

Public Safety Recruiting, Hiring, and Salary Overview



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Police

- Recruiting Strategy: “It is all of our jobs to recruit”. 12 Openings to be filled.
 - Facebook
 - Ride Along Program
 - Police Academy Visits
 - Military (Fort Hood)
 - Officer (Word of Mouth)
 - Job Fairs
 - Advertising: Police sites, TML, City , others.
 - \$2,500 hiring bonus
 - Recruiting Video



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Updated Market Rates Comparator Cities

<u>City</u>	<u>Fire Fighter</u>	<u>Police Officer</u>
Addison	52	56.2
Allen	59.6	55.3
Arlington	56.3	59.2
Carrollton	58.6	58.5
Coppell	60.7	60.4
Dallas	46.8	46.7
Denton	58.5	55.7
Farmers Branch	60.4	59.7
Flower Mound	52.3	53.9
Fort Worth	51.9	58.4
Frisco	61.3	56.7
Garland	53.6	54.7
Grand Prairie	55.3	57.8
Highland Park	58.2	58.2
Irving	53.3	59.5
Lewisville	57.7	60.9
McKinney	56.3	58.9
Mesquite	58.6	58.6
Plano	65.1	65.6
Richardson	56.1	58.9
Southlake	51.9	51.9
Market Mean	56.4	57.4
New Mean + 5%	59.23	60.29
* Numbers in Thousands		

- We survey the market 2x per year all Public Safety and Benchmark Jobs
- Salary Structures and Pay Plans can be adjusted to correspond with budget planning



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TMRS 25to 20

- Changing TMRS from 25 years to 20 Years:
 - Raises TMRS rate from 18.24% to 19.34%
 - Annual Budget impact of \$356,000
 - Unfunded Liability would increase by \$1,916,330
From 29,734,028 to \$31,650,358



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Police Testing

- Testing Options:
 - Large Scale Testing.
 - Individual appointment for Certified Texas Police Officers (New).
 - Written Test
 - Physical Agility
 - Criminal History Check
 - Oral Interview Board
 - Investigative Background
 - Police Chief Interview/Conditional Job Offer
 - Polygraph/Psychological
 - Medical Exam
 - Drug Screen
 - Police Academy/PTO Program



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POLICE TESTING DATA JANUARY 2017

- 576 Applied
- 222 Tested
- 96 Failed Written
- 16 Failed Physical Agility
- 38 Interviewed/16 Failed
- Ranked based upon numerical interview score.
- 14 Placed in background/2 failed
- 3 Failed Polygraph



Police Applicants Remaining

- 9 qualified applicants remain.
 - 3 licensed, currently working as police officers.
 - 1 in police academy graduating May 11.
 - 5 will need to attend police academy



Fire

- As of April 10, 2017 the FD is fully staffed.
- The FD conducted 4 hiring cycles in 2016-17.
 - All entry-level candidates are required to be certified Firefighter/Paramedics prior to applying.
- The FF/EMT-P labor market is tight-Currently 52 FDs have jobs posted on the Texas Commission on Fire Protection website.



Fire

- The FD has 52 retirees-Average years of service: 29.25.
- Currently there are 8 FD members who are eligible to retire-Average years of service is 27.5
 - 2 Firefighters have over 30 years of service
 - 1 Firefighter has 25



Questions?

