

EEOP Short Form



Tue Apr 09 14:45:28 EDT 2013

Step 1: Introductory Information

Grant Title:	COPS FY2009 Child	Grant Number:	2009CSWX0018
Grantee Name:	Suffolk County Police Department	Award Amount:	\$488,601.00
Grantee Type:	Local Government Agency		
Address:	30 Yaphank Ave. Yaphank, New York 11980		
Contact Person:	Detective Sergeant Michael Pirone	Telephone #:	631-852-6167
Contact Address:	30 Yaphank Ave. Yaphank, New York 11980		
DOJ Grant Manager:	Jackie Picard	DOJ Telephone #:	202-307-2889

Grant Title:	SCOPE 2010	Grant Number:	2010-WE-AX-0061
Grantee Name:	Suffolk County Police Department	Award Amount:	\$800,000.00
Grantee Type:	Local Government Agency		
Address:	30 Yaphank Ave. Yaphank, New York 11980		
Contact Person:	Sergeant Nancie Byrne	Telephone #:	631-854-8585
Contact Address:	30 Yaphank Ave. Yaphank, New York 11980		
DOJ Grant Manager:	Nicolette Gantt	DOJ Telephone #:	202-307-3333

Grant Title:	Internet Safety In Suffolk	Grant Number:	2010-DD-BX-0481
Grantee Name:	Suffolk County Police Department	Award Amount:	\$250,000.00
Grantee Type:	Local Government Agency		
Address:	30 Yaphank Ave. Yaphank, New York 11980		
Contact Person:	Detective Sergeant Daniel Molloy	Telephone #:	631-852-6572
Contact Address:	30 Yaphank Ave. Yaphank, New York 11980		
DOJ Grant Manager:	Ania Dobrzanska	DOJ Telephone #:	202-353-2155

Policy Statement:

The Suffolk County Police Department is committed to its policy of offering equal employment opportunities to applicants and staff. This Department actively seeks to maintain non-discriminatory practices with regard to ethnicity, religion, gender, national origin, age, disability and sexual preference within the constraints of New York State Civil Service Law.

As this Department continues to operate under a Consent Decree between the U.S. Government and County of Suffolk, our increased recruitment efforts have generated a minority representation with regard to applicants for the Police Officer Examination which exceeds our workforce minority representations. For the examination offered in 2011, 30,935 applications were received. Of the 24,395 applicants who responded to the voluntary demographic questionnaire, Black, Hispanic and Female applicants represented, respectively, at 10.9%, 18.6% and 20.7%.

To improve the quality and delivery of police services, the Suffolk County Police Department has identified a need for more Spanish speaking Police Officers and Detectives. For the examination given in 2011, in conjunction with the Suffolk County Department of Civil Service, the position of Police Officer (Spanish Speaking) was created and eligible police applicants were able to apply for both positions. The Department anticipates that the first new hires from each 2011 list will be appointed to the Police Academy in Fall 2013.

Step 4b: Narrative Underutilization Analysis

Technicians – The Department recognizes that Black males and females are underutilized in this category; these are competitive Civil Service positions which are filled by applicants from approved Civil Service lists. Our Community Response Bureau will seek to increase awareness and interest in Department civilian positions by their interaction with the various schools, minority ethnic and gender community groups/organizations within the Police District and elsewhere.

Protective Services: Sworn-Officials – The Department recognizes that Black males, Black females and White females are underutilized in this category. The Department has aggressively and actively strived to recruit female and minority applicants for the position of Suffolk County Police Officer. Promotions to the various supervisory ranks within the Department from Sergeant through Captain are based upon merit and promotional examination test scores. Examinations for Sergeant, Lieutenant and Captain are only offered every two years and competition for these supervisory promotions is extensive. Due to budget constraints, not all vacancies are able to be filled and the then-current eligibility lists expire. This would require an applicant to reapply for the appropriate examination and the competition begins anew.

One area in this category where the Department has shown progress in our minority representation is in the Detective selection process. Police Officers self-nominate themselves by submitting an application for transfer to the Detective Division, with accompanying resume. Promotions to the designation of Detective are not based upon civil service examination and the Department actively seeks to promote qualified and experienced police officers who more accurately reflect and represent the communities they may serve. The Department continues to identify a need for Spanish speaking Detectives. Currently, minority and female Detectives comprise over 24% of the Department's Detective and Probationary Detective designations.

