



Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Charise L. Terry, PHR
Executive Director

Judith Garcia Quiñonez, Esq.
Executive Agency Counsel/
Deputy Director

253 Broadway
Suite 602
New York, NY 10007

212. 615. 8939 tel.
212. 676. 2724 fax

BY MAIL AND EMAIL

July 18, 2017

James P. O'Neill
Commissioner
New York City Police Department
1 Police Plaza
New York, NY 10038

Re: Preliminary Determination for Audit: Review, Evaluation and Monitoring of the New York City Police Department's Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

Dear Commissioner O'Neill:

On behalf of the members of the Equal Employment Practices Commission (Commission or EEPC), thank you and your agency for the cooperation extended to our staff during the course of this audit. This letter contains the Commission's findings and preliminary determinations pursuant to our audit and analysis of your agency's Employment Practices and Procedures for the period covering January 1, 2014 to December 31, 2016.

The New York City Charter, Chapter 36, Section 831(d)(5) empowers this Commission to audit and evaluate the employment practices and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for women and minority employees and applicants seeking employment. Sections 831(d)(2) and 832(c) authorize this Commission to make a determination that any agency's plan, program, procedure, approach, measure or standard does not provide equal employment opportunity, require appropriate corrective action and monitor the implementation of the corrective action it prescribes.

The New York City Police Department, which may herein be referred to as "the agency," falls within the Commission's purview under Chapter 36, Section 831(a) of the New York City Charter, which delineates city agency as any "city, county, borough or other office, administration, board, department, division, commission, bureau, corporation, authority, or other agency of government where the majority of the board members of such agency are appointed by the mayor or serve by virtue of being city officers or the expenses of which are paid in whole or in part from the city treasury..."



The purpose of this audit and analysis is to evaluate the agency's Employment Practices and Procedures, not to issue findings of discrimination pursuant to the New York City Human Rights Law. This Commission has adopted *Uniform Standards for EEPC Audits*¹ and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for municipal government employees and job applicants. These standards are founded upon and consistent with federal, state and local laws, regulations, procedures and policies including, but not limited to, the Citywide Equal Employment Opportunity Policy - Standards and Procedures to be Utilized by City Agencies; the New York City Human Rights Law (NYC Administrative Code §§8-107(1)(a) and (d), 8-107.13, and 8-107.1); the New York State Civil Service Law §55-a; the Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7); the Americans with Disabilities Act and its Accessibility Guidelines; and the equal employment opportunity requirements of the New York City Charter. Prescribed corrective actions are consistent with the aforementioned parameters.

Since this Commission is empowered to review and recommend actions which each agency should consider including in its annual plan of measures and programs to provide equal employment opportunity (Annual EEO Plan), the audited agency should incorporate required corrective actions in its current EEO Program and prospective Annual EEO Plans.

Scope and Methodology

This Commission's audit methodology includes collection and analysis of the documents, records and data the agency provides in response to the *EEPC Document and Information Request Form*; responses to the *EEPC Interview Questionnaires* for EEO professionals and others involved in EEO program administration; and, if applicable, review of the agency's *Annual EEO Plans* and *Quarterly EEO Reports* and analysis of workforce and utilization data from the *Citywide Equal Employment Database System* (CEEDS). (A description of the EEO Job Groups used for this analysis is attached as Appendix 1.)

This Commission reviews the workforce statistics and utilization analysis information available via CEEDS to understand the concentrations of race and gender groups within an agency's workforce. (CEEDS may be unavailable for certain non-mayoral agencies. In such cases, the EEPC requests that the agency submit similar statistics and analysis.) EEO Program Analysts examine imbalances between the number of employees in a particular job category and the number that would reasonably be expected when compared to their availability in the relevant labor market. Personnel transactions are reviewed in order to ascertain the agency's employment practices. Where underutilization is revealed within an agency's workforce, EEO Program Analysts assess whether the agency has undertaken reasonable measures to address it.

EEO professionals (including, but not limited to, past or current EEO Officers, Deputy or Co-EEO Officers, EEO Counselors, EEO Trainers, EEO Investigators, Disability Rights Coordinators, Career Counselors, 55-a Program Coordinators) and others involved in EEO program administration such as the Principal Human Resources Professional are given a two-week deadline to complete and

¹ Corresponding audit/analysis standards are numbered throughout the document.



return their individual questionnaires. The Commission's EEO Program Analysts also conduct additional research and follow-up discussions or interviews with EEO professionals, when appropriate.

Description of the Agency

The mission of the New York City Police Department is to enhance the quality of life in New York City by working in partnership with the community in accordance with constitutional rights to enforce the laws, preserve the peace, reduce fear, maintain order, and provide for a safe environment. The agency is committed to accomplishing its mission to protect the lives and property of all citizens of New York City by treating every citizen with courtesy, professionalism, and respect, and to enforce the laws impartially, fighting crime both through deterrence and the relentless pursuit of criminals. At the end of the period in review, the agency's headcount was 53,460, in uniformed and civilian job titles. (See Appendix 2.)

PRELIMINARY DETERMINATIONS AFTER AUDIT AND ANALYSIS

Following are the corresponding audit standards for each subject area along with the EEPC's findings and required corrective actions, where appropriate:

I. ISSUANCE, DISTRIBUTION AND POSTING OF EEO POLICIES:

Determination: The agency is in compliance with the standards for this subject area.

1. Issue a general EEO Policy statement or memo reiterating commitment to EEO, declaring the agency's position against discrimination on any protected basis, advising employees of the names and contact information of EEO professionals, and attaching, or providing employees pertinent electronic links to, an EEO Policy/Handbook.
- ✓ The agency head's EEO Policy statement was distributed in hardcopy to all employees with the agency's EEO Policy in 2015 and 2016. The agency head's 2016 EEO Policy statement (SP 297 (Rev. 09-16)) declared, "[t]he New York City Police Department is an Equal Opportunity Employer. As Police Commissioner, I reaffirm the Police Department's strong commitment to maintaining fair employment practices for all members and applicants. Federal, State and/or local laws prohibit employment discrimination based on: Age (18 and over), Alienage or Citizenship Status, Color, Creed, Disability, Gender (including Gender Identity), Religion, Military Status, Unemployment Status, Marital Status, National Origin, Prior Record of Arrest or Conviction (under some circumstances), Race, Sexual Orientation, Status as a Victim of Domestic Violence/ Sex Offense(s) and Stalking, Partnership Status, Predisposing Genetic Characteristics, Consumer Credit History, Familial Status, [and] Caregiver Status." The name, phone number, and office location of the principal EEO Professional was included in the EEO Policy statement.
2. Distribute/Post a paper or electronic copy of the *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies* – or an agency EEO Policy that conforms to city, state and federal laws – for use by managers, supervisors, and legal, human resources and EEO professionals. Include, or attach as addenda: a policy against sexual

harassment; uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations; an up-to-date list of protected classes under NYC and NYS Human Rights Laws; and current contact information for the agency's EEO professionals, as well as federal, state and local agencies that enforce laws against discrimination.

- ✓ In 2015, the agency's EEO Policy, *New York City Police Department Equal Employment Opportunity Policy* and procedures regarding employment discrimination, sexual harassment and discrimination complaints were distributed in hardcopy to all employees. The EEO Policy stated, “[i]t is the policy of Citywide EEO and the New York City Police Department to ensure equal employment opportunity without discrimination or harassment based on actual or perceived status of a person's: Race (common genetics, history and geographic distribution); Color (preference or aversion to a skin color or shade of color); National Origin (includes ancestry, citizenship/alienage status); Linguistic characteristics of a country or region; Religion (includes observance, practice and beliefs); Sex (Gender); Disability (Americans with Disabilities Act of 1990 and Americans with Disabilities Act Amendments Act of 2008); Retaliation (protection extend [sic] to those filling charges of, assisting the investigation of, or opposing discrimination); Age (40 years old; in New York State 18 years old+); Military Status; Marital Status; Creed; Alienage or Citizenship Status; Partnership Status; Prior record of arrest or conviction (under some circumstances); Predisposing Genetic Characteristics (inherited gene believed to cause a particular disease); Sexual Orientation; Victim of Domestic Violence (including stalking and/or victim of sex offense(s)); [and] Unemployment Status.” The name, phone number, and office location for the principal EEO Professional was included in the EEO Policy. Additionally, the agency reported that its electronic directory, “MOS lookup”, accessed via the agency intranet, could be used to look up contact information for the agency's EEO professionals by name or title. The name search was also accessible via agency issued smartphones. The addresses of the federal, state and local agencies that enforce laws against discrimination were included in the procedure regarding discrimination complaints.
- The agency's EEO Policy did not identify *caregiver status*, *consumer credit history* and *gender identity* as classes protected against employment discrimination. Corrective Action Required.

NOTE: The agency head's 2016 EEO Policy statement included an up to date list of classes protected against employment discrimination under NYC and NYS Human Rights Laws, including *caregiver status*, *consumer credit history* and *gender identity*. Subsequent to the audit period, the agency stated its intention to update its EEO Policy to include an up to date list of protected classes under NYC and NYS Human Rights Laws.

II. EEO TRAINING FOR AGENCY:

Determination: The agency is in partial compliance with the standards for this subject area.

3. Establish and implement an EEO training plan for new and existing employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO

rights and/or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.

- ✓ In its *Diversity and Equal Employment Opportunity Plan* (for each year of the audit period), the agency set forth its plan to provide EEO training to all new employees (including newly appointed managers and supervisors). The agency's *Agency Quarterly Reports on EEO Activity* showed that EEO training was provided to approximately 43% of the workforce², which included all of the agency's 13,422 new employees that completed EEO training via new employee orientation. Employees had access to the agency's self-guided, skill development and training program, *TACTICS*, which included an EEO training module.
- The agency did not demonstrate that it established an EEO training plan to ensure that existing employees received EEO training. Corrective Action Required.

Corrective Action #1: Establish and implement an EEO training plan for all employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO rights and/or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.

III. EMPLOYMENT PRACTICES (Recruitment, Hiring & Promotion):

Determination: The agency is in partial compliance with the standards for this subject area.

4. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
- ✓ During the period in review, the agency assessed its recruitment efforts for the *Police Officer* title in the *Police* job group. (The *Police Officer* title is a competitive civil service (list) title i.e. requires the civil service examination for the title.) The Candidate Assessment Division, tasked with developing recruitment and advertising strategies, partnered with Hodes (a recruitment marketing organization) to manage and direct diversity recruiting initiatives for the *Police Officer* title. Hodes' December 2015 report "*NYPD Recruitment Diversity Recruitment Strategy*" identified Black males and Asian females as underutilized groups. The report identified the following as barriers to recruiting applicants from the underutilized groups to take the *Police Officer* examination: (1) *reinstatement of examination fees*; (2) *demographic shifts*; (3) *lack of trust due to the agency's past practice of stop-and-frisk*; (4) *cultural differences*; and (5) *overall candidate attrition due to length of application process*. To address (1) the examination fee, the agency sought to have the fee waived by DCAS. To address (5) candidate attrition between the first expressions of interest to the time of appointment from the civil service list, the agency procured and implemented customer

² Based on workforce headcount at the end of the period in review, December 31, 2016. (See Appendix 2.)

relationship marketing (CRM) software. The agency reported that its recruitment team brought tablet computers to recruiting events to allow candidates to provide their names and email addresses so that the agency could send follow-up emails (to sustain candidate interest between passing the examination and being appointed from the civil service list); analyze the most effect live venues for recruitment; and refine its geo-targeted recruitment initiatives.

The agency advertised its recruitment website, *NYPDRECRUIT.com*, (which contained information about uniformed and civilian examination and job opportunities) via transportation platforms, billboards, print, *HBCU (Historically Black Colleges & Universities) Connect*; and social media (*Facebook* and *Twitter*). The agency also reported its recruitment efforts included outreach to clergy, elected officials, local high schools, and career fairs throughout the city and targeted radio and internet recruitment advertisements via zip code and IP address. In 3rd quarter fiscal year (FY) 2016 the agency updated its listings of recruitment outreach sources for the *Police Officer* examination to include additional social media platforms (*LinkedIn*, *Instagram*, and *WeChat*). In addition, the agency specified in its FY 2017 *Diversity and Equal Employment Opportunity Plan*, that it compared its workforce demographics “...to the 2010 U.S. Census to identify under-represented populations within the Department” as part of its recruitment efforts.

- The agency did not demonstrate that it assessed recruitment efforts for job groups other than *Police* to determine whether such efforts adversely impacted women, minorities, or any other protected group. Corrective Action Required.

Corrective Action #2: Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

5. The principal EEO Professional, HR Professional, and General Counsel, review the agency’s statistical information (i.e. workforce, hires, promotions, and separations by race/ethnicity and gender), the annual number of EEO complaints, and the agency’s employment practices, policies and programs on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.
- ✓ The agency reported that during the period in review, the principal EEO Professional reviewed the quarterly statistical workforce and personnel activity data reports, the annual number of EEO complaints, and the agency’s employment practices, policies and programs. The agency identified and endeavored to overcome EEO barriers posed by civil service examination fees and candidate attrition via examination fee waivers and procuring and implementing CRM software to maintain candidate engagement between the first expressions of interest to the time of hire. Additionally, in its FY 2017 *Diversity and Equal Employment Opportunity Plan*, the agency reported that it “regularly reviews positions filled through civil service lists to ensure

that there are no barriers to entry. The Department is reviewing the utilization of the one and three rule to determine if barriers to entry exist.”

6. Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
- ✓ The agency assessed the manner in which candidates were selected for employment and determined in 2014 that asking applicants if they had ever been stopped and questioned by the police was a question with potential disparate impact on minorities, and therefore removed the question from the application. Other selection criteria utilized by the agency for *Police Officer* title included psychological, background, and medical examinations.
- The agency did not demonstrate that it assessed the manner in which candidates for job groups other than *Police* were selected for employment to determine whether such efforts adversely impacted women, minorities, or any other protected group. Corrective Action Required.

Corrective Action #3: Assess the manner in which candidates are selected for employment for all job groups, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

7. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
- ✓ The agency advertised its recruitment website, *NYPDRECRUIT.com*, (which contained information about uniformed and civilian examination and job opportunities) via print and *HBCU Connect*. The agency also reported its recruitment efforts included outreach to clergy, elected officials, local high schools, and career fairs throughout the city and targeted radio and internet recruitment advertisements via zip code and IP address. During the period in review, underutilization reported in the 3rd quarter FY 2014 (first quarter of the audit period) CEEDS Report: *Work Force Compared with Internal and External Pools*, was eliminated in the *Managers* (females), *Lawyers* (Hispanics), *Laborers* (Hispanics), *Teachers* (females) and *Paraprofessionals* (Hispanic) job groups.
- The agency did not demonstrate that it advertised in minority- or female-oriented publications when conducting recruitment for titles in job groups with underutilization where there is discretion in hiring. For the duration of the audit period and to date, CEEDS Reports: *Work Force Compared with Internal and External Pools* indicated underutilization

in the following job groups which may include discretionary job titles: *Health Professionals* (Blacks, Asians and females), *Technicians* (Asians), *Police* (Blacks) and *Craft* (Blacks and females). The same CEEDS Reports for the 4th quarter FY 2017 (the latest quarter available), indicated underutilization in the following job groups which may include discretionary job titles: *Social Workers* (Blacks and females), *Technicians* (Hispanics), *Laborers* (females) and *Teachers* (Blacks). (See Appendices 3 – 5.) Corrective Action Required.

Corrective Action #4: If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

8. If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with the Department of Citywide Administrative Services (DCAS) or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
- ✓ The agency reported in its FY 2017 *Diversity and Equal Employment Opportunity Plan* that it would regularly conduct “...a thorough analysis of personnel hired from civil service examinations...The Classification Unit maintains uptodate [sic] records of title specifications and works closely with agency personnel representatives and DCAS to ensure duties and responsibilities and qualification requirements remain current and appropriate...The Department regularly reviews positions filled through civil service lists to ensure that there are no barriers to entry.” The agency advertised its recruitment website, *NYPDRECRUIT.com*, (which contained information about uniformed and civilian examination and job opportunities) via print and *HBCU Connect*. The agency also reported its recruitment efforts included outreach to clergy, elected officials, local high schools, and career fairs throughout the city and targeted radio and internet recruitment advertisements via zip code and IP address. During the period in review, underutilization reported in the 3rd quarter FY 2014 (first quarter of the audit period) CEEDS Report: *Work Force Compared with Internal and External Pools*, was eliminated in the *Managers* (females), *Lawyers* (Hispanics), *Laborers* (Hispanics), *Teachers* (females) and *Paraprofessionals* (Hispanic) job groups.
- The agency did not demonstrate that it implemented its FY 2017 *Diversity and Equal Employment Opportunity Plan* to review positions filled through civil service lists for underutilization to ensure that there were no barriers to entry. For the duration of the audit period and to date, CEEDS Reports: *Work Force Compared with Internal and External Pools* indicated underutilization in the following job groups which may include *civil service* (list) job titles: *Health Professionals* (Blacks, Asians and females), *Technicians* (Asians), *Police*

(Blacks) and *Craft* (Blacks and females). The same CEEDS Reports for the 4th quarter FY 2017 (the latest quarter available), indicated underutilization in the following job groups which may include *civil service* (list) job titles: *Social Workers* (Blacks and females), *Technicians* (Hispanics), *Laborers* (females) and *Teachers* (Blacks). (See Appendix 5.) Corrective Action Required.

Corrective Action #5: If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

9. Ensure that human resources professionals, managers, supervisors, and other personnel involved in recruiting and hiring are trained to consider EEO laws/policies and use uniform, job-related techniques to identify, interview and select the most capable candidates (e.g. structured interview training or guide).
- ✓ The Human Capital Division utilized its “*Basics for Effective Interviews,*” presentation to train Personnel Administrative Managers (PAMs) from each Bureau and borough on structured interviewing. The presentation directed interviewers to “[p]repare and consistently use the same questions... [and] treat all candidates equally and fairly. Ask only job-related questions.” A list was provided of the PAMs, who were responsible to ensure that their human resources professionals, managers, supervisors, and other personnel involved in recruiting in each from each Bureau and borough were trained in structured interviewing.

NOTE: The agency also reported in its FY 2017 *Diversity and Equal Employment Opportunity Plan* that it “will develop hiring panels that are trained on structured interviewing and unconscious bias. They will conduct structured interviews of qualified candidates selected from a diverse pool of incumbents and other applicants.”

10. Promote employees’ awareness of opportunities for advancement and transfer within the agency by: administering incentive programs; publicizing promotions, including promotions into, or changes in, the managerial ranks; and/or using other methods to communicate internal opportunities.
- ✓ The agency promoted employees’ awareness of opportunities for promotion and transfer within the agency, including into managerial ranks, via agency-wide electronic *Department Bulletins*, the *Career* tab on the agency’s intranet, memos from the *Personnel Bureau*, an intranet based application for transfer opportunities (*Personnel Online System for Transfers (POST)*), the career counselling services of the Members Outreach Section (a unit within the Personnel Bureau), and employee recognition programs. During the period in review, 290 *Department Bulletins* titled *Position Vacancies* were issued to inform uniformed employees of internal positions for promotion or transfer. The intranet’s *Career* tab linked to sections with

information regarding promotion, transfer and training opportunities, including: *Civilian Job Postings, Uniform Job Postings, Executive Development and Members Outreach Section*. Memos from the Personnel Bureau provided a link to information regarding competitive examinations for civilian titles. All job vacancy notices were listed on *POST* – by *Unit Name, Rank/Title* and *Position* – where employees could click to apply. The Members Outreach Section had the responsibility to “...ensure that the pipeline for in-house advancement and opportunity is open and utilized by diverse groups of employees... [and that] members [were advised] on notices of exams posted on dedicated civilian bulletin boards, and Personnel Bureau Memoranda of job vacancies.” In addition, the agency’s annual employee recognition programs included meritorious and outstanding service awards for civilian employees and longevity and perfect attendance awards for uniformed employees.

11. Ensure that employees are considered internally for career enhancement, development opportunities and transfer by: providing and encouraging training, development or mentorship programs to improve their performance and skills; establishing internal talent pools via cross-training, cross divisional assignments, job transfers, and/or job rotation; and identifying internal successors with applicable knowledge/skills/abilities.

✓ CEEDS Reports: *Ethnic/Gender Summary by Agency, Type, Job Group, and Title*; indicate 8,064 promotions occurred across twenty-one (21) job groups during the period in review. Employees were notified of training and development opportunities via *Department Bulletins*, messages from the agency head to all commands via the agency’s internal communication system (*FINEST*), the agency’s scholarship guide, and *TACTICS*. Opportunities for promotion and transfer were listed on *POST*; and the *Careers* tab on the intranet also linked to the following sections on promotion, transfer and training opportunities: *Members Outreach Section, Civilian Job Postings, Executive Development and Uniform Job Postings*. Promotional appointments from civil service lists were done in list order, per civil service law. All employees who took and passed promotional examinations were promoted as vacancies occurred unless there was appropriate cause to pass them over, such as attendance, disciplinary record, and open or substantiated allegations of misconduct from the Civilian Complaint Review Board (CCRB), EEO, or internal affairs. The Human Capital Division/Performance Analysis Section conferred with units to ensure the review of time at work, disciplinary records, performance history and civil service list eligibility for employees being promoted. Employees not initially chosen from the promotional civil service list were reconsidered (i.e. added back to the eligible list) as the specific circumstances changed. In addition, the agency reported that most employees were cross trained within their commands in order to fill in when the need arose; and all new probationary *Police Officers* (out of the Policy Academy) were required to go through a field training program and were assigned for 60-day periods to each of the agency’s work shift platoons.

