

THE DAYTON FIRE DEPARTMENT IS  
RECRUITING

“HOMEGROWN HEROES”  
HERE WE GROW!





# INTRODUCTION

**The City of Dayton, Ohio will be conducting an entry-level firefighter recruit examination in March of 2022. You must sign up to take the test during the application period and then complete the test as scheduled in order to be considered for the firefighter position.**

- ▶ **Signup period: Opens January 4, 2022 and closes February 20, 2022.**
  - ▶ <https://www.jobapscloud.com/daytonohio/>
  - ▶ [www.joindaytonfire.com](http://www.joindaytonfire.com)
- ▶ **Actual examination will take place in March of 2022.**



# “The Blue-Collar Myth”

- ▶ There is a common misperception that firefighting and police officer careers are blue-collar and tradesmen positions with no upward mobility for African-American and minority applicants.
- ▶ Most African-American parents steer talented high schoolers away from these careers due to this misperception. (2005, IAFF Diversity Study)
- ▶ 40% of Dayton Fire Department employees have Associate's Degrees and 30% have Bachelor of Science degrees; many have Master's Degrees



# A Different Pathway to A College Degree

- ▶ As a Dayton Firefighter you will obtain the following job training certifications through the State of Ohio:

- ▶ Firefighter II
- ▶ EMT or Paramedic
- ▶ Fire Safety Inspector

- ▶ The above certifications have equivalent college credits that are transferrable to a 2-year or 4-year degree.





# Work and Get a Degree

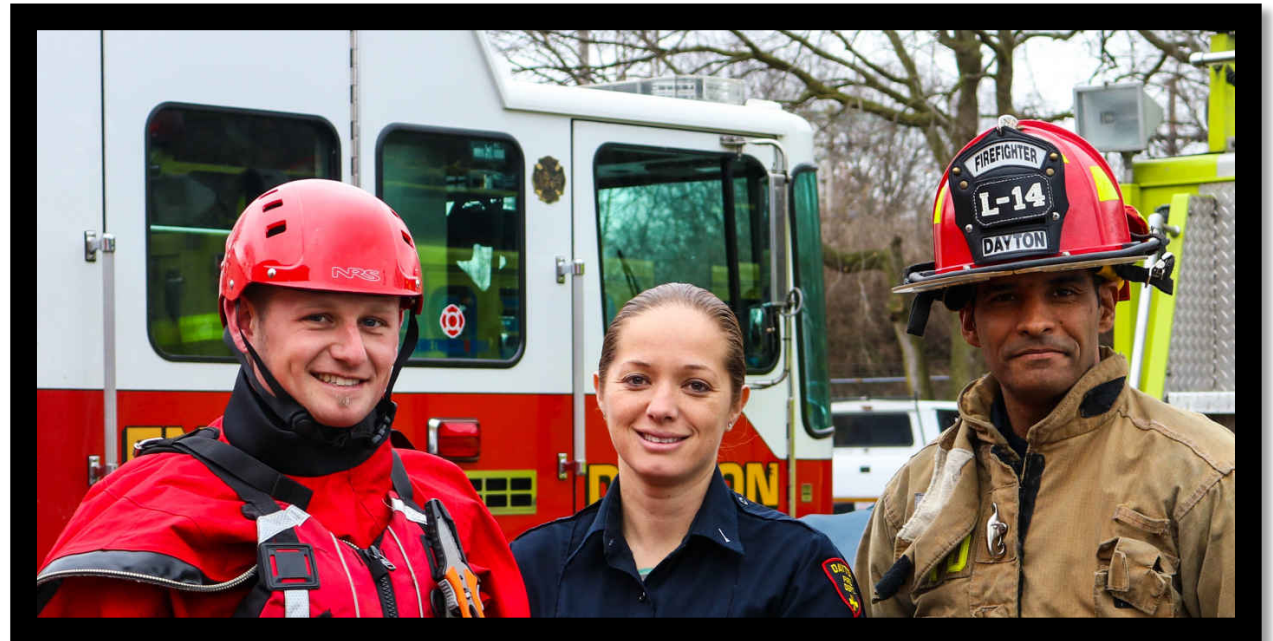
- ▶ Sinclair Community College has articulation agreements with:
  - ▶ Ohio University
  - ▶ Credits transferrable to most major universities
- ▶ Articulation agreements allow for academic credit to be applied to 4-year degrees at Ohio University and other universities.