Protective Services: Sworn-Patrol Officers - The Department recognizes the need to continue their aggressive recruitment campaigns to attract more female and minority applicants for the position of Suffolk County Police Officer. Based upon the economy, these positions are highly desirable and attract many applicants with prior law enforcement experience as well as military veterans. These initial level entry examinations are offered every four years; examinations were last administered in 2007 and 2011.

The 2007 examination attracted over 29,000 applicants. Based upon aggressive and comprehensive recruitment efforts by our Recruitment Section, female and minority applicants represented 49.8% of the applicants responding to the voluntary demographic inquiries. The Department showed modest improvement within the Female, Black and Hispanic applicant demographics.

Competition for the position of Suffolk County Police Officer is very keen. Due to budget constraints, only about 200 police recruits were hired from the 2007 eligibility list and these new appointees represent less than 1% of the total applicants for this examination.

For the examination offered in 2011, 30,935 applications were received. Of the applicants who responded to the voluntary demographic questionnaire, Black, Hispanic and Female applicants represented, respectively, at 10.9%, 18.6% and 20.7%. Based upon our continuing recruitment efforts, female and minority applicants for the 2011 examination represented 53.4% of the applicants responding to the voluntary demographic inquiries. This is a positive trend and represents a modest improvement since the 2007 Police Officer examination.

To improve the quality and delivery of police services, the Suffolk County Police Department has identified a need for more Spanish speaking Police Officers. For the examination given in 2011, in conjunction with the Suffolk County Department of Civil Service, the position of Police Officer (Spanish Speaking) was created and eligible police applicants were able to apply for both positions. As of yet, due to budget constraints, no recruits have been hired from the 2011 eligibility list. The Department anticipates that the first new hires from each 2011 list will be appointed to the Police Academy in Fall 2013.

The Department recognizes that one of the most influential factors for becoming a Police Officer is encouragement from Police Officers, friends, and family members to join the Suffolk County Police Department.

To improve our minority recruitment efforts, direct assistance will be requested from minority Police Officers, particularly from members of the Suffolk County Guardians and Hispanic society. These Officers will be encouraged to actively recruit Police candidates from their own community. The potential candidate could be a family member, friend, neighbor, or anyone else the Officer feels would be qualified to become a Police Officer. This mentoring program would be similar to the "Big Brother - Big Sister" program. The goal would not simply be complete when the candidate applied to take the police test, but would continue throughout the entire process of testing and evaluation, and hopefully, ending when the candidate graduates from the Police Academy.

For the 2015 entrance examination, we shall expand the focus of our recruitment efforts to include the following:

- Renewed focus on improving relationships between the Police Department and various organizations, including the NAACP, community/civic groups, clergy and community leaders.
- Target particular high schools, colleges, and universities in order to generate interest with a career with the Suffolk County Police Department and stress the benefits of public community service careers for sworn and civilian members.
- Increased consideration to visiting military installations to recruit transitioning veterans, i.e., "Military to Police". This could attract potential candidates who have already demonstrated loyalty and self sacrifice in their lives.
- "Borrowing" volunteer Police Officers from across the Department to recruit within their respective Precincts at shopping centers, special events, civic meetings, etc.

Protective Services: Non-sworn – The Department recognizes that White, Hispanic and Black males as well as Black and Hispanic females are underutilized in this category. The position of School Crossing Guard is non-competitive and part-time; new hires begin as Substitutes working on an “as-needed” basis. It is the Department’s experience that these part-time positions do not normally attract male applicants. There is a modest turnover in the position of School Crossing Guard, almost always affected by official retirement occurring 20 - 25 years after appointment. The Department, through its Community Response Bureau, shall seek to identify ways to improve the male and minority female representation in this job category.

Administrative Support – The Department recognizes that White, Hispanic and Black males are underutilized in this category; these are competitive Civil Service positions which are filled by applicants from approved Civil Service lists. Our Community Response Bureau will seek to increase awareness and interest in Department civilian positions by their interaction with the various minority ethnic and gender community groups/organizations within the Police District and elsewhere.

Service/Maintenance - The Department recognizes that White and Hispanic males are underrepresented in this category; these are, again, competitive Civil Service positions which are filled by applicants from approved Civil Service lists. Our Community Response Bureau will seek to increase awareness and interest in Department civilian positions by their interaction with the various minority ethnic and gender community groups/organizations within the Police District and elsewhere.

