

**EEOP SHORT FORM**

**POLICY STATEMENT:**

It is the policy of the Fort Wayne Police Department to establish annual and long range goals for improving our utilization of minorities and females in job classifications where they are currently being underutilized. Our objective is to achieve, within a reasonable period of time, an employee breakdown by race and sex in each major job classification that approximately reflects the availability of each job group in the relevant labor areas that we use for recruiting and hiring employees.

This objective calls for achieving full utilization of minorities and females, at all levels of management and non-management positions. Achieving full utilization can be gained by a continuous procedure of aggressive recruitment, monitoring, and reporting. Included in this plan is a description of the department's recruitment and selection policies that are current. As the Chief of Executive of the Fort Wayne Police Department, I hereby reaffirm that the Police Department is an equal opportunity employer, and direct that this policy and those procedures highlighted be implemented in accordance with the City's Equal Employment Opportunity Plan.

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Russell P. York	Chief of Police	07/13/09
Signature:	Title:	Date:

**NARRATIVE UTILIZATION ANALYSIS:**

As of July 13, 2009, the Fort Wayne Police Department has achieved utilization for all categories with the exception of female black and female white. It is apparent that Females are underutilized by about 28%,

**Objectives:**

The Fort Wayne Police Department will take measures to correct the above deficiencies by:

- A. Insuring the availability of job posting information within and without the department for white and black females through the Fort Wayne Women's Bureau and similar organizations within a 600 mile radius of Fort Wayne.
- B. To target females during college and university recruitment activities and job fairs.

- C. To encourage more female officers to take promotional tests for Sergeant and Lieutenant through personal solicitations and mailings.
- D. To target male whites during recruitment activities/job fairs, colleges and universities.
- E. Conduct a Hispanic Community outreach in order to recruit more qualified Male and Female Hispanic employees.

**Steps To Achieve Objectives:**

- (1) The Fort Wayne Police Department will continue to recruit at colleges and universities within 160 mile radius.
- (2) Send recruiting information brochures to historically black colleges and universities if they are beyond the recruiting radius.
- (3) To identify and advertise job vacancies in African American and Hispanic media broadcasts and publications.
- (4) To actively recruit minorities and females through the Community Oriented Policing and Community Oriented Government at the neighborhood level.
- (5) To review at least annually the department's recruiting and selection methods.
- (6) To publicize employment and career opportunities with minority and female professional societies.

**Dissemination:**

Internal Dissemination:

- (1) The EEOP will be maintained as a policy statement and placed within the FWPD Professional Standards File.
- (2) Notice will be given to all department employees as to the availability of the EEOP for copying.
- (3) The EEOP will be posted at locations throughout the Police Operations Center as well as on the Intranet and fwpd.org website.
- (4) The Plan and Policy Statement will be posted on all department bulletin boards.
- (5) The Plan and Policy Statement will be posted on the official Web Site for the Fort Wayne Police Department. (fwpd.org)

**External Dissemination:**

- (1) The department will post at the Fort Wayne Department of Human Resources the EEOP and HR will advertise all vacancies on the City Job Hot-line, HR Bulletin Board and the City of Fort Wayne Web Page.
- (2) Notice will be given to the media on how they may access the department's EEOP
- (3) The continuance of active recruiting at area colleges and universities, and using the local media to inform the public of our EEOP.
- (4) The "Equal Opportunity Employer" line shall be included in all recruitment advertising. Recruitment advertising will include area minority group news media.

**Conclusion:**

We feel that this has been a beneficial exercise and are generally pleased with the above findings. We will continue to examine all means of increasing women's interest in law enforcement careers and will correct and monitor the deficiencies observed.

