



REPORT
FROM

THE PERSONNEL
DEPARTMENT

TO: Personnel and Animal Welfare Committee	DATE January 26, 2017
REFERENCE:	COUNCIL FILE CF 16-0600-S56
SUBJECT: FISCAL YEAR 2016-17 BUDGET REPORT BACK: FIREFIGHTER APPLICATION PROCESS	

RECOMMENDATION:

That the City Council receive and file this report.

BACKGROUND:

The City Council had asked the Personnel Department to report back on the Firefighter application process, specifically whether intake can be done online with a screening program to screen out applicants that do not meet threshold (autoscoring).

SUMMARY:

A major overhaul of the Firefighter examination was instituted this year in order to better utilize technology to process a huge number of applicants in an efficient and equitable manner.

By accepting Firefighter candidate applications through NeoGov, the Personnel Department is now able to electronically determine eligibility (including minimum age and educational requirements) via autoscoring.

For the 2016 exam, the Department added an eligibility requirement – namely, a passing score on the Firefighter Candidate Assessment administered by an outside vendor with testing sites in multiple cities all over the country. Initially, candidates were allowed nearly five months (from February to July) to complete this testing; when the Department received funding from Council earmarked for diversity recruitment, this deadline was extended by an additional five months (to December). The application filing deadline was similarly extended by a five-month span.

The extension yielded over 2,650 additional ethnically diverse candidates among the 9,545 total applicants, with double- and triple-digit gains being made among every underrepresented group. Particularly notable were the gains among African-American and Hispanic candidates (over 700 and 1,500, respectively), and the near-doubling of the number of female candidates.

CONCLUSION:

After having fully filled all six Fire Academy classes (or Drill Towers) during FY 2015-2016, the Personnel Department is on track to fully fill all four Drill Towers scheduled during FY 2016-2017.

FISCAL IMPACT STATEMENT:

There is no fiscal impact this fiscal year.



WENDY G. MACY
General Manager