



**CIVIL SERVICE BOARD MINUTES
REGULAR MEETING**

2399
Tuesday, February 1, 2022

Chair Terrence Welch called the Board meeting to order at 9:40 a.m.

Board members in Attendance:

Terrence Welch, Chair
Chandra Marshall-Henson, Vice-Chair
Kyla G. Cole
Shana Hope Khader
Dr. Glynn E. Newman

Absent:

Angela Kaye Kutac
Joan D. Smotzer

Staff in Attendance:

Dominique Artis, Chief, Dallas Fire Department
Justin Ball, Assistant Chief, Dallas Fire Department
Robert Borse, Lieutenant, Dallas Fire Department
Jarred D. Davis, Director, Civil Service Department
Scott Clumpner, Section Chief, Dallas Fire Department
Ana Monzon, Executive Assistant, Civil Service Department
Laura Morrison, Senior Assistant City Attorney
Ashley Rucker, Manager III, Civil Service Department
Delridge Williams, Deputy Chief, Dallas Fire Department

1. PUBLIC TESTIMONY

None

2. APPROVAL OF MINUTES

Approve Minutes from the January 4, 2022 Civil Service Regular Board Meeting

Vice-Chair Marshall-Henson moved to accept the minutes as printed. Board member Cole seconded the motion. The Board unanimously approved the motion.

3. HEARING ITEM(S)

None

4. BRIEFING & DISCUSSION ITEM(S)

- a. Single Role Paramedic Position Overview, Dallas Fire-Rescue

Lt. Borse provided the Board with an overview of the Dallas Fire Rescue Single Role Paramedic Pilot Program. He explained its background, historical data, current resources, staffing, challenges, workgroup recommendations, and the career path.

Deputy Chief Williams provided the Board with the workgroup's recommendations. He explained that the program's workgroup was formed in April 2021, included not only administrative staff, but some representatives from the Dallas Fire Rescue union, as well as DFR's command staff. The workgroup's goal was to look at the available resources to ensure they were utilized efficiently, and to evaluate if there was a need for expansion. As a result, the Single Role Paramedic program was created to recruit existing paramedics from the community. This program opens an additional opportunity for paramedics to become uniform employees without performing Fire Operation duties. It also reduces the time and cost of training, increases advancement possibilities within the Emergency Management Services Division, and enable the paramedics' transition to Fire Operations. Deputy Chief Williams emphasized the program's benefits, which include increased departmental diversity specially with women and minorities, as well as developing partnerships with some community colleges.

Chair Welch inquired whether this program has been utilized by other major cities and what kind of experience have they encountered. Chief Artis informed the Board that this program has been successfully operated in other cities. Based on his observation, DFR needs to keep the existing resources and work to expanding them at certain peak times to ensure DFR is providing the most efficient service to citizens.

Board member Khader sought clarification on whether DFR has identified the pool of qualified candidates for this program. Chief Artis informed her that DFR has several community colleges underneath the Dallas College umbrella that have paramedicine programs. In addition, the Dallas Independent School District is developing some joint dual credit programs. DFR is looking into expanding by getting into the high schools and partnering with them to develop programs where candidates can be trained as paramedics at the high school level.

Mr. Davis thanked DFR for briefing the Board about the program's strategy; he is looking forward to operationally support the potential expansion of this program.

- b. FY 22, Q1 Departmental Scorecard

Mr. Davis presented the Board with the FY 22, Q1 Departmental Scorecard. He informed the Board that during this quarter the time-to-hire has improved. Under uniform promotion, CVS is currently working on developing the police ranks' list. Subsequently, CVS will soon start working on Dallas Fire operations and their Battalion Chief, Captain, as well as Lieutenant Driver Engineer promotional activities.

- c. Departmental Updates and Announcements

Mr. Davis informed the Board that CVS will be working with the Police Department next Saturday, January 5th for another hiring event at Police Headquarters.

The Dallas Police Sergeant Pass Point written exam was completed on Monday, January 31st; 252 candidates completed the exam at the Convention Center. CVS will be preparing for the Lieutenant Assessment Center scheduled for February 16th and 17th at the Convention Center as well. The Sergeant Assessment Center is slated to be conducted on March 16th through the 18th, and the Senior Corporal exam is scheduled for March 22nd, with currently 566 candidates registered.

5. ACTION ITEMS

- a. Review and Adopt 2021 Civil Service Board Annual Report


Vice-Chair Marshall-Henson moved to accept the Civil Service FY 2021-2022 Annual Report as printed. Board member Newman seconded the motion. The Board unanimously approved the motion.

ADJOURNMENT

Chair Welch adjourned the meeting at 10:41 a.m.


Jarred Davis (Apr 14, 2022 15:33 CDT)

ATTESTED


Terrence S. Welch (Apr 14, 2022 10:09 CDT)

APPROVED