



PERSONNEL DEPARTMENT
MICHAEL P. GARDNER
Director

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RECEIVED
97 JAN -8 AM 8:45
OFFICE OF THE CITY MANAGER

January 7, 1997

To: Robert W. Healy
City Manager

From: Michael P. Gardner
Personnel Director

Re: Council Order #073, dated 12-16-96 RE: What Steps Will Be Taken in the Current Round of Hiring to Correct the Gender-Imbalance on the Fire Department

Fire Department hiring is tightly regulated by G.L. c. 31 and outstanding Court Orders in the case of *N.A.A.C.P. v. Beecher*.

The City is restricted to considering only those candidates whose names appear on the civil service eligible list, in order of certification.

As in the past, the Fire Department and City will take all reasonable steps, consistent with law to ensure that female candidates for the fire service are encouraged to participate in and continue with the hiring process, including the physical skills testing which has proven to be a significant barrier to female applicants in the past.

The City has served on an Advisory Committee (through the Mass. Municipal Association) to the Department of Personnel Administration to ensure that the newly revised physical skills test is as job related as possible and includes no inappropriate requirements not required as essential functions of the position of firefighter that might serve as barriers to female applicants.

The Fire Department has scheduled physical fitness testing several months out in order to give the candidates currently under consideration that maximum opportunity to engage in the recommended conditioning and training to prepare for the physical skills test.

The City is currently exploring with the Department of Personnel Administration the feasibility of skills linked gender-based selective certification for the fire service. Although the prospects for use of this vehicle do not appear high, the City will continue to act as an equal opportunity employer, committed to affirmative action for this, other public safety, and all other positions.



EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

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January 13, 1997

To the Honorable, the City Council:

Please find attached a response to Awaiting Report Item Number 21, regarding what steps will be taken to correct the gender-imbalance on the Fire Department, received from Michael Gardner, Personnel Director.

Very truly yours,

Robert W. Healy
City Manager

RWH/dls
attachment

Consent Agenda #2

S-18

Relative to steps being taken to
correct the gender-imbalance on the
Fire Department.

In City Council January 13, 1997

PLACED ON FILE