12. At minimum, indicate the agency is an equal opportunity employer in recruitment literature.

✓ During the period in review, the agency advertised several vacant positions including: *Cell Attendant; Computer Associate (TS), Level II; Evidence and Property Control; Hostler; and Senior Police Administrative Aide*. Each notice contained an EEO tagline: “*The City of New York is an Equal Opportunity Employer.*” The agency also advertised the *Police Officer* civil service

examination in several newspapers that included the EEO tagline: “*An Equal Opportunity Employer.*”

13. Use and maintain an applicant/candidate log or tracking system which, at minimum, includes the *position, applicants'/candidates' names, identification number, ethnicity, gender, disability or veteran status, interview date, interviewers' names, result, reason selected/not selected (or disposition)* of each applicant, and *recruitment source*. Ensure that the process avoids the appearance of bias by delegating the responsibility for recording and maintaining this information to an individual other than the hiring manager.
- ✓ Since May 2016, the agency utilized *New York City Automated Personnel System (NYCAPS) eHire* to capture the following information for applicants: *position, applicants'/candidates' names, identification number, and reason selected/not selected (or disposition)* of each applicant. All applicants were asked via *eHire* to voluntarily disclose *race, gender, veteran status, disability status and recruitment source*.
- The agency did not demonstrate that it utilized *NYCAPS eHire*, or a supplemental tracking system, to capture *interview date, interviewers' names, or result*. Corrective Action Required.

NOTE: Subsequent to the period in review, the agency utilized an unlabeled interview sheet as a supplemental tracking mechanism to capture *interviewers' names, interview date, result ("remarks"), position, source, ethnicity, gender, veteran status, and current job-indicate if city or PD employee*.

IV. CAREER COUNSELING:

Determination: The agency is in partial compliance with the standards for this subject area.

14. Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.
- ✓ The Members Outreach Section provided career counseling services to all employees upon request. The Members Outreach Section consisted of a *Commanding Officer* (for uniformed employees), seven (7) *Uniform Members Outreach Analysts*, a *Civilian Members Outreach Supervisor*, and three (3) *Civilian Members Outreach Analysts*. Employees were notified of the Members Outreach Section's availability to provide career counseling, assistance in applying to special units, and job transfers via the *Civilian Employee Reference Manual, FINEST* messages, and materials (video and brochure) regarding *POST*. (For a description of the Members Outreach Section see section III.10.) Resumes showed the knowledge and familiarity of the *Commanding Officer*, three (3) *Uniform Members Outreach Analysts*, and two (2) *Civilian Members Outreach Analysts* with *POST* and career opportunities at the agency.
- The agency did not demonstrate that all employees in the Members Outreach Section (specifically four (4) *Uniform Members Outreach Analysts*, the *Civilian Members Outreach*

Supervisor, and one (1) *Civilian Members Outreach Analyst*) were trained, knowledgeable, and familiar with career opportunities in city government. Corrective Action Required.

Corrective Action #6: Ensure designated professionals (may be referred to as the Career Counselor) have appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

15. The Human Resources Professional distributes the identity of the agency Career Counselor and ensures that all employees have access to information regarding job responsibilities, performance evaluation standards, examinations, training opportunities and job postings; ensures that all new employees are advised of the EEO policies, their rights and responsibilities under such policies and the discrimination complaint procedures; informs the principal EEO Professional of the number of 55-a program participants and efforts the agency has made to employ, promote or accommodate qualified individuals with disabilities; involves the principal EEO Professional in EEO-related matters; and promptly consults with the principal EEO Professional if informed of, or suspects that a violation of the EEO Policy has occurred.
- ✓ During the period in review, the *Chief of Personnel* (Principal Human Resources Professional) was responsible for the “*personnel and human resource functions of the department in the areas of recruitment and selection, employee management, assessment, training and development, and employee assistance.*” Managers were responsible to inform employees of their job responsibilities and performance evaluation standards. The Personnel Bureau’s Members Outreach Section was responsible to ensure that employees had access to information regarding examinations and promotions via *FINEST*, training opportunities via *TACTICS*, and job postings via *POST*. (See sections II.3, III.10 and III.11 for acronym information.) The principal EEO Professional ensured that all new employees received the agency’s EEO Policy, discrimination complaint procedures and EEO orientation training. The principal EEO Professional was the agency’s Disability Rights Coordinator and was aware of the agency’s efforts to employ, promote or accommodate qualified individuals with disabilities. The 55-a Coordinator (*Director of the Office of the Staffing Administration Section*) annually provided the principal EEO Professional with the number of 55-a program participants as reflected in the agency’s annual *Diversity and Equal Employment Opportunity Plan*. The Principal Human Resources Professional regularly involved the principal EEO Professional in EEO-related matters and promptly consulted with the principal EEO Professional if informed of, or suspected that a violation of the EEO Policy occurred.

V. **EEO AND REASONABLE ACCOMMODATIONS FOR EMPLOYEES/
APPLICANTS FOR EMPLOYMENT WITH DISABILITIES:**

Determination: The agency is in compliance with the standards for this subject area.

16. Ensure that information regarding employee rights and obligations, and the complaint, investigation and reasonable accommodation procedures is made available in appropriate alternative formats (i.e., large print, audio tape and/or Braille) upon request to employees and applicants for employment with disabilities.

- ✓ The agency reported that during the period in review, employee rights and obligations, as specified in its *Patrol Guide Procedures*, *Civilian Employee Reference Manual*, *FINEST* messages, and its EEO policies, brochures, forms, and pamphlets were available in electronic formats adjustable to large print. The agency also reported it was committed to provide its EEO policies in an audio format upon request.

17. Document reasonable accommodation requests and their outcomes.

- ✓ Reasonable accommodation requests and their outcomes were documented via a reasonable accommodation request form and the agency's reasonable accommodation requests log maintained by the Office of the Deputy Commissioner, Equal Employment Opportunity.

VI. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION - EEO PROFESSIONALS:

Determination: The agency is in partial compliance with the standards for this subject area.

18. Appoint a principal EEO Professional to implement EEO policies and standards within the agency. The principal EEO Professional is trained and knowledgeable regarding city, state, and federal EEO laws; the requirements of the agency's EEO policies, standards and procedures; and the prevention, investigation, and resolution of discrimination complaints.

- ✓ The *Deputy Commissioner, Equal Employment Opportunity* was appointed principal EEO Professional in March 1997. The principal EEO Professional's training included Cornell ILR's *Equal Employment Opportunity Studies* certificate in 1999, Cornell ILR's courses *The Dynamics of Handling Employee Complaints*, *The Law of Equal Employment Opportunity* (September 2009), *Advanced Diversity Strategies* (May 2014), *Preventing Harassment in the Workplace* (June 2014), *Training Difficult Issues in Diversity and Inclusion* (October 2014), *Emerging Trends in Diversity and Inclusion* (October 2015) and DCAS' course *EEOC Reasonable Accommodation Best Practices* (February 2015). The principal EEO Professional was identified in the agency's EEO Policy statement, EEO Policy, EEO orientation materials, EEO newsletter ("*EEO Gazette*"), intranet site, EEO Liaison program brochure, annual EEO Liaison training conference, and DCEEO Mediation program brochure.

19. Ensure that EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy.

During the period in review, the agency's EEO professionals (in addition to the principal EEO Professional) included twenty-one (21) EEO Investigators, ten (10) EEO Trainers, and approximately 200 EEO Liaisons. Between 2014 and 2016, eight (8) EEO Investigators (responsible to conduct EEO complaint investigations) and four (4) EEO Trainers (responsible to conduct EEO training) received EEO training from Cornell ILR, including courses such as *The Law of Equal Employment Opportunity*, *Employee Internal Investigations: Part I*, *Internal Investigations Note-taking and Reports*, and *Advanced Employee Internal Investigations: Part II*. Some EEO Investigators also received certificates in *EEO Complaint Handling* from Cornell ILR; or *Diversity and Equal Employment Opportunity Basic Training* for EEO professionals from DCAS. In addition, the agency's EEO Liaisons directed employees seeking information regarding EEO to the Office of the Deputy Commissioner of Equal Employment Opportunity

(DCEEO) and assisted employees in reporting EEO matters to DCEEO. Training was provided annually to EEO Liaisons by DCEEO at its EEO Liaison Conference. At the end of the period in review, the agency had nine (9) EEO Investigators and eight (8) EEO trainers, sixteen (16) of whom were trained in EEO laws and procedures.

- The agency did not demonstrate that all EEO Investigators were trained and knowledgeable in EEO laws and procedures and knew how to carry out their responsibilities under the EEO Policy. Corrective Action Required.

Corrective Action #7: Ensure that EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy by promptly attending training for EEO professionals by DCAS or another appropriate agency/school. Obtain a certificate of completion.

20. The principal EEO Professional reports directly to the agency head (or an approved direct report other than the General Counsel) in order to exercise the necessary authority and independent judgment to fulfill EEO responsibilities.

- ✓ The principal EEO Professional directly reported to the agency head as indicated on the agency's organizational chart.

21. To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

- ✓ The principal EEO Professional's calendar from the period in review, identified four (4) meetings with the Police Commissioner.

- The agency did not maintain documentation of decisions from the aforementioned meetings that impacted the administration and operation of the EEO program. Corrective Action Required.

Corrective Action #8: Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

VII. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION – SUPERVISORS/MANAGERS:

Determination: The agency is in compliance with the standards for this subject area.

22. Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.

- ✓ Agency records indicated that performance evaluations were completed for all employees for each year of the period in review. The agency prepared and tracked completion of all annual and probationary performance evaluations for uniformed and civilian employees via its *Online Evaluation System*. The agency reported that, “[p]rior to the end of the rating period, commands are notified, via the *FINEST* notification system, of upcoming evaluations and provided with the appropriate rating period. Operations Coordinators and/or Personnel Officers, as part of their responsibilities, are expected to monitor the preparation and progress of the evaluations to ensure that evaluations are prepared and finalized for all members assigned to their command. Commands are informed that annual evaluations are to be completed thirty days from the end of the rating period. Once the thirty days has passed, commands are able to view the *Delinquent Evaluation System* to determine if any member of their command does not have a finalized evaluation in the *Online Evaluation System (OLES)*... Uniformed evaluations are monitored by the *Performance Analysis/Evaluation Unit*. Civilian evaluations are monitored by the *Civilian Monitoring Unit*.” In addition, the agency’s procedures on employee evaluations directed raters on to “[d]iscuss the Department’s equal employment opportunity (EEO) policy with ratee... Record comments in the section devoted to the ‘Overall Rater’s Comments’, indicating that the employee’s rights and responsibility regarding EEO issues were discussed. Record comments in the section devoted to the ‘Overall Rater’s Comments’, indicating how well a supervisor has demonstrate his/her compliance with the Department’s EEO Policy.”

23. The managerial performance evaluation form contains a rating for EEO (which covers responsibilities and processes for assuring their ability to make employment decisions based on merit and equal consideration, or treat others in an equitable and impartial manner).

- ✓ The agency’s managerial performance evaluation form contained the following rating for EEO: “...IV. **Utilizing Human Resources** This accountability area covers responsibilities and processes for assuring that people are appropriately employed, effectively and efficiently utilized, and dealt with in a fair and equitable manner...”

VIII. **REPORTING STANDARD FOR AGENCY HEAD:**

Determination: The agency is in compliance with the standards for this subject area.

24. Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports³ (up to 30 days following each quarter) on efforts to implement the plan.

- ✓ The agency provided *Annual EEO Plans: Diversity and Equal Employment Opportunity Plan*, and *Quarterly EEO Reports* on efforts to implement those plans for each year and quarter of the period in review.

After implementation of the EEPC’s corrective actions, if any:

³Submission of *Quarterly Reports on EEO Activity* is optional for non-Mayoral agencies.



1. The agency head distributes a memorandum informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

Final Action: Distribute a memorandum signed by the agency head informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

Conclusion

The agency has 8 required corrective action(s) at this time.

Pursuant to Chapter 36 of the New York City Charter, your agency has the *option* to respond to this *preliminary determination*, but must respond to our Final Determination if corrective action is required.

Optional Response to preliminary determination: If submitted, your optional response should indicate, with attached documentation, what steps your agency has taken or will take to implement the prescribed corrective actions, and must be received in our office within 14 days from the date of this letter. No extensions will be granted for the *option* to respond to the *preliminary determination*.

(Optional Conference) During the Optional Conference, we will discuss the immediate steps your agency should take and address questions regarding your agency's implementation of the prescribed corrective action(s).

(No Response Option) If your agency does not respond to this preliminary determination within 14 days, it will become the EEPC's Final Determination.

Mandatory Response to Final Determination: Following this preliminary determination, the EEPC will issue a Final Determination where we may modify or eliminate the corrective actions based on verified information; identify remaining action which requires further monitoring in order to ensure implementation; and assign a mandatory compliance-monitoring period of up to 6 months for this purpose. Pursuant to Chapter 36 of the New York City Charter your agency must respond to our Final Determination within 30 days. Your response to the Final Determination will initiate the compliance-monitoring period.



In closing, we want to thank you and your staff for the cooperation extended to the Equal Employment Practices Commission's EEO Program Analysts during the course of our audit and analysis.

Respectfully Submitted by,

A handwritten signature in blue ink that reads "William Peterson". The signature is written in a cursive style and is positioned above a horizontal line.

William Peterson, EEO Program Analyst

Approved by,

A handwritten signature in blue ink that reads "Charise L. Terry". The signature is written in a cursive style and is positioned above a horizontal line.

Charise L. Terry, PHR
Executive Director

c: Neldra M. Zeigler, Principal EEO Professional

Appendix - 1

New York Police Department
EEO Job Group Descriptions

**DESCRIPTION OF
CITYWIDE EQUAL EMPLOYMENT OPPORTUNITY DATABASE SYSTEM (CEEDS)
JOB GROUP CATEGORIES**

001 Administrators: Occupations in which employees set broad policies and exercise overall responsibility for the execution of these policies. This category includes: elected officials, commissioners, executive directors, deputy commissioners, chairpersons, general counsels, controllers, chiefs of department, inspector generals and kindred workers.

002 Managers: Occupations in which employees direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. This category includes: assistant commissioners, deputy directors, assistant directors, project managers, special assistants, superintendents, deputy counsels and kindred workers.

003 Management Specialists: Occupations which require specialized and theoretical knowledge of management, finance or personnel, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: accountants, underwriters, financial analysts, personnel analysts, staff analysts, program analysts, buyers, purchasing specialists, inspectors, research analysts, program officers, project coordinators and kindred workers.

004 Science Professionals: Occupations which require specialized and theoretical knowledge of various scientific or mathematical fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: architects, engineers (chemical, nuclear, civil, electrical, industrial, mechanical, marine), computer specialists, telecommunications specialists, actuaries, statisticians, physicists, chemists, geologists, biologists, foresters and kindred workers.

005 Health Professionals: Occupations which require specialized and theoretical knowledge of the medical or health fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: physicians, dentists, veterinarians, optometrists, podiatrists, registered nurses, pharmacists, dieticians, occupational therapists, physical therapists, speech therapists, physician's assistants and kindred workers.

006 Social Scientists: Occupations which require specialized and theoretical knowledge of the social sciences, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: librarians, archivists, economists, psychologists, sociologists, urban planners and kindred workers.

007 Social Workers: Occupations which require specialized and theoretical knowledge of social work, youth and family counseling, addiction treatment and casework, which is usually acquired through college or training or through work experience and other training which provides comparable knowledge. This category includes: caseworkers, probation officers, correctional counselors, juvenile counselors, addiction treatment counselors, eligibility specialists, human rights specialists, community liaison workers, clergy and kindred workers.

008 Lawyers: Occupations which require specialized and theoretical knowledge of the law and the judicial process, which is usually acquired through college training. This category includes: attorneys, assistant district attorneys, counsels, assistant counsels, deputy counsels, law judges, and kindred workers.

009 Public Relations: Occupations which require special knowledge or skills in public relations, journalism, modern language or the fine arts, which are usually acquired through college training, specialized post-secondary school education, or work experience or training which provides comparable knowledge. This category includes: technical writers, graphic designers, musicians, actors, directors, announcers, painters, illustrators, photographers, artists, editors, press officers, public relations specialists, public relations advisors, interpreters, customer service specialists and kindred workers.

010 Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: health technicians (clinical laboratory, dental hygienists, health records, radiologic

and licensed practical nurses), electrical and electronic technicians, engineering technicians (electrical, electronic, industrial, and mechanical), drafting occupations, surveying and mapping technicians, science technicians, airline pilots and navigators, air traffic controllers, broadcast equipment operators, computer programmers, legal assistants, investigators, and kindred workers.

011 Sales: Not applicable.

012 Clerical Supervisors: Occupations in which employees are responsible for overseeing and supervising the duties of clerical staff. This category includes: chief clerks, supervising clerks, principal administrative associates, supervising cashiers, telegraph superintendents, supervising stenographers and kindred workers.

013 Clerical: Occupations in which employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. This category includes: cashiers, computer operators, word processors, secretaries, stenographers, typists, ticket agents, receptionists, clerks (information, personnel, file, library, records), bookkeepers, office machine operators, telephone operators, messengers, dispatchers, stock clerks, meter readers, office aides, general office clerks, bank tellers and kindred workers.

014 Household Services: Not applicable.

015 Police Supervisors: Occupations in which uniformed employees with peace officers status set broad policies in the area of public safety and security, exercise overall responsibility for execution of policies, direct individual units or special phases of the agency's operations, or supervise on a regional, district or area basis. This category includes: sergeants, captains, lieutenants, inspectors, captains (correction), wardens and kindred workers.

016 Fire Supervisors: Occupations in which uniformed employees set broad policies in the area of public safety and protection; exercise overall responsibility for execution of policies; direct individual units or special phases of the agency's operations; or supervise on a regional, district or area basis. This category includes: lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals, supervising fire prevention inspectors and kindred workers.

017 Firefighters: Occupations in which uniformed employees are entrusted with public safety, security and protection from destructive forces. This category includes: firefighters, marine engineers (uniformed), fire prevention inspectors, fire protection inspectors and kindred workers.

018 Police and Detectives: Occupations in which uniformed employees with peace officer status are entrusted with public safety, security and protection. This category includes: police officer, detectives, correction officers, bridge and tunnel officers, sheriffs, special officers, enforcement agents (traffic, sanitation) and kindred workers.

019 Guards: Occupations in which employees are entrusted with public safety and security. This category includes: school crossing guards, housing guards, watch persons, lifeguards, park rangers, school guards and kindred workers.

020 Food Preparation: Occupations in which employees are responsible for the preparation and distribution of food, or management of food services, in City facilities (e.g. schools, correctional institutions, and concessions). This category includes: cooks, school lunch helpers, school lunch managers, food service managers, commissary managers and kindred workers.

021 Health Services: Occupations in which employees are responsible for assisting health professionals in maintaining and promoting the health, hygiene and safety of the general public. This category includes: dental assistants, dietary aides, public health assistants, nurse's aides, institutional aides, health aides, orderlies, and kindred workers.

022 Building Services: Occupations in which employees perform duties which result in or contribute to the upkeep and care of buildings and facilities. This category includes: custodians, cleaners, caretakers, maintainers, elevator operators and starters, exterminators, pest control aides and kindred workers.

023 Personal Services: Occupations in which employees perform duties which result in or contribute to the comfort or convenience of the general public. This category includes: housekeepers, barbers, attendants, railroad porters, homemakers, matrons and kindred workers.

024 Farming: Occupations in which employees perform duties which result in or contribute to the upkeep and care of agricultural/botanical/zoological facilities or grounds of public property. This category includes: herbarium aides, aquarium technicians, botanical gardening aides, gardeners, groundskeepers, pruners, hostlers, menagerie keepers, horseshoers and kindred workers.

025 Craft: Occupations in which employees perform duties which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work in which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: mechanics, equipment repairers, telephone line installers, small instrument repairers, brick masons, carpenters, electricians, plumbers, mining occupations, tool and die makers, sheet metal workers, tailors, butchers, bakers, machine operators, locksmiths, precision handworking occupations and kindred workers.

026 Operators: Occupations in which employees perform duties which require specialized machine skills which are required through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: printing press operators, high pressure boiler operators, laundry workers and kindred workers.

027 Transportation: Occupations in which employees perform duties which require motor vehicle, bus, train, or other transportation operation skills which are acquired through on-the-job training and experience or through other formal training programs. This category includes: bus drivers, chauffeurs, motor vehicle operators, trainmasters, ferry terminal supervisors and kindred workers.

028 Laborers: Occupations in which employees perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings and facilities. There are no job qualification requirements for titles in this category. This category includes: skilled craft helpers and apprentices, construction laborers, stock handlers, garage and service station related occupations, car cleaners, seasonal park helpers, track workers, assistant highway repairers and kindred workers.

029 Sanitation Workers: Occupations in which employees perform duties which result in or contribute to the cleanliness, hygiene and safety of the public domain. Qualification requirements, which include civil service examinations, exist for titles in this category. This category includes: sanitation workers, debris removers and kindred workers.

030 Teachers: Occupations which require specialized and theoretical knowledge of education and instructional methods, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: teachers, instructors, professors, lecturers, fitness instructors, graduate assistants, fellows, adjunct professors, substitute teachers, trade instructors, education/vocational counselors, education analysts, education officers, institutional instructors and kindred workers.

