

EEOP Short Form



Mon Feb 07 16:55:42 EST 2011

Step 1: Introductory Information

Grant Title: Edward Byrne Memorial JAG FY 2010 Local Solicitation
Grant Number: 2010-DJ-BX-1086

Grantee Name: City of Temple Terrace
Award Amount: \$12,426.00

Grantee Type: Local Government Agency

Address: 11250 N56th Street
Temple Terrace, Florida
33617

Contact Person: Bernard Seeley
Telephone #: 816-506-6500

Contact Address: 11250 N. 56th Street
Temple Terrace, Florida
33617

DOJ Grant Manager: Stefanie Harris
DOJ Telephone #: 202-305-8069

Grant Title: FY 2009 Edward Byrne Memorial JAG
Grant Number: 2009 DJ-BX-0373

Grantee Name: City of Temple Terrace
Award Amount: \$10,959.00

Grantee Type: Local Government Agency

Address: 11250 N. 56th Street
Temple Terrace, Florida
33617

Contact Person: Deputy Chief B. Seeley
Telephone #: 813-506-6506

Contact Address: 11250 N. 56th Street
Temple Terrace, Florida
33617

DOJ Grant Manager: Yolaine Faustin
DOJ Telephone #: 202-353-1720

Grant Title: American Recovery and Reinvestment Act of 2009
Grant Number: 2009-SB-B9-1578

Grantee Name: City of temple Terrace
Award Amount: \$45,093.00

Grantee Type: Local Government Agency

Address: 11250 N. 56th Street
Temple Terrace, Florida
33617

Contact Person: Deputy Chief B. Seeley
Telephone #: 813-506-6506

Contact Address: 11250 N. 56th Street
Temple Terrace, Florida
33617

DOJ Grant Manager: Yolaine Faustin **DOJ Telephone #:** 202-353-1720

Grant Title: JAG C **Grant Number:** 2011-JAGC-HILL-5-B2-101
Grantee Name: City of Temple Terrace **Award Amount:** \$35,000.00
Grantee Type: Local Government Agency
Address: 11250 N. 56th Street
Temple Terrace, Florida
33617
Contact Person: Deputy Chief B. Seeley **Telephone #:** 816-506-5606
Contact Address: 11250 N56th Street
Temple Terrace, Florida
33617
DOJ Grant Manager: Meredith VanValkenburgh **DOJ Telephone #:** 850-617-1256

Grant Title: Bullet Proof Vest Partnership **Grant Number:** 1121-0235
Grantee Name: City of Temple Terrace **Award Amount:** \$7,000.00
Grantee Type: Local Government Agency
Address: 11250 N. 56th Street
Temple Terrace, Florida
33617
Contact Person: Deputy Chief B. Seeley **Telephone #:** 813-506-6506
Contact Address: 11250 N. 56th Street
Temple Terrace, Florida
33617
DOJ Grant Manager: BPV Help Desk **DOJ Telephone #:** 877-755-3787

Policy Statement:

It is the City's policy to provide equal employment opportunity for all applicants and employees. There shall be no discrimination against any person in recruitment, examination, appointment, training, promotion, retention, or any other personnel action because of political or religious opinions or affiliations or because of race, color, creed, sex, age, national origin, or marital status.

Disabled applicants will be given equal employment consideration for all classifications. Every effort shall be made to employ and retain disabled persons. No qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits or the services, programs, activities or be subjected to discrimination. Any complaint should be submitted in writing to the Human Resources Director.

Step 4b: Narrative Underutilization Analysis

In the job category of Protective Services Sworn Patrol Officers, there is a significant underutilization of white females. In keeping with the City of Temple Terraces commitment to having a workforce that reflects the community it serves, the Police Department will examine its recruitment practices to see if there may be ways to attract more female police officers.

Although not identified as an underutilization in the report, the Utilization Analysis Chart identified a utilization of -14% of African American males in the Protective Services Sworn Officials category.

We are cognizant of this number and although not identified in the report as a underutilization, the Police Department will examine its retention and promotional process to see if there may be ways to encourage more African American males to seek promotion.

Step 5 & 6: Objectives and Steps

1. Our objective is to provide equal employment opportunities for females when our agency fills vacancies that become available in the Protective Services:Sworn - Patrol Officers job category

- a. To attract female recruits, the Temple Terrace Police Department will have at least one female officer accompany the recruitment officer while making presentations to academy classes and job fairs.
- b. A female officer will continue to be present at all community relation events promoting the need and opportunities for female police officers.

2. Our objective is to provide equal promotional opportunities for African American males when vacancies become available in the Protective Services: Sworn - Officials job category.

