



Diversity in Recruitment and Hiring Practices in the McKinney Fire Department

Danny Kistner, Fire Chief
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Diversity in Recruitment and Hiring



The McKinney Fire Department remains committed to building a diverse organization, representative of the Community.

Diversity with regards to:

- Race, ethnicity, and gender
- Background
- Education
- Experience





Diversity in Recruitment and Hiring



Improving diversity in the fire service has been challenging.

According to DataUSA, the US Fire Service is comprised of:

- 95% Male
- 85.5% White
- 6.6% African-American (second most common race/ethnicity)

The Bureau of Labor Statistics similarly reported in 2017:

- 96.5% Male
- 88.5% White
- 7.5% African-American



Diversity in Recruitment and Hiring

Demographic Sampling of Area Departments as of October 2018

	McKinney	Garland	Richardson	Allen
White	94%	91%	86%	96%
Hispanic/ Latino	4%	5%	11%	3%
African-American	<1%	2%	<1%	1%
Other	2%	2%	2%	0%
Female	4%	1%	2%	2%



Diversity in Recruitment and Hiring



In July of 2011, representation in the McKinney Fire Department was:

- 98% Male
 - 93% White
 - 4% Hispanic or Latino
 - <1% African-American
 - 2% Other
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- Hiring practices included only hiring certified firefighter/paramedic candidates.





Diversity in Recruitment and Hiring



According to *Achieving and Retaining a Diverse Fire Service Workforce* (IAFF, 2006, p. 53):

- Only hiring certified candidates **decreases** or limits diversity
- Offering multiple tests during the course of a year **decreases** diversity
- Preference(s)...such as for prior experience **decreases** diversity

In 2011 and earlier, the applicant pool generally did not exceed 250 and consisted mostly of white male:

- 83% White
- 11% Hispanic or Latino
- 2% African-American



Diversity in Recruitment and Hiring

According to *Achieving and Retaining a Diverse Fire Service Workforce* (IAFF, 2006, p. 55):

- Departments that use more *innovative* than *traditional* forms of recruitment have a higher rate of success

In 2013 and later, the applicant pool generally exceeded 550 and higher numbers of minority applicants were observed:

	2011	2013	2017
White	83%	75%	69%
Hispanic/ Latino	11%	13%	15%
African- American	2%	6%	12%
Female	(Not available)	4%	7%



Diversity in Recruitment and Hiring



Minimum qualifications changed for 2013:

- Minimum age increased to 20 years at time of test; 21 years at time of hire
- High school diploma or GED **and** 30 hours of accredited college credit in any subject with aggregate 2.0 GPA
- Military Honorable Discharge – receives 5 additional points added to any passing score
- Certifications no longer required



Diversity in Recruitment and Hiring

June 2018 Fire Recruit Testing Experience:

	Applicants	Test-Takers
White	66%	69%
Hispanic/Latino	15%	16%
African-American	13%	10%
Other	6%	5%

- 6% of all applicants were female
- 20% of all applicants were military veterans
- 65% of test-takers who attended “How to become a Firefighter Workshop” passed written exam...33% scored in top 128 positions



Diversity in Recruitment and Hiring



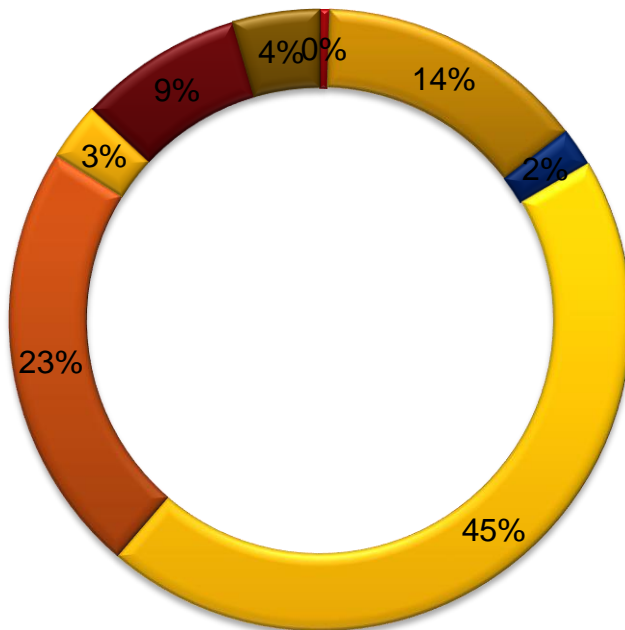
Efforts to increase diversity in recruitment:

- In 2013, we began active recruiting in military out-processing centers including Ft. Worth, Houston, and San Antonio
- Job fairs
- Advertisements
- Social media
- Subscription to Firefighter ABC Diversity National Recruit Database (2018)



Diversity in Recruitment and Hiring

Source Used to Find Job Posting, 2018 Cohort – All Applicants:



- College Job Board - 0%
- Employee Referral - 14%
- Linked In - 2%
- McKinney Website - 45%
- Other Online Job Board - 23%
- Other - 3%
- Other: TCFP - 9%
- Social Media - 4%



Diversity in Recruitment and Hiring



Efforts to increase diversity in recruitment for FY19:

- Recruit Military Job Fair, Arlington, TX November, 2018
- Recruit Military Job Fair, Ft. Hood, TX December, 2018
- Prairie View A&M Job Fair February, 2019
- Grambling University Job Fair February, 2019
- Membership, Black Firefighters Association – Recruitment Partner
- Social Media – web site, Twitter, Facebook
- Traditional job listings



Diversity in Recruitment and Hiring



The hiring process:

- Written examination – General aptitude, minimum passing score 80%
- Physical agility – Must complete fire related tasks within 7 minutes, pass/fail
- Background review
- Panel interview – 2 panels, must receive aggregate average of 3.5 to continue in process
- Chief interview – May give conditional job offer
- Polygraph/psychological/medical exam/drug screen



Diversity in Recruitment and Hiring



The hiring process:

MFD hiring practices were reviewed by the Texas Workforce Commission, Civil Rights Division in 2014, as part of a routine/random audit to determine whether testing is compliant with Texas Labor Code Chapter 21.

No changes were recommended.



Diversity in Recruitment and Hiring



Considerations for future applicants:

- 20 years of age at time of application and 21 years of age at time of hire;
- High school diploma or GED
- 45 hours of accredited college credit with minimum 3.0 GPA
- Military Honorable Discharge – receives 5 additional points added to any passing score
- Revised pre-qualification – past history to parallel that required by MPD



Diversity in Recruitment and Hiring



Status of demographic for December 3, 2018, recruit class:

- 1 Female
- 18 White
- 3 Hispanic or Latino
- 1 Asian-American

Vacancies still exist. We are still in interview process for additional candidates.



Diversity in Recruitment and Hiring



Thank you