031 Paraprofessionals: Occupations in which employees perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion. This category includes: administrative assistants, project associates, coordinators, community associates and assistants, community service aides, research associates, welfare service workers, child care workers and kindred workers.

Appendix - 2

New York Police Department
Workforce Composition Summary
2nd Quarter of Fiscal Year 2017
(End of Audit Period)

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.0

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 056 POLICE DEPARTMENT

PAGE: 57
 REPORT: EBEP210

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 001 ADMINISTRATORS

TITLE CODE	TITLE DESCRIPTION	MALE					FEMALE					OTHER	TOTAL EMP		
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS			AM IND ALASK	UN-KNOWN
12935	DEPUTY COMMISSIONER	2	0	0	0	0	0	1	2	1	0	0	0	0	6
12945	FIRST DEPUTY COMMISSIONER	0	1	0	0	0	0	0	0	0	0	0	0	0	1
12991	COMMISSIONER	1	0	0	0	0	0	0	0	0	0	0	0	0	1
30199	COUNSEL TO THE POLICE COMM	0	0	0	0	0	0	0	1	0	0	0	0	0	1
70261	CHIEF OF INSPECTIONAL SERV	1	0	0	0	0	0	0	0	0	0	0	0	0	1
95032	DEPUTY COMMISSIONER (INTEL)	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		5	1	0	0	0	0	1	3	1	0	0	0	0	11
		45.46	9.09	0.00	0.00	0.00	0.00	9.09	27.27	9.09	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 002 MANAGERS

TITLE CODE	TITLE DESCRIPTION	MALE					FEMALE					OTHER	TOTAL EMP		
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS			AM IND ALASK	UN-KNOWN
10001	ADMINISTRATIVE ACCOUNTANT	1	0	2	0	0	0	0	1	0	2	0	0	0	6
10003	ADMINISTRATIVE GRAPHIC ART	1	0	0	0	0	0	0	0	0	0	0	0	0	1
1002F	ADMINISTRATIVE COMMUNITY R	2	1	0	0	0	0	2	0	0	0	0	0	0	5
10020	ADMINISTRATIVE INVESTIGATO	0	0	0	0	0	0	0	1	0	0	0	0	0	1
10022	ADMINISTRATIVE COMMUNITY R	1	1	0	0	0	0	1	0	0	0	0	0	0	3
10026	ADMINISTRATIVE STAFF ANALY	2	0	0	0	0	1	4	0	2	0	0	0	0	9
10033	ADMINISTRATIVE PUBLIC INFO	4	1	0	1	0	0	4	2	0	0	0	0	0	12
10035	ADMINISTRATIVE SUPERVISOR	0	0	1	0	0	0	0	0	0	0	0	0	0	1
1004A	ADMINISTRATIVE TRAFFIC ENF	0	0	1	0	0	0	0	0	0	0	0	0	0	1
1004B	ADMINISTRATIVE TRAFFIC ENF	0	0	1	0	0	0	0	0	1	0	0	0	0	2
10042	ADMINISTRATIVE TRAFFIC ENF	5	7	3	7	0	0	1	7	1	1	0	0	0	32
10050	COMPUTER SYSTEMS MANAGER	7	1	1	1	0	0	0	1	0	0	0	0	0	11
10061	ADMINISTRATIVE TRANSPORTAT	0	1	0	0	0	0	0	0	0	0	0	0	0	1
10074	COMPUTER OPERATIONS MANAGE	10	3	0	1	0	0	0	0	0	0	0	0	0	14
10095	ADMINISTRATIVE CONTRACT SP	4	0	0	2	0	0	5	3	0	1	0	0	0	15
10096	ADMINISTRATIVE PRINTING SE	0	1	0	0	0	0	0	0	0	0	0	0	0	1
12675	DIRECTOR, EMPLOYEE MANAGEM	0	0	0	0	0	0	1	0	0	0	0	0	0	1
12676	DIRECTOR OF TRAINING (POLI	0	1	0	0	0	0	0	0	0	0	0	0	0	1
12927	ASSISTANT COMMISSIONER (PR	0	0	0	0	0	0	0	0	0	1	0	0	0	1
12931	ASSISTANT DEPUTY COMMISSIO	1	0	0	0	0	0	0	0	0	0	0	0	0	1
13217	ASSISTANT TO POLICE COMMIS	0	0	0	0	0	0	1	0	0	0	0	0	0	1
13602	DIRECTOR, MANAGEMENT INFOR	0	0	1	0	0	0	0	0	0	0	0	0	0	1
13605	DIRECTOR OF TECHNOLOGY DEV	0	0	0	0	0	0	1	0	0	0	0	0	0	1
2184A	CRIMINALIST (DETAILED TO D	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2184B	CRIMINALIST (DETAILED TO D	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2184C	CRIMINALIST (DETAILED TO A	2	0	1	0	0	0	1	0	1	1	0	0	0	6
30173	DIRECTOR OF DEPARTMENT ADV	0	1	0	0	0	0	0	0	0	0	0	0	0	1
53046	CITY DEPUTY MEDICAL DIRECT	0	0	0	0	0	0	1	0	0	0	0	0	0	1
53200	DIRECTOR OF PSYCHOLOGICAL	0	0	0	0	0	0	0	1	0	0	0	0	0	1
54874	DIRECTOR (EMPLOYEE ASSISTA	0	0	0	0	0	0	1	0	0	0	0	0	0	1

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.0

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 AGENCY 056 POLICE DEPARTMENT

PAGE: 58
 REPORT: EBEP210

QUARTER 2 YEAR 2017

6082A	ASSOCIATE SUPERVISOR OF SC	0	1	1	0	0	0	0	2	0	0	0	0	0	4
60830	ASSISTANT COMMISSIONER, CO	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026M	CAPTAIN (POLICE)((MANAGERI	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026P	CAPTAIN; CHIEF OF DEPARTME	0	0	1	0	0	0	0	0	0	0	0	0	0	1
7026U	CAPTAIN; CHIEF OF TRANSPOR	0	0	0	1	0	0	0	0	0	0	0	0	0	1
7026V	CAPTAIN; CHIEF OF COUNTERT	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026W	CAPTAIN ((POLICE))((MGRL D	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026Y	CAPTAIN ((POLICE))((MGRL D	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026Z	CAPTAIN (POLICE) - CHIEF O	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7027C	*SURGEON; SUPERVISING CHIE	1	0	0	0	0	0	0	0	0	0	0	0	0	1
82800	INTELLIGENCE RESEARCH MANA	1	0	0	1	0	0	2	0	0	1	0	0	0	5
82801	CIVILIANIZATION MANAGER (P	0	0	0	0	0	0	1	0	0	0	0	0	0	1
82802	DIRECTOR OF PHOTOGRAPHIC S	0	0	1	0	0	0	0	0	0	0	0	0	0	1
82803	DIRECTOR OF SUPPORT SERVIC	1	0	0	0	0	0	0	0	0	0	0	0	0	1
82950	AGENCY CHIEF CONTRACTING O	1	0	0	0	0	0	0	0	0	0	0	0	0	1
82980	ADMINISTRATIVE PSYCHOLOGIS	3	0	0	0	0	0	0	0	0	0	0	0	0	3
82987	MANAGER OF RADIO REPAIR OP	3	1	0	1	0	0	0	0	0	0	0	0	0	5
82989	ADMINISTRATIVE PUBLIC HEAL	0	0	0	1	0	0	0	0	0	0	0	0	0	1
82994	ADMINISTRATIVE LABOR RELAT	1	0	0	0	0	0	0	0	0	0	0	0	0	1
83008	ADMINISTRATIVE PROJECT MAN	0	1	0	1	0	0	0	0	0	0	0	0	0	2
92580	DIRECTOR OF MOTOR TRANSPOR	1	0	0	0	0	0	0	0	0	0	0	0	0	1
95005	EXECUTIVE AGENCY COUNSEL	10	0	1	0	0	0	13	2	0	0	0	0	0	26
95033	DIRECTOR OF INTERNAL AFFAI	1	0	0	0	0	0	0	0	0	0	0	0	0	1

EEO JOB GROUP TOTAL.....: 71 21 15 17 0 1 39 20 5 7 0 0 0 0 196
 36.24 10.71 7.65 8.67 0.00 0.51 19.90 10.20 2.55 3.57 0.00 0.00 0.00 100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 003 MANAGEMENT SPECIALISTS

TITLE CODE	TITLE DESCRIPTION	MALE					FEMALE					OTHER	TOTAL EMP		
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS			AM IND ALASK	UN-KNOWN
1002A	ADMINISTRATIVE STAFF ANALY	5	0	0	2	0	0	12	11	3	6	0	0	0	39
1002C	ADMINISTRATIVE MANAGER NON	0	1	0	0	0	0	7	24	1	1	3	0	0	37
1002D	ADMINISTRATIVE STAFF ANALY	0	0	1	0	0	0	2	0	2	0	0	0	0	5
1002E	ADMINISTRATIVE STAFF ANALY	1	0	0	0	0	0	0	1	0	0	0	0	0	2
12158	PROCUREMENT ANALYST	2	2	2	3	0	0	3	8	2	0	0	0	0	22
12626	STAFF ANALYST	2	2	0	2	0	0	2	5	4	4	0	0	0	21
12627	ASSOCIATE STAFF ANALYST	8	4	1	1	0	0	15	11	7	7	1	0	0	55
12704	TESTS AND MEASUREMENT SPEC	1	0	0	0	0	0	0	0	0	0	0	0	0	1
13369	ASSOCIATE LABOR RELATIONS	0	0	0	0	0	0	0	1	0	0	0	0	0	1
22427	ASSOCIATE PROJECT MANAGER	1	1	1	0	0	0	0	1	0	0	0	0	0	4
30083	ASSISTANT ADVOCATE - PD	1	2	0	1	0	0	5	1	0	1	0	0	0	11
30084	ASSISTANT COUNSEL - PD	2	0	0	0	0	0	4	2	1	0	0	0	0	9
3117A	INTELLIGENCE RESEARCH SPEC	2	0	1	0	0	0	3	0	0	0	0	0	0	6
31170	RESEARCH INTELLIGENCE SPEC	16	1	0	2	0	1	18	0	0	2	0	1	0	41
34190	ASSOCIATE QUALITY ASSURANC	0	0	0	1	0	0	0	0	0	0	0	0	0	1
40501	MANAGEMENT AUDITOR TRAINEE	0	0	0	0	0	0	1	0	0	0	0	0	0	1
40502	MANAGEMENT AUDITOR	1	2	2	4	0	0	4	0	2	6	0	0	0	21
40510	ACCOUNTANT	2	3	0	2	0	0	5	3	2	5	0	0	0	22
53059	EMPLOYEE ASSISTANCE PROGRA	0	0	0	0	0	0	0	1	0	0	0	0	0	1
60216	PUBLIC RECORDS OFFICER	2	0	0	0	0	0	1	0	0	0	0	0	0	3

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 056 POLICE DEPARTMENT

PAGE: 59
 REPORT: EBEP210

8297A ADMINISTRATIVE PROCUREMENT	3	2	0	0	0	0	4	1	4	2	0	0	0	16
8300B ADMINISTRATIVE PROJECT MAN	2	0	0	1	0	0	0	0	0	0	0	0	0	3
EEO JOB GROUP TOTAL.....:	51	20	8	19	0	1	86	70	28	34	4	1	0	322
	15.84	6.21	2.48	5.90	0.00	0.31	26.71	21.74	8.70	10.56	1.24	0.31	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 004 SCIENCE PROFESSIONALS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
06797	IT PROJECT SPECIALIST	0	2	0	0	0	0	0	0	0	0	0	0	0	2
1000A	ADMINISTRATIVE ARCHITECT (1	0	0	0	0	0	0	0	0	0	0	0	0	1
13611	COMPUTER ASSOCIATE (TECHNI	1	1	1	0	0	0	0	4	0	0	0	0	7	
13621	COMPUTER ASSOCIATE (OPERAT	13	14	4	4	0	0	0	3	1	2	0	0	42	
13622	COMPUTER SPECIALIST (OPERA	0	1	0	0	0	0	0	0	0	0	0	0	1	
13631	COMPUTER ASSOCIATE (SOFTWA	36	6	6	20	0	1	9	1	1	2	0	0	82	
13632	COMPUTER SPECIALIST (SOFTW	20	3	6	9	0	0	6	0	0	1	0	0	45	
13643	CERTIFIED IT DEVELOPER (AP	2	1	0	0	0	0	0	0	0	0	0	0	3	
13644	CERTIFIED IT ADMINISTRATOR	3	1	0	1	0	0	2	0	0	1	0	0	8	
13651	COMPUTER PROGRAMMER ANALYS	2	0	2	0	0	0	3	1	0	0	0	0	8	
13652	CERTIFIED IT ADMINISTRATOR	8	2	0	4	0	0	0	0	0	1	0	0	15	
13691	*CERTIFIED LOCAL AREA NETW	0	0	1	1	0	0	0	0	0	0	0	0	2	
13692	*CERTIFIED WIDE AREA NETWO	1	0	0	1	0	0	1	0	0	0	0	0	3	
13693	*CERTIFIED APPLICATIONS DE	0	0	0	1	0	0	0	0	0	0	0	0	1	
20247	TELECOMMUNICATIONS ASSOCIA	1	1	0	0	0	0	1	0	0	0	0	0	3	
20410	ASSISTANT MECHANICAL ENGIN	2	0	0	0	0	0	0	0	0	0	0	0	2	
20415	MECHANICAL ENGINEER	0	0	0	2	0	0	0	0	0	0	0	0	2	
20510	ASSISTANT CHEMICAL ENGINEE	0	1	0	0	0	0	0	0	0	0	0	0	1	
21210	ASSISTANT ARCHITECT	1	0	0	0	0	0	0	0	0	0	0	0	1	
21215	ARCHITECT	1	1	0	0	0	0	0	0	0	0	0	0	2	
21744	CITY RESEARCH SCIENTIST (A	0	0	0	2	0	0	0	0	1	0	0	0	3	
21849	CRIMINALIST	32	2	2	9	0	0	67	21	11	23	0	3	170	
40610	STATISTICIAN	0	0	0	1	0	0	3	0	0	2	0	0	6	
60910	RESEARCH ASSISTANT	0	0	0	0	0	0	0	1	0	0	0	0	1	
91628	OILER	18	0	4	0	0	0	0	0	0	0	0	0	22	
EEO JOB GROUP TOTAL.....:		142	36	26	55	0	1	92	31	14	32	0	3	433	
		32.81	8.31	6.00	12.70	0.00	0.23	21.25	7.16	3.23	7.39	0.00	0.69	100.00	

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 005 HEALTH PROFESSIONALS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
50212	CITY DENTIST (PART TIME)	0	0	1	0	0	0	0	0	0	0	0	0	1	
50958	CASE MANAGEMENT NURSE (POL	1	1	0	0	0	0	8	6	1	0	0	0	17	
53039	CITY MEDICAL SPECIALIST	0	0	0	0	0	0	1	0	0	0	0	0	1	
5305A	POLICE SURGEON; DEPUTY CHI	3	0	1	0	0	1	0	0	0	0	0	0	5	
53051	POLICE SURGEON	22	1	0	1	0	0	1	0	0	0	0	0	25	

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 056 POLICE DEPARTMENT

PAGE: 61
 REPORT: EBEP210

90610 PHOTOGRAPHER	12	0	1	3	0	0	2	1	0	0	0	0	0	0	19
90635 SENIOR PHOTOGRAPHER	2	1	2	0	0	0	4	0	0	0	0	0	0	0	9
91415 GRAPHIC ARTIST	2	1	0	2	0	0	0	0	1	0	0	0	0	0	6
EEO JOB GROUP TOTAL.....:	18	2	3	5	0	0	6	1	1	0	0	0	0	0	36
	49.99	5.56	8.33	13.89	0.00	0.00	16.67	2.78	2.78	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 010 TECHNICIANS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
13620	COMPUTER AIDE	0	0	1	0	0	0	0	0	0	0	0	0	0	1
30080	PARALEGAL AIDE	2	0	1	0	0	0	0	0	2	1	0	0	0	6
31101	INVESTIGATOR TRAINEE	0	0	0	0	0	0	1	4	1	0	0	0	0	6
31105	INVESTIGATOR	0	2	1	0	0	0	4	32	6	2	1	0	0	48
31121	ASSOCIATE INVESTIGATOR	11	2	0	0	0	0	3	37	2	1	0	0	0	56
71105	FINGERPRINT TECHNICIAN TRA	0	2	0	0	0	0	0	8	3	0	0	0	0	13
71141	ASSOCIATE FINGERPRINT TECH	0	4	0	1	0	1	1	15	2	0	0	0	0	24
71165	PRINCIPAL FINGERPRINT TECH	1	0	2	1	0	0	0	2	1	0	0	0	0	7
90622	MEDIA SERVICES TECHNICIAN	0	2	0	0	0	0	0	1	0	0	0	1	0	4
EEO JOB GROUP TOTAL.....:		14	12	5	2	0	1	9	99	17	4	1	1	0	165
		8.49	7.27	3.03	1.21	0.00	0.61	5.45	60.00	10.30	2.42	0.61	0.61	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 012 CLERICAL SUPERVISORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10124	PRINCIPAL ADMINISTRATIVE A	4	10	1	4	0	0	48	169	30	7	3	1	0	277
10147	SENIOR POLICE ADMINISTRATI	10	18	4	9	1	0	127	561	115	27	16	0	0	888
EEO JOB GROUP TOTAL.....:		14	28	5	13	1	0	175	730	145	34	19	1	0	1165
		1.19	2.40	0.43	1.12	0.09	0.00	15.02	62.66	12.45	2.92	1.63	0.09	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 013 CLERICAL

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10140	PRECINCT RECEPTIONIST (PER	0	0	0	1	0	0	1	1	5	4	0	0	0	12
10144	POLICE ADMINISTRATIVE AIDE	27	31	13	29	0	0	196	743	239	78	16	1	0	1373
10217	STENOGRAPHIC SPECIALIST	0	0	0	0	0	0	1	1	0	0	0	0	0	2
10227	STENOGRAPHER TO EACH DEPUT	0	0	0	0	0	0	2	3	0	0	0	0	0	5
10250	CLERICAL AIDE	0	1	0	0	0	0	0	4	0	0	0	0	0	5
10251	CLERICAL ASSOCIATE	6	2	1	0	0	0	6	32	8	3	0	1	0	59
10252	SECRETARY	1	1	0	0	0	0	5	18	7	1	1	0	0	34

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 AGENCY 056 POLICE DEPARTMENT

PAGE: 62
 REPORT: EBEP210

QUARTER 2 YEAR 2017

TITLE	WHITE	BLACK	HISPANIC	ASIAN	AM IND ALASK	UN-KNOWN	OTHER	TOTAL
10605 CASHIER	1	0	0	1	0	0	0	1
11702 OFFICE MACHINE AIDE	2	0	0	0	0	0	1	0
11704 SUPERVISOR OF OFFICE MACHI	0	0	0	0	0	0	0	1
12200 STOCK WORKER	13	14	5	2	0	0	1	2
12202 SUPERVISOR OF STOCK WORKER	2	3	1	2	0	0	0	0
12876 SECRETARY TO THE COMMISSIO	0	0	0	0	0	0	1	0
12933 SECRETARY TO THE FIRST DEP	0	0	0	0	0	0	1	0
40526 BOOKKEEPER	5	4	0	8	0	0	11	8
71012 POLICE COMMUNICATIONS TECH	17	94	28	19	1	0	34	789
71013 SUPERVISING POLICE COMMUNI	2	12	5	2	0	0	3	115
71014 PRINCIPAL POLICE COMMUNICA	1	4	0	1	0	0	0	42
EEO JOB GROUP TOTAL.....:	77	166	53	65	1	0	262	1760
	2.59	5.55	1.77	2.17	0.03	0.00	8.76	58.82

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 015 POLICE SUPERVISORS

TITLE CODE	TITLE DESCRIPTION	MALE					FEMALE					OTHER	TOTAL EMP		
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS			AM IND ALASK	UN-KNOWN
1008A	*ADMINISTRATIVE SCHOOL SEC	0	0	0	0	0	1	0	0	0	0	0	0	0	1
10083	*ADMINISTRATIVE SCHOOL SEC	0	1	0	0	0	0	0	2	0	0	0	1	0	4
60820	SUPERVISOR OF SCHOOL SECUR	3	22	8	7	6	3	2	39	9	10	6	1	0	116
60821	ASSOCIATE SUPERVISOR OF SC	2	9	2	1	1	0	4	8	2	4	2	0	0	35
7023A	SERGEANT; SPECIAL ASSIGNME	147	22	29	9	0	0	20	18	12	3	0	0	0	260
7023B	SERGEANT; SUPERVISOR OF DE	220	41	57	15	1	1	13	12	17	2	1	0	0	380
70235	SERGEANT (POLICE)	1941	364	741	301	12	0	200	227	216	17	11	0	0	4030
7026B	LIEUTENANT; COMMANDER OF D	137	9	20	1	0	0	3	1	4	0	1	0	0	176
7026D	CAPTAIN; DEPUTY INSPECTOR	133	8	19	5	1	0	8	5	3	0	0	0	0	182
7026E	CAPTAIN; INSPECTOR	109	7	13	1	0	0	5	1	1	0	0	0	0	137
7026F	CAPTAIN; DEPUTY CHIEF INSP	50	4	4	0	0	0	1	3	1	0	0	0	0	63
7026G	CAPTAIN; ASSISTANT CHIEF I	21	2	2	0	0	0	2	2	0	0	0	0	0	29
7026H	CAPTAIN; CHIEF OF DETECTIV	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026J	CAPTAIN; CHIEF OF ORGANIZE	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026K	CAPTAIN; CHIEF OF PATROL (	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026L	CAPTAIN; CHIEF OF PERSONNE	0	0	0	0	0	0	1	0	0	0	0	0	0	1
7026N	CAPTAIN; CHIEF OF OPERATIO	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026R	CAPTAIN; CHIEF OF THE HOUS	0	1	0	0	0	0	0	0	0	0	0	0	0	1
7026S	CAPTAIN; CHIEF OF THE TRAN	1	0	0	0	0	0	0	0	0	0	0	0	0	1
70260	LIEUTENANT (POLICE)	795	113	184	87	1	0	66	48	38	8	5	0	0	1345
70265	CAPTAIN (POLICE)	243	23	33	18	2	0	16	7	6	1	2	0	0	351
EEO JOB GROUP TOTAL.....:		3806	626	1112	445	24	5	341	373	309	45	28	2	0	7116
		53.49	8.80	15.63	6.25	0.34	0.07	4.79	5.24	4.34	0.63	0.39	0.03	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 018 POLICE

