



# Memorandum

**TO:** PUBLIC SAFETY, FINANCE &  
STRATEGIC SUPPORT  
COMMITTEE

**FROM:** DARRYL VON RAESFELD

**SUBJECT:** FIRE DEPARTMENT HIRING  
DEMOGRAPHICS

**DATE:** June 21, 2007

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Approved

*Raeg Wmiller*

Date

*6/8/07*

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## INTRODUCTION

In response to the Committee's request for Fire Department hiring demographic information, this report contains information on the current Firefighter Recruit Qualified Candidate Pool and hiring activity from the Qualified Candidate Pool.

## FIREFIGHTER RECRUIT TESTING AND SELECTION PROCESS

In February 2006, the Fire Department posted a job announcement for Firefighter Recruit. In the three-day posting period, the Department received approximately 3,057 applications. Of the 3,057 applications, 2,828 of the candidates met the minimum qualifications as a Firefighter Recruit.

The 2,828 qualified candidates were administered the National Firefighters Standardized Instrument (NFSI) exam and a Personal History Questionnaire (PHQ). 1,029 of these candidates passed both the NFSI and PHQ. All candidates passing both written exams were invited to an Oral Interview. The three-member Oral Interview Panels were comprised of one community member, one member of the Fire Department staff, and one member from the Human Resources/HR Liaison group. The Oral Interview Panels rated each candidate as Highly Qualified (HQ), Qualified (Q), Marginal (M) or Non-select. After conducting the Oral Interviews, the Qualified Candidate Pool of 936 candidates was created based on candidates meeting the Highly Qualified or Qualified rating. The goal in conducting both written examinations and oral interviews was to have a broad final qualified candidate group.

Attachment 1 is a table providing demographic information on the Firefighter Recruit Qualified Candidate Pool established in April 2006. Of 936 candidates, 62% are White, 35% are Non-White, and 3% did not disclose their ethnicity. In the Non-White category, 18% are Hispanic, 8% Asian, 5% Other, 3% African-American, and 1% Native American. The gender breakdown of this group is 96% Male and 4% Female.

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As of the date of this report, the Fire Department hired 85 Recruits for three academies from this Qualified Candidate Pool. Of the 85 Fire Recruits hired for the three academies, 53% are White, 37% are Non-White (15% Hispanic, 14% Asian, 6% Other, and 2% African American), and 10% did not disclose their ethnicity. The gender breakdown is 91% Male and 9% Female. Attachment 2 illustrates the ethnic and gender breakdown by each academy.

As part of the selection process for the most recent academy, the Fire Department conducted a selective certification for bilingual skills. Of the 25 candidates hired for the April 2007 Academy, seven candidates have been certified as oral bilingual in Cantonese, Spanish, Tagalog, or Vietnamese. The Department intends to selective certify and hire for bilingual skills for the next academy, tentatively scheduled to begin later this calendar year.

## **CONCLUSION**

The Fire Department renews its commitment to diversify in its workforce. During this calendar year, the Fire Department participated in several career fairs. On February 2, 2007, the Fire Department participated in the Job Shadow Day sponsored by the City of San José and Junior Achievement. Fire Department staff hosted eight of the 60 student participants from Ida Price Middle School and Mount Pleasant High School. On April 25, 2007, Fire Department staff participated in a career fair hosted by the Office of Economic Development's Work2Future Program. The focus of this event was attracting the next generation to careers in public service and a majority of the attendees were Latino and African-American students. On May 19, 2007, Fire Department staff participated in a recruitment fair sponsored by the California Firefighter Joint Apprenticeship's Committee to Attract Women to the Fire Service (CFFJAC). In addition to these job fairs, Fire Department staff regularly responds to invitations to speak at local school career days.

Recruitment statistics indicate that the EMT candidate group is slightly more diverse than the Paramedic candidate group. The Fire Department plans to continue outreach efforts in order to attract qualified candidates reflective of the population of San José. Within the next year, the Department intends to conduct a recruitment to establish a new Firefighter Recruit list.



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Fire Chief

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## Attachment 1

## Qualified Candidate Pool established April 2006 - Firefighter Recruit (EMT &amp; Paramedic)

Demographic Group	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
0- No Answer	29	3%	0	0%	29	3%
1-African-American	21	2%	3	0%	24	3%
2-Asian	69	7%	4	0%	73	8%
3-Hispanic	167	18%	3	0%	170	18%
4-Native American	8	1%	1	0%	9	1%
5-White	555	59%	27	3%	582	62%
6-Other	46	5%	3	0%	49	5%
<b>Total</b>	<b>895</b>	<b>96%</b>	<b>41</b>	<b>4%</b>	<b>936</b>	<b>100%</b>

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## Attachment 2

## August 2006 Firefighter Recruit (EMT) Academy

Demographic Group	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
0-No Answer	0	0%	0	0%	0	0%
1-African-American	0	0%	0	0%	0	0%
2-Asian	6	20%	0	0%	6	20%
3-Hispanic	4	13%	0	0%	4	13%
4-Native American	0	0%	0	0%	0	0%
5-White	13	43%	6	20%	19	63%
6-Other	1	3%	0	0%	1	3%
<b>Total</b>	<b>24</b>	<b>80%</b>	<b>6</b>	<b>20%</b>	<b>30</b>	<b>100%</b>

## January 2007 Firefighter Recruit (Paramedic) Academy

Demographic Group	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
0-No Answer	7	23%	0	0%	7	23%
1-African-American	0	0%	0	0%	0	0%
2-Asian	3	10%	0	0%	3	10%
3-Hispanic	1	3%	1	3%	2	7%
4-Native American	0	0%	0	0%	0	0%
5-White	16	53%	0	0%	16	53%
6-Other	2	7%	0	0%	2	7%
<b>Total</b>	<b>29</b>	<b>97%</b>	<b>1</b>	<b>3%</b>	<b>30</b>	<b>100%</b>

## April 2007 Firefighter Recruit (Paramedic) Academy

Demographic Group	Male		Female		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
0-No Answer	1	4%	0	0%	1	4%
1-African-American	1	4%	1	4%	2	8%
2-Asian	3	12%	0	0%	3	12%
3-Hispanic	7	28%	0	0%	7	28%
4-Native American	0	0%	0	0%	0	0%
5-White	10	40%	0	0%	10	40%
6-Other	2	8%	0	0%	2	8%
<b>Total</b>	<b>24</b>	<b>96%</b>	<b>1</b>	<b>4%</b>	<b>25</b>	<b>100%</b>