- a. The Temple Terrace Police Department will continue to encourage the African American male Sworn Patrol Officers to actively seek promotion.
- b. Through the existing Department Mentor Program, African American male Officers will receive continued support and encouragement to better enable them to prepare themselves for promotional opportunities.

Step 7a: Internal Dissemination

1. The EEOP Short Form will be posted/electronically filed on the Police Department's shared file server.
2. The EEOP Short Form will be attached to an e-mail memorandum to all employees, letting them know that a copy of the form is stored electronically on the Department's shared file server.
3. A copy of the Police Departments EEOP Short Form will be provided to the Citys Human Resources Department for display in the Human Resources office.

Step 7b: External Dissemination

1. A copy of the EEOP Short Form will be posted on the Departments public website.
2. Include a statement on all Department job announcements that a copy of the Departments EEOP Short Form is available upon request.

Utilization Analysis Chart
Relevant Labor Market: Hillsborough 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%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	37,790/50%	4,435/6%	2,450/3%	150/0%	680/1%	15/0%	210/0%	22,575/30%	3,370/4%	2,485/3%	115/0%	490/1%	50/0%	190/0%
Utilization #/%	-50%	-6%	-3%	-0%	-1%	-0%	-0%	70%	-4%	-3%	-0%	-1%	-0%	-0%
Professionals														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	31,860/36%	4,355/5%	3,125/4%	175/0%	1,895/2%	20/0%	300/0%	35,415/40%	4,995/6%	5,115/6%	135/0%	1,445/2%	40/0%	250/0%
Utilization #/%														
Technicians														
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%	0/0%
CLS #/%	3,725/33%	655/6%	485/4%	40/0%	170/1%	0/0%	30/0%	4,265/37%	710/6%	1,055/9%	25/0%	165/1%	15/0%	110/1%
Utilization #/%	67%	-6%	-4%	-0%	-1%	0%	-0%	-37%	-6%	-9%	-0%	-1%	-0%	-1%
Protective Services: Sworn-Officials														
Workforce #/%	15/88%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,500/53%	1,025/12%	1,170/14%	35/0%	55/1%	0/0%	40/0%	905/11%	235/3%	460/5%	0/0%	35/0%	0/0%	15/0%
Utilization #/%	35%	-6%	-14%	-0%	-1%	0%	-0%	-5%	-3%	-5%	0%	-0%	0%	-0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	26/76%	1/3%	4/12%	0/0%	0/0%	0/0%	0/0%	1/3%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	14,215/34%	4,905/12%	3,795/9%	100/0%	275/1%	10/0%	305/1%	10,810/26%	3,495/8%	3,660/9%	75/0%	285/1%	20/0%	205/0%
Utilization #/%	43%	-9%	3%	-0%	-1%	-0%	-1%	-23%	-5%	-6%	-0%	-1%	-0%	-0%
Protective Services: Non-sworn														
Workforce #/%	4/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	12/63%	1/5%	2/11%	0/0%	0/0%	0/0%	0/0%
CLS #/%	150/39%	25/7%	20/5%	0/0%	10/3%	0/0%	0/0%	115/30%	8/2%	50/13%	4/1%	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 #/%	-18%	-7%	-5%	0%	-3%	0%	0%	33%	3%	-3%	-1%	0%	0%	0%
Administrative Support														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	35,810/24%	7,520/5%	5,885/4%	200/0%	1,005/1%	85/0%	505/0%	65,360/44%	15,290/10%	14,440/10%	260/0%	1,495/1%	75/0%	840/1%
Utilization #/%	-24%	-5%	-4%	-0%	-1%	-0%	-0%	56%	-10%	-10%	-0%	-1%	-0%	-1%
Skilled Craft														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	27,620/62%	8,480/19%	4,085/9%	290/1%	355/1%	4/0%	430/1%	1,740/4%	690/2%	345/1%	4/0%	160/0%	0/0%	20/0%
Utilization #/%														
Service/Maintenance														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	39,340/33%	17,490/15%	11,735/10%	315/0%	1,555/1%	40/0%	810/1%	25,340/21%	11,175/9%	9,085/8%	250/0%	1,430/1%	15/0%	635/1%
Utilization #/%														

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
Protective Services: Sworn-Patrol Officers								✓						

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 Police														
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%	0/0%
Deputy 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%	0/0%
Lieutenant														
Workforce #/%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant														
Workforce #/%	6/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Corporal														
Workforce #/%	5/71%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	26/76%	1/3%	4/12%	0/0%	0/0%	0/0%	0/0%	1/3%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%