# Wanted: Fire Recruits (Minorities Encouraged to Apply)

## Goal

- ▶ To increase diversity in the ranks of the Dayton Fire Department
  - ▶ Current demographics
    - ▶ 89 % White
    - ▶ 81 % White Male
    - ▶ 11 % Racially Diverse
    - ▶ 6.8 % Black (Male and Female)
    - ▶ 89.5% Male
    - ▶ 10.5 % Female







# Salary Range

- ▶ **Firefighter- \$51,875 To \$69,180**
- ▶ **FF/Paramedic- \$55,972 To \$74,692**
- ▶ **Promotional Opportunities**
  - ▶ **Lieutenant**
  - ▶ **Captain**
  - ▶ **District Chief**
  - ▶ **Assistant Chief**
  - ▶ **Chief**





# Job Benefits

- ▶ Health, Dental, Life, and Vision Insurance
- ▶ Paid Holidays
- ▶ Paid Sick Leave and Vacation
- ▶ Seniority Incentives
- ▶ Educational Incentive
- ▶ Physical Fitness Incentive
- ▶ Compensatory Time
- ▶ Uniform Allowance







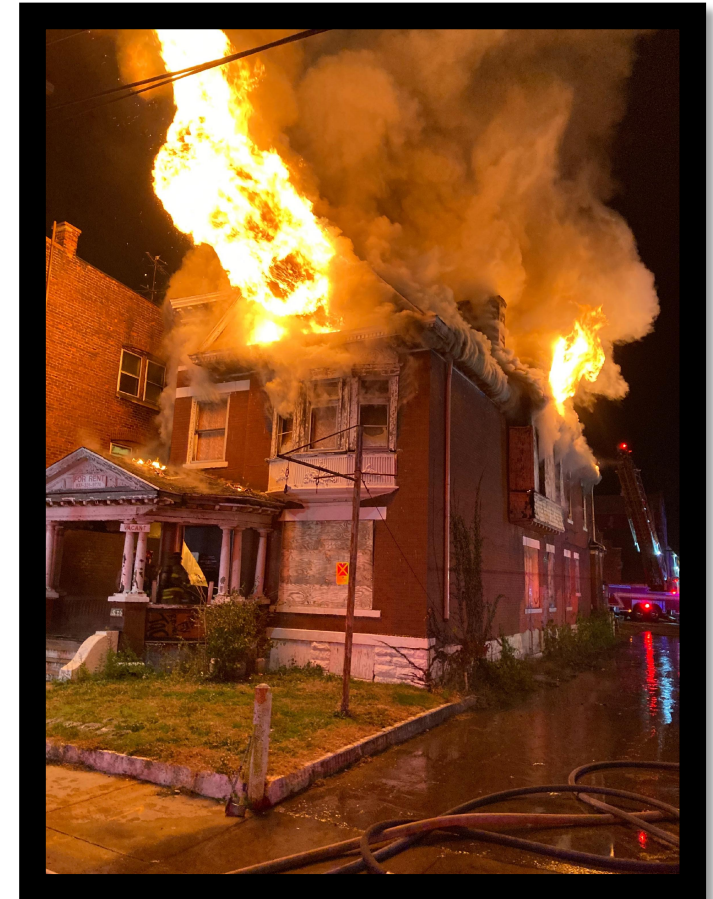
# Process

- ▶ **Perform Targeted Recruitment to reach underrepresented groups and minority populations.**
  - ▶ Maximize the enrollment from Dayton Public Schools and surrounding school systems
  - ▶ Develop the pipeline for future recruitment campaigns
  - ▶ Develop a support system to strengthen and develop interest in public safety careers within the City of Dayton
  - ▶ Promote the City of Dayton as an entry level employment system for promotion into fire and police careers.
    - ▶ Homegrown Heroes Program



# Requirements for Firefighter Positions

- ▶ 16 years of age at time of examination
- ▶ Pass a written civil service examination
- ▶ 18 years of age at time of appointment to position
- ▶ Valid drivers license at time of appointment
- ▶ H. S. Diploma or G.E.D. at time of appointment





# Requirements for Firefighter Position (cont.)

- ▶ Pass a physical agility assessment
- ▶ Pass an extensive background investigation
- ▶ Pass a medical exam, including a drug screen
- ▶ At the time of appointment to Fire Academy
  - ▶ 18 years of age
  - ▶ Under age of 41





# Employment

- ▶ Appointment to Dayton Fire Academy
  - ▶ 6 months of rigorous physical training
  - ▶ EMT certification
  - ▶ Fire Fighter Level II certification
  - ▶ Fire Safety Inspector certification
  - ▶ Assignment into the district - East or West





# You Made It!

- ▶ **Rookie reports to assigned station for a probationary period of 6 months**
  - ▶ Rookie firefighter will pass two probationary tests
- ▶ **Upon completion of probationary period:**
  - ▶ Rookie studies for driver certification
  - ▶ Rookie studies for engine operator
  - ▶ Rookie studies for truck/ladder operator
- ▶ **After 5 years of service, eligible for promotion to Lieutenant**





# Are You Up to the Challenge?

- ▶ **Let's make some history!**
  - ▶ Visit [joindaytonfire.com](https://www.jobapscloud.com/daytonohio/)
  - ▶ Visit <https://www.jobapscloud.com/daytonohio/>
    - ▶ Create an account and sign up for job alerts
- ▶ **Sign up for the test beginning January 4, 2022 through February 20, 2022**
- ▶ **Take and pass the Civil Service Fire Exam when given (March 2022)**