

Date: August 3, 2020

From: Texarkana Area Community Leadership Coalition (TACLC), Rev. Chaurcey D. Boyd, CEO

To: Texarkana Texas City Officials, Attn: City Secretary/Manager

Greetings,

I followed the recent Texarkana Gazette articles and the city's broadcasts concerning the Collective Bargaining process with the Texarkana Texas Firefighter Union.

I particularly admire and am interested in your reported diversity concerns. I am interested in helping the city and community to meet its diversity objectives. This includes encouraging those within the minority community to take steps to ensure/sustain qualification and to apply to become a firefighter. As I understand it, the proposed diversity clause was dropped from the recent Collective Bargaining negotiations. Yet, I hope the city has not given up on devising other ways to achieve much needed equity.

I have looked at the Texarkana Texas website and have the following observations and questions:

- a. The latest Firefighter Employment Application Package posted on the website has a posting date of May 22, 2015. Salaries listed are 2011 rates. Is there an updated application package with similar details as the May 2015 package? If so, please send it to me via email preferably in PDF format.
- b. As I understand it the Firefighter test manual for the exam changes from year to year. Please send me the test manual for the last test through email preferably in PDF format.

The Texarkana Gazette reported that the Fire Department is 96% male and 99% white employees. Do you have statistics on gender and race of applicants and their disposition reasons/rationale with respect to such things as applying to take the exam, approved to take the exam, taking the exam, pass/failure rates, and hiring? Please send me that info via email preferably in PDF format.

Thank you for your service to Texarkana USA and the nation. You are appreciated!

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