TITLE CODE	TITLE DESCRIPTION	MALE					FEMALE					OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS			AM IND ALASK	UN-KNOWN

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 AGENCY 056 POLICE DEPARTMENT

PAGE: 63
 REPORT: EBEP210

QUARTER 2 YEAR 2017

TITLE	WHITE	BLACK	HISPANIC	ASIAN	AM IND ALASK	UN-KNOWN	OTHER	TOTAL
41120 PARKING CONTROL SPECIALIST	2	5	3	2	0	0	0	14
7020A POLICE CADET (HOUSING BUREAU)	3	7	11	2	0	0	1	30
70206 POLICE CADET	85	27	120	82	2	2	22	466
7021A POLICE OFFICER; DETECTIVE,	1342	342	689	112	6	15	140	2900
7021B POLICE OFFICER; DETECTIVE,	535	123	191	36	4	3	39	1032
7021C POLICE OFFICER; DETECTIVE,	233	57	68	13	0	2	13	411
7021D POLICE OFFICER; DETECTIVE	404	99	156	39	4	0	46	848
70210 POLICE OFFICER	9787	2413	5070	1782	51	9	1301	23685
7026A LIEUTENANT; SPECIAL ASSIGN	98	9	21	3	0	0	14	156
70810 SPECIAL OFFICER	0	0	0	0	0	0	0	3
7165A TRAFFIC ENFORCEMENT AGENT	17	104	36	24	3	2	5	276
71651 TRAFFIC ENFORCEMENT AGENT	107	426	207	571	12	2	69	2287
71652 ASSOCIATE TRAFFIC ENFORCEMENT	20	81	19	81	1	1	15	410
EEO JOB GROUP TOTAL.....:	12633	3693	6591	2747	83	36	1665	32518
	38.83	11.36	20.27	8.45	0.26	0.11	5.12	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 019 GUARDS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
60817	SCHOOL SAFETY AGENT	105	684	372	147	56	63	143	2151	666	150	129	79	0	4745
70205	SCHOOL CROSSING GUARD	25	47	26	20	1	4	580	772	807	102	9	41	0	2434
71022	EVIDENCE AND PROPERTY CONT	8	16	14	4	1	0	2	23	5	0	0	0	73	
90202	POLICE ATTENDANT	2	5	5	0	1	0	1	19	2	0	0	0	35	
EEO JOB GROUP TOTAL.....:		140	752	417	171	59	67	726	2965	1480	252	138	120	7287	
		1.92	10.32	5.72	2.35	0.81	0.92	9.96	40.69	20.31	3.46	1.89	1.65	100.00	

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 021 HEALTH SERVICES

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
81805	PUBLIC HEALTH ASSISTANT	0	0	0	0	0	0	0	1	0	0	0	0	1	
EEO JOB GROUP TOTAL.....:		0	0	0	0	0	0	0	1	0	0	0	0	1	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00	

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 022 BUILDING SERVICES

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
80609	CUSTODIAN	2	8	2	3	0	0	0	5	5	0	0	0	25	
82015	*CUSTODIAL ASSISTANT	1	5	4	0	0	0	0	0	1	0	0	0	11	
90644	CITY CUSTODIAL ASSISTANT	17	48	38	9	1	1	11	94	75	6	0	3	303	

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 AGENCY 056 POLICE DEPARTMENT

PAGE: 65
 REPORT: EBEP210

QUARTER 2 YEAR 2017

TITLE	WHITE	BLACK	HISPANIC	ASIAN	AM IND ALASK	UN-KNOWN	OTHER	TOTAL
91873 SUPERVISOR PAINTER	1	0	0	0	0	0	0	1
91915 PLUMBER	12	0	1	0	0	0	0	13
91925 STEAM FITTER	9	0	0	0	0	0	0	9
91940 THERMOSTAT REPAIRER	4	0	1	1	0	0	0	6
91964 SUPERVISOR THERMOSTAT REPA	1	0	0	0	0	0	0	1
91971 SUPERVISOR STEAM FITTER	1	0	0	0	0	0	0	1
91972 SUPERVISOR PLUMBER	1	0	0	0	0	0	0	1
92005 CARPENTER	17	0	2	0	0	0	0	19
92071 SUPERVISOR CARPENTER	2	0	0	0	0	0	0	2
92105 BOOKBINDER	1	0	1	0	0	0	0	2
92340 SHEET METAL WORKER	5	0	0	0	0	1	0	6
92343 SUPERVISOR SHEET METAL WOR	1	0	0	0	0	0	0	1
92501 AUTO BODY WORKER	3	9	3	4	1	0	0	20
92508 AUTOMOTIVE SERVICE WORKER	11	17	16	6	1	1	0	52
92510 AUTO MECHANIC	106	24	19	15	1	0	1	166
92511 AUTO MECHANIC (DIESEL)	4	3	1	1	0	0	0	9
92575 SUPERVISOR OF MECHANICS (M	39	0	1	3	0	0	0	43
92587 MARINE MAINTENANCE MECHANI	2	0	0	0	0	0	0	2
92590 TELEPHONE SERVICE TECHNICI	1	0	1	1	0	0	0	3
EEO JOB GROUP TOTAL.....:	340	78	73	53	3	2	0	550
	61.82	14.18	13.27	9.64	0.55	0.36	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 026 OPERATORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
92110	COMPOSITOR (JOB)	3	0	0	0	0	0	0	0	0	0	0	0	0	3
92123	PRINTING PRESS OPERATOR	8	0	4	2	0	0	0	0	0	0	0	0	14	
92355	WELDER	0	1	0	0	0	0	0	1	0	0	0	0	2	
EEO JOB GROUP TOTAL.....:		11	1	4	2	0	0	0	1	0	0	0	0	19	
		57.90	5.26	21.05	10.53	0.00	0.00	0.00	5.26	0.00	0.00	0.00	0.00	100.00	

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 027 TRANSPORTATION

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
91212	MOTOR VEHICLE OPERATOR	5	18	7	5	0	0	2	1	0	0	0	0	38	
91232	MOTOR VEHICLE SUPERVISOR	2	2	0	0	0	0	0	1	0	0	0	0	5	
EEO JOB GROUP TOTAL.....:		7	20	7	5	0	0	2	2	0	0	0	0	43	
		16.28	46.51	16.28	11.63	0.00	0.00	4.65	4.65	0.00	0.00	0.00	0.00	100.00	

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 028 LABORERS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 AGENCY 056 POLICE DEPARTMENT

PAGE: 66
 REPORT: EBEP210

QUARTER 2 YEAR 2017

90702 CITY LABORER	5	5	1	1	0	0	0	0	0	0	0	0	0	0	12
91916 PLUMBER'S HELPER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:	6	5	1	1	0	0	0	0	0	0	0	0	0	0	13
	46.16	38.46	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 030 TEACHERS AND COUNSELORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP	
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN			
51225	FITNESS INSTRUCTOR	7	1	3	0	0	0	5	0	0	0	0	0	0	0	16
EEO JOB GROUP TOTAL.....:		7	1	3	0	0	0	5	0	0	0	0	0	0	0	16
		43.75	6.25	18.75	0.00	0.00	0.00	31.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 031 PARA PROFESSIONAL OCCUPATIONS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10209	COLLEGE AIDE	0	0	0	0	0	0	0	1	1	1	0	0	0	3
10234	SUMMER COLLEGE INTERNE (AL	1	0	0	0	0	0	1	0	0	0	0	0	0	2
12749	STAFF ANALYST TRAINEE	3	1	1	2	0	0	1	2	0	0	0	0	0	10
20271	OPERATIONS COMMUNICATIONS	0	1	0	0	0	0	0	1	0	0	0	0	0	2
56056	COMMUNITY ASSISTANT	2	2	0	0	0	0	0	2	1	0	0	0	0	7
56057	COMMUNITY ASSOCIATE	1	1	0	0	0	0	2	3	0	0	0	0	0	7
56058	COMMUNITY COORDINATOR	3	2	0	1	0	0	1	4	0	1	0	0	0	12
56059	PRECINCT COMMUNITY RELATIO	0	0	0	2	0	0	0	0	0	2	0	0	0	4
EEO JOB GROUP TOTAL.....:		10	7	1	5	0	0	5	13	2	4	0	0	0	47
		21.27	14.89	2.13	10.64	0.00	0.00	10.64	27.66	4.26	8.51	0.00	0.00	0.00	100.00

AGENCY TOTAL.....:	17447	5540	8383	3623	172	118	3482	8516	4883	849	300	146	1	53460
	32.65	10.36	15.68	6.78	0.32	0.22	6.51	15.93	9.13	1.59	0.56	0.27	0.00	100.00

Appendix - 3

New York Police Department
Workforce Compared with Internal and External Pools
3rd Quarter of Fiscal Year 2014
(Start of Audit Period)

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 152
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	88	53	141	.5133	72.38	15.62	2.63	<.01	O
ETH	BLACK	24	117	141	.1889	26.63	-2.63	-0.57	0.285	
ETH	HISPANIC	15	126	141	.1297	18.29	-3.29	-0.82	0.205	
ETH	ASIAN / PAC ISL	9	132	141	.1017	14.34	-5.34	-1.49	0.068	N-05%RUL
ETH	NATIVE AMERICAN	1	140	141	.0018	0.25	0.75	1.48	0.069	
ETH	ETH UNKNOWN	4	137	141	.0402	5.67	-1.67	-0.72	0.237	N-05%RUL
GEN	MALE	96	45	141	.5345	75.36	20.64	3.48	<.01	O
GEN	FEMALE	45	96	141	.4206	59.30	-14.3	-2.44	<.01	U
GEN	GENDER UNKNOWN	0	141	141	.0197	2.78	-2.78	-1.68	0.046	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 155
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 005 HEALTH PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	36	15	51	.3707	18.91	17.09	4.96	<.01	O
ETH	BLACK	10	41	51	.3635	18.54	-8.54	-2.49	<.01	U
ETH	HISPANIC	4	47	51	.0981	5.00	-1.00	-0.47	0.318	N-05%RUL
ETH	ASIAN / PAC ISL	1	50	51	.1400	7.14	-6.14	-2.48	<.01	U
ETH	NATIVE AMERICAN	0	51	51	.0031	0.16	-0.16	-0.40	0.345	N-05%RUL
ETH	ETH UNKNOWN	0	51	51	.0159	0.81	-0.81	-0.91	0.182	N-05%RUL
GEN	MALE	36	15	51	.2250	11.48	24.53	8.22	<.01	O
GEN	FEMALE	15	36	51	.7577	38.64	-23.6	-7.73	<.01	U
GEN	GENDER UNKNOWN	0	51	51	.0012	0.06	-0.06	-0.25	0.402	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 158
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 008 LAWYERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	47	11	58	.5889	34.16	12.84	3.43	<.01	O
ETH	BLACK	8	50	58	.1310	7.60	0.40	0.16	0.438	
ETH	HISPANIC	0	58	58	.1020	5.92	-5.92	-2.57	<.01	U
ETH	ASIAN / PAC ISL	2	56	58	.0721	4.18	-2.18	-1.11	0.134	N-05%RUL
ETH	NATIVE AMERICAN	0	58	58	.0011	0.06	-0.06	-0.25	0.400	N-05%RUL
ETH	ETH UNKNOWN	1	57	58	.0200	1.16	-0.16	-0.15	0.440	
GEN	MALE	32	26	58	.4396	25.50	6.50	1.72	0.043	
GEN	FEMALE	26	32	58	.4738	27.48	-1.48	-0.39	0.349	
GEN	GENDER UNKNOWN	0	58	58	.0010	0.06	-0.06	-0.24	0.405	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 160
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	30	133	163	.3514	57.28	-27.3	-4.48	<.01	U
ETH	BLACK	111	52	163	.3293	53.68	57.32	9.55	<.01	O
ETH	HISPANIC	13	150	163	.1923	31.34	-18.3	-3.65	<.01	U
ETH	ASIAN / PAC ISL	5	158	163	.1005	16.38	-11.4	-2.96	<.01	U
ETH	NATIVE AMERICAN	1	162	163	.0027	0.44	0.56	0.85	0.199	
ETH	ETH UNKNOWN	3	160	163	.0182	2.97	0.03	0.02	0.492	
GEN	MALE	40	123	163	.6181	100.75	-60.8	-9.79	<.01	U
GEN	FEMALE	123	40	163	.3662	59.69	63.31	10.29	<.01	O
GEN	GENDER UNKNOWN	0	163	163	.0098	1.60	-1.60	-1.27	0.102	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 164
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	13579	16570	30149	.4164	12554	1025	11.97	<.01	N-05%RUL
ETH	BLACK	5917	24232	30149	.3039	9162.3	-3245	-40.6	<.01	U
ETH	HISPANIC	8167	21982	30149	.2189	6599.6	1567	21.83	<.01	O
ETH	ASIAN / PAC ISL	2297	27852	30149	.0487	1468.3	828.7	22.17	<.01	N-05%RUL
ETH	NATIVE AMERICAN	168	29981	30149	.0040	120.60	47.40	4.33	<.01	N-05%RUL
ETH	ETH UNKNOWN	21	30128	30149	.0077	232.15	-211	-13.9	<.01	N-05%RUL
GEN	MALE	24073	6076	30149	.7409	22337	1736	22.81	<.01	O
GEN	FEMALE	6076	24073	30149	.2529	7624.7	-1549	-20.5	<.01	U
GEN	GENDER UNKNOWN	0	30149	30149	.0056	168.83	-169	-13.0	<.01	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 169
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 024 FARMING

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	8	16	24	.3221	7.73	0.27	0.12	0.453	
ETH	BLACK	3	21	24	.3166	7.60	-4.60	-2.02	0.022	U
ETH	HISPANIC	13	11	24	.2661	6.39	6.61	3.05	<.01	O
ETH	ASIAN / PAC ISL	0	24	24	.0498	1.20	-1.20	-1.12	0.131	N-05%RUL
ETH	NATIVE AMERICAN	0	24	24	.0032	0.08	-0.08	-0.28	0.391	N-05%RUL
ETH	ETH UNKNOWN	0	24	24	.0193	0.46	-0.46	-0.69	0.246	N-05%RUL
GEN	MALE	21	3	24	.6967	16.72	4.28	1.90	0.029	
GEN	FEMALE	3	21	24	.2778	6.67	-3.67	-1.67	0.047	U-80%RUL
GEN	GENDER UNKNOWN	0	24	24	.0019	0.05	-0.05	-0.21	0.415	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 170
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	326	166	492	.3705	182.29	143.7	13.42	<.01	O
ETH	BLACK	69	423	492	.3209	157.88	-88.9	-8.58	<.01	U
ETH	HISPANIC	51	441	492	.1322	65.04	-14.0	-1.87	0.031	N-05%RUL
ETH	ASIAN / PAC ISL	41	451	492	.0686	33.75	7.25	1.29	0.098	
ETH	NATIVE AMERICAN	4	488	492	.0030	1.48	2.52	2.08	0.019	N-05%RUL
ETH	ETH UNKNOWN	1	491	492	.0983	48.36	-47.4	-7.17	<.01	U
GEN	MALE	491	1	492	.8102	398.62	92.38	10.62	<.01	O
GEN	FEMALE	1	491	492	.0986	48.51	-47.5	-7.18	<.01	U
GEN	GENDER UNKNOWN	0	492	492	.0846	41.62	-41.6	-6.74	<.01	U

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 173
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	6	8	14	.2630	3.68	2.32	1.41	0.080	
ETH	BLACK	6	8	14	.3027	4.24	1.76	1.03	0.153	
ETH	HISPANIC	0	14	14	.2268	3.18	-3.18	-2.03	0.021	U
ETH	ASIAN / PAC ISL	2	12	14	.0821	1.15	0.85	0.83	0.204	
ETH	NATIVE AMERICAN	0	14	14	.0029	0.04	-0.04	-0.20	0.420	N-05%RUL
ETH	ETH UNKNOWN	0	14	14	.0534	0.75	-0.75	-0.89	0.187	U-80%RUL
GEN	MALE	13	1	14	.6625	9.28	3.73	2.11	0.018	O
GEN	FEMALE	1	13	14	.2356	3.30	-2.30	-1.45	0.074	U-80%RUL
GEN	GENDER UNKNOWN	0	14	14	.0332	0.46	-0.46	-0.69	0.244	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 174
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 030 TEACHERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	3	10	.3853	3.85	3.15	2.04	0.020	O
ETH	BLACK	1	9	10	.3412	3.41	-2.41	-1.61	0.054	U-80%RUL
ETH	HISPANIC	2	8	10	.1128	1.13	0.87	0.87	0.192	
ETH	ASIAN / PAC ISL	0	10	10	.0882	0.88	-0.88	-0.98	0.163	U-80%RUL
ETH	NATIVE AMERICAN	0	10	10	.0023	0.02	-0.02	-0.15	0.440	N-05%RUL
ETH	ETH UNKNOWN	0	10	10	.0704	0.70	-0.70	-0.87	0.192	U-80%RUL
GEN	MALE	8	2	10	.3878	3.88	4.12	2.68	<.01	O
GEN	FEMALE	2	8	10	.5747	5.75	-3.75	-2.40	<.01	U
GEN	GENDER UNKNOWN	0	10	10	.0375	0.38	-0.38	-0.62	0.266	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 175
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	14	31	45	.3243	14.59	-0.59	-0.19	0.425	
ETH	BLACK	18	27	45	.2673	12.03	5.97	2.01	0.022	O
ETH	HISPANIC	3	42	45	.2449	11.02	-8.02	-2.78	<.01	U
ETH	ASIAN / PAC ISL	8	37	45	.0964	4.34	3.66	1.85	0.032	
ETH	NATIVE AMERICAN	0	45	45	.0025	0.11	-0.11	-0.34	0.368	N-05%RUL
ETH	ETH UNKNOWN	2	43	45	.0269	1.21	0.79	0.73	0.233	
GEN	MALE	16	29	45	.3798	17.09	-1.09	-0.34	0.369	
GEN	FEMALE	28	17	45	.5812	26.15	1.85	0.56	0.288	
GEN	GENDER UNKNOWN	1	44	45	.0011	0.05	0.95	4.27	<.01	N-05%RUL

Appendix - 4

New York Police Department
Workforce Compared with Internal and External Pools
2nd Quarter of Fiscal Year 2017
(End of Audit Period)

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 151
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 005 HEALTH PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	38	13	51	.3707	18.91	19.09	5.54	<.01	O
ETH	BLACK	8	43	51	.3635	18.54	-10.5	-3.07	<.01	U
ETH	HISPANIC	3	48	51	.0981	5.00	-2.00	-0.94	0.173	N-05%RUL
ETH	ASIAN / PAC ISL	1	50	51	.1400	7.14	-6.14	-2.48	<.01	U
ETH	NATIVE AMERICAN	0	51	51	.0031	0.16	-0.16	-0.40	0.345	N-05%RUL
ETH	ETH UNKNOWN	1	50	51	.0159	0.81	0.19	0.21	0.416	
GEN	MALE	34	17	51	.2250	11.48	22.53	7.55	<.01	O
GEN	FEMALE	17	34	51	.7577	38.64	-21.6	-7.07	<.01	U
GEN	GENDER UNKNOWN	0	51	51	.0012	0.06	-0.06	-0.25	0.402	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 156
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	23	142	165	.3514	57.98	-35.0	-5.70	<.01	U
ETH	BLACK	111	54	165	.3293	54.33	56.67	9.39	<.01	O
ETH	HISPANIC	22	143	165	.1923	31.73	-9.73	-1.92	0.027	U-80%RUL
ETH	ASIAN / PAC ISL	6	159	165	.1005	16.58	-10.6	-2.74	<.01	U
ETH	NATIVE AMERICAN	1	164	165	.0027	0.45	0.55	0.83	0.203	
ETH	ETH UNKNOWN	2	163	165	.0182	3.00	-1.00	-0.58	0.280	N-05%RUL
GEN	MALE	34	131	165	.6181	101.99	-68.0	-10.9	<.01	U
GEN	FEMALE	131	34	165	.3662	60.42	70.58	11.40	<.01	O
GEN	GENDER UNKNOWN	0	165	165	.0098	1.62	-1.62	-1.28	0.101	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 160
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	14298	18220	32518	.4164	13540	757.5	8.52	<.01	N-05%RUL
ETH	BLACK	6027	26491	32518	.3039	9882.2	-3855	-46.5	<.01	U
ETH	HISPANIC	8946	23572	32518	.2189	7118.2	1828	24.51	<.01	O
ETH	ASIAN / PAC ISL	3045	29473	32518	.0487	1583.6	1461	37.65	<.01	N-05%RUL
ETH	NATIVE AMERICAN	157	32361	32518	.0040	130.07	26.93	2.37	<.01	N-05%RUL
ETH	ETH UNKNOWN	45	32473	32518	.0077	250.39	-205	-13.0	<.01	N-05%RUL
GEN	MALE	25783	6735	32518	.7409	24093	1690	21.40	<.01	O
GEN	FEMALE	6735	25783	32518	.2529	8223.8	-1489	-19.0	<.01	N-05%RUL
GEN	GENDER UNKNOWN	0	32518	32518	.0056	182.10	-182	-13.5	<.01	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 165
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 024 FARMING

