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AUSTIN AFRICAN-AMERICAN FIREFIGHTER ASSOCIATION



March 7, 2008

Our proposal concerning the implementation steps for the Reflect Initiative are as follows:

- Online application like what is in place currently
- Pre-test administered to identify those eligible to continue forward through the hiring process with the goal of positively affecting the hiring process budget.
- Of the number approved for the hiring process, the Diversity HR Committee will select an equally divided number based on highest score for the Hispanic, Caucasian, African-American, Asia/Other groups. In addition an agreed amount of those selected must be female.
- The selected applicant lists will then be forwarded to the Department Chief for approval and incorporation to the final list to move forward through the process.
- Those approved to move forward from the final list will undergo the CPAT, O Board, and BPAD if in place.
- Those that successfully pass the above areas will be ranked without regard to ethnicity
- Those ranked highest on the list will be selected to enter the academy. The number accepted into the academy will be based on the approved number budgeted.
- At the end of the academy the civil service exam will be conducted along with the EMT certification exam to satisfy graduation requirements and civil service law for firefighter qualifications.
- After graduation, those cadets will enter the probationary phase of the hiring process.

The benefit of this proposal is that fair and equal representation will be achieved and process progression will be determined on individual ability and skills while achieving the goals of the AFD business plan and COA diversity goals.

Bobby Johns,

President
Austin African American Firefighters Association