

To the Mayor and Members of the City Council**October 22, 2024**

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**SUBJECT: UPDATE ON RECRUITMENT AND HIRING OF SWORN PERSONNEL IN THE FIRE DEPARTMENT**

The purpose of this report is to share the significant accomplishments of the Fire Department in filling newly authorized sworn positions and positions vacated due to attrition in FY 2024.

Background and Significance

In September 2022, the City Manager's Office established an interdepartmental Fire Ad Hoc Staffing Committee, which included representation from the Local 440, to review the recommendations from consultant Citygate on meeting minimum daily staffing requirements. The committee sought to reach a consensus on the required number of authorized sworn positions, given the parallel Local 440-sponsored Fitch & Associates study. The committee recommended the addition of 70 sworn personnel, and in September 2023, the City Council approved the recommended addition in the FY 2024 budget. Furthermore, the Fire Department needed to hire 50 personnel to address anticipated attrition through FY 2024.

Recruitment Process

To accomplish its goals, the Fire Department worked with Human Resources to administer an entrance examination in March 2023. The department hired recruits for Fire Department Class 93 and 94 from this exam, resulting in a total of 58 graduates from the classes. Another entrance exam was administered in October 2023, which seated Classes 95-97, from which 61 recruits graduated on October 4, 2024. Since March 2023, the department has sworn in 119 firefighters out of the goal of 120.

Class Demographics

The diversity in the recent recruiting efforts of the Fire Department is notable when compared to national averages for fire departments. In Classes 93 through 97, a total of 119 recruits graduated, with 29% identifying as African American, Hispanic, or Asian and 6% identifying as two or more races. Gender diversity has also been a focus, with 18 females, or 14% of the recruits, successfully completing the program. This stands in contrast to national trends, where women typically comprise less than 5% of the firefighting workforce, and racial minorities are often underrepresented. The department's inclusive recruitment efforts, characterized by low attrition rates and substantial graduation numbers across all demographic groups, demonstrate a commitment to fostering diversity that surpasses the national average in both racial and gender representation.

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Classes	# of Graduates	# of Recruits	Males	Females	White	African American	Asian	Hispanic	Native American	Two or More Races	Attrition
Class 93 (Fast Track)	10	10	9	1	6	1	0	1	0	2	0
Class 94 (Full Track)	48	50	43	7	26	10	0	11	0	3	2
Class 95 (Fast Track)	6	6	6	0	2	0	0	3	1	0	0
Class 96 (Mid Track)	15	15	15	0	8	2	1	4	0	0	0
Class 97 (Full Track)	40	46	36	10	17	12	0	14	0	3	6
	119	127	109	18	59	25	1	33	1	8	8

The **Fast-Track** training program is a condensed 12-week course designed for certified firefighters, EMTs, and paramedics. It streamlines the onboarding process by allowing qualified candidates to bypass the full 9-month training. The program focuses on department-specific protocols, advanced skills, and physical conditioning, enabling participants to integrate efficiently into active service within the fire department.

The **Mid-Track** training program is a six-month training course by the Fort Worth Fire Department for certified EMTs or paramedics. It focuses on developing firefighting skills and covers fire suppression, rescue operations, hazardous materials handling, and physical fitness, preparing participants to meet the fire service's requirements.

The **Full-Track** Fire Department training program is a comprehensive 9-month course designed to train and certify recruits as both Emergency Medical Technicians (EMTs) and firefighters. This program provides in-depth instruction in fire suppression, rescue operations, hazardous materials handling, emergency medical response, and physical fitness, preparing recruits to meet the rigorous demands of the fire service.

Recruit Performance Overview

The performance overview of Emergency Medical Technician (EMT) and fire training highlights substantial progress and consistently high achievements. EMT training has demonstrated a clear upward trajectory, achieving a steady 2% improvement between consecutive classes, culminating in an impressive 91% score for Class 94. Fire training has remained reliably strong, with scores consistently ranging between 91% and 95%, showcasing minimal fluctuation. While fire training continues to outperform EMT, the gap between the two has noticeably decreased, particularly in Class 94, where the difference is just 1%. These results reflect positive strides in EMT training, indicating successful efforts to enhance performance and close the gap between the two areas.

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Recruit Class	Class Average (EMT)	Class Average (Fire)
Class 88	84%	91%
Class 89	Fast Track	Fast Track
Class 90	90%	94%
Class 91	86%	95%
Class 92	86%	92%
Class 93	Fast Track	Fast Track
Class 94	91%	92%
Class 95	Fast Track	Fast Track
Class 96	Mid Track	90%

Since participants in the **Fast-Track program** are already certified, they are not required to take class exams, and no class average is calculated. The program focuses on department-specific protocols, hands-on skills, and physical readiness to ensure smooth integration into active service. The same applies to the **Mid-track program** regarding EMT certifications.

In summary, the Fire Ad Hoc Staffing Committee's efforts and City Council support resulted in the hiring of 119 new recruits and significant improvements in diversity and training. For further information, please contact Fire Chief James Davis at (817) 392-6801 or via email at jim.davis@fortworthtexas.gov.

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