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	8	13	21	.3221	6.76	1.24	0.58	0.282	
ETH	BLACK	2	19	21	.3166	6.65	-4.65	-2.18	0.015	U
ETH	HISPANIC	11	10	21	.2661	5.59	5.41	2.67	<.01	O
ETH	ASIAN / PAC ISL	0	21	21	.0498	1.05	-1.05	-1.05	0.147	N-05%RUL
ETH	NATIVE AMERICAN	0	21	21	.0032	0.07	-0.07	-0.26	0.398	N-05%RUL
ETH	ETH UNKNOWN	0	21	21	.0193	0.41	-0.41	-0.64	0.260	N-05%RUL
GEN	MALE	16	5	21	.6967	14.63	1.37	0.65	0.258	
GEN	FEMALE	5	16	21	.2778	5.83	-0.83	-0.41	0.342	
GEN	GENDER UNKNOWN	0	21	21	.0019	0.04	-0.04	-0.20	0.421	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 166
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	340	210	550	.3705	203.78	136.2	12.03	<.01	O
ETH	BLACK	79	471	550	.3209	176.50	-97.5	-8.91	<.01	U
ETH	HISPANIC	73	477	550	.1322	72.71	0.29	0.04	0.485	
ETH	ASIAN / PAC ISL	53	497	550	.0686	37.73	15.27	2.58	<.01	N-05%RUL
ETH	NATIVE AMERICAN	3	547	550	.0030	1.65	1.35	1.05	0.146	
ETH	ETH UNKNOWN	2	548	550	.0983	54.07	-52.1	-7.46	<.01	U
GEN	MALE	549	1	550	.8102	445.61	103.4	11.24	<.01	O
GEN	FEMALE	1	549	550	.0986	54.23	-53.2	-7.61	<.01	U
GEN	GENDER UNKNOWN	0	550	550	.0846	46.53	-46.5	-7.13	<.01	U

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 169
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	6	7	13	.2630	3.42	2.58	1.63	0.052	
ETH	BLACK	5	8	13	.3027	3.94	1.06	0.64	0.260	
ETH	HISPANIC	1	12	13	.2268	2.95	-1.95	-1.29	0.098	U-80%RUL
ETH	ASIAN / PAC ISL	1	12	13	.0821	1.07	-0.07	-0.07	0.473	
ETH	NATIVE AMERICAN	0	13	13	.0029	0.04	-0.04	-0.19	0.423	N-05%RUL
ETH	ETH UNKNOWN	0	13	13	.0534	0.69	-0.69	-0.86	0.196	U-80%RUL
GEN	MALE	13	0	13	.6625	8.61	4.39	2.57	<.01	O
GEN	FEMALE	0	13	13	.2356	3.06	-3.06	-2.00	0.023	U
GEN	GENDER UNKNOWN	0	13	13	.0332	0.43	-0.43	-0.67	0.252	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 170
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 030 TEACHERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	12	4	16	.3853	6.16	5.84	3.00	<.01	O
ETH	BLACK	1	15	16	.3412	5.46	-4.46	-2.35	<.01	U
ETH	HISPANIC	3	13	16	.1128	1.80	1.20	0.94	0.172	
ETH	ASIAN / PAC ISL	0	16	16	.0882	1.41	-1.41	-1.24	0.107	U-80%RUL
ETH	NATIVE AMERICAN	0	16	16	.0023	0.04	-0.04	-0.19	0.424	N-05%RUL
ETH	ETH UNKNOWN	0	16	16	.0704	1.13	-1.13	-1.10	0.135	U-80%RUL
GEN	MALE	11	5	16	.3878	6.20	4.80	2.46	<.01	O
GEN	FEMALE	5	11	16	.5747	9.20	-4.20	-2.12	0.017	U
GEN	GENDER UNKNOWN	0	16	16	.0375	0.60	-0.60	-0.79	0.215	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 171
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	15	32	47	.3243	15.24	-0.24	-0.08	0.470	
ETH	BLACK	20	27	47	.2673	12.56	7.44	2.45	<.01	O
ETH	HISPANIC	3	44	47	.2449	11.51	-8.51	-2.89	<.01	U
ETH	ASIAN / PAC ISL	9	38	47	.0964	4.53	4.47	2.21	0.014	O
ETH	NATIVE AMERICAN	0	47	47	.0025	0.12	-0.12	-0.34	0.366	N-05%RUL
ETH	ETH UNKNOWN	0	47	47	.0269	1.26	-1.26	-1.14	0.127	N-05%RUL
GEN	MALE	23	24	47	.3798	17.85	5.15	1.55	0.061	
GEN	FEMALE	24	23	47	.5812	27.32	-3.32	-0.98	0.163	
GEN	GENDER UNKNOWN	0	47	47	.0011	0.05	-0.05	-0.23	0.410	N-05%RUL

Appendix - 5

New York Police Department
Workforce Compared with Internal and External Pools
4th Quarter of Fiscal Year 2017
(Most Recent Quarter Available)

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 151
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 005 HEALTH PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	38	16	54	.3707	20.02	17.98	5.07	<.01	O
ETH	BLACK	8	46	54	.3635	19.63	-11.6	-3.29	<.01	U
ETH	HISPANIC	3	51	54	.0981	5.30	-2.30	-1.05	0.147	N-05%RUL
ETH	ASIAN / PAC ISL	1	53	54	.1400	7.56	-6.56	-2.57	<.01	U
ETH	NATIVE AMERICAN	0	54	54	.0031	0.17	-0.17	-0.41	0.341	N-05%RUL
ETH	ETH UNKNOWN	4	50	54	.0159	0.86	3.14	3.42	<.01	O
GEN	MALE	34	20	54	.2250	12.15	21.85	7.12	<.01	O
GEN	FEMALE	20	34	54	.7577	40.92	-20.9	-6.64	<.01	U
GEN	GENDER UNKNOWN	0	54	54	.0012	0.06	-0.06	-0.25	0.399	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 153
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 007 SOCIAL WORKERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	5	6	11	.1580	1.74	3.26	2.70	<.01	O
ETH	BLACK	1	10	11	.6260	6.89	-5.89	-3.67	<.01	U
ETH	HISPANIC	3	8	11	.1530	1.68	1.32	1.10	0.135	
ETH	ASIAN / PAC ISL	1	10	11	.0507	0.56	0.44	0.61	0.272	
ETH	NATIVE AMERICAN	0	11	11	.0023	0.03	-0.03	-0.16	0.437	N-05%RUL
ETH	ETH UNKNOWN	1	10	11	.0061	0.07	0.93	3.61	<.01	O
GEN	MALE	10	1	11	.3205	3.53	6.47	4.18	<.01	O
GEN	FEMALE	1	10	11	.6712	7.38	-6.38	-4.10	<.01	U
GEN	GENDER UNKNOWN	0	11	11	.0042	0.05	-0.05	-0.22	0.415	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 156
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	23	134	157	.3514	55.17	-32.2	-5.38	<.01	U
ETH	BLACK	108	49	157	.3293	51.70	56.30	9.56	<.01	O
ETH	HISPANIC	18	139	157	.1923	30.19	-12.2	-2.47	<.01	U
ETH	ASIAN / PAC ISL	5	152	157	.1005	15.78	-10.8	-2.86	<.01	U
ETH	NATIVE AMERICAN	1	156	157	.0027	0.42	0.58	0.89	0.188	
ETH	ETH UNKNOWN	2	155	157	.0182	2.86	-0.86	-0.51	0.304	N-05%RUL
GEN	MALE	34	123	157	.6181	97.04	-63.0	-10.4	<.01	U
GEN	FEMALE	123	34	157	.3662	57.49	65.51	10.85	<.01	O
GEN	GENDER UNKNOWN	0	157	157	.0098	1.54	-1.54	-1.25	0.106	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 160
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	14237	18509	32746	.4164	13635	601.6	6.74	<.01	N-05%RUL
ETH	BLACK	6036	26710	32746	.3039	9951.5	-3916	-47.0	<.01	U
ETH	HISPANIC	9038	23708	32746	.2189	7168.1	1870	24.99	<.01	O
ETH	ASIAN / PAC ISL	3217	29529	32746	.0487	1594.7	1622	41.65	<.01	N-05%RUL
ETH	NATIVE AMERICAN	162	32584	32746	.0040	130.98	31.02	2.72	<.01	N-05%RUL
ETH	ETH UNKNOWN	56	32690	32746	.0077	252.14	-196	-12.4	<.01	N-05%RUL
GEN	MALE	25910	6836	32746	.7409	24262	1648	20.79	<.01	O
GEN	FEMALE	6836	25910	32746	.2529	8281.5	-1445	-18.4	<.01	N-05%RUL
GEN	GENDER UNKNOWN	0	32746	32746	.0056	183.38	-183	-13.6	<.01	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 166
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	343	251	594	.3705	220.08	122.9	10.44	<.01	O
ETH	BLACK	88	506	594	.3209	190.61	-103	-9.02	<.01	U
ETH	HISPANIC	91	503	594	.1322	78.53	12.47	1.51	0.065	
ETH	ASIAN / PAC ISL	62	532	594	.0686	40.75	21.25	3.45	<.01	N-05%RUL
ETH	NATIVE AMERICAN	4	590	594	.0030	1.78	2.22	1.66	0.048	
ETH	ETH UNKNOWN	6	588	594	.0983	58.39	-52.4	-7.22	<.01	U
GEN	MALE	593	1	594	.8102	481.26	111.7	11.69	<.01	O
GEN	FEMALE	1	593	594	.0986	58.57	-57.6	-7.92	<.01	U
GEN	GENDER UNKNOWN	0	594	594	.0846	50.25	-50.3	-7.41	<.01	U

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 169
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	8	15	.2630	3.95	3.06	1.79	0.037	
ETH	BLACK	4	11	15	.3027	4.54	-0.54	-0.30	0.381	
ETH	HISPANIC	3	12	15	.2268	3.40	-0.40	-0.25	0.402	
ETH	ASIAN / PAC ISL	1	14	15	.0821	1.23	-0.23	-0.22	0.414	
ETH	NATIVE AMERICAN	0	15	15	.0029	0.04	-0.04	-0.21	0.417	N-05%RUL
ETH	ETH UNKNOWN	0	15	15	.0534	0.80	-0.80	-0.92	0.179	U-80%RUL
GEN	MALE	15	0	15	.6625	9.94	5.06	2.76	<.01	O
GEN	FEMALE	0	15	15	.2356	3.53	-3.53	-2.15	0.016	U
GEN	GENDER UNKNOWN	0	15	15	.0332	0.50	-0.50	-0.72	0.236	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 170
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 030 TEACHERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	12	3	15	.3853	5.78	6.22	3.30	<.01	O
ETH	BLACK	1	14	15	.3412	5.12	-4.12	-2.24	0.012	U
ETH	HISPANIC	2	13	15	.1128	1.69	0.31	0.25	0.401	
ETH	ASIAN / PAC ISL	0	15	15	.0882	1.32	-1.32	-1.20	0.114	U-80%RUL
ETH	NATIVE AMERICAN	0	15	15	.0023	0.03	-0.03	-0.19	0.426	N-05%RUL
ETH	ETH UNKNOWN	0	15	15	.0704	1.06	-1.06	-1.07	0.143	U-80%RUL
GEN	MALE	10	5	15	.3878	5.82	4.18	2.22	0.013	O
GEN	FEMALE	5	10	15	.5747	8.62	-3.62	-1.89	0.029	U-80%RUL
GEN	GENDER UNKNOWN	0	15	15	.0375	0.56	-0.56	-0.76	0.222	N-05%RUL



Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Charise L. Terry, PHR
Executive Director

Judith Garcia Quiñonez, Esq.
Executive Agency Counsel/
Deputy Director

253 Broadway
Suite 602
New York, NY 10007

212. 615. 8939 tel.
212. 676. 2724 fax

BY MAIL AND EMAIL

August 3, 2017

James P. O'Neill
Commissioner
New York City Police Department
1 Police Plaza
New York, NY 10038

RE: Audit Resolution #2017/212 - 056: Final Determination Pursuant to the Review, Evaluation and Monitoring of the New York City Police Department's Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

Dear Commissioner O'Neill:

On behalf of the members of the Equal Employment Practices Commission (Commission or EEPC), thank you and your agency for the cooperation extended to our staff during the course of this audit.

As the New York City Police Department submitted a response marked draft on August 1, 2017, but did not submit an official response to our July 18, 2017 Preliminary Determination within 14 days from the date of its issuance, and consistent with the audit protocol referenced therein, the attached Determination is now Final.

As indicated in our Preliminary Determination, this Commission has adopted uniform standards¹ to assess agencies' employment practices and programs for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for municipal government employees and job applicants. The attached Determination contains the Commission's findings and required corrective actions pertaining to the referenced review, evaluation and monitoring of your agency's employment practices and procedures.

Chapter 36, Section 832.c of the New York City Charter requires that:
1) the EEPC assign a 6-month compliance period to monitor your agency's efforts to eliminate remaining required corrective actions;

¹ Founded upon and consistent with federal, state and local laws, regulations, procedures and policies including, but not limited to, the Citywide Equal Employment Opportunity Policy - Standards and Procedures to be Utilized by City Agencies; New York City Human Rights Law (NYC Administrative Code, §§8-107.1(a) and 8-107.13(d)); New York State Civil Service Law §55-a; Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7) and the equal employment opportunity requirements of the New York City Charter.



and 2) the agency provide a written response within 30 days from the date of this letter indicating corrective action taken.

The assigned compliance-monitoring period is: August 2017 to January 2018.

If corrective actions remain: Your agency's response should indicate what steps your agency has taken, or will take, to implement the corrective actions during the designated period. Documentation which supports the implementation of each corrective action shall be uploaded to TeamCentral, the EEPC's Automated Compliance-Monitoring System. Your agency will be monitored monthly until all corrective actions have been implemented. Instruction on how to access and navigate TeamCentral is attached. Upon your agency's completion of the final corrective action, this Commission requires that your agency upload a final memorandum signed by the agency head which informs employees of the changes implemented pursuant to our audit and re-emphasizes commitment to the EEO program. Upon receipt of the final memorandum, the EEPC will issue a *Determination of Compliance*.

If no corrective actions remain: Your agency is exempt from the aforementioned monitoring period. However, this Commission requires a final memorandum signed by the agency head which informs employees of the changes implemented pursuant to our audit and re-emphasizes commitment to the EEO program. This will be considered your agency's final action. Upon receipt of the memo, a *Determination of Compliance* will be issued.

If there are further questions regarding this Final Determination or the compliance-monitoring process, please have the Principal EEO Professional call Janet P. Ford, Agency Attorney/Director of Compliance Monitoring at 212-615-8942.

Thank you and your staff for your continued cooperation.

Sincerely,


Charise L. Terry, PHR
Executive Director

c: Neldra M. Zeigler, Principal EEO Professional, New York City Police Department

Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

BY MAIL AND EMAIL

July 18, 2017

Charise L. Terry, PHR
Executive Director

James P. O'Neill
Commissioner
New York City Police Department
1 Police Plaza
New York, NY 10038

Judith Garcia Quiñonez, Esq.
Executive Agency Counsel/
Deputy Director

253 Broadway
Suite 602
New York, NY 10007

Re: Preliminary Determination for Audit: Review, Evaluation and Monitoring of the New York City Police Department's Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

212. 615. 8939 tel.
212. 676. 2724 fax

Dear Commissioner O'Neill:

On behalf of the members of the Equal Employment Practices Commission (Commission or EEPC), thank you and your agency for the cooperation extended to our staff during the course of this audit. This letter contains the Commission's findings and preliminary determinations pursuant to our audit and analysis of your agency's Employment Practices and Procedures for the period covering January 1, 2014 to December 31, 2016.

The New York City Charter, Chapter 36, Section 831(d)(5) empowers this Commission to audit and evaluate the employment practices and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for women and minority employees and applicants seeking employment. Sections 831(d)(2) and 832(c) authorize this Commission to make a determination that any agency's plan, program, procedure, approach, measure or standard does not provide equal employment opportunity, require appropriate corrective action and monitor the implementation of the corrective action it prescribes.

The New York City Police Department, which may herein be referred to as "the agency," falls within the Commission's purview under Chapter 36, Section 831(a) of the New York City Charter, which delineates city agency as any "city, county, borough or other office, administration, board, department, division, commission, bureau, corporation, authority, or other agency of government where the majority of the board members of such agency are appointed by the mayor or serve by virtue of being city officers or the expenses of which are paid in whole or in part from the city treasury..."

The purpose of this audit and analysis is to evaluate the agency's Employment Practices and Procedures, not to issue findings of discrimination pursuant to the New York City Human Rights Law. This Commission has adopted *Uniform Standards for EEPC Audits*¹ and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for municipal government employees and job applicants. These standards are founded upon and consistent with federal, state and local laws, regulations, procedures and policies including, but not limited to, the Citywide Equal Employment Opportunity Policy - Standards and Procedures to be Utilized by City Agencies; the New York City Human Rights Law (NYC Administrative Code §§8-107(1)(a) and (d), 8-107.13, and 8-107.1); the New York State Civil Service Law §55-a; the Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7); the Americans with Disabilities Act and its Accessibility Guidelines; and the equal employment opportunity requirements of the New York City Charter. Prescribed corrective actions are consistent with the aforementioned parameters.

Since this Commission is empowered to review and recommend actions which each agency should consider including in its annual plan of measures and programs to provide equal employment opportunity (Annual EEO Plan), the audited agency should incorporate required corrective actions in its current EEO Program and prospective Annual EEO Plans.

Scope and Methodology

This Commission's audit methodology includes collection and analysis of the documents, records and data the agency provides in response to the *EEPC Document and Information Request Form*; responses to the *EEPC Interview Questionnaires* for EEO professionals and others involved in EEO program administration; and, if applicable, review of the agency's *Annual EEO Plans* and *Quarterly EEO Reports* and analysis of workforce and utilization data from the *Citywide Equal Employment Database System* (CEEDS). (A description of the EEO Job Groups used for this analysis is attached as Appendix 1.)

This Commission reviews the workforce statistics and utilization analysis information available via CEEDS to understand the concentrations of race and gender groups within an agency's workforce. (CEEDS may be unavailable for certain non-mayoral agencies. In such cases, the EEPC requests that the agency submit similar statistics and analysis.) EEO Program Analysts examine imbalances between the number of employees in a particular job category and the number that would reasonably be expected when compared to their availability in the relevant labor market. Personnel transactions are reviewed in order to ascertain the agency's employment practices. Where underutilization is revealed within an agency's workforce, EEO Program Analysts assess whether the agency has undertaken reasonable measures to address it.

EEO professionals (including, but not limited to, past or current EEO Officers, Deputy or Co-EEO Officers, EEO Counselors, EEO Trainers, EEO Investigators, Disability Rights Coordinators, Career Counselors, 55-a Program Coordinators) and others involved in EEO program administration such as the Principal Human Resources Professional are given a two-week deadline to complete and

¹ Corresponding audit/analysis standards are numbered throughout the document.

return their individual questionnaires. The Commission's EEO Program Analysts also conduct additional research and follow-up discussions or interviews with EEO professionals, when appropriate.

Description of the Agency

The mission of the New York City Police Department is to enhance the quality of life in New York City by working in partnership with the community in accordance with constitutional rights to enforce the laws, preserve the peace, reduce fear, maintain order, and provide for a safe environment. The agency is committed to accomplishing its mission to protect the lives and property of all citizens of New York City by treating every citizen with courtesy, professionalism, and respect, and to enforce the laws impartially, fighting crime both through deterrence and the relentless pursuit of criminals. At the end of the period in review, the agency's headcount was 53,460, in uniformed and civilian job titles. (See Appendix 2.)

PRELIMINARY DETERMINATIONS AFTER AUDIT AND ANALYSIS

Following are the corresponding audit standards for each subject area along with the EEPC's findings and required corrective actions, where appropriate:

I. ISSUANCE, DISTRIBUTION AND POSTING OF EEO POLICIES:

Determination: The agency is in compliance with the standards for this subject area.

