

# EEO Utilization Report

## Organization Information

Name: City Of Orlando Police Department

City: Orlando

State: FL

Zip: 32805

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **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, gender, gender identity, 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.

Following File has been uploaded:EEO City Policy 808\_2.pdf

## **Step 4b: Narrative of Interpretation**

A comparison of the Orlando Police Department's workforce to the Community Labor Statistics indicates there exists under-utilization of qualified females in nearly all races in the Protective Services: Sworn-Patrol Officers category; Hispanic or Latino males are also underrepresented in this category. Black or African American females are under-utilized in the Protective Services: Sworn Officials job category. In the non-sworn categories, there appears to be an under-utilization of White males in the Protective Services: Non-sworn category, as well as in the Administrative Support category. Hispanic or Latino males are underrepresented in the Protective Services: Non-Sworn category. However, the overall number of positions in these two categories is relatively small, limiting the usefulness of comparing these to the community labor market to determine under-utilization.

## **Step 5: Objectives and Steps**

### **1. Increase the representation of both females and minorities in the Protective Services Sworn Patrol Officers category by implementing recruiting events to identify and retain qualified candidates.**

- a. The Recruiting Unit of the Orlando Police Department will continue to attend job fairs at military bases, colleges and universities, and community church functions in order to identify and recruit both female and minority candidates for Sworn Patrol Officers.
- b. The Recruiting Unit of the Orlando Police Department will host an annual one-day Women's Law Enforcement Career Forum at Orlando Police Headquarters. The forum is open to all, but is targeted towards women who are interested in the field of public safety. A moderated panel of women public safety professionals of diverse career backgrounds will personally share their career experiences from a woman's perspective. The panel members have vast experience in law enforcement, correction and fire rescue. The Communications Division and a representative from the Community Service Officers Unit (CSO) will be invited to recruit and talk to potential candidates. Topics such as career paths, family life, challenges, successes and other issues affecting women in law enforcement will be discussed. Interest cards will be distributed for completion by the prospective applicant, and hiring information will be forwarded to those interested via email.
- c. Female members of the Orlando Police Department serve on advisory committees at the University of Central Florida and Valencia College to promote law enforcement via internships.
- d. The Recruiting Unit is continuously identifying female and minority organizations and major 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.
- e. The Recruiting Unit trains and utilizes current sworn female officers as part of its Recruiting Assistance Program (RAP) to attend job fairs, forums, and events targeting prospective female applicants.
- f. The Recruiting Unit will attend various career fairs such as: University High School JROTC, Brevard LEO Academy Job Fair, Orlando Police Department Hispanic Citizens Police Academy (CPA), National Latino Police Officers Association Annual National Conference, and the Florida National Guard Career Fair to recruit Hispanic/Latino males.

## **Step 6: Internal Dissemination**

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

1. Post the EEO Plan in its entirety on OPD's internal and external web sites and notify all employees.
2. Ensure that the Department's recruiting brochures (sworn and civilian) contain the Department's EEO policy statement.
3. Provide an updated Utilization Analysis to the Chief's Staff on an annual basis.

## **Step 7: External Dissemination**

The Chief of Police will ensure that all applicants are aware of the Department's EEOP through the following actions:

