

CITY OF SEATTLE  
OFFICE OF WOMEN'S RIGHTS

FIRE DEPARTMENT

AFFIRMATIVE ACTION REVIEW

A. SUMMARY OF FINDINGS

1. Goals and timetables were not established by this Department.
2. During this period of review, the total work force decreased by 30 positions while the number of female employees remained virtually static.
3. Women compose only 2% of the total Department work force. Over 90% of these women are employed in the Office and Clerical Category.
4. No women are located in the Protective Services, where 93.5% of the Fire Department employees are to be found. Only 2 minority women are employed by this Department, both in Office/Clerical.
5. Only 6.1% of all new hires during this period were women. Only one minority woman was hired although 17 minority male and 74 white male new hires took place. All female new hires were in the Office/Clerical category where women are already overrepresented.
6. Minority females and white females received nearly equal amounts of training expenditures based on the average cost per person. However this amount was significantly less than the amount received by minority males which in turn was much lower than that received by white males.
7. White women received average monthly increases comparable to those received by white males. Minority women received the lowest dollar average monthly increases of all who were upgraded.

B. RECOMMENDATIONS

1. Goals and timetables should be established immediately for women both minority and white with special attention paid to the Protective Services category.
2. During the next year, when hiring of both trainees and recruits will be nil or minimal, the Department should continue to work with the Civil Service Department to develop better selection devices for both trainees and recruits. Height requirements and other requirements which tend to screen out women and certain ethnic groups, and especially the physical portion of the Civil Service exam for fire fighter recruits and trainees

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should continue to be scrutinized so that appropriate modifications can be made where employee efficiency will not be jeopardized.

3. Efforts should continue to recruit women and minority groups of both sexes with special emphasis on women and on all Asian Groups and Spanish-surnamed, whose very significant underrepresentation is related to past minimum height standards.
4. Women should have equal access to cost training outside of city government and the cost per person average should be more nearly equalized among all groups.
5. Increased attention should be directed toward providing increased upward mobility training and upgrade salary increases more comparable to the average monthly increase for all employees where minority females are concerned, who received the lowest amount of upgrade increase.

C. GOOD FAITH EFFORTS

1. Discussions have been initiated in October by the Fire Department with the Office of Women's Rights and other appropriate personnel to develop entry level opportunities for women into recruit and trainee positions.
2. Steps have been taken to reclassify dispatcher positions as civilian, which will allow the entry and upgrade of women into positions which have been traditionally held by non-civilian males.
3. The Fire Department requested of the Civil Service Commission that extensive test validation be undertaken.

Affirmative Action Progress Report for Women prepared by Seattle Office of Women's Rights, Comptroller File 280326 (portion), November 4, 1974, Office of the City Clerk, Comptroller Files, Record Series 1802-01, Seattle Municipal Archives

DEPT. FIRE DATE: OCT, 1974  
TABLE 1

FEMALE GOALS AND TIMETABLES						
1972	1973			1974		
ACTUAL	GOAL	ACTUAL	+/-	GOAL	ACTUAL	+/-
1.6%		1.7%			2.0%	

Comments: Specific goals and timetables have not been established by this Department. Female employment has remained virtually unchanged during the past 18 months.

TABLE 2  
JOB CATEGORIES - 18 MONTHS COMPARISON

CATEGORY	DATE	TOTAL	MALE		FEMALE		FEMALE %
			WHITE	MIN.	WHITE	MIN.	
OFFICIALS & ADMINISTRATORS	12/72	35	35	0	0	0	0
	6/74	34	34	0	0	0	0
PROFESSIONALS	12/72	3	3	0	0	0	0
	6/74	3	3	0	0	0	0
TECHNICIANS	12/72	1	1	0	0	0	0
	6/74	2	1	0	1	0	50.0
PROTECTIVE SERVICES	12/72	1005	940	65	0	0	0
	6/74	975	898	77	0	0	0
PARA PROFESSIONALS	12/72	1	0	1	0	0	0
	6/74	1	0	0	1	0	100.0
OFFICE & CLERICAL	12/72	20	2	0	16	2	90.0
	6/74	19	0	0	17	2	100.0
SKILLED CRAFTS	12/72	7	7	0	0	0	0
	6/74	6	6	0	0	0	0
SERVICE & MAINTENANCE	12/72	0	0	0	0	0	0
	6/74	0	0	0	0	0	0
TOTAL	12/72	1072	988	66	16	2	1.6
	6/74	1042	942	77	19	2	2.0