1. Issue a general EEO Policy statement or memo reiterating commitment to EEO, declaring the agency's position against discrimination on any protected basis, advising employees of the names and contact information of EEO professionals, and attaching, or providing employees pertinent electronic links to, an EEO Policy/Handbook.
- ✓ The agency head's EEO Policy statement was distributed in hardcopy to all employees with the agency's EEO Policy in 2015 and 2016. The agency head's 2016 EEO Policy statement (SP 297 (Rev. 09-16)) declared, "[t]he New York City Police Department is an Equal Opportunity Employer. As Police Commissioner, I reaffirm the Police Department's strong commitment to maintaining fair employment practices for all members and applicants. Federal, State and/or local laws prohibit employment discrimination based on: Age (18 and over), Alienage or Citizenship Status, Color, Creed, Disability, Gender (including Gender Identity), Religion, Military Status, Unemployment Status, Marital Status, National Origin, Prior Record of Arrest or Conviction (under some circumstances), Race, Sexual Orientation, Status as a Victim of Domestic Violence/ Sex Offense(s) and Stalking, Partnership Status, Predisposing Genetic Characteristics, Consumer Credit History, Familial Status, [and] Caregiver Status." The name, phone number, and office location of the principal EEO Professional was included in the EEO Policy statement.
2. Distribute/Post a paper or electronic copy of the *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies* – or an agency EEO Policy that conforms to city, state and federal laws – for use by managers, supervisors, and legal, human resources and EEO professionals. Include, or attach as addenda: a policy against sexual

harassment; uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations; an up-to-date list of protected classes under NYC and NYS Human Rights Laws; and current contact information for the agency's EEO professionals, as well as federal, state and local agencies that enforce laws against discrimination.

- ✓ In 2015, the agency's EEO Policy, *New York City Police Department Equal Employment Opportunity Policy* and procedures regarding employment discrimination, sexual harassment and discrimination complaints were distributed in hardcopy to all employees. The EEO Policy stated, "[i]t is the policy of Citywide EEO and the New York City Police Department to ensure equal employment opportunity without discrimination or harassment based on actual or perceived status of a person's: Race (common genetics, history and geographic distribution); Color (preference or aversion to a skin color or shade of color); National Origin (includes ancestry, citizenship/alienage status); Linguistic characteristics of a country or region; Religion (includes observance, practice and beliefs); Sex (Gender); Disability (Americans with Disabilities Act of 1990 and Americans with Disabilities Act Amendments Act of 2008); Retaliation (protection extend [sic] to those filling charges of, assisting the investigation of, or opposing discrimination); Age (40 years old; in New York State 18 years old+); Military Status; Marital Status; Creed; Alienage or Citizenship Status; Partnership Status; Prior record of arrest or conviction (under some circumstances); Predisposing Genetic Characteristics (inherited gene believed to cause a particular disease); Sexual Orientation; Victim of Domestic Violence (including stalking and/or victim of sex offense(s)); [and] Unemployment Status." The name, phone number, and office location for the principal EEO Professional was included in the EEO Policy. Additionally, the agency reported that its electronic directory, "MOS lookup", accessed via the agency intranet, could be used to look up contact information for the agency's EEO professionals by name or title. The name search was also accessible via agency issued smartphones. The addresses of the federal, state and local agencies that enforce laws against discrimination were included in the procedure regarding discrimination complaints.
- The agency's EEO Policy did not identify *caregiver status*, *consumer credit history* and *gender identity* as classes protected against employment discrimination. Corrective Action Required.

NOTE: The agency head's 2016 EEO Policy statement included an up to date list of classes protected against employment discrimination under NYC and NYS Human Rights Laws, including *caregiver status*, *consumer credit history* and *gender identity*. Subsequent to the audit period, the agency stated its intention to update its EEO Policy to include an up to date list of protected classes under NYC and NYS Human Rights Laws.

II. EEO TRAINING FOR AGENCY:

Determination: The agency is in partial compliance with the standards for this subject area.

3. Establish and implement an EEO training plan for new and existing employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO

rights and/or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.

- ✓ In its *Diversity and Equal Employment Opportunity Plan* (for each year of the audit period), the agency set forth its plan to provide EEO training to all new employees (including newly appointed managers and supervisors). The agency's *Agency Quarterly Reports on EEO Activity* showed that EEO training was provided to approximately 43% of the workforce², which included all of the agency's 13,422 new employees that completed EEO training via new employee orientation. Employees had access to the agency's self-guided, skill development and training program, *TACTICS*, which included an EEO training module.
- The agency did not demonstrate that it established an EEO training plan to ensure that existing employees received EEO training. Corrective Action Required.

Corrective Action #1: Establish and implement an EEO training plan for all employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO rights and/or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.

III. EMPLOYMENT PRACTICES (Recruitment, Hiring & Promotion):

Determination: The agency is in partial compliance with the standards for this subject area.

4. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
- ✓ During the period in review, the agency assessed its recruitment efforts for the *Police Officer* title in the *Police* job group. (The *Police Officer* title is a competitive civil service (list) title i.e. requires the civil service examination for the title.) The Candidate Assessment Division, tasked with developing recruitment and advertising strategies, partnered with Hodes (a recruitment marketing organization) to manage and direct diversity recruiting initiatives for the *Police Officer* title. Hodes' December 2015 report "*NYPD Recruitment Diversity Recruitment Strategy*" identified Black males and Asian females as underutilized groups. The report identified the following as barriers to recruiting applicants from the underutilized groups to take the *Police Officer* examination: (1) *reinstatement of examination fees*; (2) *demographic shifts*; (3) *lack of trust due to the agency's past practice of stop-and-frisk*; (4) *cultural differences*; and (5) *overall candidate attrition due to length of application process*. To address (1) the examination fee, the agency sought to have the fee waived by DCAS. To address (5) candidate attrition between the first expressions of interest to the time of appointment from the civil service list, the agency procured and implemented customer

² Based on workforce headcount at the end of the period in review, December 31, 2016. (See Appendix 2.)

relationship marketing (CRM) software. The agency reported that its recruitment team brought tablet computers to recruiting events to allow candidates to provide their names and email addresses so that the agency could send follow-up emails (to sustain candidate interest between passing the examination and being appointed from the civil service list); analyze the most effect live venues for recruitment; and refine its geo-targeted recruitment initiatives.

The agency advertised its recruitment website, *NYPDRECRUIT.com*, (which contained information about uniformed and civilian examination and job opportunities) via transportation platforms, billboards, print, *HBCU (Historically Black Colleges & Universities) Connect*; and social media (*Facebook* and *Twitter*). The agency also reported its recruitment efforts included outreach to clergy, elected officials, local high schools, and career fairs throughout the city and targeted radio and internet recruitment advertisements via zip code and IP address. In 3rd quarter fiscal year (FY) 2016 the agency updated its listings of recruitment outreach sources for the *Police Officer* examination to include additional social media platforms (*LinkedIn*, *Instagram*, and *WeChat*). In addition, the agency specified in its FY 2017 *Diversity and Equal Employment Opportunity Plan*, that it compared its workforce demographics “...to the 2010 U.S. Census to identify under-represented populations within the Department” as part of its recruitment efforts.

- The agency did not demonstrate that it assessed recruitment efforts for job groups other than *Police* to determine whether such efforts adversely impacted women, minorities, or any other protected group. Corrective Action Required.

Corrective Action #2: Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

5. The principal EEO Professional, HR Professional, and General Counsel, review the agency’s statistical information (i.e. workforce, hires, promotions, and separations by race/ethnicity and gender), the annual number of EEO complaints, and the agency’s employment practices, policies and programs on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.
- ✓ The agency reported that during the period in review, the principal EEO Professional reviewed the quarterly statistical workforce and personnel activity data reports, the annual number of EEO complaints, and the agency’s employment practices, policies and programs. The agency identified and endeavored to overcome EEO barriers posed by civil service examination fees and candidate attrition via examination fee waivers and procuring and implementing CRM software to maintain candidate engagement between the first expressions of interest to the time of hire. Additionally, in its FY 2017 *Diversity and Equal Employment Opportunity Plan*, the agency reported that it “regularly reviews positions filled through civil service lists to ensure

that there are no barriers to entry. The Department is reviewing the utilization of the one and three rule to determine if barriers to entry exist.”

6. Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
- ✓ The agency assessed the manner in which candidates were selected for employment and determined in 2014 that asking applicants if they had ever been stopped and questioned by the police was a question with potential disparate impact on minorities, and therefore removed the question from the application. Other selection criteria utilized by the agency for *Police Officer* title included psychological, background, and medical examinations.
 - The agency did not demonstrate that it assessed the manner in which candidates for job groups other than *Police* were selected for employment to determine whether such efforts adversely impacted women, minorities, or any other protected group. Corrective Action Required.

Corrective Action #3: Assess the manner in which candidates are selected for employment for all job groups, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

7. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
- ✓ The agency advertised its recruitment website, *NYPDRECRUIT.com*, (which contained information about uniformed and civilian examination and job opportunities) via print and *HBCU Connect*. The agency also reported its recruitment efforts included outreach to clergy, elected officials, local high schools, and career fairs throughout the city and targeted radio and internet recruitment advertisements via zip code and IP address. During the period in review, underutilization reported in the 3rd quarter FY 2014 (first quarter of the audit period) CEEDS Report: *Work Force Compared with Internal and External Pools*, was eliminated in the *Managers* (females), *Lawyers* (Hispanics), *Laborers* (Hispanics), *Teachers* (females) and *Paraprofessionals* (Hispanic) job groups.
 - The agency did not demonstrate that it advertised in minority- or female-oriented publications when conducting recruitment for titles in job groups with underutilization where there is discretion in hiring. For the duration of the audit period and to date, CEEDS Reports: *Work Force Compared with Internal and External Pools* indicated underutilization

in the following job groups which may include discretionary job titles: *Health Professionals* (Blacks, Asians and females), *Technicians* (Asians), *Police* (Blacks) and *Craft* (Blacks and females). The same CEEDS Reports for the 4th quarter FY 2017 (the latest quarter available), indicated underutilization in the following job groups which may include discretionary job titles: *Social Workers* (Blacks and females), *Technicians* (Hispanics), *Laborers* (females) and *Teachers* (Blacks). (See Appendices 3 – 5.) Corrective Action Required.

Corrective Action #4: If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

8. If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with the Department of Citywide Administrative Services (DCAS) or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
- ✓ The agency reported in its FY 2017 *Diversity and Equal Employment Opportunity Plan* that it would regularly conduct “...a thorough analysis of personnel hired from civil service examinations...The Classification Unit maintains uptodate [sic] records of title specifications and works closely with agency personnel representatives and DCAS to ensure duties and responsibilities and qualification requirements remain current and appropriate...The Department regularly reviews positions filled through civil service lists to ensure that there are no barriers to entry.” The agency advertised its recruitment website, *NYPDRECRUIT.com*, (which contained information about uniformed and civilian examination and job opportunities) via print and *HBCU Connect*. The agency also reported its recruitment efforts included outreach to clergy, elected officials, local high schools, and career fairs throughout the city and targeted radio and internet recruitment advertisements via zip code and IP address. During the period in review, underutilization reported in the 3rd quarter FY 2014 (first quarter of the audit period) CEEDS Report: *Work Force Compared with Internal and External Pools*, was eliminated in the *Managers* (females), *Lawyers* (Hispanics), *Laborers* (Hispanics), *Teachers* (females) and *Paraprofessionals* (Hispanic) job groups.
- The agency did not demonstrate that it implemented its FY 2017 *Diversity and Equal Employment Opportunity Plan* to review positions filled through civil service lists for underutilization to ensure that there were no barriers to entry. For the duration of the audit period and to date, CEEDS Reports: *Work Force Compared with Internal and External Pools* indicated underutilization in the following job groups which may include *civil service* (list) job titles: *Health Professionals* (Blacks, Asians and females), *Technicians* (Asians), *Police*

(Blacks) and *Craft* (Blacks and females). The same CEEDS Reports for the 4th quarter FY 2017 (the latest quarter available), indicated underutilization in the following job groups which may include *civil service* (list) job titles: *Social Workers* (Blacks and females), *Technicians* (Hispanics), *Laborers* (females) and *Teachers* (Blacks). (See Appendix 5.) Corrective Action Required.

Corrective Action #5: If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

9. Ensure that human resources professionals, managers, supervisors, and other personnel involved in recruiting and hiring are trained to consider EEO laws/policies and use uniform, job-related techniques to identify, interview and select the most capable candidates (e.g. structured interview training or guide).
- ✓ The Human Capital Division utilized its “*Basics for Effective Interviews,*” presentation to train Personnel Administrative Managers (PAMs) from each Bureau and borough on structured interviewing. The presentation directed interviewers to “[p]repare and consistently use the same questions... [and] treat all candidates equally and fairly. Ask only job-related questions.” A list was provided of the PAMs, who were responsible to ensure that their human resources professionals, managers, supervisors, and other personnel involved in recruiting in each from each Bureau and borough were trained in structured interviewing.

NOTE: The agency also reported in its FY 2017 *Diversity and Equal Employment Opportunity Plan* that it “*will develop hiring panels that are trained on structured interviewing and unconscious bias. They will conduct structured interviews of qualified candidates selected from a diverse pool of incumbents and other applicants.*”

10. Promote employees’ awareness of opportunities for advancement and transfer within the agency by: administering incentive programs; publicizing promotions, including promotions into, or changes in, the managerial ranks; and/or using other methods to communicate internal opportunities.
- ✓ The agency promoted employees’ awareness of opportunities for promotion and transfer within the agency, including into managerial ranks, via agency-wide electronic *Department Bulletins*, the *Career* tab on the agency’s intranet, memos from the *Personnel Bureau*, an intranet based application for transfer opportunities (*Personnel Online System for Transfers (POST)*), the career counselling services of the Members Outreach Section (a unit within the Personnel Bureau), and employee recognition programs. During the period in review, 290 *Department Bulletins* titled *Position Vacancies* were issued to inform uniformed employees of internal positions for promotion or transfer. The intranet’s *Career* tab linked to sections with

information regarding promotion, transfer and training opportunities, including: *Civilian Job Postings, Uniform Job Postings, Executive Development and Members Outreach Section*. Memos from the Personnel Bureau provided a link to information regarding competitive examinations for civilian titles. All job vacancy notices were listed on *POST* – by *Unit Name, Rank/Title* and *Position* – where employees could click to apply. The Members Outreach Section had the responsibility to “...ensure that the pipeline for in-house advancement and opportunity is open and utilized by diverse groups of employees... [and that] members [were advised] on notices of exams posted on dedicated civilian bulletin boards, and Personnel Bureau Memoranda of job vacancies.” In addition, the agency’s annual employee recognition programs included meritorious and outstanding service awards for civilian employees and longevity and perfect attendance awards for uniformed employees.

11. Ensure that employees are considered internally for career enhancement, development opportunities and transfer by: providing and encouraging training, development or mentorship programs to improve their performance and skills; establishing internal talent pools via cross-training, cross divisional assignments, job transfers, and/or job rotation; and identifying internal successors with applicable knowledge/skills/abilities.
- ✓ CEEDS Reports: *Ethnic/Gender Summary by Agency, Type, Job Group, and Title*; indicate 8,064 promotions occurred across twenty-one (21) job groups during the period in review. Employees were notified of training and development opportunities via *Department Bulletins*, messages from the agency head to all commands via the agency’s internal communication system (*FINEST*), the agency’s scholarship guide, and *TACTICS*. Opportunities for promotion and transfer were listed on *POST*; and the *Careers* tab on the intranet also linked to the following sections on promotion, transfer and training opportunities: *Members Outreach Section, Civilian Job Postings, Executive Development and Uniform Job Postings*. Promotional appointments from civil service lists were done in list order, per civil service law. All employees who took and passed promotional examinations were promoted as vacancies occurred unless there was appropriate cause to pass them over, such as attendance, disciplinary record, and open or substantiated allegations of misconduct from the Civilian Complaint Review Board (CCRB), EEO, or internal affairs. The Human Capital Division/Performance Analysis Section conferred with units to ensure the review of time at work, disciplinary records, performance history and civil service list eligibility for employees being promoted. Employees not initially chosen from the promotional civil service list were reconsidered (i.e. added back to the eligible list) as the specific circumstances changed. In addition, the agency reported that most employees were cross trained within their commands in order to fill in when the need arose; and all new probationary *Police Officers* (out of the Policy Academy) were required to go through a field training program and were assigned for 60-day periods to each of the agency’s work shift platoons.
12. At minimum, indicate the agency is an equal opportunity employer in recruitment literature.
- ✓ During the period in review, the agency advertised several vacant positions including: *Cell Attendant; Computer Associate (TS), Level II; Evidence and Property Control; Hostler; and Senior Police Administrative Aide*. Each notice contained an EEO tagline: “*The City of New York is an Equal Opportunity Employer.*” The agency also advertised the *Police Officer* civil service

examination in several newspapers that included the EEO tagline: “*An Equal Opportunity Employer.*”

13. Use and maintain an applicant/candidate log or tracking system which, at minimum, includes the *position, applicants’/candidates’ names, identification number, ethnicity, gender, disability or veteran status, interview date, interviewers’ names, result, reason selected/not selected (or disposition)* of each applicant, and *recruitment source*. Ensure that the process avoids the appearance of bias by delegating the responsibility for recording and maintaining this information to an individual other than the hiring manager.

✓ Since May 2016, the agency utilized *New York City Automated Personnel System (NYCAPS) eHire* to capture the following information for applicants: *position, applicants’/candidates’ names, identification number, and reason selected/not selected (or disposition)* of each applicant. All applicants were asked via *eHire* to voluntarily disclose *race, gender, veteran status, disability status and recruitment source*.

➤ The agency did not demonstrate that it utilized *NYCAPS eHire*, or a supplemental tracking system, to capture *interview date, interviewers’ names, or result*. Corrective Action Required.

NOTE: Subsequent to the period in review, the agency utilized an unlabeled interview sheet as a supplemental tracking mechanism to capture *interviewers’ names, interview date, result (“remarks”), position, source, ethnicity, gender, veteran status, and current job-indicate if city or PD employee*.

IV. CAREER COUNSELING:

Determination: The agency is in partial compliance with the standards for this subject area.

14. Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

✓ The Members Outreach Section provided career counseling services to all employees upon request. The Members Outreach Section consisted of a *Commanding Officer* (for uniformed employees), seven (7) *Uniform Members Outreach Analysts*, a *Civilian Members Outreach Supervisor*, and three (3) *Civilian Members Outreach Analysts*. Employees were notified of the Members Outreach Section’s availability to provide career counseling, assistance in applying to special units, and job transfers via the *Civilian Employee Reference Manual, FINEST* messages, and materials (video and brochure) regarding *POST*. (For a description of the Members Outreach Section see section III.10.) Resumes showed the knowledge and familiarity of the *Commanding Officer*, three (3) *Uniform Members Outreach Analysts*, and two (2) *Civilian Members Outreach Analysts* with *POST* and career opportunities at the agency.

➤ The agency did not demonstrate that all employees in the Members Outreach Section (specifically four (4) *Uniform Members Outreach Analysts*, the *Civilian Members Outreach*

Supervisor, and one (1) *Civilian Members Outreach Analyst*) were trained, knowledgeable, and familiar with career opportunities in city government. Corrective Action Required.

Corrective Action #6: Ensure designated professionals (may be referred to as the Career Counselor) have appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

15. The Human Resources Professional distributes the identity of the agency Career Counselor and ensures that all employees have access to information regarding job responsibilities, performance evaluation standards, examinations, training opportunities and job postings; ensures that all new employees are advised of the EEO policies, their rights and responsibilities under such policies and the discrimination complaint procedures; informs the principal EEO Professional of the number of 55-a program participants and efforts the agency has made to employ, promote or accommodate qualified individuals with disabilities; involves the principal EEO Professional in EEO-related matters; and promptly consults with the principal EEO Professional if informed of, or suspects that a violation of the EEO Policy has occurred.
- ✓ During the period in review, the *Chief of Personnel* (Principal Human Resources Professional) was responsible for the “*personnel and human resource functions of the department in the areas of recruitment and selection, employee management, assessment, training and development, and employee assistance.*” Managers were responsible to inform employees of their job responsibilities and performance evaluation standards. The Personnel Bureau’s Members Outreach Section was responsible to ensure that employees had access to information regarding examinations and promotions via *FINEST*, training opportunities via *TACTICS*, and job postings via *POST*. (See sections II.3, III.10 and III.11 for acronym information.) The principal EEO Professional ensured that all new employees received the agency’s EEO Policy, discrimination complaint procedures and EEO orientation training. The principal EEO Professional was the agency’s Disability Rights Coordinator and was aware of the agency’s efforts to employ, promote or accommodate qualified individuals with disabilities. The 55-a Coordinator (*Director of the Office of the Staffing Administration Section*) annually provided the principal EEO Professional with the number of 55-a program participants as reflected in the agency’s annual *Diversity and Equal Employment Opportunity Plan*. The Principal Human Resources Professional regularly involved the principal EEO Professional in EEO-related matters and promptly consulted with the principal EEO Professional if informed of, or suspected that a violation of the EEO Policy occurred.

V. **EEO AND REASONABLE ACCOMMODATIONS FOR EMPLOYEES/
APPLICANTS FOR EMPLOYMENT WITH DISABILITIES:**

Determination: The agency is in compliance with the standards for this subject area.

16. Ensure that information regarding employee rights and obligations, and the complaint, investigation and reasonable accommodation procedures is made available in appropriate alternative formats (i.e., large print, audio tape and/or Braille) upon request to employees and applicants for employment with disabilities.

- ✓ The agency reported that during the period in review, employee rights and obligations, as specified in its *Patrol Guide Procedures*, *Civilian Employee Reference Manual*, *FINEST* messages, and its EEO policies, brochures, forms, and pamphlets were available in electronic formats adjustable to large print. The agency also reported it was committed to provide its EEO policies in an audio format upon request.

