2017-2018 BUDGET QUESTION
Response to Request for Information

DEPARTMENT: Austin Fire

REQUEST NO.: 54

REQUESTED BY: Alter

DATE REQUESTED: 6/29/17

DATE POSTED: 7/6/17

REQUEST: Please provide outcome data for the Austin Fire Department's recruitment and hiring processes from FY 2012-2017 year-to-date (YTD).

RESPONSE: The following chart shows the demographic breakdown of AFD applicants/candidates since 2012 at the four points in the cadet hiring process. Applicants take the written test several weeks before the oral interview. Between the oral interview and hiring, candidates go through assessments including a background check, drug testing, a physical abilities test similar to an obstacle course, a medical exam, a psychological evaluation, and a test of their aerobic capacity (attaining 12 METs) either running or on a treadmill.

2017	Qualified Applicants*		Written Test		Oral Interview		Hired for Class 123...	
Caucasian	49.5%	859	49.0%	625	49.0%	567		
African American	8.5%	147	8.2%	104	8.5%	99		
Hispanic	29.7%	516	30.6%	390	30.5%	353		
Asian Pac Island	1.6%	28	1.6%	21	1.8%	21		
American Indian	0.9%	15	0.6%	8	0.7%	8		
Other	2.4%	42	2.4%	31	2.4%	28		
Not Disclosed	7.4%	128	7.6%	97	7.1%	82		
Total	100.0%	1735	100.0%	1276	100.0%	1158	TBD	
Female	9.1%	158	9.4%	120	9.4%	109		

* minimum qualifications checked before invite to written test

2015**	Applicants		Written Test		Oral Interview		Hired for Classes 119 - 121***	
Caucasian	36.6%	1152	39.0%	821	38.3%	642	51.0%	52
African American	13.3%	418	12.2%	257	12.3%	207	12.7%	13
Hispanic	37.4%	1179	36.3%	764	37.4%	628	35.3%	36
Asian Pac Island	2.4%	75	2.0%	43	1.6%	26	0.0%	0
American Indian	1.1%	35	1.1%	24	1.1%	19	1.0%	1
Other	3.0%	95	2.9%	62	2.9%	48	0.0%	0
Not Disclosed	6.3%	197	6.3%	133	6.4%	107	0.0%	0
Total	100.0%	3151	100.0%	2104	100.0%	1677	100.0%	102
Female	9.9%	313	9.9%	209	9.9%	166	9.8%	10

** includes consent decree Priority Hires
*** class 122 is assigned to the ESD 4 firefighters who are going through a non-traditional hiring process

2013	Applicants		Written Test		Oral Interview		Hired for Classes 117,118	
Caucasian	34.8%	1673	36.0%	1037	35.5%	717	61.8%	47
African American	14.2%	685	12.5%	361	11.4%	231	11.8%	9
Hispanic	38.7%	1864	38.6%	1112	40.0%	807	18.4%	14
Asian Pac Island	2.3%	111	2.6%	75	2.6%	52	5.3%	4
American Indian	0.8%	38	0.8%	24	0.9%	19	0.0%	0
Other	3.3%	158	3.1%	89	2.6%	53	2.6%	2
Not Disclosed	5.9%	284	6.4%	184	6.9%	139	0.0%	0
Total	100.0%	4813	100.0%	2882	100.0%	2018	100.0%	76
Female	11.0%	529	10.6%	305	10.5%	212	10.5%	8

2012	Applicants		Written Test		Oral Interview		Hired for Classes 115,116	
Caucasian	39.4%	1919	41.7%	1114	49.0%	627	66.7%	68
African American	15.1%	736	12.3%	328	7.8%	100	1.0%	1
Hispanic	33.5%	1628	33.8%	902	28.8%	369	17.6%	18
Asian Pac Island	3.2%	158	3.0%	81	3.8%	48	2.9%	3
American Indian	0.0%		0.0%		0.0%		0.0%	0
Other	2.7%	130	2.7%	73	3.0%	38	2.0%	2
Not Disclosed	6.0%	294	6.5%	173	7.7%	98	9.8%	10
Total	100.0%	4865	100.0%	2671	100.0%	1280	100.0%	102
Female	11.3%	551	10.8%	289	10.5%	134	13.7%	14