



## Legislation Text

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**File #:** Res 0647-2011, **Version:** A

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### Res. No. 647-A

Resolution calling upon the New York State Legislature to pass legislation to authorize New York City to enact a local law to grant point credits for New York city resident applicants who pass the firefighter civil service exam and to establish eligibility criteria for such credits.

By Council Members Comrie, Greenfield, Arroyo, Brewer, Cabrera, Chin, Gonzalez, James, Koppell, Koslowitz, Lander, Mealy, Mendez, Rose, Seabrook, Vann, Williams, Jackson, Van Bramer, Wills, Sanders Jr., Dickens and Reyna

Whereas, The New York City Fire Department (“FDNY”) responds to more than 276,000 fire and non-fire related emergencies and more than 1.2 million medical emergencies each year; and

Whereas, The FDNY has approximately 11,200 uniformed fire personnel representing the Department; and

Whereas, The FDNY is the least racially diverse fire department in any major city in the United States and the least diverse agency in the City; and

Whereas, Although more than half of New York City’s 8.2 million residents belong to a racial or ethnic minority, the FDNY’s representation of Black and Hispanic personnel constitutes only nine percent; and

Whereas, In other major U.S. cities, such as Los Angeles and Philadelphia, the representation of Black and Hispanic firefighters are 44% and 29%, respectively; and

Whereas, Despite minority recruitment drives dating back to 1994, the FDNY is still approximately 87% White; and

Whereas, The current racial minority composition of the FDNY is 3.8% Black, 7.8% Hispanic, 0.9% Asian; and

Whereas, Notwithstanding the FDNY’s efforts to increase minority recruitment, the number of Black

firefighters has actually decreased from approximately 6% of the force roughly two decades ago; and

Whereas, The current racial composition of the FDNY fails to come close to reflecting the diversity of New York City, which as of the last available U.S. Census data had a population that is approximately 27% Black, 27% Hispanic and 10% Asian; and

Whereas, The New York City Department of Administrative Services (“DCAS”) is charged with administering all civil service exams for New York City agencies by New York State law and the New York City Charter; and

Whereas, Currently DCAS grants a points credit to applicants of the firefighter civil service examination who live in the City, however the criteria for claiming such credit are flawed; and

Whereas, As the indicia of residency that an applicant must provide to be eligible for the point credit are such that they may be easily circumvented, such indicia must be changed to deter attempts at avoiding them and subverting the purposes of the point credit which include the enhancement of minority recruitment; and

Whereas, The criteria that should be used for determining eligibility for a residency requirement should include, but are not limited to, having a mortgage in the applicant’s name for the twelve-month period before the announcement of the examination; cable, gas or utility bills in the applicant’s name for the twelve-month period before the announcement of the examination; checking or saving account statements in the applicant’s name for the twelve-month period before the announcement of the examination; credit card statements in the applicant’s name for the twelve-month period before the announcement of the examination; W-2 forms in the applicant’s name for the twelve-month period before the announcement of the examination; high school diploma or transcript from a New York City school from the twelve-month period before the announcement of the examination; and General Educational Development credential from a New York City institution from the twelve-month period before the announcement of the examination; now, therefore, be it

Resolved, That the Council of the City of New York calls upon the New York State Legislature to pass legislation to authorize New York City to enact a local law to grant point credits for New York city resident

applicants who pass the firefighter civil service exam and to establish eligibility criteria for such credits.

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