Step 4b: Narrative Underutilization Analysis

PLEASE SEE ATTACHMENT.

Step 5 & 6: Objectives and Steps

1. The Department continues to actively and aggressively attract and recruit female and minority applicants for the position of Suffolk County Police Officer.

a. Personal appearances at educational institutions, job fairs, community and minority organizations and functions permit prospective employees to discuss careers with the Department with members of the Community Response Bureau. Department members use these opportunities to interact and prospect for minority ethnic and gender candidates.

2. Our Community Response Bureau will continue their efforts to attract minority ethnic and gender candidates through their personal appearances at job fairs, community and minority group meetings and functions and educational institutions.

a. The Community Response Bureau shall use the utilization chart herein to place more emphasis upon the positions within the specific job groups which demonstrate a need for increased minority representation.

3. Consistent with Civil Service Law, our objective is to provide equal employment for underrepresented persons when the organization fills vacancies in the identified underutilized job categories.

a. The law requires that competitive positions be filled with applicants from approved hiring lists, based upon merit. By targeting minority ethnic and gender population pools, we hope to increase the numbers of women and minorities taking certain Civil Service tests applicable to this Department, thereby leading to placement upon approved hiring lists.

Step 7a: Internal Dissemination

Upon obtaining official approval from your agency, we shall post this document on the Department Intranet which can be accessed by all Department members via desktop computer or MDC. Upon request from an employee and/or applicant, written copies of the plan will be available from the Human Resources Bureau. In addition, the notice of this plan's availability will be published by promulgation of a Department Memorandum.

Step 7b: External Dissemination

The Commanding Officer of the Community Response Bureau is designated to implement this supplemental EEOP Plan for the Suffolk County Police Department. Upon appropriate approval, a copy shall be posted on the Department public website.

