

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the firefighter application process.

Recommendation for Council action:

NOTE and FILE the January 26, 2017 Personnel Department report relative to the firefighter application process.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On February 1, 2017, your Committee considered a January 26, 2017 Personnel Department report in response to an Adopted Budget Recommendation adopted pursuant to the Mayor's 2016-17 Budget on May 19, 2016 relative to the firefighter application process. According to the Personnel Department, 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 Personnel 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 Personnel 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. After having fully filled all six Fire Academy classes (or Drill Towers) during Fiscal Year (FY) 2015-16, the Personnel Department is on track to fully fill all four Drill Towers scheduled during FY 2016-17.

After further consideration and having provided an opportunity for public comment, the Committee moved to note and file the January 26, 2017 Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
RYU:	YES
HARRIS-DAWSON:	ABSENT

ARL
2/1/17

-NOT OFFICIAL UNTIL COUNCIL ACTS-