17. Document reasonable accommodation requests and their outcomes.

- ✓ Reasonable accommodation requests and their outcomes were documented via a reasonable accommodation request form and the agency's reasonable accommodation requests log maintained by the Office of the Deputy Commissioner, Equal Employment Opportunity.

VI. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION - EEO PROFESSIONALS:

Determination: The agency is in partial compliance with the standards for this subject area.

18. Appoint a principal EEO Professional to implement EEO policies and standards within the agency. The principal EEO Professional is trained and knowledgeable regarding city, state, and federal EEO laws; the requirements of the agency's EEO policies, standards and procedures; and the prevention, investigation, and resolution of discrimination complaints.

- ✓ The *Deputy Commissioner, Equal Employment Opportunity* was appointed principal EEO Professional in March 1997. The principal EEO Professional's training included Cornell ILR's *Equal Employment Opportunity Studies* certificate in 1999, Cornell ILR's courses *The Dynamics of Handling Employee Complaints*, *The Law of Equal Employment Opportunity* (September 2009), *Advanced Diversity Strategies* (May 2014), *Preventing Harassment in the Workplace* (June 2014), *Training Difficult Issues in Diversity and Inclusion* (October 2014), *Emerging Trends in Diversity and Inclusion* (October 2015) and DCAS' course *EEOC Reasonable Accommodation Best Practices* (February 2015). The principal EEO Professional was identified in the agency's EEO Policy statement, EEO Policy, EEO orientation materials, EEO newsletter ("*EEO Gazette*"), intranet site, EEO Liaison program brochure, annual EEO Liaison training conference, and DCEEO Mediation program brochure.

19. Ensure that EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy.

During the period in review, the agency's EEO professionals (in addition to the principal EEO Professional) included twenty-one (21) EEO Investigators, ten (10) EEO Trainers, and approximately 200 EEO Liaisons. Between 2014 and 2016, eight (8) EEO Investigators (responsible to conduct EEO complaint investigations) and four (4) EEO Trainers (responsible to conduct EEO training) received EEO training from Cornell ILR, including courses such as *The Law of Equal Employment Opportunity*, *Employee Internal Investigations: Part I*, *Internal Investigations Note-taking and Reports*, and *Advanced Employee Internal Investigations: Part II*. Some EEO Investigators also received certificates in *EEO Complaint Handling* from Cornell ILR; or *Diversity and Equal Employment Opportunity Basic Training* for EEO professionals from DCAS. In addition, the agency's EEO Liaisons directed employees seeking information regarding EEO to the Office of the Deputy Commissioner of Equal Employment Opportunity

(DCEEO) and assisted employees in reporting EEO matters to DCEEO. Training was provided annually to EEO Liaisons by DCEEO at its EEO Liaison Conference. At the end of the period in review, the agency had nine (9) EEO Investigators and eight (8) EEO trainers, sixteen (16) of whom were trained in EEO laws and procedures.

- The agency did not demonstrate that all EEO Investigators were trained and knowledgeable in EEO laws and procedures and knew how to carry out their responsibilities under the EEO Policy. Corrective Action Required.

Corrective Action #7: Ensure that EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy by promptly attending training for EEO professionals by DCAS or another appropriate agency/school. Obtain a certificate of completion.

20. The principal EEO Professional reports directly to the agency head (or an approved direct report other than the General Counsel) in order to exercise the necessary authority and independent judgment to fulfill EEO responsibilities.

- ✓ The principal EEO Professional directly reported to the agency head as indicated on the agency's organizational chart.

21. To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

- ✓ The principal EEO Professional's calendar from the period in review, identified four (4) meetings with the Police Commissioner.

- The agency did not maintain documentation of decisions from the aforementioned meetings that impacted the administration and operation of the EEO program. Corrective Action Required.

Corrective Action #8: Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

VII. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION – SUPERVISORS/MANAGERS:

Determination: The agency is in compliance with the standards for this subject area.

22. Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.

- ✓ Agency records indicated that performance evaluations were completed for all employees for each year of the period in review. The agency prepared and tracked completion of all annual and probationary performance evaluations for uniformed and civilian employees via its *Online Evaluation System*. The agency reported that, “[p]rior to the end of the rating period, commands are notified, via the *FINEST* notification system, of upcoming evaluations and provided with the appropriate rating period. Operations Coordinators and/or Personnel Officers, as part of their responsibilities, are expected to monitor the preparation and progress of the evaluations to ensure that evaluations are prepared and finalized for all members assigned to their command. Commands are informed that annual evaluations are to be completed thirty days from the end of the rating period. Once the thirty days has passed, commands are able to view the *Delinquent Evaluation System* to determine if any member of their command does not have a finalized evaluation in the *Online Evaluation System (OLES)*... Uniformed evaluations are monitored by the *Performance Analysis/Evaluation Unit*. Civilian evaluations are monitored by the *Civilian Monitoring Unit*.” In addition, the agency’s procedures on employee evaluations directed raters on to “[d]iscuss the Department’s equal employment opportunity (EEO) policy with ratee... Record comments in the section devoted to the ‘Overall Rater’s Comments’, indicating that the employee’s rights and responsibility regarding EEO issues were discussed. Record comments in the section devoted to the ‘Overall Rater’s Comments’, indicating how well a supervisor has demonstrate his/her compliance with the Department’s EEO Policy.”

23. The managerial performance evaluation form contains a rating for EEO (which covers responsibilities and processes for assuring their ability to make employment decisions based on merit and equal consideration, or treat others in an equitable and impartial manner).

- ✓ The agency’s managerial performance evaluation form contained the following rating for EEO: “...IV. **Utilizing Human Resources** This accountability area covers responsibilities and processes for assuring that people are appropriately employed, effectively and efficiently utilized, and dealt with in a fair and equitable manner...”

VIII. **REPORTING STANDARD FOR AGENCY HEAD:**

Determination: The agency is in compliance with the standards for this subject area.

24. Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports³ (up to 30 days following each quarter) on efforts to implement the plan.

- ✓ The agency provided *Annual EEO Plans: Diversity and Equal Employment Opportunity Plan*, and *Quarterly EEO Reports* on efforts to implement those plans for each year and quarter of the period in review.

After implementation of the EEPC’s corrective actions, if any:

³Submission of *Quarterly Reports on EEO Activity* is optional for non-Mayoral agencies.

1. The agency head distributes a memorandum informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

Final Action: Distribute a memorandum signed by the agency head informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

Conclusion

The agency has 8 required corrective action(s) at this time.

Pursuant to Chapter 36 of the New York City Charter, your agency has the *option* to respond to this *preliminary determination*, but must respond to our Final Determination if corrective action is required.

Optional Response to preliminary determination: If submitted, your optional response should indicate, with attached documentation, what steps your agency has taken or will take to implement the prescribed corrective actions, and must be received in our office within 14 days from the date of this letter. No extensions will be granted for the *option* to respond to the *preliminary determination*.

(Optional Conference) During the Optional Conference, we will discuss the immediate steps your agency should take and address questions regarding your agency's implementation of the prescribed corrective action(s).

(No Response Option) If your agency does not respond to this preliminary determination within 14 days, it will become the EEPC's Final Determination.

Mandatory Response to Final Determination: Following this preliminary determination, the EEPC will issue a Final Determination where we may modify or eliminate the corrective actions based on verified information; identify remaining action which requires further monitoring in order to ensure implementation; and assign a mandatory compliance-monitoring period of up to 6 months for this purpose. Pursuant to Chapter 36 of the New York City Charter your agency must respond to our Final Determination within 30 days. Your response to the Final Determination will initiate the compliance-monitoring period.

In closing, we want to thank you and your staff for the cooperation extended to the Equal Employment Practices Commission's EEO Program Analysts during the course of our audit and analysis.

Respectfully Submitted by,



William Peterson, EEO Program Analyst

Approved by,



Charise L. Terry, PHR
Executive Director

c: Neldra M. Zeigler, Principal EEO Professional

Appendix - 1

New York Police Department
EEO Job Group Descriptions

DESCRIPTION OF
CITYWIDE EQUAL EMPLOYMENT OPPORTUNITY DATABASE SYSTEM (CEEDS)
JOB GROUP CATEGORIES

FINAL DETERMINATION
8/2/2017

001 Administrators: Occupations in which employees set broad policies and exercise overall responsibility for the execution of these policies. This category includes: elected officials, commissioners, executive directors, deputy commissioners, chairpersons, general counsels, controllers, chiefs of department, inspector generals and kindred workers.

002 Managers: Occupations in which employees direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. This category includes: assistant commissioners, deputy directors, assistant directors, project managers, special assistants, superintendents, deputy counsels and kindred workers.

003 Management Specialists: Occupations which require specialized and theoretical knowledge of management, finance or personnel, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: accountants, underwriters, financial analysts, personnel analysts, staff analysts, program analysts, buyers, purchasing specialists, inspectors, research analysts, program officers, project coordinators and kindred workers.

004 Science Professionals: Occupations which require specialized and theoretical knowledge of various scientific or mathematical fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: architects, engineers (chemical, nuclear, civil, electrical, industrial, mechanical, marine), computer specialists, telecommunications specialists, actuaries, statisticians, physicists, chemists, geologists, biologists, foresters and kindred workers.

005 Health Professionals: Occupations which require specialized and theoretical knowledge of the medical or health fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: physicians, dentists, veterinarians, optometrists, podiatrists, registered nurses, pharmacists, dieticians, occupational therapists, physical therapists, speech therapists, physician's assistants and kindred workers.

006 Social Scientists: Occupations which require specialized and theoretical knowledge of the social sciences, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: librarians, archivists, economists, psychologists, sociologists, urban planners and kindred workers.

007 Social Workers: Occupations which require specialized and theoretical knowledge of social work, youth and family counseling, addiction treatment and casework, which is usually acquired through college or training or through work experience and other training which provides comparable knowledge. This category includes: caseworkers, probation officers, correctional counselors, juvenile counselors, addiction treatment counselors, eligibility specialists, human rights specialists, community liaison workers, clergy and kindred workers.

008 Lawyers: Occupations which require specialized and theoretical knowledge of the law and the judicial process, which is usually acquired through college training. This category includes: attorneys, assistant district attorneys, counsels, assistant counsels, deputy counsels, law judges, and kindred workers.

009 Public Relations: Occupations which require special knowledge or skills in public relations, journalism, modern language or the fine arts, which are usually acquired through college training, specialized post-secondary school education, or work experience or training which provides comparable knowledge. This category includes: technical writers, graphic designers, musicians, actors, directors, announcers, painters, illustrators, photographers, artists, editors, press officers, public relations specialists, public relations advisors, interpreters, customer service specialists and kindred workers.

010 Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: health technicians (clinical laboratory, dental hygienists, health records, radiologic

and licensed practical nurses), electrical and electronic technicians, engineering technicians (electrical, electronic, industrial, and mechanical), drafting occupations, surveying and mapping technicians, science technicians, airline pilots and navigators, air traffic controllers, broadcast equipment operators, computer programmers, legal assistants, investigators, and kindred workers.

011 Sales: Not applicable.

012 Clerical Supervisors: Occupations in which employees are responsible for overseeing and supervising the duties of clerical staff. This category includes: chief clerks, supervising clerks, principal administrative associates, supervising cashiers, telegraph superintendents, supervising stenographers and kindred workers.

013 Clerical: Occupations in which employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. This category includes: cashiers, computer operators, word processors, secretaries, stenographers, typists, ticket agents, receptionists, clerks (information, personnel, file, library, records), bookkeepers, office machine operators, telephone operators, messengers, dispatchers, stock clerks, meter readers, office aides, general office clerks, bank tellers and kindred workers.

014 Household Services: Not applicable.

015 Police Supervisors: Occupations in which uniformed employees with peace officers status set broad policies in the area of public safety and security, exercise overall responsibility for execution of policies, direct individual units or special phases of the agency's operations, or supervise on a regional, district or area basis. This category includes: sergeants, captains, lieutenants, inspectors, captains (correction), wardens and kindred workers.

016 Fire Supervisors: Occupations in which uniformed employees set broad policies in the area of public safety and protection; exercise overall responsibility for execution of policies; direct individual units or special phases of the agency's operations; or supervise on a regional, district or area basis. This category includes: lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals, supervising fire prevention inspectors and kindred workers.

017 Firefighters: Occupations in which uniformed employees are entrusted with public safety, security and protection from destructive forces. This category includes: firefighters, marine engineers (uniformed), fire prevention inspectors, fire protection inspectors and kindred workers.

018 Police and Detectives: Occupations in which uniformed employees with peace officer status are entrusted with public safety, security and protection. This category includes: police officer, detectives, correction officers, bridge and tunnel officers, sheriffs, special officers, enforcement agents (traffic, sanitation) and kindred workers.

019 Guards: Occupations in which employees are entrusted with public safety and security. This category includes: school crossing guards, housing guards, watch persons, lifeguards, park rangers, school guards and kindred workers.

020 Food Preparation: Occupations in which employees are responsible for the preparation and distribution of food, or management of food services, in City facilities (e.g. schools, correctional institutions, and concessions). This category includes: cooks, school lunch helpers, school lunch managers, food service managers, commissary managers and kindred workers.

021 Health Services: Occupations in which employees are responsible for assisting health professionals in maintaining and promoting the health, hygiene and safety of the general public. This category includes: dental assistants, dietary aides, public health assistants, nurse's aides, institutional aides, health aides, orderlies, and kindred workers.

022 Building Services: Occupations in which employees perform duties which result in or contribute to the upkeep and care of buildings and facilities. This category includes: custodians, cleaners, caretakers, maintainers, elevator operators and starters, exterminators, pest control aides and kindred workers.

023 Personal Services: Occupations in which employees perform duties which result in or contribute to the comfort or convenience of the general public. This category includes: housekeepers, barbers, attendants, railroad porters, homemakers, matrons and kindred workers.

FINAL DETERMINATION
8/2/2017

024 Farming: Occupations in which employees perform duties which result in or contribute to the upkeep and care of agricultural/botanical/zoological facilities or grounds of public property. This category includes: herbarium aides, aquarium technicians, botanical gardening aides, gardeners, groundskeepers, pruners, hostlers, menagerie keepers, horseshoers and kindred workers.

025 Craft: Occupations in which employees perform duties which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work in which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: mechanics, equipment repairers, telephone line installers, small instrument repairers, brick masons, carpenters, electricians, plumbers, mining occupations, tool and die makers, sheet metal workers, tailors, butchers, bakers, machine operators, locksmiths, precision handworking occupations and kindred workers.

026 Operators: Occupations in which employees perform duties which require specialized machine skills which are required through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: printing press operators, high pressure boiler operators, laundry workers and kindred workers.

027 Transportation: Occupations in which employees perform duties which require motor vehicle, bus, train, or other transportation operation skills which are acquired through on-the-job training and experience or through other formal training programs. This category includes: bus drivers, chauffeurs, motor vehicle operators, trainmasters, ferry terminal supervisors and kindred workers.

028 Laborers: Occupations in which employees perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings and facilities. There are no job qualification requirements for titles in this category. This category includes: skilled craft helpers and apprentices, construction laborers, stock handlers, garage and service station related occupations, car cleaners, seasonal park helpers, track workers, assistant highway repairers and kindred workers.

029 Sanitation Workers: Occupations in which employees perform duties which result in or contribute to the cleanliness, hygiene and safety of the public domain. Qualification requirements, which include civil service examinations, exist for titles in this category. This category includes: sanitation workers, debris removers and kindred workers.

030 Teachers: Occupations which require specialized and theoretical knowledge of education and instructional methods, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: teachers, instructors, professors, lecturers, fitness instructors, graduate assistants, fellows, adjunct professors, substitute teachers, trade instructors, education/vocational counselors, education analysts, education officers, institutional instructors and kindred workers.

031 Paraprofessionals: Occupations in which employees perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion. This category includes: administrative assistants, project associates, coordinators, community associates and assistants, community service aides, research associates, welfare service workers, child care workers and kindred workers.

Appendix - 2

New York Police Department
Workforce Composition Summary
2nd Quarter of Fiscal Year 2017
(End of Audit Period)

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
RUN TIME: 13:22:22.0

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
WORK FORCE COMPOSITION SUMMARY
QUARTER 2 YEAR 2017 AGENCY 056 POLICE DEPARTMENT

PAGE: 57
REPORT: EBEP210

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 001 ADMINISTRATORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
12935	DEPUTY COMMISSIONER	2	0	0	0	0	0	1	2	1	0	0	0	0	6
12945	FIRST DEPUTY COMMISSIONER	0	1	0	0	0	0	0	0	0	0	0	0	0	1
12991	COMMISSIONER	1	0	0	0	0	0	0	0	0	0	0	0	0	1
30199	COUNSEL TO THE POLICE COMM	0	0	0	0	0	0	0	1	0	0	0	0	0	1
70261	CHIEF OF INSPECTIONAL SERV	1	0	0	0	0	0	0	0	0	0	0	0	0	1
95032	DEPUTY COMMISSIONER (INTEL)	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		5	1	0	0	0	0	1	3	1	0	0	0	0	11
		45.46	9.09	0.00	0.00	0.00	0.00	9.09	27.27	9.09	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 002 MANAGERS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10001	ADMINISTRATIVE ACCOUNTANT	1	0	2	0	0	0	0	1	0	2	0	0	0	6
10003	ADMINISTRATIVE GRAPHIC ART	1	0	0	0	0	0	0	0	0	0	0	0	0	1
1002F	ADMINISTRATIVE COMMUNITY R	2	1	0	0	0	0	2	0	0	0	0	0	0	5
10020	ADMINISTRATIVE INVESTIGATO	0	0	0	0	0	0	0	1	0	0	0	0	0	1
10022	ADMINISTRATIVE COMMUNITY R	1	1	0	0	0	0	1	0	0	0	0	0	0	3
10026	ADMINISTRATIVE STAFF ANALY	2	0	0	0	0	1	4	0	2	0	0	0	0	9
10033	ADMINISTRATIVE PUBLIC INFO	4	1	0	1	0	0	4	2	0	0	0	0	0	12
10035	ADMINISTRATIVE SUPERVISOR	0	0	1	0	0	0	0	0	0	0	0	0	0	1
1004A	ADMINISTRATIVE TRAFFIC ENF	0	0	1	0	0	0	0	0	0	0	0	0	0	1
1004B	ADMINISTRATIVE TRAFFIC ENF	0	0	1	0	0	0	0	0	1	0	0	0	0	2
10042	ADMINISTRATIVE TRAFFIC ENF	5	7	3	7	0	0	1	7	1	1	0	0	0	32
10050	COMPUTER SYSTEMS MANAGER	7	1	1	1	0	0	0	1	0	0	0	0	0	11
10061	ADMINISTRATIVE TRANSPORTAT	0	1	0	0	0	0	0	0	0	0	0	0	0	1
10074	COMPUTER OPERATIONS MANAGE	10	3	0	1	0	0	0	0	0	0	0	0	0	14
10095	ADMINISTRATIVE CONTRACT SP	4	0	0	2	0	0	5	3	0	1	0	0	0	15
10096	ADMINISTRATIVE PRINTING SE	0	1	0	0	0	0	0	0	0	0	0	0	0	1
12675	DIRECTOR, EMPLOYEE MANAGEM	0	0	0	0	0	0	1	0	0	0	0	0	0	1
12676	DIRECTOR OF TRAINING (POLI	0	1	0	0	0	0	0	0	0	0	0	0	0	1
12927	ASSISTANT COMMISSIONER (PR	0	0	0	0	0	0	0	0	0	1	0	0	0	1
12931	ASSISTANT DEPUTY COMMISSIO	1	0	0	0	0	0	0	0	0	0	0	0	0	1
13217	ASSISTANT TO POLICE COMMIS	0	0	0	0	0	0	1	0	0	0	0	0	0	1
13602	DIRECTOR, MANAGEMENT INFOR	0	0	1	0	0	0	0	0	0	0	0	0	0	1
13605	DIRECTOR OF TECHNOLOGY DEV	0	0	0	0	0	0	1	0	0	0	0	0	0	1
2184A	CRIMINALIST (DETAILED TO D	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2184B	CRIMINALIST (DETAILED TO D	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2184C	CRIMINALIST (DETAILED TO A	2	0	1	0	0	0	1	0	1	1	0	0	0	6
30173	DIRECTOR OF DEPARTMENT ADV	0	1	0	0	0	0	0	0	0	0	0	0	0	1
53046	CITY DEPUTY MEDICAL DIRECT	0	0	0	0	0	0	1	0	0	0	0	0	0	1
53200	DIRECTOR OF PSYCHOLOGICAL	0	0	0	0	0	0	0	1	0	0	0	0	0	1
54874	DIRECTOR (EMPLOYEE ASSISTA	0	0	0	0	0	0	1	0	0	0	0	0	0	1

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
RUN TIME: 13:22:22.0

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
WORK FORCE COMPOSITION SUMMARY
QUARTER 2 YEAR 2017 AGENCY 056 POLICE DEPARTMENT

