

# EEOP Short Form



Wed Dec 21 10:48:31 EST 2011

## Step 1: Introductory Information

<b>Grant Title:</b>	Recovery Act: COPS Hiring Recovery Program	<b>Grant Number:</b>	2009-RK-WX-0249
<b>Grantee Name:</b>	City of Fort Pierce Police Department	<b>Award Amount:</b>	\$1,144,080.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	920 South US Highway 1 Fort Pierce, Florida 34954		
<b>Contact Person:</b>	Chief Robert Sean Baldwin	<b>Telephone #:</b>	772-461-3820
<b>Contact Address:</b>	920 South US Highway 1 Fort Pierce, Florida 34954		
<b>DOJ Grant Manager:</b>	Judith Willaford	<b>DOJ Telephone #:</b>	202-514-1158

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<b>Grant Title:</b>	COPS Universal Hiring Program	<b>Grant Number:</b>	2008-UM-WX-0029
<b>Grantee Name:</b>	City of Fort Pierce Police Department	<b>Award Amount:</b>	\$225,000.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	920 South US Highway 1 Fort Pierce, Florida 34954		
<b>Contact Person:</b>	Chief Robert Sean Baldwin	<b>Telephone #:</b>	772-461-3820
<b>Contact Address:</b>	920 South US Highway 1 Fort Pierce, Florida 34954		
<b>DOJ Grant Manager:</b>	Judith Willaford	<b>DOJ Telephone #:</b>	202-514-1156

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<b>Grant Title:</b>	2009 Edward Byrne Memorial Justice Assistance Grant Program	<b>Grant Number:</b>	2009-DJ-BX-1320
<b>Grantee Name:</b>	City of Fort Pierce	<b>Award Amount:</b>	\$58,218.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	100 North US Highway 1 Fort Pierce, Florida 34954		
<b>Contact Person:</b>	Captain Frank Amandro	<b>Telephone #:</b>	772-461-3820
<b>Contact Address:</b>	920 South US Highway 1 Fort Pierce, Florida		

34984

**State Granting Agency:** St. Lucie County Board of County Commission  
**Grant Number:** 2009-DJ-BX-1230  
**Contact Name:** Sophia Holt  
**Contact Address:** 2300 Virginia Avenue  
Fort Pierce, Florida  
34984  
**Telephone #:** 772-462-1867

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**Grant Title:** Recovery Act: 2009 Edward Byrne Memorial Justice Assistance Grant Program  
**Grant Number:** 2009-SB-B9-3137  
**Grantee Name:** City of Fort Pierce  
**Award Amount:** \$239,557.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 North US Highway 1  
Fort Pierce, Florida  
34950  
**Contact Person:** Captain Frank Amandro  
**Telephone #:** 772-461-3820  
**Contact Address:** 950 South US Highway 1  
Fort Pierce, Florida  
34954

**State Granting Agency:** St. Lucie County Board of County Commission  
**Grant Number:** 2009-SB-B9-3137  
**Contact Name:** Sophia Holt  
**Contact Address:** 2300 Virginia Avenue  
Fort Pierce, Florida  
34984  
**Telephone #:** 772-462-1867

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**Grant Title:** 2010 Edward Byrne Memorial Justice Assistance Grant  
**Grant Number:** 2010-DJ-BX-0440  
**Grantee Name:** City of Fort Pierce  
**Award Amount:** \$54,873.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 North US Highway 1  
Fort Pierce, Florida  
34950  
**Contact Person:** Captain Frank Amandro  
**Telephone #:** 772-461-3820  
**Contact Address:** 920 South US Highway 1  
Fort Pierce, Florida

34950

**State Granting Agency:** St. Lucie County Board of County Commission  
**Grant Number:** 2010-DJ-BX-0440  
**Contact Name:** Sophia Holt  
**Contact Address:** 2300 Virginia Avenue  
Fort Pierce, Florida  
34984  
**Telephone #:** 772-462-1867

