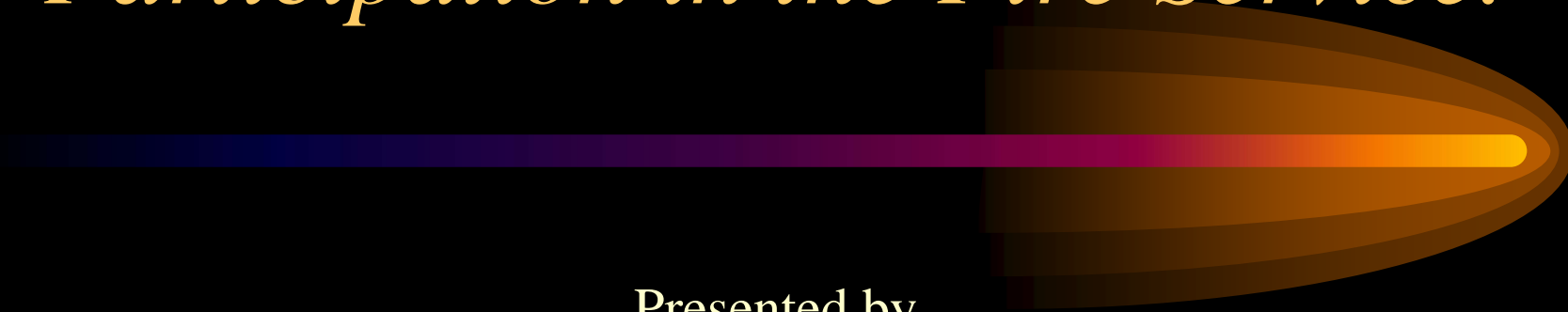


*Implementing a Selection
Strategy for Maximizing Minority
Participation in the Fire Service.*



Presented by

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Synopsis



- Introduction of the issues
- Past hiring practices in OCFRD
- Development of the new hiring process
- Review of the departmental impact
- Summary/Questions

Original Certified Firefighter Hiring Process

- Advertising in the local papers
- First hurdle- Traditional written test (cognitive ability)
- Second hurdle- Oral board examination
- Third hurdle- Physical skills test

Certified Firefighter Hiring Results 1997-1999

Applied Applicants	Number Applied	Percent Applied	Number Hired	Percent Hired
White	766	66%	64	70%
Black	80	7%	8	9%
Hispanic	137	12%	14	15%
Other	18	2%	3	3%
Unknown	156	13%	2	3%

Lieutenant Process 1999

	Number taking the test	Percent
White	116	87.2%
Black	10	7.5%
Hispanic	7	5.35
Total	133	

Initial Non-certified Firefighter Hiring Process

- Advertising in the local papers, focus on recruiting minorities
- No written test in an attempt to reduce adverse impact
- First hurdle- Physical ability test
- Second hurdle- Video based behavioral test (only the top 100 candidates from PAT)
- Pool of eligible applicants created

First Non-certified Recruitment 1999

Applicant Group	1997-1999 Recruitments (N= 865)	1999 Non-Certified Recruitment (N= 512)
White	77%	39%
Black	8%	24%
Hispanic	13%	30%
Other	2%	7%

Issues With Initial Non-certified Process



- Labor intense assessment steps
- Lack of coordinated recruiting effort

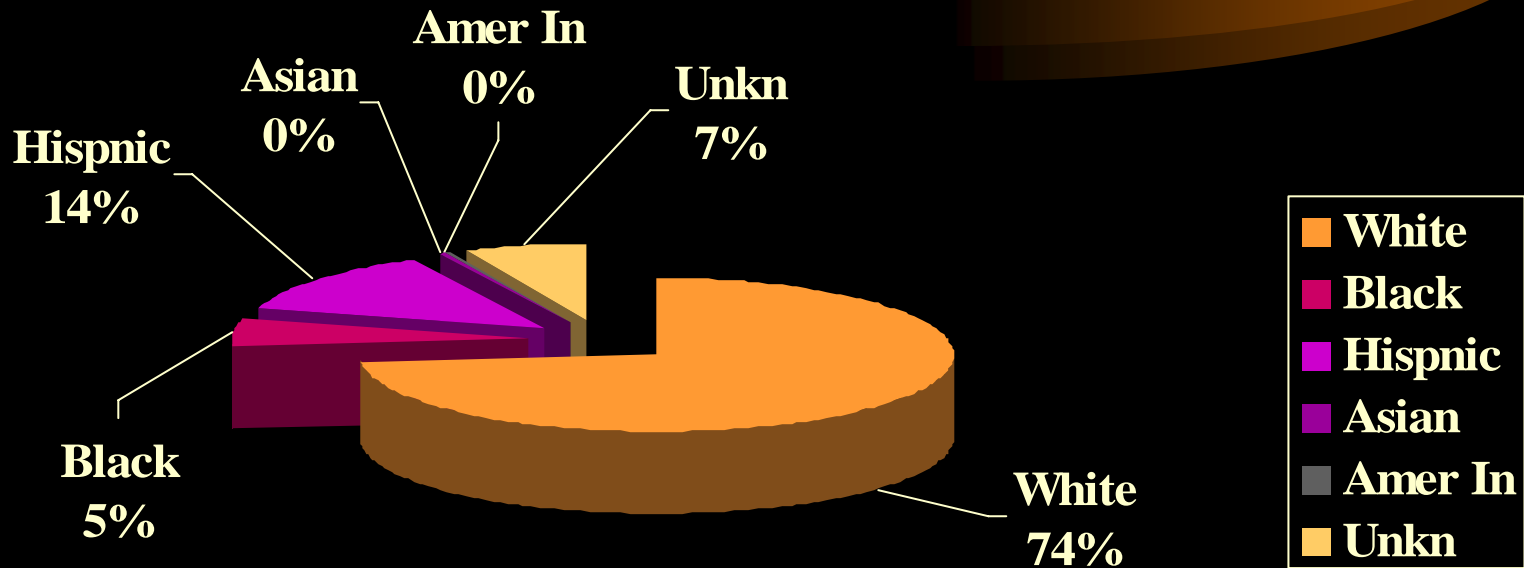
Revised Non-certified Firefighter Hiring Process (2001)

