

**To the Mayor and Members of the City Council****June 21, 2022**

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**SUBJECT: WASHOUT RATES OF MALE RECRUITS AND THE ABILITY TO
HAVE NON-FIREFIGHTERS ASSIST WITH RECRUITING EFFORTS**

This informal report has been created to provide an update on washout rates of male fire recruits and the ability to have non-firefighters serve on the recruitment team. This is a follow-up to IR 22-027 – Female Fire Recruitment, Fitness Requirements and Hiring Data that was presented at the February 15, 2022 Work Session.

The Fort Worth Fire Department is a well-respected and highly regarded department which provides an advantage in being able to recruit talented individuals to join the FWFD. The FWFD seeks the best candidates because the job while meaningful, is challenging and requires close teamwork, and consistent high physical performance under extreme conditions.

With the changing workforce, the FWFD realizes that recruiting tactics need to be adjusted to appeal to the current generation to assure that we are building the future of the FWFD in a manner that reflects the community we serve. It is important to emphasize the critical need for an inclusive workforce where we work as a team, and everyone is a valued member of the team.

The current recruitment office consists of one (1) uniformed fire captain who has responsibility for recruitment as well as the hiring process. The expectation is that all firefighters are engaged in the recruitment efforts through their daily interaction with the public. Additionally, Fire Department efforts are supported by Human Resources who assists with the hiring process by setting up testing, administering civil service exam, and participating in interview boards.

Uniformed fire recruiters have the ability to share personal career stories about the challenges and expectations of the job, the impact on families, and how it has impacted their personal and professional lives. They also share with them the meaningful parts of the job and illustrate how our job has helped those in need and brought positive social change. Our recruiters are open and honest about the challenges of being a fire fighter as well as focusing on the benefits: opportunities to serve a community, be a part of a great growing city, agility due to a constantly changing work environment, opportunities for advancement, etc.

As the Fire Department targets younger generations, research indicates this generation values gratifying work, work/life balance, a diverse and inclusive team environment, and personal and professional growth. These qualities can make our future recruits committed and capable firefighters. If we continue to invest in recruiting and keeping these young men and women, they could be excellent fire chiefs one day.

The following is an overall breakdown of the total number of male candidates that started the hiring process and eventually did not successfully complete the process:


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Total Washout Rate During Hiring Process

2017-2018		
Total number of Men Processed for hiring	484	
Total number of Men Hired by the department	73	15.1%
No Show/Withdrawn	237	49%
Did not pass Interview	55	11.4%
Eliminated during background	91	18.8%
Failed Aerobic Capacity Run	28	5.8%

2019-2020		
Total number of Men Processed for hiring	728	
Total number of Men Hired by the department	66	9.1%
No Show/Withdrawn	376	51.6%
Did not pass Interview	97	13.3%
Eliminated during background	133	18.3%
Failed Aerobic Capacity Run	56	7.7%

2021-2022		
Total number of Men Processed for hiring	830	
Total number of Men Hired by the department	89	10.7%
No Show/Withdrawn	339	40.8%
Did not pass Interview	157	18.9%
Eliminated during background	188	22.6%
Failed Aerobic Capacity Run	57	6.9%

The Fire Department will continue to work with Human Resources and the Diversity & Inclusion Department to better understand the factors contributing to recruit wash out rates that will include having a detailed analysis conducted to provide insight into specific points in the multi-step hiring process where wash out occurs.

If you have additional questions, please direct them to: Fire Chief James Davis at jim.davis@fortworthtexas.gov or Dianna Giordano, Human Resources Director at dianna.giordano@fortworthtexasa.gov.

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City Manager