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**Grant Title:** 2011 COPS Hiring Recovery Program  
**Grant Number:** 2011-UM-WX-0043  
**Grantee Name:** Fort Pierce Police Department  
**Award Amount:** \$985,065.00  
**Grantee Type:** Local Government Agency  
**Address:** 920 South US Highway 1  
Fort Pierce, Florida  
34954  
**Contact Person:** Chief R. Sean Baldwin  
**Telephone #:** 772-461-3820  
**Contact Address:** 920 South US Highway 1  
Fort Pierce, Florida  
34954  
**DOJ Grant Manager:** Judith Willaford  
**DOJ Telephone #:** 202-514-1156

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**Grant Title:** 2011 Edward Byrne Justice Assistance Grant  
**Grant Number:** 2011-DJ-BX-2710  
**Grantee Name:** City of Fort Pierce  
**Award Amount:** \$41,378.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 North US Highway 1  
Fort Pierce, Florida  
34950  
**Contact Person:** Captain Frank Amandro  
**Telephone #:** 772-461-3820  
**Contact Address:** 920 South US Highway 1  
Fort Pierce, Florida  
34950  
**State Granting Agency:** St. Lucie County Board of County Commission  
**Grant Number:** 2011-DJ-BX-2710  
**Contact Name:** Sophia Holt  
**Contact Address:** 2300 Virginia Avenue  
Fort Pierce, Florida  
34984

Telephone #: 772-461-3820

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**Grant Title:** 2011 Edward Byrne Memorial Justice Assistance Grant  
**Grant Number:** 2012-JAGC-STLU-3-C4-154  
**Grantee Name:** City of Fort Pierce  
**Award Amount:** \$54,837.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 North US Highway 1  
Fort Pierce, Florida  
34950  
**Contact Person:** Captain Frank Amandro  
**Telephone #:** 772-461-3820  
**Contact Address:** 920 South US Highway 1  
Fort Pierce, Florida  
34954  
**State Granting Agency:** Florida Department of Law Enforcement  
**Grant Number:** 2012-JAGC-STLU-3-C4-154  
**Contact Name:** Julie Dillard  
**Contact Address:** 2331 Phillips Road  
Tallahassee, Florida  
32308  
**Telephone #:** 850-617-1257

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**Grant Title:** 2011 Victim of Crime Act (VOCA) **Grant Number:** V11089  
**Grantee Name:** City of Fort Pierce **Award Amount:** \$41,150.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 N US Highway 1  
Fort Pierce, Florida  
34954  
**Contact Person:** Captain Brian Humm **Telephone #:** 772-461-3820  
**Contact Address:** 920 South US Highway 1  
Fort Pierce, Florida  
34954  
**DOJ Grant Manager:** Joe Chapman **DOJ Telephone #:** 805-414-3339

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**Grant Title:** Bullet Proof Vest Program **Grant Number:** BU-BX-1105-8953  
**Grantee Name:** City of Fort Pierce **Award Amount:** \$5,273.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 North US Highway 1

Fort Pierce, Florida  
34950

**Contact Person:** Captain Frank Amandro

**Telephone #:** 772-461-3820

**Contact Address:** 920 South US Highway 1  
Fort Pierce, Florida  
34954

**DOJ Grant Manager:** BVP Helpdesk

**DOJ Telephone #:** 877-755-3787

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**Policy Statement:**

The City of Fort Pierce has proclaimed its commitment to and adheres to a structured plan, designed to facilitate the implementation of the concepts and principles of affirmative action and equal opportunity.

The Affirmative Action and Equal Opportunity Plan has been developed to provide a methodology or vehicle to accomplish the ideals of equal employment opportunity. It is imperative that this plan evolve in an area of positive cooperation and active participation with management, employees and employee organization.

