

# Memorandum



DATE: February 19, 2016

TO: Honorable Members of the Public Safety Committee:  
Adam Medrano (Chair), B. Adam McGough (Vice Chair), Sandy Greyson, Tiffinni A. Young,  
Jennifer S. Gates, Philip T. Kingston

SUBJECT: **DFR Fire Chief Recruitment Update**

On Monday, February 22, 2016, you will be updated on the DFR Fire Chief Recruitment. The briefing materials are attached for your review.

Please contact me if you have any questions or need additional information.



Eric D. Campbell  
Assistant City Manager

[Attachment]

cc: Honorable Mayor and Members of the City Council  
A.C. Gonzalez, City Manager  
Warren M.S. Ernst, City Attorney  
Craig D. Kinton, City Auditor  
Rosa A. Rios, City Secretary  
Daniel F. Solis, Administrative Judge  
Ryan S. Evans, First Assistant City Manager

Jill A. Jordan, P.E., Assistant City Manager  
Mark McDaniel, Assistant City Manager  
Joey Zapata, Assistant City Manager  
Jeanne Chipperfield, Chief Financial Officer  
Sana Syed, Public Information Officer  
Elsa Cantu, Assistant to the City Manager – Mayor & Council



# DFR Fire Chief Recruitment Update

Public Safety Committee  
February 22, 2016



# Overview



- Late October 2015, Fire Chief Louie Bright, III announced his retirement, effective March 31, 2016
- City Manager's Office (CMO) directed Human Resources (HR) to initiate a solicitation for professional search firms to assist in a national search for the next Dallas Fire-Rescue (DFR) Fire Chief

# Solicitation



- HR contacted 8 search firms, five proposals were received
- Affion Public, headquarters located in Camp Hill, PA (Texas division located in Point Venture, TX) was selected
- January 2016, City of Dallas entered into a contract with Affion Public.
- January 2016, Affion's public representative interviewed the following for relevant criteria for solicitation of candidates.

City Manager	Assistant City Manager
Fire Chief	President, Dallas Firefighters Association
Police Chief	President, Dallas Black Firefighters Association
Human Resource Director	President, Dallas Hispanic Firefighters Association
	University of Texas Southwestern – DFR Emergency Medical Services Medical Director

- National recruitment opened February 4, 2016

# Candidate Profile Distribution



- IAFC: <http://www.iafc.org/>
- Daily Dispatch: [www.dailydispatch.com](http://www.dailydispatch.com)
- International Association of Black Professional Fire Fighters:  
<http://www.iabpf.org/recruitment.htm>
- The National Association of Hispanic Firefighters (NAHF):  
<http://www.nahf.org/>
- International Association of Women in Fire & Emergency Services:  
<https://i-women.org/post-a-job/>
- ICMA: [http://icma.org/en/icma/career\\_network/home](http://icma.org/en/icma/career_network/home)
- Linked In: <https://www.linkedin.com/>
- Govt Jobs: <http://www.govtjobs.com/>
- TML: <http://www.tml.org/careercenter>
- Careers in Government: <http://www.careersingovernment.com/>

# Summary



- National recruitment closes March 4, 2016
- Affion will provide the City Manager with a list of candidates whom they feel best meet the candidate profile and desired characteristics
- The CMO will invite selected candidates to interview (format to be determined)
- Based on those interviewed, Finalists will be selected
- Finalists will be invited to participate in interview/meetings with City Council, Associations, Public Meet and Greet (format to be determined)
- City Manager will receive feedback from City Council, Associations, and Executive Staff and make final decision



Questions?