

EEOP Short Form



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Step 1: Introductory Information

Grant Title:	COPS Hiring Recovery Program	Grant Number:	2009RJWX0031
Grantee Name:	City of Orlando	Award Amount:	\$3,102,450.00
Grantee Type:	Local Government Agency		
Address:	400 S. Orange Avenue Orlando, Florida 32802		
Contact Person:	Shirley Grief	Telephone #:	407-246-2504
Contact Address:	100 S. Hughey Avenue Orlando, Florida 32801		
DOJ Grant Manager:	David M. Buchanan	DOJ Telephone #:	800-421-6770

Grant Title:	FY09 Recovery Act Edward Byrne JAG Program	Grant Number:	2009-SB-B9-2474
Grantee Name:	City of Orlando	Award Amount:	\$1,743,126.00
Grantee Type:	Local Government Agency		
Address:	400 S. Orange Avenue Orlando, Florida 32802		
Contact Person:	Shirley Grief	Telephone #:	407-246-2504
Contact Address:	100 S. Hughey Avenue Orlando, Florida 32801		
DOJ Grant Manager:	Naydine Fulton-Jones	DOJ Telephone #:	202-514-6661

Policy Statement:

The City of Orlando community has a population which is richly diverse. The effective provision of governmental services within such a diverse community requires the services of an equally diverse employee population. The Orlando Police Department is, therefore, committed to providing an employee workforce which, in all positions and at all levels, fairly reflects the community it serves. The City of Orlando encourages all segments of its population to become involved with, and seek, employment in City government. To achieve this goal, it is the policy of the City of Orlando, binding on all officials and employees, to offer equal employment opportunity to all persons regardless of race, color, religion, sex, national origin, age, sexual orientation, or disability. The Orlando Police Department will further take whatever steps are necessary to ensure that all employment practices, including, but not limited to compensation, benefits, layoffs, promotions, training, terminations, hiring, and recruitment, are administered in a manner that provides full and fair opportunity to all persons.

Step 4b: Narrative Underutilization Analysis

The 2000 Community Labor Statistics (CLS) for Orange County, State of Florida, shows that the Asian/Pacific Islander and the American Indian/Alaska Native races are a very small proportion of the population of Orange County. Therefore, the following analysis is focused on females and the Black and Hispanic races. A comparison of the Orlando Police Departments workforce to the Community Labor Statistics indicates the positive representation of minorities (Black & Hispanic) in the categories of professional and administrative support. Minorities are slightly below the community ratio for technicians and protective services both sworn officials and patrol officers. Females in the Orlando Police Department workforce are well represented in the categories of Professionals, Protective Services Non-Sworn and Administrative Support and are just slightly below the community ratio in technicians. However, our analyses revealed the following area of concern:

Females are significantly under-utilized in the Sworn Patrol Officers category by 27%.

Step 5 & 6: Objectives and Steps

1. To continue existing policies which have resulted in the positive comparisons of women between the Orange County and the Orlando Police Department

- a. Since the positions within the Professional category are usually filled by promoting employees from within the Department or the City, the Chief of Police and the Deputy Chiefs will continue to review the hiring process to assure that qualified women and minorities are given equal opportunity for advancement and or transfer.
- b. Division Commanders will continue to review the hiring process for all vacancies in the Technicians, Protective Services Non-Sworn and Administrative Support categories to assure that minorities and females are given equal opportunity.

2. To increase the representation of both females and minorities in the Protective Services Sworn Patrol Officers category.

- a. The Recruiting Section of the Orlando Police Department will continue to attend job fairs in the general community and at military bases, as well as attend community church functions, in order to identify and recruit both female and minority candidates for the Protective Services Sworn Patrol Officers.

3. To increase the percentage of women in the ranks of the Protective Services Sworn Patrol Officers, OPDs Recruiting Section has incorporated new and innovative techniques to attract female candidates.

- a. The City of Orlando Internet site, under the Police Departments Recruiting Section, contains a link to The Women of OPD where interested candidates can read details about 5 female officers their history with OPD, their interests, and some insights for other women considering a career in law enforcement.
- b. Since November 2006, the Departments Recruiting Section has been lead by a female.
- c. Various female OPD officers have led focus groups and have worked on advisory committees at the University of Central Florida and Valencia Community College to promote law enforcement via internships.
- d. Members of the OPD Training Section conduct Womens Self-Defense Class for employees and their families and include informal Q & As on opportunities for females as sworn officers of the Department.
- e. The Recruiting Section is identifying major female athletic competitions such as district soccer championships, cross-country meets, etc. where members of the Recruiting Section can attend and distribute recruiting brochures and answer questions.

Step 7a: Internal Dissemination

The Chief of Police will ensure that all employees are aware of the Departments EEOP through the following actions:

1. Post the EEO Plan in its entirety on OPDs internal web sites and notify all employees.
2. Provide each Department Manager with a printed copy of the EEOP at a Joint Chiefs Staff Meeting.

3. Provide an updated Utilization Analysis to Department Managers on an annual basis.

Step 7b: External Dissemination

The Chief of Police will ensure that applicants are aware of the Departments EEOP through the following actions:

1. Post the EEO Plan in its entirety on the City of Orlando's web sites.
2. Ensure that the Departments recruiting brochures (sworn and civilian) contain the Departments EEO policy statement.