Comments: Women compose on 2% of the total Departmental workforce. Over 90% of these women are employed in the Office and Clerical Category. No women are located in the Protective Services, where 93.9% of the Fire Department employees are incumbants. Only 2 minority women are employed by this Department, both in Office/Clerical.

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TABLE 3

NEW HIRES 18 MONTH PERIOD - DEC 1972 - JUNE 1974						
CATEGORY	TOTAL	MALE		FEMALE		FEMALE %
		WHITE	MIN.	WHITE	MIN.	
OFFICIALS & ADMINISTRATORS	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0
PROTECTIVE SERVICES	91	74	17	0	0	0
PARA-PROFESSIONALS	0	0	0	0	0	0
OFFICE AND CLERICAL	6	0	0	5	1	100.0
SKILLED CRAFTS	0	0	0	0	0	0
SERVICE AND MAINTENANCE	0	0	0	0	0	0
TOTAL	97	74	17	5	1	6.1

COMMENTS: 6.1% of all new hires during this period were women. 1% of the hires were minority women. All new female hires took place in the Office/Clerical category where women are already over represented.

TABLE 4

TOTAL EMPLOYMENT 18 MONTHS COMPARISON										
	TOTAL	WHITE	MINORITY	AMER. IND.	BLACK	CHINESE	FILIPINO	JAPANESE	SPANISH NAME	OTHER
DEC 1972 MALE	1072	988	66	10	48	1	2	2	1	2
FEMALE		16	2	0	0	0	0	2	0	0
JUNE 1974 MALE	1042	942	77	13	51	1	2	4	4	1
FEMALE		19	2	0	1	0	0	1	0	0

COMMENTS: Women as a whole are grossly underrepresented in comparison to their representation in the City of Seattle Work force. Minority women are particularly underrepresented even in comparison to minority males.

TABLE 5

TRAINING RECEIVED: 18 MONTHS COMPARISON - DEC 1972 - JUNE 1974					
NUMBER OF TRAINING	TOTAL	MALE		FEMALE	
		White	MIN.	White	MIN.
WITHIN CITY GOVERNMENT AT NO COST	1120	1029	76	14	1
OUTSIDE CITY GOVERNMENT WITH COST	408	370	33	4	1
AVERAGE COST OF TRAINING PER PERSON	\$ 40.00	\$ 41.00	\$ 29.00	\$ 12.00	\$ 11.00

COMMENTS: Women had access to no cost training programs comparable to their presence in the departmental workforce, while having considerably less access to training outside city government with cost. White females received less than half the average cost of training per person received by minority males although minority women received the lowest average cost of training per person of any group.

TABLE 6

UPGRADE OF PERSONNEL: 18 MONTHS COMPARISON - DEC 1972 - JUNE 74					
	TOTAL	MALE		FEMALE	
		White	MIN.	White	MIN.
NUMBER OF EMPLOYEES	50	39	5	5	1
AVERAGE MONTHLY INCREASE	\$102.00	\$109.00	\$ 60.00	\$104.00	\$ 35.00
% OF ALL THOSE RECEIVING UPGRADE		78.0	10.0	10.0	2.0
% OF ALL AVERAGE INCREASE RECEIVED		107%	59%	102%	34%

COMMENTS: White women received average monthly increases comparable to those received by white males. Minority women received the lowest dollar average monthly increases of all who were upgraded.