

2017-2018 BUDGET QUESTION
Response to Request for Information

DEPARTMENT: Austin Fire

REQUEST NO.: 8

REQUESTED BY: Adler

DATE REQUESTED: 2/15/17

DATE POSTED: 3/6/17

REQUEST: Please provide a list of each promotional opportunity over the last three years. For each opportunity, provide how many were qualified minority or female applicants and whether any opportunity was filled by a qualified minority or female applicant.

RESPONSE:

Since 2014, 2,290 sworn members of the department were eligible to test for a promotion, 571 took a promotional exam, and 241 promoted. The following table shows 1) the number of open positions in 2014, 2015, and 2016, 2) the number of women and minorities who took the promotional exam, and 3) the diversity of those promoted into the positions:

Race/Ethnicity		Division Chief	Battalion Chief	Captain	Lieutenant	Fire Specialist
Open Positions		5	16	35	76	115
Women/Minorities Taking the Promotional Exam		1	10	13	27	122
Promoted into a New Rank						
Caucasian	Male	5	12	29	58	76
	Female	0	0	2	6	6
Hispanic	Male	0	4	3	10	19
	Female	0	0	0	0	2
African American	Male	0	0	1	2	4
	Female	0	0	0	0	0
Asian/Pacific Islander	Male	0	0	0	0	7
	Female	0	0	0	0	0
Native American	Male	0	0	0	0	1
	Female	0	0	0	0	0
TOTAL		5	16	35	76	115

From October 2014 to June 2015, AFD did not have a collective bargaining contract and the Fire Chief did not have the right to appoint Division Chiefs. During that time, a written test was administered and five Division Chiefs were promoted from a list. The Division Chief numbers from that list are represented in the chart above.

Since June 2015, a collective bargaining agreement has been in place and the Fire Chief has had the right to appoint Division and Assistant Chiefs. Early in 2017, two Assistant Chiefs retired; one Hispanic, one Caucasian, both male. Since two Division Chiefs were promoted to fill the Assistant Chief vacancies, there were also two opportunities to promote to Division Chief. Eleven qualified persons submitted letters of interest for the appointed positions from the following ranks and race/ethnicities:

Appointments to Executive Team Positions

Gender	Race/Ethnicity	Rank	Promoted to Division Chief	Promoted to Assistant Chief
Female	Caucasian	Captain	no	
Male	African American	Captain	no	
Male	Hispanic	Captain	no	
Male	Hispanic	Battalion Chief		no
Male	Hispanic	Battalion Chief	yes	no
Male	Caucasian	Battalion Chief	no	
Male	Caucasian	Battalion Chief	no	
Male	Caucasian	Battalion Chief	yes	
Male	Caucasian	Division Chief		no
Male	Caucasian	Division Chief		yes
Male	Caucasian	Division Chief		yes