Utilization Analysis Chart
Relevant Labor Market: Orange County, Florida

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	32,540/47%	3,780/5%	3,045/4%	110/0%	1,515/2%	35/0%	570/1%	20,230/29%	3,600/5%	3,070/4%	80/0%	755/1%	15/0%	340/0%
Utilization #/%														
Professionals														
Workforce #/%	2/11%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	10/53%	1/5%	5/26%	0/0%	0/0%	0/0%	0/0%
CLS #/%	29,360/37%	3,510/4%	3,020/4%	50/0%	2,040/3%	20/0%	430/1%	28,715/36%	4,645/6%	5,390/7%	50/0%	1,650/2%	15/0%	460/1%
Utilization #/%	-26%	-4%	1%	-0%	-3%	-0%	-1%	16%	-1%	20%	-0%	-2%	-0%	-1%
Technicians														
Workforce #/%	10/38%	2/8%	1/4%	0/0%	0/0%	0/0%	0/0%	9/35%	0/0%	4/15%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,395/33%	655/6%	545/5%	0/0%	220/2%	0/0%	45/0%	3,265/31%	655/6%	1,230/12%	40%	290/3%	15/0%	75/1%
Utilization #/%	6%	1%	-1%	0%	-2%	0%	-0%	3%	-6%	4%	-0%	-3%	-0%	-1%
Protective Services: Sworn-Officials														
Workforce #/%	57/48%	18/15%	13/11%	0/0%	3/3%	0/0%	0/0%	20/17%	1/1%	6/5%	0/0%	1/1%	0/0%	0/0%
CLS #/%	3,930/48%	1,050/13%	1,135/14%	45/1%	120/1%	4/0%	65/1%	995/12%	230/3%	495/6%	10/0%	35/0%	10/0%	40/0%
Utilization #/%	-0%	2%	-3%	-1%	1%	-0%	-1%	5%	-2%	-1%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	333/54%	83/13%	94/15%	0/0%	15/2%	0/0%	4/1%	52/8%	13/2%	24/4%	0/0%	1/0%	0/0%	0/0%
Civilian Labor Force #/%	12,525/31%	5,005/12%	4,405/11%	50/0%	430/1%	20/0%	635/2%	8,690/21%	3,510/9%	4,260/11%	85/0%	465/1%	4/0%	360/1%
Utilization #/%	23%	1%	4%	-0%	1%	-0%	-1%	-13%	-7%	-7%	-0%	-1%	-0%	-1%
Protective Services: Non-sworn														
Workforce #/%	9/27%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	16/48%	2/6%	4/12%	0/0%	0/0%	0/0%	0/0%
CLS #/%	280/32%	65/7%	4/0%	0/0%	0/0%	25/3%	0/0%	360/41%	29/3%	110/13%	0/0%	0/0%	0/0%	0/0%

Job Categories	Male						Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Utilization #/%	-5%	-1%	-0%	0%	0%	-3%	0%	7%	3%	-0%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	12/7%	3/2%	2/1%	0/0%	0/0%	0/0%	1/1%	68/41%	31/19%	44/27%	0/0%	1/1%	0/0%	2/1%
CLS #/%	28,260/22%	7,705/6%	5,455/4%	115/0%	1,320/1%	15/0%	745/1%	52,870/41%	14,975/12%	14,090/11%	235/0%	2,150/2%	100/0%	1,325/1%
Utilization #/%	-15%	-4%	-3%	-0%	-1%	-0%	0%	1%	7%	16%	-0%	-1%	-0%	0%
Skilled Craft														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	23,660/58%	8,070/20%	4,670/11%	120/0%	680/2%	15/0%	815/2%	1,780/4%	675/2%	405/1%	0/0%	205/0%	10/0%	35/0%
Utilization #/%														
Service/Maintenance														
Workforce #/%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%
CLS #/%	37,430/30%	17,150/14%	15,225/12%	235/0%	2,175/2%	20/0%	2,275/2%	24,435/19%	11,215/9%	12,100/10%	210/0%	2,075/2%	20/0%	1,330/1%
Utilization #/%	-30%	-14%	38%	-0%	-2%	-0%	-2%	-19%	-9%	40%	-0%	-2%	-0%	-1%

Law Enforcement Category Rank Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Chief														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%
Deputy Chief														
Workforce #/%	2/50%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%
Captain														
Workforce #/%	5/62%	0/0%	2/25%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant														
Workforce #/%	11/38%	5/17%	4/14%	0/0%	0/0%	0/0%	0/0%	7/24%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%
Sergeant														
Workforce #/%	39/51%	12/16%	7/9%	0/4%	3/4%	0/0%	0/0%	12/16%	1/1%	2/3%	0/0%	1/1%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	333/54%	83/13%	94/15%	0/2%	15/2%	0/0%	4/1%	52/8%	13/2%	24/4%	0/0%	1/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Short Form.

I have reviewed the foregoing EEOP Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.

Carol Semurp Chief

[signature]

[title]

10/20/09

[date]