

EEOP Utilization Report



Thu Sep 08 13:27:39 EDT 2016

Step 1: Introductory Information

Grant Title:	Community Oriented Policing Services	Grant Number:	2013UMWX0167
Grantee Name:	Asbury Park Police Department	Award Amount:	\$625,000.00
Grantee Type:	Local Government Agency		
Address:	1 Municipal Plaza Asbury Park, New Jersey 07712		
Contact Person:	JoAnn Boos	Telephone #:	732-502-5709
Contact Address:	1 Municipal Plaza Asbury Park, New Jersey 07712		
DOJ Grant Manager:	Carmen Gagliano	DOJ Telephone #:	732-502-4594

Policy Statement:

The City of Asbury Park is committed to the principle of equal opportunity and anti-discrimination pursuant to Title VII of 1964 Civil Rights Act as amended by the Equal Opportunity Act of 1972 and the New Jersey Law Against Discrimination(LAD). Under no circumstances will the City discriminate on the basis of sex, race, creed, color, religion, national origin, ancestry, age, marital or political status, affectional or sexual orientation, domestic partnership status, civil union status, atypical heredity, cellular or blood trait, genetic information, disability (including AIDS or HIV infection) liability for service in the United States armed forces, gender identity or expression, and/or any other characteristic protected by law. Decisions regarding the hiring, promotion, transfer, demotion or termination are based solely on the qualifications and performance of the employee or prospective employee. If any employee or prospective employee feels they have been treated unfairly, they have the right to address their concern with their supervisor, or if they prefer their Department Head, or City Manager. The Affirmative Action Officer is appointed annually by the City Council; please contact the City Clerk for the current year appointment.

Step 4b: Narrative Underutilization Analysis

A review of the results of the significant under utilization chart Hispanic males and White and Hispanic females are underrepresented in Protective Services: Sworn Patrol Officers. In keeping with the City of Asbury Park's commitment to having a workforce that reflects the community it serves, the Police Department will explore ways to attract more Hispanic male and Hispanic and White female police officers.

The City of Asbury Park Police Department falls under the hiring rules of the State of New Jersey Civil Service Commission. The department requests a list of eligible candidates when looking to fill empty positions. The candidates are required to take a written exam administered by the State to be eligible for the list. Asbury Park Police has no control over this. We are required to select from the list in the order the Civil Service Commission presents it to us. The City of Asbury Park Police Department administers the physical agility and psychology tests after hiring from the civil service list.

Step 5 & 6: Objectives and Steps

1. Increase the representation of Hispanic males and White and Hispanic Females in the Protective Services Sworn Patrol Officers category

a. To attract more Hispanic males and females and white females we will get the word out that the Civil Service Test is available to be taken so these groups may be eligible to be hired as Police Officers in the City of Asbury Park. On the Asbury Park City's website under the Police Department there is information regarding how to apply through the State of New Jersey Civil Service Commission to become eligible for employment for the City of Asbury Park. Currently the Police Department is developing a brochure to be used at job fairs. The Police department is also going to be doing a presentation at the local High School.

Step 7a: Internal Dissemination

Since the Police Department does not have it's own website the EEOP Utilization report will be posted on the City's website and labeled as being the EEOP Utilization report for the Police Department.

A copy of the Police Department's EEOP Utilization report will be provided to the City's Human Resource Department for display in the Human Resources Office.

A copy of the EEOP Utilization Report will be posted within the police department break rooms and locker rooms.

An email will be disseminated to all police employees with a copy of the EEOP Utilization report attached.

Step 7b: External Dissemination

A copy of the EEOP Utilization report will be posted to the City of Asbury Park's website being sure to label it as being for the police department.

A copy of the report will be made available to the Public Library for display.

A copy of the report will also be made to available to the general public upon request to the Human Resource Dept.

We will include an announcement for all Police Department job announcements that a copy of the EEOP Utilization Report is available upon request from the Human Resources Department.

A copy will be posted on the Departments Facebook page.

Utilization Analysis Chart
Relevant Labor Market: Monmouth County, New Jersey

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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	17,150/52%	1,035/3%	700/2%	10/0%	925/3%	35/0%	49/0%	95/0%	11,145/34%	490/1%	895/3%	10/0%	500/2%	10/0%	75/0%	4/0%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	17,770/32%	875/2%	1,015/2%	0/0%	3,025/6%	0/0%	135/0%	135/0%	26,430/48%	1,400/3%	1,690/3%	0/0%	2,035/4%	0/0%	169/0%	190/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,165/29%	290/4%	250/3%	0/0%	380/5%	0/0%	10/0%	0/0%	3,300/44%	275/4%	525/7%	0/0%	295/4%	0/0%	24/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	14/56%	0/0%	9/36%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,915/67%	255/6%	430/10%	30/1%	4/0%	0/0%	50/1%	0/0%	540/12%	35/1%	70/2%	0/0%	0/0%	0/0%	10/0%	0/0%
Utilization #/%	-11%	-6%	26%	-1%	-0%	0%	-1%	0%	-8%	-1%	2%	0%	0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	45/54%	3/4%	27/33%	0/0%	1/1%	0/0%	0/0%	0/0%	3/4%	1/1%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	6,965/38%	2,755/15%	1,175/6%	0/0%	220/1%	0/0%	53/0%	90/0%	4,365/24%	1,220/7%	1,085/6%	15/0%	84/0%	0/0%	84/0%	45/0%
Utilization #/%	16%	-12%	26%	0%	-0%	0%	-0%	-0%	-20%	-6%	-2%	-0%	-0%	0%	-0%	-0%
Protective Services: Non-sworn																

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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	465/56%	0/0%	10/1%	0/0%	0/0%	0/0%	10/1%	0/0%	325/39%	0/0%	25/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	3/60%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	22,760/29%	1,605/2%	1,500/2%	25/0%	1,225/2%	0/0%	245/0%	55/0%	41,705/53%	3,590/5%	3,805/5%	25/0%	1,820/2%	0/0%	415/1%	90/0%
Utilization #/%	-9%	-2%	-2%	-0%	-2%	0%	-0%	-0%	-33%	-5%	55%	-0%	-2%	0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	15,350/72%	3,040/14%	1,050/5%	10/0%	390/2%	0/0%	139/1%	100/0%	705/3%	260/1%	105/0%	0/0%	145/1%	0/0%	0/0%	10/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	20,215/32%	10,530/17%	3,880/6%	20/0%	1,280/2%	10/0%	230/0%	225/0%	17,265/27%	4,780/8%	3,275/5%	140/0%	1,135/2%	0/0%	200/0%	165/0%
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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
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%	0/0%	0/0%
Captain																
Workforce #/%	1/33%	0/0%	2/67%	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 #/%	4/67%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sargeant																
Workforce #/%	8/53%	0/0%	6/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	45/54%	3/4%	27/33%	0/1%	1/1%	0/0%	0/0%	0/0%	3/4%	1/1%	3/4%	0/0%	0/0%	0/0%	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 Utilization Report.

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

[signature]

[title]

[date]