- Utilized uniformed recruiters from OCFRD
- First hurdle- Introduction of a written test that demonstrated little or no adverse impact (CWH Selection Solutions ©)
- Second hurdle- Video based behavioral test & a department specific physical ability test
- Pool of eligible applicants created after passing all three assessments

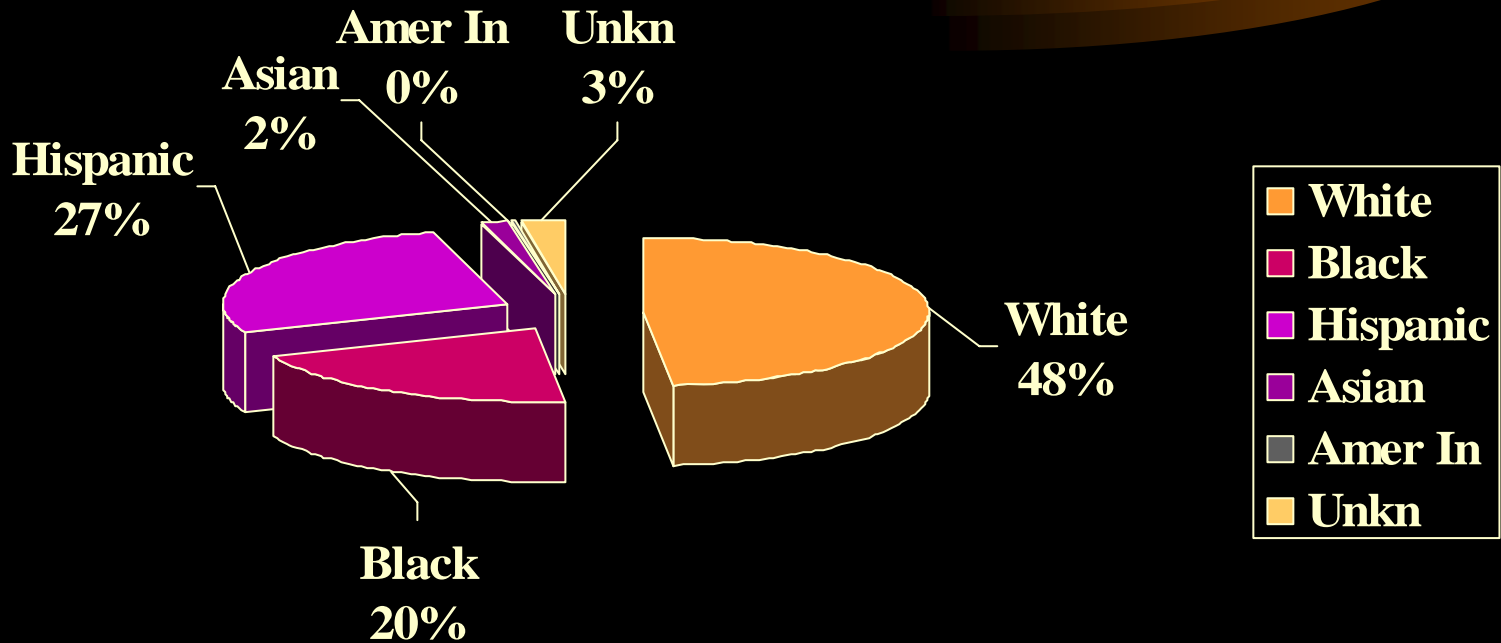
Summary of Non-certified Applicants 2000-2004

	2001	2002	2003	2004	Total	Percent
White	87	144	142	261	634	47%
Black	61	56	77	103	297	22%
Hispanic	61	89	105	136	391	29%
Asian	4	4	4	9	21	2%
American Indian	0	0	2	5	7	1%

Certified Firefighter Applicants



Non-certified Firefighter Applicants



Impact on the Engineer Promotional Process

	Promotional Process 2001	Promotional Process 2004
White	77%	64%
Black	11%	16%
Hispanic	9%	16%
Other	3%	4%

Orange County Fire Rescue

Diversity Trends 2000 – 2005

	O.C. Population in 2000	OCFRD Operations Division 2000 (n=636)	O.C. Population in 2003	OCFRD Operations Division 2005 (n=663)	Net Change
White	67%	77%	58%	70%	-7%
Black	18%	10%	18%	11%	+1%
Hispanic	11%	11%	19%	16%	+5%
Other	4%	2%	5%	3%	+1%

Questions



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