Utilization Analysis Chart
Relevant Labor Market: Suffolk County, New York

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 #/%	5/25%	1/5%	0/0%	0/0%	0/0%	0/0%	13/65%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%
	CLS #/%	59,490/56%	3,340/3%	1,950/2%	105/0%	1,940/2%	0/0%	33,100/31%	2,370/2%	1,710/2%	70/0%	910/1%	0/0%	330/0%
	Utilization #/%	-31%	2%	-2%	-0%	-2%	0%	34%	-2%	3%	-0%	-1%	0%	-0%
Professionals														
	Workforce #/%	30/54%	0/0%	0/0%	0/0%	0/0%	0/0%	23/41%	1/2%	0/0%	0/0%	2/4%	0/0%	0/0%
	CLS #/%	55,075/40%	2,655/2%	2,195/2%	95/0%	3,560/3%	20/0%	64,280/46%	3,530/3%	4,150/3%	110/0%	2,310/2%	15/0%	365/0%
	Utilization #/%	14%	-2%	-2%	-0%	-3%	-0%	-5%	-1%	-3%	-0%	2%	-0%	-0%
Technicians														
	Workforce #/%	58/45%	4/3%	0/0%	0/0%	1/1%	0/0%	59/45%	4/3%	1/1%	0/0%	3/2%	0/0%	0/0%
	CLS #/%	5,985/37%	565/4%	635/4%	10/0%	280/2%	0/0%	6,790/42%	605/4%	830/5%	20/0%	250/2%	0/0%	90/1%
	Utilization #/%	8%	-0%	-4%	-0%	-1%	0%	3%	-1%	-4%	-0%	1%	0%	-1%
Protective Services: Sworn-Officials														
	Workforce #/%	670/84%	54/7%	18/2%	0/0%	4/1%	0/0%	41/5%	7/1%	3/0%	1/0%	0/0%	0/0%	0/0%
	CLS #/%	16,220/75%	1,325/6%	1,160/5%	40/0%	105/0%	0/0%	1,730/8%	365/2%	380/2%	0/0%	30/0%	0/0%	25/0%
	Utilization #/%	9%	1%	-3%	-0%	0%	0%	-3%	-1%	-1%	0%	-0%	0%	-0%
Protective Services: Sworn-Patrol Officers														
	Workforce #/%	1234/77%	100/6%	33/2%	2/0%	17/1%	0/0%	176/11%	22/1%	9/1%	0/0%	3/0%	0/0%	0/0%
	Civilian Labor Force #/%	24,880/45%	5,070/9%	2,530/5%	115/0%	415/1%	20/0%	15,460/28%	3,695/7%	2,155/4%	55/0%	375/1%	15/0%	215/0%
	Utilization #/%	32%	-3%	-3%	-0%	0%	-0%	-17%	-5%	-3%	-0%	-0%	-0%	-0%
Protective Services: Non-sworn														
	Workforce #/%	17/4%	1/0%	0/0%	0/0%	0/0%	0/0%	449/93%	12/2%	4/1%	1/0%	1/0%	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
CLS #/%	275/22%	25/2%	45/4%	0/0%	10/1%	0/0%	0/0%	725/57%	120/9%	50/4%	0/0%	0/0%	0/0%	15/1%
Utilization #/%	-18%	-2%	-4%	0%	-1%	0%	0%	35%	-7%	-3%	0%	0%	0%	-1%
Administrative Support														
Workforce #/%	16/7%	1/0%	0/0%	0/0%	1/0%	0/0%	0/0%	195/86%	7/3%	4/2%	1/0%	1/0%	0/0%	0/0%
CLS #/%	50,265/26%	5,845/3%	3,535/2%	155/0%	1,620/1%	10/0%	605/0%	109,460/57%	10,265/5%	7,400/4%	280/0%	2,315/1%	20/0%	975/1%
Utilization #/%	-19%	-3%	-2%	-0%	-0%	-0%	-0%	29%	-2%	-2%	0%	-1%	-0%	-1%
Skilled Craft														
Workforce #/%	6/75%	1/12%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	59,350/79%	7,425/10%	2,710/4%	160/0%	490/1%	4/0%	630/1%	2,620/4%	910/1%	290/0%	0/0%	135/0%	0/0%	15/0%
Utilization #/%	-4%	3%	-4%	-0%	12%	-0%	-1%	-4%	-1%	-0%	0%	-0%	0%	-0%
Service/Maintenance														
Workforce #/%	31/30%	3/3%	4/4%	0/0%	0/0%	0/0%	0/0%	50/49%	11/11%	3/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	61,675/40%	18,935/12%	7,040/5%	200/0%	1,790/1%	0/0%	1,055/1%	39,910/26%	12,660/8%	7,005/5%	195/0%	1,400/1%	35/0%	845/1%
Utilization #/%	-10%	-9%	-1%	-0%	-1%	0%	-1%	23%	2%	-2%	-0%	-1%	-0%	-1%

Significant Underutilization 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
Technicians			✓							✓				
Protective Services: Sworn-Officials			✓				✓	✓		✓				
Protective Services: Sworn-Patrol Officers		✓	✓				✓	✓	✓	✓		✓		✓
Protective Services: Non-sworn	✓	✓	✓						✓	✓				✓
Administrative Support	✓	✓	✓											
Service/Maintenance	✓	✓												

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 of Department														
	Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Chief of Division														
	Workforce #/%	3/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Assistant Chief														
	Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Chief														
	Workforce #/%	3/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Inspector														
	Workforce #/%	9/90%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Inspector														
	Workforce #/%	14/78%	3/17%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain														
	Workforce #/%	14/88%	1/6%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective Lieutenant														
	Workforce #/%	12/86%	1/7%	0/0%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant														
	Workforce #/%	66/93%	1/1%	0/0%	0/0%	0/0%	0/0%	3/4%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective Sergeant														
	Workforce #/%	48/91%	2/4%	1/2%	0/2%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant														
	Workforce #/%	225/91%	8/3%	2/1%	0/0%	0/0%	0/0%	11/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective														
	Workforce #/%	238/76%	31/10%	14/4%	0/1%	2/1%	0/0%	23/7%	5/2%	2/1%	0/0%	0/0%	0/0%	0/0%
Probationary Detective														
	Workforce #/%	36/77%	6/13%	1/2%	0/2%	1/2%	0/0%	0/0%	1/2%	1/2%	1/2%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
	Workforce #/%	1234/77%	100/6%	33/2%	2/1%	17/1%	0/0%	176/11%	22/1%	9/1%	0/0%	3/0%	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.

 Police Commissioner 4/26/13
[signature] [title] [date]