**SWORN PERSONNEL BY RANK**

Job Category	Total Male	B	W	H	A/PI	AI/AN	Total Female	B	W	H	A/PI	AI/AN	Total	Current Board Count
Chiefs, Deputy Chiefs (01)	5	0	5	0	0	0	2	0	2	0	0	0	7	Chief
Captains, Inspectors (02)	10	4	5	1	0	0	0	0	0	0	0	0	10	AC
Lieutenants (02)	12	0	12	0	0	0	1	0	1	0	0	0	13	DC
Sergeants, Detectives (03)	58	3	52	1	0	2	3	1	1	1	0	0	61	Cap
<b>Total</b>	<b>85</b>	<b>7</b>	<b>74</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>91</b>	LT

Chief 1  
 AC 1  
 DC 5  
 Cap 10  
 LT 13  
 Sgtm 61  
 Ptlm 362  
 Total 453

**SWORN PERSONNEL BY RANK PERCENTAGES**

Job Category	Total Male	B	W	H	A/PI	AI/AN	Total Female	B	W	H	A/PI	AI/AN	Total
Chiefs, Deputy Chiefs (01)	71%	0%	71%	0%	0%	0%	29%	0%	29%	0%	0%	0%	0%
Captains, Inspectors (02)	100%	40%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Lieutenants (02)	92%	0%	92%	0%	0%	0%	8%	0%	8%	0%	0%	0%	0%
Sergeants, Detectives (03)	95%	5%	85%	2%	0%	3%	5%	2%	2%	2%	0%	0%	0%
<b>Total</b>	<b>93%</b>	<b>8%</b>	<b>81%</b>	<b>2%</b>	<b>0%</b>	<b>2%</b>	<b>7%</b>	<b>1%</b>	<b>4%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	

(Updated: 05/11/2009)  
**Authorized Count**

**TOTAL AGENCY WORKFORCE**

Job Category	Total Male	B	W	H	A/PI	AI/AN	Total Female	B	W	H	A/PI	AI/AN	Total
Protective Services : Officials (01) (02) (03)	85	7	74	2	0	2	6	1	4	1	0	0	91
Patrol Officers (04)	314	42	256	13	3	0	48	7	37	3	1	0	362
<b>Total Sworn Protective Services Sworn (04):</b>	<b>399</b>	<b>49</b>	<b>330</b>	<b>15</b>	<b>3</b>	<b>2</b>	<b>54</b>	<b>8</b>	<b>41</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>453</b>

Chief 1  
 AC 1  
 Ptlm 370  
 Total 372  
 Civilians 38

**TOTAL AGENCY WORKFORCE PERCENTAGES**

Job Category	Total Male	B	W	H	A/PI	AI/AN	Total Female	B	W	H	A/PI	AI/AN	Total
Protective Services Sworn (04):													
Officials (01) (02) (03)	93%	8%	81%	2%	0%	2%	7%	1%	4%	1%	0%	0%	
Patrol Officers (04)	87%	12%	71%	4%	1%	0%	13%	2%	10%	1%	0%	0%	
<b>Total Sworn Protective Services:</b>	<b>88%</b>	<b>11%</b>	<b>73%</b>	<b>3%</b>	<b>1%</b>	<b>0%</b>	<b>12%</b>	<b>2%</b>	<b>9%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	

**AVAIL. WORKFORCE\***

Job Category	Total Male	B	W	H	A/PI	AI/AN	Total Female	B	W	H	A/PI	AI/AN	Total
Officials/Administrators (01):	14,300	500	13,355	185	235	25	7,860	635	7,010	65	150	0	22,160
Professionals (02):	14,495	650	13,315	160	355	15	15,970	1,195	14,355	240	155	25	30,465
Technicians (03):	1,589	100	1,445	14	30	0	2,613	275	2,275	24	35	4	4,202
Protective Services Sworn (04):	1,759	235	1,460	60	4	0	234	50	180	4	0	0	1,993
Paraprofessional (05): None Counted	0	0	0	0	0	0	0	0	0	0	0	0	0
Office/Clerical (06):	13,685	1,100	12,030	415	75	65	30,470	2,620	26,575	930	250	95	44,155
Skilled Craft (07):	15,880	795	14,190	770	55	70	1,410	130	1,215	55	10	0	17,290
Service/Maintenance (08):	30,655	4,410	23,110	2,450	505	180	21,330	3,625	15,995	1,210	460	40	51,985
<b>Total</b>	<b>92,363</b>	<b>7,790</b>	<b>78,905</b>	<b>1,385</b>	<b>1,259</b>	<b>355</b>	<b>79,887</b>	<b>8,530</b>	<b>67,605</b>	<b>2,528</b>	<b>1,060</b>	<b>164</b>	<b>172,250</b>

