

## ORDINANCE

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:**

**SECTION 1.** Chapter 2-36 of the Municipal Code of Chicago is hereby amended adding a new Article VI, as follows:

### **ARTICLE VI. AFFIRMATIVE ACTION OFFICER AND ADVISORY BOARD**

#### **2-36-900 Department Affirmative Action Officer.**

The Fire Commissioner shall appoint an officer to be known as the Department Affirmative Action Officer ("Officer"), who shall serve at the rank of Assistant Commissioner. The Officer shall oversee the implementation of an Affirmative Action Plan set forth in the collective bargaining agreement on an intra-departmental basis to assure that it is carried out in every phase of the Department operations. The Officer will report to the Fire Commissioner and the Mayor on the progress of the plan every 6 months.

The Officer shall also audit, on an annual basis, the effectiveness of the Affirmative Action Plan and shall recommend remedial and corrective action where such is needed. The Officer shall also serve as a liaison between the City of Chicago and the Fire Department Community Advisory Board, apprising the body of the progress of the Affirmative Action Plan through annual reports of areas which need attention and corrective action.

#### **2-36-910 Fire Department Community Advisory Board.**

(a) There is hereby established a Fire Department Community Advisory Board (the "Board"), which shall represent community and church organizations, composed of a broad segment of the Black, Hispanic, Native American, and Asian communities. The Board shall consist of eleven members appointed by the Mayor as follows: (i) four representatives nominated by organizations identified with the Black communities; (ii) two nominated by organizations identified with the Hispanic communities of Chicago; (iii) two nominated by the Local 2 of the International Association of the Fire Fighters; and (iv) three additional appointments determined by the Mayor. All Board member appointments are subject to City Council approval.

(b) The Board shall have the duty of monitoring the progress of the Fire Department in the implementation of the Affirmative Action Plan, reporting the facts with respect to such progress to the public, and make suggestions for more effective implementation.

(c) The Department's duties in respect to the Board shall include: (i) providing a report to the Board, at least annually, containing full data as to the nature of the recruitment, hiring, transfer, and promotion programs in effect, the progress made during the previous year toward achievement of affirmative action hiring, the number of and percentage of Blacks and Hispanics hired, transferred, or promoted during the previous year, and the number, percentage, and geographical distribution of Blacks and Hispanics holding positions in each category and rank; (ii) providing copies of written examinations to the Board for review by the Board; (iii) cooperating with the Board by making available other information, records, and statistics at the request of the Board for the performance of the Board's duties; and (iv) proving secretarial assistance, office supplies, research assistance, and facilities for the Board, such as meeting rooms.

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