

Crawford, Lee

From: David Morris <morrisd@morrisandmcdaniel.com>
Sent: Wednesday, August 07, 2013 10:27 AM
To: Paulsen, Ronnelle; Kerr, Rhoda Mae; Evans, Harry; Dodds, Tom; Crawford, Lee
Cc: mcmillin@morrisandmcdaniel.com; jeff@morrisandmcdaniel.com; 'Mark Mincy'
Subject: RE: final list and recommendations for the entry level fire process.

Ronnelle,

You are correct in that we should not add vet points for the purpose of AI analysis. Vet points are treated as a separate test and the government has said that these are ok .

The vet points will affect the bottom line on whether a person gets hired, so I am glad that Jeff has this data and we will look at it.

Thank you

david

David M. Morris, Ph.D., J.D.
President

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From: Paulsen, Ronnelle [mailto:Ronnelle.Paulsen@austintexas.gov]
Sent: Wednesday, August 7, 2013 9:36 AM
To: 'David Morris'; Kerr, Rhoda Mae; Evans, Harry; Dodds, Tom; Crawford, Lee
Cc: mcmillin@morrisandmcdaniel.com; jeff@morrisandmcdaniel.com; 'Mark Mincy'
Subject: RE: final list and recommendations for the entry level fire process.

Dr. Morris-

Thank you for the comprehensive analysis of the scores – the information is very helpful as we prepare to move forward. Just as an FYI - we must add the 3 points for military service at this stage. The military points did not change the persons in the top 100 by much. I've attached counts with military points for your comparison (similar to your Table 4 below). It is likely that we will need to assess roughly 100-120 candidates to get two classes of 40-50 in FY14, so those Table 4 numbers are very important to us.

I don't believe the military points need to be considered in your adverse impact analysis, but Dr. Rain has that data if you want to explore it.

Thanks again,



Ronnelle Paulsen

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From: David Morris [mailto:morrisd@morrisandmcdaniel.com]
Sent: Tuesday, August 06, 2013 3:36 PM
To: Kerr, Rhoda Mae; Evans, Harry; Dodds, Tom; Crawford, Lee; Paulsen, Ronnelle
Cc: mcmillinn@morrisandmcdaniel.com; jeff@morrisandmcdaniel.com; 'Mark Mlncy'
Subject: final list and recommendations for the entry level fire process.

Dear Chief Kerr,

I have attached the final list of entry level candidates for the Austin Fire Department in a separate email to Ronnelle.

I am pleased to report that there is no adverse impact against any protected group. The diversity for African Americans within the first 100 candidates actually exceeds parity of the number of African Americans applying and significantly exceeds diversity of African Americans in the City's population. These positive numbers represent the results of all of the dedicated work that you and your department and the Association have committed to this effort.

We recommend that the list of 2,010 candidates be divided into the following categories for consideration for employment:

First we recommend that we divide the candidates at the mean or the top 990 candidates for the combined tests and assessments and that those above the mean will be further considered.

There is no adverse impact on any group in this decision.

Then in consideration of the life of the list and the numbers and the candidates for the academy, the tests and the fact that this is the first time that Austin has used this process, we recommend taking the first ranked order 508 candidates for immediate consideration for background and other characteristics.

The adverse impact analysis results for the two decisions are as follows:

Table 1. 1st Cut Results (Candidates with a Combined Score of 68.56 or higher).

Group	Passing Rate	Counts			Adverse Impact Results
		GO	No GO	Total	4/5ths Rule
Race/ Ethnicity					
African American	45.0%	104	127	231	83.5%
Asian	46.2%	24	28	52	NA
Hispanic	43.6%	350	453	803	80.8%
Native American	47.4%	9	10	19	NA
Other/ Two or More	60.4%	32	21	53	NA
White	53.9%	385	329	714	--
Undisclosed	62.3%	86	52	138	NA
Gender					
Female	49.5%	105	107	212	101.2%
Male	48.9%	854	892	1746	--
Undisclosed	59.6%	31	21	52	NA
Totals	49.3%	990	1020	2010	--

Adverse Impact results that are equal to or greater than 80% indicate no violation.

Table 2. 2nd Cut Results (Candidates with a Combined Score of 78.73 or higher).

Group	Passing Rate	Counts			Adverse Impact Results
		GO	NO GO	Total	4/5ths
Race/ Ethnicity					
African American	45.2%	47	57	104	83.6%
Asian	62.5%	15	9	24	NA
Hispanic	49.1%	172	178	350	91.0%
Native American	33.3%	3	6	9	NA
Other/ Two or More	46.9%	15	17	32	NA
White	54.0%	208	177	385	--
Undisclosed	55.8%	48	38	86	NA
Gender					
Female	55.2%	58	47	105	108.7%
Male	50.8%	434	420	854	--
Undisclosed	51.6%	16	15	31	NA
Totals	51.3%	508	482	990	--

Adverse Impact results that are equal to or greater than 80% indicate no violation.

I include the following two tables which give additional information concerning candidate results, namely summary descriptive statistics for candidates who completed both the Written and Oral components of the exam process (Table 3) and further details for the diversity within the top 100 candidate (Table 4).

Table 3. Descriptive Statistics Summary for All Valid Candidates.

Groups	Combined Score			% of valid Cs
	N	M	SD	
Race/ Ethnicity				
African American	231	67.29	12.70	11.5%
Asian	52	70.08	12.74	2.6%
Hispanic	803	66.77	12.49	40.0%
Native American	19	65.57	14.12	.9%
White	714	70.07	12.67	35.5%
Other/ Two or More	53	71.79	12.54	2.6%
Undisclosed	138	71.85	13.27	6.9%
Gender				
Female	212	68.67	13.53	10.5%
Male	1746	68.47	12.62	86.9%
Undisclosed	52	71.05	14.58	2.6%
Totals	2010	68.56	12.77	

Note: To be considered valid, candidates must have completed both the Written and Oral Components of the exam process and have not been disqualified by Human Resources.

Table 4. Number of Candidates Passing in the Top 100 Candidates.

	N
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African American	13
Asian	4
Hispanic	23
Native American	0
White	42
Other	2
Undisclosed	16
Female	12
Male	81
Undisclosed	7
Totals	100

Sincerely

david

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President

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