

Engineers 447	297	86	59
Firefighters 2609	1574	415	553
Fire Operations/EMS 4593	2968	678	831

WHEREAS, the Chicago Fire Department's last promotional class of March 1, 2022, from the rank of Lieutenant to Fire Captain consisted of 15 Whites, 5 Hispanics and 0 Blacks: and

WHEREAS, of the 30 Chicago Fire Department members promoted to the rank of Fire Captain on December 16, 2021, only two were Black; and

WHEREAS, the City of Chicago, in its 2017 promotional examination for the rank of Fire Captain, utilized a Linear Equation Model ("curve") to determine the final score and raking for the promotion to Fire Captain; and

WHEREAS, a study found that the scoring method (Linear Equation Model) implemented by the City of Chicago for the 2017 Fire Captain promotional examination, which is utilized to determine rank order, had an adverse discriminatory impact on Black and Hispanic test-takers; and

WHEREAS, though the City of Chicago has released rank order results, the City has not, as of date, released the individual raw score and subsequent final score after the application of the Linear Equation Model; now therefore

BE IT RESOLVED, that the Chicago Fire Department and the Department of Human Resources are hereby encouraged to release the raw scoring and final scoring after the application of the Linear Equation Model for the 2017 Fire Captain promotional examination and disclose its efforts toward inclusion of Blacks and Hispanics in the hiring process.

Chris Taliaferro, Alderman, 29 Ward

BE IT FURTHER RESOLVED, that representatives from the Chicago Fire Department and Department of Human Resources are hereby invited to appear before the Committee on Public Safety to provide testimony at a hearing on the disparate impact that the City of Chicago's hiring and promotional practices have had on Black and Hispanic applicants and promotional test-takers.