Homegrown Heroes

Come Join Our Teams

Proudly Serving the Dayton Community
Homegrown Heroes

Purpose
To recruit, engage and mentor current City of Dayton employees who are eligible to take the upcoming promotional examinations for Public Safety Forces.

Goal
To increase diversity in the ranks of the Safety Forces through a promotional testing process as outlined in Civil Service Rule #7. This will allow the Safety Forces to tap into the existing City of Dayton talent pool.
Dayton Safety Forces
Engagement of City Employees

This program will be implemented to identify and guide eligible city employees through this promotional process. This will establish a relationship with the employee and give them the tools for success.

- Notify all city employees about the promotional opportunity within the Safety Forces
- Engage in information based recruiting presentations held at C.O.D. jobsites
- “Public Safety Fridays” hosted by Dayton Fire and Dayton Police
Dayton Safety Forces

Engagement of City Employees

- Meet with other Department Directors and Division Managers to explain this opportunity for their employees.

- Dayton Fire and Police will staff the recruiting office to help with facilitation of this program.

- Public Safety Recruiting presence at the City of Dayton Health and Safety Fair

- Ride-a-long opportunities with Fire, E.M.S. and Police Crews
City employees interested in promoting into the Safety Forces will be invited to recruiting presentations occurring during their work shifts at a convenient location.

Presentations will cover:
- Hiring process
- Benefits
- Q & A
Keys to Success

• Ensure all eligible C.O.D. employees are aware of this highly rewarding opportunity

• Maintain relationship with those employees who show an interest through informative events

• Provide the promotional candidates with the “tools for success” such as physical abilities test preparation
Keys to Success

• Conduct training for Safety Forces personnel on the value of diversity: “Diversity is about everyone”

• Provide informational handouts for Public Safety crews to distribute at City Events to facilitate engagement

• Market the Public Safety Forces and the firefighting and police professions to eligible candidates
Dayton Public Schools

- Dayton Fire and Police will develop a partnership with DPS and introduce Public Safety Forces as an excellent career opportunity for juniors and senior students through a “Lunch and Learn” Program

- Introduce students to the Fire Explorer Program and encourage involvement which will provide invaluable learning opportunities and experience
“Safety Forces Fridays”

- Will be held on 5 consecutive Fridays beginning August 24th
- All employees eligible for promotional examination or any employee that has a family member or close friend that has an interest in taking the exam will be invited to attend
- Lunch will be provided
- Fire, E.M.S. and Police demonstrations
- Various public safety apparatus displays
- Opportunities for “hands-on” experience in a safe, controlled training environment
“Safety Forces Fridays”
Public Safety Forces
Ride-a-long Programs

Interested city employees will be afforded the opportunity to ride-a-long with a Police or Fire/E.M.S. crew

- Consideration should be given to employees doing a ride-a-long as part of their regular work shift
- Ride-a-longs will be done in 4 or 8 hour blocks
Public Safety Forces Operations 101

This program will be held in the Fall of 2018

To provide a hands-on practical experience for employees interested in the promotional process
Public Safety Forces
Operations 101

- Similar to the Fire Ops 101 program held for the media and city dignitaries in the past to gain a better understanding of public safety careers

- This program will provide the interested candidates a chance to “suit up” in fire or police gear

- This program will help employees identify and work to overcome possible fears or obstacles that may exist in these positions, e.g., fear of heights, claustrophobia, etc.

- Practical evolutions will include: Search and rescue, fire hose movement, ladder climbing, finger printing, investigation techniques, etc.
Dayton Safety Forces
Mentoring Program

www.station-pride.com

Mentoring is a brain to pick, an ear to listen, and a push in the right direction.” – John Crosby
Dayton Safety Forces Mentoring Program

• Mentors will be Dayton Safety Force employees who volunteer to assist promotional candidates

• Mentors will be knowledgeable and have a positive outlook toward the success of this program

• Assign a Safety Forces mentor to those employees who show a serious interest in the promotional process

• Will provide candidates with a one-on-one established relationship and valuable insight into the Police, Fire and EMS field

• This will assist the employees in navigating and preparing for this opportunity
Are you ready to start your next career?

Questions?