

Consent Decree: U.S. DOJ and City of Austin

Purposes of this briefing:

1. Provide background on the consent decree
2. Describe consent decree requirements
3. Describe City's current compliance activities



1. Background of DOJ Enforcement Action

- A. August 2012** – original EEOC charge filed
- B. April 2013** – DOJ initiates investigation
- C. September 2013** – DOJ findings
- D. October 2013 to May 2014** – negotiations with DOJ
- E. May 2014** – Council approves consent decree
- F. November 2014** – federal court signs consent decree and orders compliance



2. Consent Decree Provisions

- A. Interim Hiring Process** – City can complete the suspended 2013 hiring process in modified form
- B. Remedial Relief** – mandatory backpay and priority hiring for some 2012 African-American and Hispanic candidates
- C. New Hiring Process** – mandatory new hiring process, subject to DOJ review



3. Current Compliance Actions

A. Interim Hiring Process: well underway; cadet classes scheduled to start March 23 and May 4

B. Remedial Relief:

- i. Mandatory claim procedure launched
- ii. Claim filing deadline – January 21, 2015
- iii. About 370 claims received to date

C. New Hiring Process: RFP for mandatory new hiring process launched; Council action on vendor selection – tentatively set for May 14, 2015



QUESTIONS?



February 2, 2015