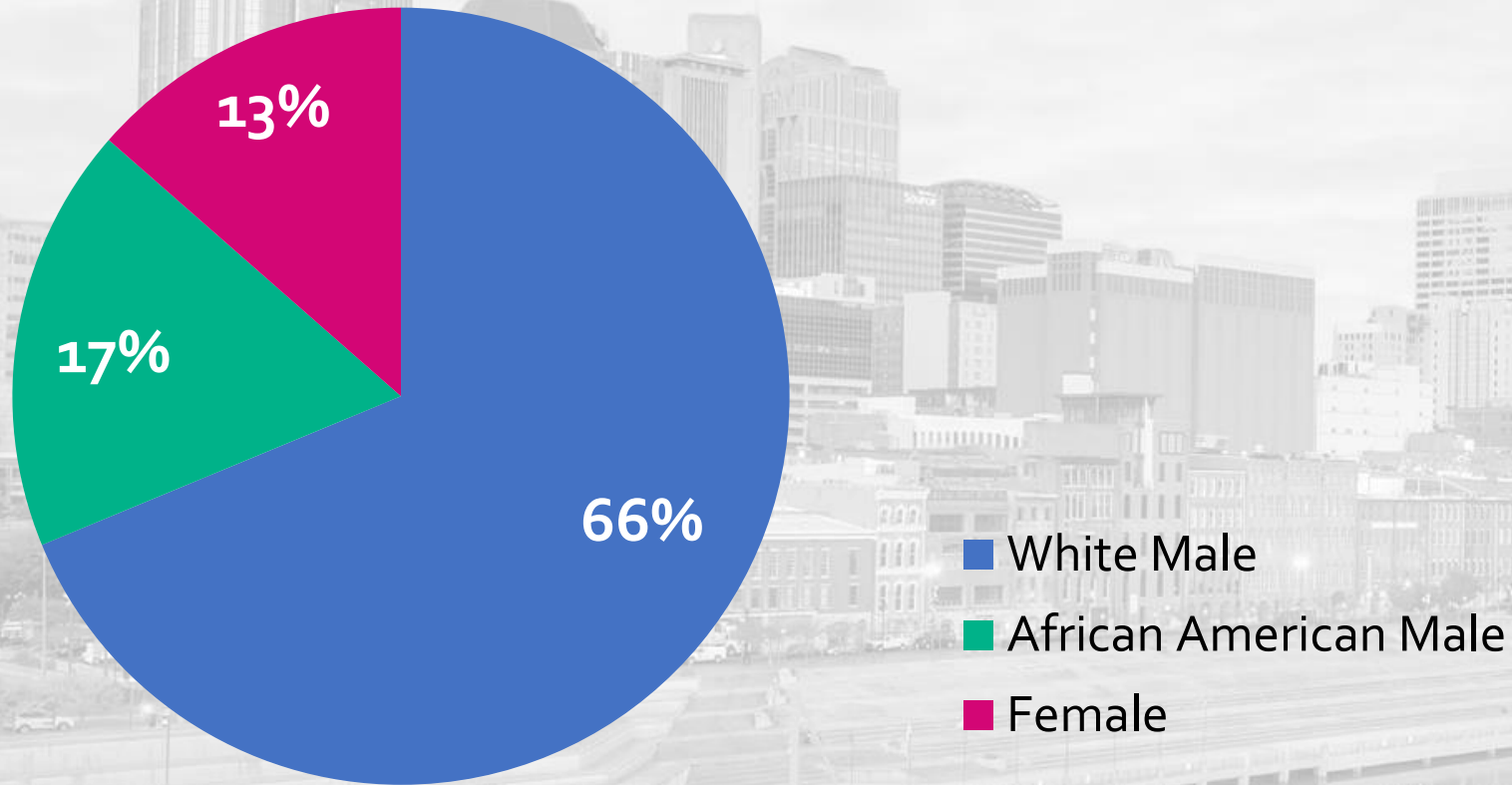
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Promotional Test Results: Fire

- 54 promotional candidates took the Firefighter Recruit Exam
- 47 of those applicants passed the exam and moved on in the hiring process
- Currently we are processing 40 Promotional candidates through the Candidate Physical Ability Test (CPAT)
- To date: 13 Promotional Candidates have passed CPAT
- 7 Weeks remain in the CPAT Testing Process for the remaining candidates to pass.

Promotional List Demographics: Fire

In 2018, the Dayton Fire Department was made up of 93% White Male



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City Employee Interest



POLICE

23 City employees applied for the Police Recruit Position through Civil Service

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Promotional Test Results: Police

- 6 Promotional Candidates took part in the mandatory preliminary PT test as a part of the Police Recruit process
- 3 Promotional Candidates passed the Police Recruit promotional test and were placed on the eligibility list
- Unfortunately, no promotional candidates are in the current Police Recruit class (1 took Military deferment and will be in next year's Police Recruit class)

CREATE A PIPELINE⁷ DAYTON PUBLIC SCHOOLS

Dayton Fire and Dayton Public Schools
partnered to create a Fire and EMS
Career Technology Program

Create a Pipeline for DPS

- Program began in August of 2019 at Belmont High School: 40 freshman and 30 Sophomores enrolled in program
- Fire and EMT certifications are being taught under Dayton Fire's Ohio Dept. of Public Safety Charter
- Dayton Fire provides the Lead Instructor for the program

Partnership Dayton Public Schools

4 year program 9th through 12th grade:

- **9th grade:** Fire and EMS Career exploration
- **10th grade:** Foundations into Fire/EMS and Homeland Security
- **11th grade:** State of Ohio Firefighter I
- **12th grade:** State of Ohio Firefighter II and EMT
- Once certified, students become eligible for employment as EMT's in the DFD, and hopefully, eligible for the new promotional opportunity



Revisiting the DPD/DPS programming ahead of 2020-21 school year

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Keys to Success

Full support from the highest levels of the municipality, the department, and the school district

Passionate and energetic lead recruiter/instructor

A willingness to fail, regroup, and try something different

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THANK YOU

Questions?

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