



FIRE DEPARTMENT
9 METROTECH CENTER
BROOKLYN, N.Y. 11201-3857

NICHOLAS SCOPPETTA
Fire Commissioner

Suite SW-6

MEMORANDUM

TO: FDNY Employees
FROM: Nicholas Scoppetta *NS*
RE: EEPC Agency Wide Audit
DATE: October 25, 2002

It is my pleasure to share with you the results of the Audit conducted by the Equal Employment Practices Commission (EEPC). The EEPC is a City agency responsible for reviewing, evaluating, and monitoring other City agencies' employment procedures, practices and programs for compliance with the equal employment opportunity requirements of the City Charter.

The EEPC primarily focused on the Fire Department's strategies, plans and programs for the Firefighter's recruitment examination, training, and appointment. We proudly introduced to the EEPC the Fire Department's newly restructured and redeveloped Firefighter Recruitment Unit. Deputy Commissioner Douglas White and I have established the Office of Recruitment and Diversity Initiatives. To head up the Unit, we selected Battalion Chief Philip Parr to serve as the Chief of Recruitment. To further assist our overall recruitment efforts, we appointed Tarece Johnson to serve as the Director of Diversity Initiatives.

In addition to the new and improved Recruitment Unit, Commissioner White and I, with the assistance of Assistant Commissioner Paulette Lundy of the EEO Office, have organized a Recruitment Advisory Committee consisting of representatives from several fraternal associations, such as: the Vulcan Society, the Hispanic Society, the United Women Firefighters Association, Fire Flag EMS-NY, the Columbian Society and the Emerald Society. In addition to our scheduled meetings, we meet periodically to discuss recruitment issues.

As the EEPC recommended, we look forward to conducting year round recruitment. The Recruitment Unit assembled diverse teams for outreach and recruitment. Firefighters and

Officers who work in the Recruitment Unit have and will continue to enjoy points for their service consistent with AUCs 293 and 297.

The Recruitment Unit, working with FDNY fraternal associations and various organizations, will also be responsible for encouraging, orienting, and training potential candidates as well as creating, maintaining and tracking a database of potential candidates for information and continuous follow-up.

The EEPIC inquired about the CFRD certification training. The Fire Department decided to provide the training as part of the Fire Academy Curriculum at a cost of \$775, which will be recouped upon successful completion of the CFRD course and receipt of their certificate by periodic payroll deductions.

In addition, the EEPIC raised concerns about the Firefighters' examination and the Cadet Corps program. The Open Competitive exam will be offered every four (4) years. The Fire Department's Recruitment and Diversity Initiatives Unit is organizing free written examination training courses to assist candidates who filed to take the Firefighter's exam.

While the Fire Department and DCAS were working together and tried to issue an annual promotion exam that will cover Cadets and EMS personnel who wish to promote to Firefighter, a recent court decision enjoined the Fire Department's use of a separate promotional list for EMS personnel.

Finally, the EEPIC recommended that the Fire Department conduct several adverse impact studies; one to determine if the Firefighter's educational requirements disproportionately screens out members of historically underrepresented groups and the other to determine if the written Firefighter exam disproportionately screens out minority or female candidates. While the Fire Department believes that the college requirements are relevant and appropriate, we are still exploring the possibility of conducting both adverse impact studies.

In closing, I am very excited about the recruitment drive and the accomplishments of the Recruitment Unit. The Recruitment Unit has delivered hundreds of presentations at events and have appeared on local radio and television stations. In addition, I have been personally active in recruiting candidates, especially women and minorities. Among my many recruitment venues, I have attended and spoken at the Abyssinian Baptist Church, the Greater Allen Cathedral Church, and the Concord Baptist Church.

Let us make this effort a success as we are all in this together.