Memorandum

MIAMI-DADE COUNTY

Date: February 3, 2016

To: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor

Subject: Non-Certified List for Miami-Dade Fire Rescue Department and Hiring Preferences for County Residents and County Employees – Directive 151869

The following information is provided in response to Resolution No R-893-15, adopted by the Board of County Commissioners (Board) on October 6, 2015, directing the Mayor to create a non-certified list for Miami-Dade Fire Rescue Department (MDFR) and provide hiring preferences for County residents and County employees.

In June 2015, MDFR conducted advertisements and recruitment seminars for the position of Firefighter, which included print advertisements and three (3) seminars open to the public in the northern, central, and southern areas of the County. This recruitment generated 9,047 applicants who met the minimum qualifications and were eligible to sit for the exam. The Human Resources Department administered the Firefighter examination during the last week of September and the first week of October 2015. There were 4,943 applicants who sat for the exam, approximately 55 percent of those who were eligible. There were 4,450 applicants who passed with a minimum score of 70 and were ranked by test score on the Master Firefighter Eligibility List. Those applicants who passed the exam were awarded veterans preference points and County employee seniority points, as applicable. The County resident preference will be applied as a tie breaker when applicants have identical scores and the size of the class cannot accommodate all the applicants. The eligibility list was certified and the results of that examination were made available to applicants on December 4, 2015.

From the overall Master Firefighter Eligibility List, MDFR requested three (3) separate referral lists: one for all non-certified firefighter applicants (3,241); one for certified firefighters who are not paramedics (557); and one for certified firefighter paramedics (652). The chart below reflects the ethnicity and gender breakdown for each referral list:

Non-Certified Firefighter List			Certified Firefighter List		Certified Firefighter Paramedic List	
Hispanics	1,723	53%	272	49%	402	62%
Blacks	995	31%	92	16%	67	10%
Caucasians	399	12%	172	31%	156	24%
Other	124	4%	21	4%	27	4%
Total	3,241	100%	557	100%	652	100%
Males	2500	77%	482	86%	586	90%
Females	541	17%	48	9%	41	6%
Gender Not Identified	200	6%	27	5%	25	4%

As a point of reference, the recently expired eligibility list, which consisted of only certified firefighter paramedics, was comprised as follows: Hispanics 59 percent, Blacks 7 percent, Caucasians 25 percent, Other 9 percent and Female 5 percent.

MDFR anticipates hiring 60 applicants in 2016, 30 non-certified personnel and 30 certified firefighters, some of whom may be paramedics. The intention is to hire both classes in July. The certified class will be deployed to the field in October after a 12-week training program, and the non-certified class will graduate in January after completion of the six-month minimum standards training. MDFR currently has 30 vacant firefighter positions that will grow to more than 50 by October 2016. Additional attrition between October 2016 and January 2017 will allow for the non-certified hires to be absorbed within the current number of budgeted positions.

MDFR has established a Diversity Hiring Committee that will establish the ethnic/gender goals the Department will use to process applicants. Once these goals are established, a combination of non-certified and certified applicants will begin the hiring process, which includes background checks, physical ability evaluation, medical, and psychological evaluations. MDFR will include ample numbers of all applicants to ensure that we have a diverse pool to select from.

Per Ordinance 14-65, this memorandum will be placed on the next available Board of County Commissioners meeting.

c: Abigail Price-Williams, County Attorney
Russell Benford, Deputy Mayor, Office of the Mayor
Edward Marquez, Deputy Mayor, Office of the Mayor
David Downey, Fire Chief, Miami-Dade Fire Rescue Department
Arleene Cuellar, Director, Human Resources Department
Charles Anderson, Commission Auditor
Christopher Agrippa, Clerk of the Board
Eugene Love, Agenda Coordinator