The City of Fort Pierce is firmly committed to a policy of equal employment and will administer its personnel policies and conduct its employment practices in a manner which treats each employee and application for employment on the basis of merit, experience and other work-related criteria without regards to race color, religion, sex, national origin, handicapp ancestry or age.

Goals and timetables have been established that outline our good faith efforts in practicing equal employment and affirmative action. These goals and timetables are reviewed periodically to measure our progress. The City of Fort Pierce is committed to making a good faith effort in meeting our goals within a specified time frame.

The City of Fort Pierce's affirmative action and equal employment opportunity programs are monitored by our Director of Administrative Services/Human Resources. However, management personnel at every level share in the responsibility of promoting affirmative action and equal employment opportunities to ensure that compliance is achieved.

## **Step 4b: Narrative Underutilization Analysis**

In reviewing the Utilization Analysis Chart the Fort Pierce Police Department made the following observations:

- In the Protective Services - Sworn Patrol Officer's Category, the analysis shows an under-utilization by two or more standard deviations in the female category with the most significant occurring in white females (-17%) and African American females (-5%).

In keeping with the Fort Pierce Police Department's commitment to maintaining a workforce that is reflective of the community it serves, the police department will examine its recruitment practices to discern new ways to attract more women for entry level patrol officer positions.

## **Step 5 & 6: Objectives and Steps**

### **1. To provide equal employment opportunities for women when vacancies occur within the Protective Services,**

- a. Include female officers in the recruitment process and provide opportunities for them to make presentations at job fairs and community relations events. They will promote the need and opportunities for more females in law enforcement.
- b. Establish contact with military bases so that job opportunities can be disseminated to military veterans.
- c. Monitor the applicant database to ascertain the number of female applicants; how they were made aware of the vacancies, as well as, their location. This will allow us to effectively focus our recruitment efforts into areas that will provide the greatest results.

## **Step 7a: Internal Dissemination**

Upon receipt of approval the Fort Pierce Police Department will:

1. Distribute a hard copy of the its EEOP Short Form to all members of the Command Staff.
2. Incorporate the plan into its online Policy and Procedures system, thereby mandating every employee to review and acknowledge the document's existence.
3. Provide the Recruiting and Public Information Offices with bound copies to be included as resource/reference material for each office.

## **Step 7b: External Dissemination**

Upon receipt of approval, the Fort Pierce Police Department will:

1. Post a PDF copy on the agency's website allowing site visitors to review and download, as required.
2. Include in all job announcement for FPPD positions that 'applicants may obtain a copy of the EEOP Short Form on request from the Recruiting or Public Information Office'.
3. Provide the Recruiting Officer, Public Information Officer and the City of Fort Pierce's Human Resource Department with a supply for dissemination to the public, as requested.





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
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/60%	0/0%	2/40%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,615/22%	490/2%	490/2%	10/0%	65/0%	0/0%	35/0%	12,500/60%	865/4%	1,630/8%	55/0%	105/1%	0/0%	65/0%
Utilization #/%	-22%	-2%	-2%	-0%	-0%	0%	-0%	0%	-4%	32%	-0%	-1%	0%	-0%
<b>Skilled Craft</b>														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,250/75%	995/9%	970/9%	50/0%	15/0%	0/0%	105/1%	5,10/5%	34/0%	40/0%	4/0%	25/0%	0/0%	15/0%
Utilization #/%														
<b>Service/Maintenance</b>														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,240/35%	2,405/10%	2,865/12%	45/0%	145/1%	0/0%	180/1%	6,100/26%	1,030/4%	2,400/10%	10/0%	190/1%	0/0%	45/0%
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	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
<b>Chief of Police</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%
<b>Police Captains</b>														
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%	0/0%
<b>Police Lieutenants</b>														
Workforce #/%	5/83%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Police Sergeants</b>														
Workforce #/%	11/85%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	44/51%	12/14%	12/14%	0/3%	3/3%	0/0%	0/0%	11/13%	3/3%	2/2%	0/0%	0/0%	0/0%	0/0%

