



Mission Statement:

The dedicated members of Dallas County Fire & Rescue serve the citizens of Dallas County in an effort to preserve life and property, with focus on the good of the community.

Application process:

Listed below is the process for reviewing applicants for the position of probationary Firefighter with Dallas County Fire & Rescue:

1) Minimum Requirements:

- a. Must have High School Diploma or equivalent (GED).
- b. Must be at least eighteen years of age to apply.
- c. Valid Texas Drivers License with a good driving record (Class B within 90 days).
- d. Have reliable transportation.
- e. Vision (20/40 in one eye & 20/100 in other eye correctable to 20/20 and 20/40)
- f. Satisfactory employment record.
- g. Free from use of controlled substances or excessive use of alcohol.
- h. Must not have criminal charges pending. (Criminal Background Checked)
- i. Must be able to communicate effectively. (Written and Verbal Communication Skills)

2) Successfully complete the Membership application and pre-interview questionnaire.

3) Successfully pass a thorough criminal background check.

a. No Class A or B Misdemeanor convictions in the past 3 years.

b. No felony convictions within the past 10 years. No convictions for sexual misconduct or injury to another person ever.

c. No more than 3 Class C moving violations within 1 year of appointment to the Fire Department.

d. Once the Fire Chief has completed the background check and cleared the applicant to proceed in the process, the applicant will be contacted by telephone and set up for their P.A.A. (Physical Agility Assessment) test.

4) Must pass all steps of the departmental Physical Agility Assessment test within 4:00 minutes (Prior to test, applicant must submit a medical physical release from a physician allowing physical exertion to mimic the duties of a fire fighter. Please take the below assessment to your Doctor as these are the activities your Dr. needs to clear you for in order to take the assessment.) Please bring work out clothing to complete the P.A.A. Applicant must sign the waiver of liability the day of and prior to taking the P.A.A. Below are the P.A.A. steps:

- a. **Hose throw** – Using a 3” hose the applicant must unroll the hose by throwing the hose from a standing position causing it to unroll. Then using a hand over hand method pull the hose back in till the end coupling reaches the applicant. The applicant will then place the hose on their shoulder and walk the hose line back out in a straight line. Once the hose is extended all the way out they will set the coupling down and move to step B.
- b. **Tire flip** – Using an end over end method the applicant will squat and, using their legs, lift the tire and push it over on its end 3 times. The applicant will then move to step C.
- c. **Simulated ladder placement** – Using a roof ladder the applicant will squat in front of the ladder in the middle and grab the rungs and, using their legs, stand up with the ladder at chest level. Once standing the applicant will raise the ladder over their head and bringing it back down to their chest 3 times. Once completed they will squat back down and place the ladder back on the ground on its beam. The applicant will then move to step D.
- d. **Simulated manual roof ventilation** – Using a Bam tool the applicant will simulate chopping through a roof by striking a tractor tire 20 times. It will be the responsibility of the applicant to keep count. If the applicant walks away from the tire the evaluator will assume the applicant has completed the simulation. If the applicant walks away from the simulation without a total of 20 strikes this constitutes a failure on the simulation. Once completed, the applicant will move to step E.
- e. **Hose role lift** – The applicant will start out by removing the first rolled hose and placing it on the ground. Then the applicant will take the second roll and place it on top of the first roll. They will then repeat the step with the third hose roll. Once the third roll is placed on top of the other two, the applicant will restack all three hose rolls again, and that will complete one evolution. The applicant must complete 3 evolutions. Once completing all 3 evolutions the applicant will then move to step F.
- F. **Open hose line advancement** – The applicant will pick up a charged 1 ¾” hose line and place it over their shoulder and holding the nozzle, will open the nozzle and advance the hose line until they are told to stop. Once the applicant is told to stop then they will shut the hose line down and carry the nozzle back to its original position. The applicant will then move to step G.
- G. **Tire flip** - Using an end over end method the applicant will squat and, using their legs, lift the tire and push it over on its end 3 times. The applicant will then move to the final step, step H.
- H. **Hose roll** – Using the 3” hose the applicant extended at the beginning of the assessment, the applicant will begin to tightly roll the hose on the ground while walking towards the end of the hose. Once the applicant reaches the end of the hose they will lay it on their side. **This will simulate the end of the assessment test.**

Once the applicant has completed the P.A.A. they will be advised as to whether they passed or failed the assessment. If the applicant passes the P.A.A. the applicant will be given 60 minutes from the completion of all the days P.A.A. to rehab and clean up then they will move to the initial oral board interview step.

5) Initial oral board interview will be with one Captain, one Lieutenant, and one Fire fighter. The applicant will be advised if they have passed the initial oral board. If the applicant passes the initial oral board they will be scheduled immediately for the final interview with the Fire Chief, Assistant Fire Chief, and the Battalion Chief .

6) Final interview with the Fire Chief, Assistant Fire Chief, and the Battalion Chief will be set for a separate day. If applicant passes the final interview the Battalion Chief will give the applicant his shift assignment, Shift commanders Name and contact number. It will be the applicant's responsibility to contact his shift commander within 48 hours for his first day to report to shift.

Once the applicant has been appointed to the fire department they will serve as a probationary fire fighter for a total of 1 year. The probationary fire fighter will be given an assessment of progress at the 3, 6, and 9 month points during their probation. At the end of the probationary fire fighters 12th month they will be given a final assessment to be performed by their shift commander and the Battalion Chief. If the probationary Fire Fighter is successful then they will removed from probation and given the title of Fire Fighter. If the probationary fire fighter is not successful in passing their final assessment it will be up to the Fire Chief, Assistant Fire Chief, and Battalion Chief as to extend the probationary fire fighters probation or to separate the probationary fire fighter from the fire department.