\*Allen County Statistics (2000) 5/11/09

**AVAIL. WORKFORCE PERCENTAGES\***

Job Category	Total Male	B	W	H	A/PI	AI/AN	Total Female	B	W	H	A/PI	AI/AN	Total
Officials/Administrators (01):	65%	2%	60%	1%	1%	0%	35%	3%	32%	0%	1%	0%	
Professionals (02):	48%	2%	44%	1%	1%	0%	52%	4%	47%	1%	1%	0%	
Technicians (03):	5%	0%	5%	0%	0%	0%	62%	7%	54%	1%	1%	0%	
Protective Services	88%	12%	73%	3%	0%	0%	12%	3%	9%	0%	0%	0%	
Paraprofessional (05):	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Office/Clerical (06):	31%	2%	27%	1%	0%	0%	69%	6%	60%	2%	1%	0%	
Skilled Craft (07):	92%	5%	82%	4%	0%	0%	8%	1%	7%	0%	0%	0%	
Service/Maintenance (08):	59%	8%	44%	5%	1%	0%	41%	7%	31%	2%	1%	0%	

\*Allen County Statistics (2000) 5/11/09

**UTILIZATION ANALYSIS**

Job Category	Total Male	B	W	H	A/PI	AI/AN	Total Female	B	W	H	A/PI	AI/AN	Total
<b>Protective Services Total:</b>	<b>399</b>	<b>49</b>	<b>330</b>	<b>15</b>	<b>3</b>	<b>2</b>	<b>54</b>	<b>8</b>	<b>41</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>453</b>
<b>Officials (01) (02) (03)</b>													
Agency Workforce Percentage	93%	8%	81%	2%	0%	2%	7%	1%	4%	1%	0%	0%	
Community Workforce Percentage	65%	2%	60%	1%	1%	0%	35%	3%	32%	0%	1%	0%	
<b>Utilization Percentage</b>	<b>28%</b>	<b>6%</b>	<b>21%</b>	<b>100%</b>	<b>100%</b>	<b>2%</b>	<b>-28%</b>	<b>-2%</b>	<b>-28%</b>	<b>100%</b>	<b>-1%</b>	<b>0%</b>	
<b>Patrol Officers (04)</b>													
Agency Workforce Percentage	87%	12%	71%	4%	1%	0%	13%	2%	10%	1%	0%	0%	
Community Workforce Percentage	82%	11%	68%	3%	0%	0%	11%	2%	8%	0%	0%	0%	
<b>Utilization Percentage</b>	<b>5%</b>	<b>1%</b>	<b>3%</b>	<b>1%</b>	<b>1%</b>	<b>0%</b>	<b>2%</b>	<b>0%</b>	<b>2%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	
<b>Total Sworn Protective Services:(04)</b>													
Agency Workforce Percentage	88%	11%	73%	3%	1%	0%	12%	2%	9%	1%	0%	0%	
Community Workforce Percentage	88%	12%	73%	3%	0%	0%	12%	3%	9%	0%	0%	0%	
<b>Utilization Percentage</b>	<b>0%</b>	<b>-1%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>-1%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	

B - Black  
 W - White  
 H - Hispanic  
 A/PI - Asian/Pacific Islander  
 AI/AN - Native American