1. Post the EEO Plan in its entirety on OPD's external web sites and notify all employees.
2. Ensure that the Department's recruiting brochures (sworn and civilian) contain the Department's 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	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
<b>Officials/Administrators</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	39,340/44%	6,335/7%	3,720/4%	70/0%	1,910/2%	10/0%	510/1%	390/0%	26,205/29%	5,595/6%	4,415/5%	40/0%	1,105/1%	45/0%	375/0%	165/0%
Utilization #/%																
<b>Professionals</b>																
Workforce #/%	1/5%	2/11%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%	8/42%	1/5%	4/21%	0/0%	1/5%	0/0%	0/0%	0/0%
CLS #/%	40,595/34%	6,995/6%	5,400/4%	80/0%	4,070/3%	130/0%	570/0%	395/0%	38,095/32%	9,480/8%	10,480/9%	35/0%	3,520/3%	40/0%	405/0%	400/0%
Utilization #/%	-28%	5%	6%	-0%	-3%	-0%	-0%	-0%	11%	-3%	12%	-0%	2%	-0%	-0%	-0%
<b>Technicians</b>																
Workforce #/%	6/21%	2/7%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	12/41%	5/17%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,680/33%	1,405/8%	1,120/6%	30/0%	475/3%	10/0%	110/1%	155/1%	3,885/22%	1,780/10%	2,150/12%	25/0%	320/2%	0/0%	45/0%	105/1%
Utilization #/%	-12%	-1%	0%	-0%	-3%	-0%	-1%	-1%	19%	7%	-6%	-0%	-2%	0%	-0%	-1%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	80/66%	14/12%	11/9%	0/0%	1/1%	0/0%	0/0%	0/0%	8/7%	3/2%	3/2%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	6,230/42%	2,535/17%	1,765/12%	25/0%	310/2%	10/0%	195/1%	85/1%	1,680/11%	715/5%	1,105/7%	0/0%	55/0%	0/0%	39/0%	4/0%
Utilization #/%	24%	-6%	-3%	-0%	-1%	-0%	-1%	-1%	-5%	-2%	-5%	0%	0%	0%	-0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	311/52%	93/16%	71/12%	3/0%	11/2%	3/0%	0/0%	3/0%	61/10%	20/3%	20/3%	0/0%	3/0%	0/0%	0/0%	1/0%
Civilian Labor Force #/%	12,295/21%	12,480/21%	7,860/13%	55/0%	1,135/2%	75/0%	145/0%	610/1%	8,485/14%	7,940/13%	6,415/11%	50/0%	995/2%	90/0%	510/1%	355/1%
Utilization #/%	31%	-5%	-1%	0%	-0%	0%	-0%	-1%	-4%	-10%	-7%	-0%	-1%	-0%	-1%	-0%
<b>Protective Services: Non-sworn</b>																

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 #/%	11/34%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	13/41%	4/12%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	785/33%	500/21%	200/8%	0/0%	0/0%	0/0%	15/1%	0/0%	495/21%	225/10%	65/3%	0/0%	15/1%	0/0%	65/3%	0/0%
Utilization #/%	1%	-15%	-8%	0%	0%	0%	-1%	0%	20%	3%	4%	0%	-1%	0%	-3%	0%
<b>Administrative Support</b>																
Workforce #/%	14/12%	2/2%	4/3%	0/0%	2/2%	0/0%	0/0%	0/0%	46/39%	15/13%	25/21%	0/0%	6/5%	0/0%	0/0%	3/3%
CLS #/%	43,415/22%	15,770/8%	11,260/6%	185/0%	3,540/2%	40/0%	475/0%	535/0%	66,385/33%	31,490/16%	19,610/10%	220/0%	4,770/2%	100/0%	959/0%	1,355/1%
Utilization #/%	-10%	-6%	-2%	-0%	-0%	-0%	-0%	-0%	6%	-3%	12%	-0%	3%	-0%	-0%	2%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	29,050/48%	19,190/32%	6,445/11%	125/0%	955/2%	95/0%	275/0%	1,115/2%	1,710/3%	945/2%	415/1%	10/0%	70/0%	0/0%	10/0%	25/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	43,600/24%	35,510/19%	19,875/11%	240/0%	4,315/2%	60/0%	475/0%	1,030/1%	30,080/16%	23,535/13%	17,450/10%	185/0%	4,065/2%	35/0%	905/0%	1,080/1%
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	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
<b>Protective Services: Sworn-Officials</b>											✓					
<b>Protective Services: Sworn-Patrol Officers</b>		✓							✓	✓	✓		✓		✓	
<b>Protective Services: Non-sworn</b>		✓														
<b>Administrative Support</b>	✓	✓														

### 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
<b>Chief</b>																
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%
<b>Deputy Chief</b>																
Workforce #/%	0/0%	2/50%	2/50%	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%
<b>Captain</b>																
Workforce #/%	6/60%	1/10%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
Workforce #/%	17/61%	5/18%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	2/7%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	56/72%	6/8%	5/6%	0/1%	1/1%	0/0%	0/0%	0/0%	6/8%	1/1%	2/3%	0/0%	1/1%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	311/52%	93/16%	71/12%	3/2%	11/2%	3/0%	0/0%	3/0%	61/10%	20/3%	20/3%	0/0%	3/0%	0/0%	0/0%	1/0%



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 EEO Utilization Report.

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

Certified As Final By: Arancha Lattanzio

Police Grants and Management Analyst

09-26-2017

---

[signature]

[title]

[date]