PAGE: 58
REPORT: EBEP210

6082A	ASSOCIATE SUPERVISOR OF SC	0	1	1	0	0	0	0	2	0	0	0	0	0	4
60830	ASSISTANT COMMISSIONER, CO	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026M	CAPTAIN (POLICE)((MANAGERI	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026P	CAPTAIN; CHIEF OF DEPARTME	0	0	1	0	0	0	0	0	0	0	0	0	0	1
7026U	CAPTAIN; CHIEF OF TRANSPOR	0	0	0	1	0	0	0	0	0	0	0	0	0	1
7026V	CAPTAIN; CHIEF OF COUNTERT	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026W	CAPTAIN ((POLICE))((MGR L D	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026Y	CAPTAIN ((POLICE))((MGR L D	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026Z	CAPTAIN (POLICE) - CHIEF O	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7027C	*SURGEON; SUPERVISING CHIE	1	0	0	0	0	0	0	0	0	0	0	0	0	1
82800	INTELLIGENCE RESEARCH MANA	1	0	0	1	0	0	2	0	0	1	0	0	0	5
82801	CIVILIANIZATION MANAGER (P	0	0	0	0	0	0	1	0	0	0	0	0	0	1
82802	DIRECTOR OF PHOTOGRAPHIC S	0	0	1	0	0	0	0	0	0	0	0	0	0	1
82803	DIRECTOR OF SUPPORT SERVIC	1	0	0	0	0	0	0	0	0	0	0	0	0	1
82950	AGENCY CHIEF CONTRACTING O	1	0	0	0	0	0	0	0	0	0	0	0	0	1
82980	ADMINISTRATIVE PSYCHOLOGIS	3	0	0	0	0	0	0	0	0	0	0	0	0	3
82987	MANAGER OF RADIO REPAIR OP	3	1	0	1	0	0	0	0	0	0	0	0	0	5
82989	ADMINISTRATIVE PUBLIC HEAL	0	0	0	1	0	0	0	0	0	0	0	0	0	1
82994	ADMINISTRATIVE LABOR RELAT	1	0	0	0	0	0	0	0	0	0	0	0	0	1
83008	ADMINISTRATIVE PROJECT MAN	0	1	0	1	0	0	0	0	0	0	0	0	0	2
92580	DIRECTOR OF MOTOR TRANSPOR	1	0	0	0	0	0	0	0	0	0	0	0	0	1
95005	EXECUTIVE AGENCY COUNSEL	10	0	1	0	0	0	13	2	0	0	0	0	0	26
95033	DIRECTOR OF INTERNAL AFFAI	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		71	21	15	17	0	1	39	20	5	7	0	0	0	196
		36.24	10.71	7.65	8.67	0.00	0.51	19.90	10.20	2.55	3.57	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 003 MANAGEMENT SPECIALISTS

TITLE CODE	TITLE DESCRIPTION	MALE					FEMALE					OTHER	TOTAL EMP		
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS			AM IND ALASK	UN-KNOWN
1002A	ADMINISTRATIVE STAFF ANALY	5	0	0	2	0	0	12	11	3	6	0	0	0	39
1002C	ADMINISTRATIVE MANAGER NON	0	1	0	0	0	0	7	24	1	1	3	0	0	37
1002D	ADMINISTRATIVE STAFF ANALY	0	0	1	0	0	0	2	0	2	0	0	0	0	5
1002E	ADMINISTRATIVE STAFF ANALY	1	0	0	0	0	0	0	1	0	0	0	0	0	2
12158	PROCUREMENT ANALYST	2	2	2	3	0	0	3	8	2	0	0	0	0	22
12626	STAFF ANALYST	2	2	0	2	0	0	2	5	4	4	0	0	0	21
12627	ASSOCIATE STAFF ANALYST	8	4	1	1	0	0	15	11	7	7	1	0	0	55
12704	TESTS AND MEASUREMENT SPEC	1	0	0	0	0	0	0	0	0	0	0	0	0	1
13369	ASSOCIATE LABOR RELATIONS	0	0	0	0	0	0	0	1	0	0	0	0	0	1
22427	ASSOCIATE PROJECT MANAGER	1	1	1	0	0	0	0	1	0	0	0	0	0	4
30083	ASSISTANT ADVOCATE - PD	1	2	0	1	0	0	5	1	0	1	0	0	0	11
30084	ASSISTANT COUNSEL - PD	2	0	0	0	0	0	4	2	1	0	0	0	0	9
3117A	INTELLIGENCE RESEARCH SPEC	2	0	1	0	0	0	3	0	0	0	0	0	0	6
31170	RESEARCH INTELLIGENCE SPEC	16	1	0	2	0	1	18	0	0	2	0	1	0	41
34190	ASSOCIATE QUALITY ASSURANC	0	0	0	1	0	0	0	0	0	0	0	0	0	1
40501	MANAGEMENT AUDITOR TRAINEE	0	0	0	0	0	0	1	0	0	0	0	0	0	1
40502	MANAGEMENT AUDITOR	1	2	2	4	0	0	4	0	2	6	0	0	0	21
40510	ACCOUNTANT	2	3	0	2	0	0	5	3	2	5	0	0	0	22
53059	EMPLOYEE ASSISTANCE PROGRA	0	0	0	0	0	0	0	1	0	0	0	0	0	1
60216	PUBLIC RECORDS OFFICER	2	0	0	0	0	0	1	0	0	0	0	0	0	3

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
WORK FORCE COMPOSITION SUMMARY
QUARTER 2 YEAR 2017 AGENCY 056 POLICE DEPARTMENT

PAGE: 59
REPORT: EBEP210

8297A ADMINISTRATIVE PROCUREMENT	3	2	0	0	0	0	4	1	4	2	0	0	0	16
8300B ADMINISTRATIVE PROJECT MAN	2	0	0	1	0	0	0	0	0	0	0	0	0	3
EEO JOB GROUP TOTAL.....:	51	20	8	19	0	1	86	70	28	34	4	1	0	322
	15.84	6.21	2.48	5.90	0.00	0.31	26.71	21.74	8.70	10.56	1.24	0.31	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 004 SCIENCE PROFESSIONALS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
06797	IT PROJECT SPECIALIST	0	2	0	0	0	0	0	0	0	0	0	0	0	2
1000A	ADMINISTRATIVE ARCHITECT (1	0	0	0	0	0	0	0	0	0	0	0	0	1
13611	COMPUTER ASSOCIATE (TECHNI	1	1	1	0	0	0	0	4	0	0	0	0	7	
13621	COMPUTER ASSOCIATE (OPERAT	13	14	4	4	0	0	0	3	1	2	0	0	42	
13622	COMPUTER SPECIALIST (OPERA	0	1	0	0	0	0	0	0	0	0	0	0	1	
13631	COMPUTER ASSOCIATE (SOFTWA	36	6	6	20	0	1	9	1	1	2	0	0	82	
13632	COMPUTER SPECIALIST (SOFTW	20	3	6	9	0	0	6	0	0	1	0	0	45	
13643	CERTIFIED IT DEVELOPER (AP	2	1	0	0	0	0	0	0	0	0	0	0	3	
13644	CERTIFIED IT ADMINISTRATOR	3	1	0	1	0	0	2	0	0	1	0	0	8	
13651	COMPUTER PROGRAMMER ANALYS	2	0	2	0	0	0	3	1	0	0	0	0	8	
13652	CERTIFIED IT ADMINISTRATOR	8	2	0	4	0	0	0	0	0	1	0	0	15	
13691	*CERTIFIED LOCAL AREA NETW	0	0	1	1	0	0	0	0	0	0	0	0	2	
13692	*CERTIFIED WIDE AREA NETWO	1	0	0	1	0	0	1	0	0	0	0	0	3	
13693	*CERTIFIED APPLICATIONS DE	0	0	0	1	0	0	0	0	0	0	0	0	1	
20247	TELECOMMUNICATIONS ASSOCIA	1	1	0	0	0	0	1	0	0	0	0	0	3	
20410	ASSISTANT MECHANICAL ENGIN	2	0	0	0	0	0	0	0	0	0	0	0	2	
20415	MECHANICAL ENGINEER	0	0	0	2	0	0	0	0	0	0	0	0	2	
20510	ASSISTANT CHEMICAL ENGINEE	0	1	0	0	0	0	0	0	0	0	0	0	1	
21210	ASSISTANT ARCHITECT	1	0	0	0	0	0	0	0	0	0	0	0	1	
21215	ARCHITECT	1	1	0	0	0	0	0	0	0	0	0	0	2	
21744	CITY RESEARCH SCIENTIST (A	0	0	0	2	0	0	0	0	1	0	0	0	3	
21849	CRIMINALIST	32	2	2	9	0	0	67	21	11	23	0	3	170	
40610	STATISTICIAN	0	0	0	1	0	0	3	0	0	2	0	0	6	
60910	RESEARCH ASSISTANT	0	0	0	0	0	0	0	1	0	0	0	0	1	
91628	OILER	18	0	4	0	0	0	0	0	0	0	0	0	22	
EEO JOB GROUP TOTAL.....:		142	36	26	55	0	1	92	31	14	32	0	3	433	
		32.81	8.31	6.00	12.70	0.00	0.23	21.25	7.16	3.23	7.39	0.00	0.69	100.00	

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 005 HEALTH PROFESSIONALS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
50212	CITY DENTIST (PART TIME)	0	0	1	0	0	0	0	0	0	0	0	0	1	
50958	CASE MANAGEMENT NURSE (POL	1	1	0	0	0	0	8	6	1	0	0	0	17	
53039	CITY MEDICAL SPECIALIST	0	0	0	0	0	0	1	0	0	0	0	0	1	
5305A	POLICE SURGEON; DEPUTY CHI	3	0	1	0	0	1	0	0	0	0	0	0	5	
53051	POLICE SURGEON	22	1	0	1	0	0	1	0	0	0	0	0	25	

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
WORK FORCE COMPOSITION SUMMARY
QUARTER 2 YEAR 2017 AGENCY 056 POLICE DEPARTMENT

PAGE: 61
REPORT: EBEP210

90610 PHOTOGRAPHER	12	0	1	3	0	0	2	1	0	0	0	0	0	0	19
90635 SENIOR PHOTOGRAPHER	2	1	2	0	0	0	4	0	0	0	0	0	0	0	9
91415 GRAPHIC ARTIST	2	1	0	2	0	0	0	0	1	0	0	0	0	0	6
EEO JOB GROUP TOTAL.....:	18	2	3	5	0	0	6	1	1	0	0	0	0	0	36
	49.99	5.56	8.33	13.89	0.00	0.00	16.67	2.78	2.78	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 010 TECHNICIANS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
13620	COMPUTER AIDE	0	0	1	0	0	0	0	0	0	0	0	0	0	1
30080	PARALEGAL AIDE	2	0	1	0	0	0	0	0	2	1	0	0	0	6
31101	INVESTIGATOR TRAINEE	0	0	0	0	0	0	1	4	1	0	0	0	0	6
31105	INVESTIGATOR	0	2	1	0	0	0	4	32	6	2	1	0	0	48
31121	ASSOCIATE INVESTIGATOR	11	2	0	0	0	0	3	37	2	1	0	0	0	56
71105	FINGERPRINT TECHNICIAN TRA	0	2	0	0	0	0	0	8	3	0	0	0	0	13
71141	ASSOCIATE FINGERPRINT TECH	0	4	0	1	0	1	1	15	2	0	0	0	0	24
71165	PRINCIPAL FINGERPRINT TECH	1	0	2	1	0	0	0	2	1	0	0	0	0	7
90622	MEDIA SERVICES TECHNICIAN	0	2	0	0	0	0	0	1	0	0	0	1	0	4
EEO JOB GROUP TOTAL.....:		14	12	5	2	0	1	9	99	17	4	1	1	0	165
		8.49	7.27	3.03	1.21	0.00	0.61	5.45	60.00	10.30	2.42	0.61	0.61	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 012 CLERICAL SUPERVISORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10124	PRINCIPAL ADMINISTRATIVE A	4	10	1	4	0	0	48	169	30	7	3	1	0	277
10147	SENIOR POLICE ADMINISTRATI	10	18	4	9	1	0	127	561	115	27	16	0	0	888
EEO JOB GROUP TOTAL.....:		14	28	5	13	1	0	175	730	145	34	19	1	0	1165
		1.19	2.40	0.43	1.12	0.09	0.00	15.02	62.66	12.45	2.92	1.63	0.09	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 013 CLERICAL

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10140	PRECINCT RECEPTIONIST (PER	0	0	0	1	0	0	1	1	5	4	0	0	0	12
10144	POLICE ADMINISTRATIVE AIDE	27	31	13	29	0	0	196	743	239	78	16	1	0	1373
10217	STENOGRAPHIC SPECIALIST	0	0	0	0	0	0	1	1	0	0	0	0	0	2
10227	STENOGRAPHER TO EACH DEPUT	0	0	0	0	0	0	2	3	0	0	0	0	0	5
10250	CLERICAL AIDE	0	1	0	0	0	0	0	4	0	0	0	0	0	5
10251	CLERICAL ASSOCIATE	6	2	1	0	0	0	6	32	8	3	0	1	0	59
10252	SECRETARY	1	1	0	0	0	0	5	18	7	1	1	0	0	34

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
WORK FORCE COMPOSITION SUMMARY
AGENCY 056 POLICE DEPARTMENT

PAGE: 62
REPORT: EBEP210

QUARTER 2 YEAR 2017

TITLE	WHITE	BLACK	HISPANIC	ASIAN	AM IND ALASK	UN-KNOWN	OTHER	TOTAL
10605 CASHIER	1	0	0	1	0	0	0	1
11702 OFFICE MACHINE AIDE	2	0	0	0	0	0	1	0
11704 SUPERVISOR OF OFFICE MACHI	0	0	0	0	0	0	0	1
12200 STOCK WORKER	13	14	5	2	0	0	1	2
12202 SUPERVISOR OF STOCK WORKER	2	3	1	2	0	0	0	0
12876 SECRETARY TO THE COMMISSIO	0	0	0	0	0	0	1	0
12933 SECRETARY TO THE FIRST DEP	0	0	0	0	0	0	1	0
40526 BOOKKEEPER	5	4	0	8	0	0	11	8
71012 POLICE COMMUNICATIONS TECH	17	94	28	19	1	0	34	789
71013 SUPERVISING POLICE COMMUNI	2	12	5	2	0	0	3	115
71014 PRINCIPAL POLICE COMMUNICA	1	4	0	1	0	0	0	42
EEO JOB GROUP TOTAL.....:	77	166	53	65	1	0	262	1760
	2.59	5.55	1.77	2.17	0.03	0.00	8.76	58.82

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 015 POLICE SUPERVISORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP	
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN			
1008A	*ADMINISTRATIVE SCHOOL SEC	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
10083	*ADMINISTRATIVE SCHOOL SEC	0	1	0	0	0	0	0	2	0	0	0	1	0	0	4
60820	SUPERVISOR OF SCHOOL SECUR	3	22	8	7	6	3	2	39	9	10	6	1	0	116	
60821	ASSOCIATE SUPERVISOR OF SC	2	9	2	1	1	0	4	8	2	4	2	0	0	35	
7023A	SERGEANT; SPECIAL ASSIGNME	147	22	29	9	0	0	20	18	12	3	0	0	0	260	
7023B	SERGEANT; SUPERVISOR OF DE	220	41	57	15	1	1	13	12	17	2	1	0	0	380	
70235	SERGEANT (POLICE)	1941	364	741	301	12	0	200	227	216	17	11	0	0	4030	
7026B	LIEUTENANT; COMMANDER OF D	137	9	20	1	0	0	3	1	4	0	1	0	0	176	
7026D	CAPTAIN; DEPUTY INSPECTOR	133	8	19	5	1	0	8	5	3	0	0	0	0	182	
7026E	CAPTAIN; INSPECTOR	109	7	13	1	0	0	5	1	1	0	0	0	0	137	
7026F	CAPTAIN; DEPUTY CHIEF INSP	50	4	4	0	0	0	1	3	1	0	0	0	0	63	
7026G	CAPTAIN; ASSISTANT CHIEF I	21	2	2	0	0	0	2	2	0	0	0	0	0	29	
7026H	CAPTAIN; CHIEF OF DETECTIV	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
7026J	CAPTAIN; CHIEF OF ORGANIZE	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
7026K	CAPTAIN; CHIEF OF PATROL (	1	0	0	0	0	0	0	0	0	0	0	0	0	1
7026L	CAPTAIN; CHIEF OF PERSONNE	0	0	0	0	0	0	1	0	0	0	0	0	0	1	
7026N	CAPTAIN; CHIEF OF OPERATIO	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
7026R	CAPTAIN; CHIEF OF THE HOUS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
7026S	CAPTAIN; CHIEF OF THE TRAN	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
70260	LIEUTENANT (POLICE)	795	113	184	87	1	0	66	48	38	8	5	0	0	1345	
70265	CAPTAIN (POLICE)	243	23	33	18	2	0	16	7	6	1	2	0	0	351	
EEO JOB GROUP TOTAL.....:	3806	626	1112	445	24	5	341	373	309	45	28	2	0	7116		
	53.49	8.80	15.63	6.25	0.34	0.07	4.79	5.24	4.34	0.63	0.39	0.03	0.00	100.00		

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 018 POLICE

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 AGENCY 056 POLICE DEPARTMENT

PAGE: 63
 REPORT: EBEP210

QUARTER 2 YEAR 2017

TITLE	WHITE	BLACK	HISPAN	ASIAN	AM IND	UN- KNOWN	OTHER	TOTAL
41120 PARKING CONTROL SPECIALIST	2	5	3	2	0	0	0	14
7020A POLICE CADET (HOUSING BUREAU)	3	7	11	2	0	0	1	30
70206 POLICE CADET	85	27	120	82	2	2	22	466
7021A POLICE OFFICER; DETECTIVE,	1342	342	689	112	6	15	140	2900
7021B POLICE OFFICER; DETECTIVE,	535	123	191	36	4	3	39	1032
7021C POLICE OFFICER; DETECTIVE,	233	57	68	13	0	2	13	411
7021D POLICE OFFICER; DETECTIVE	404	99	156	39	4	0	46	848
70210 POLICE OFFICER	9787	2413	5070	1782	51	9	1301	23685
7026A LIEUTENANT; SPECIAL ASSIGN	98	9	21	3	0	0	14	156
70810 SPECIAL OFFICER	0	0	0	0	0	0	0	3
7165A TRAFFIC ENFORCEMENT AGENT	17	104	36	24	3	2	5	276
71651 TRAFFIC ENFORCEMENT AGENT	107	426	207	571	12	2	69	2287
71652 ASSOCIATE TRAFFIC ENFORCEMENT	20	81	19	81	1	1	15	410
EEO JOB GROUP TOTAL.....:	12633	3693	6591	2747	83	36	1665	32518
	38.83	11.36	20.27	8.45	0.26	0.11	5.12	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 019 GUARDS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		
60817	SCHOOL SAFETY AGENT	105	684	372	147	56	63	143	2151	666	150	129	79	0	4745
70205	SCHOOL CROSSING GUARD	25	47	26	20	1	4	580	772	807	102	9	41	0	2434
71022	EVIDENCE AND PROPERTY CONT	8	16	14	4	1	0	2	23	5	0	0	0	73	
90202	POLICE ATTENDANT	2	5	5	0	1	0	1	19	2	0	0	0	35	
EEO JOB GROUP TOTAL.....:		140	752	417	171	59	67	726	2965	1480	252	138	120	0	7287
		1.92	10.32	5.72	2.35	0.81	0.92	9.96	40.69	20.31	3.46	1.89	1.65	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 021 HEALTH SERVICES

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		
81805	PUBLIC HEALTH ASSISTANT	0	0	0	0	0	0	0	1	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		0	0	0	0	0	0	0	1	0	0	0	0	0	1
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 022 BUILDING SERVICES

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		
80609	CUSTODIAN	2	8	2	3	0	0	0	5	5	0	0	0	0	25
82015	*CUSTODIAL ASSISTANT	1	5	4	0	0	0	0	0	1	0	0	0	0	11
90644	CITY CUSTODIAL ASSISTANT	17	48	38	9	1	1	11	94	75	6	0	3	0	303

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
WORK FORCE COMPOSITION SUMMARY
QUARTER 2 YEAR 2017 AGENCY 056 POLICE DEPARTMENT

PAGE: 65
REPORT: EBEP210

TITLE	WHITE	BLACK	HISPANIC	ASIAN	AM IND ALASK	UN-KNOWN	OTHER	TOTAL
91873 SUPERVISOR PAINTER	1	0	0	0	0	0	0	1
91915 PLUMBER	12	0	1	0	0	0	0	13
91925 STEAM FITTER	9	0	0	0	0	0	0	9
91940 THERMOSTAT REPAIRER	4	0	1	1	0	0	0	6
91964 SUPERVISOR THERMOSTAT REPA	1	0	0	0	0	0	0	1
91971 SUPERVISOR STEAM FITTER	1	0	0	0	0	0	0	1
91972 SUPERVISOR PLUMBER	1	0	0	0	0	0	0	1
92005 CARPENTER	17	0	2	0	0	0	0	19
92071 SUPERVISOR CARPENTER	2	0	0	0	0	0	0	2
92105 BOOKBINDER	1	0	1	0	0	0	0	2
92340 SHEET METAL WORKER	5	0	0	0	1	0	0	6
92343 SUPERVISOR SHEET METAL WOR	1	0	0	0	0	0	0	1
92501 AUTO BODY WORKER	3	9	3	4	1	0	0	20
92508 AUTOMOTIVE SERVICE WORKER	11	17	16	6	1	1	0	52
92510 AUTO MECHANIC	106	24	19	15	1	0	1	166
92511 AUTO MECHANIC (DIESEL)	4	3	1	1	0	0	0	9
92575 SUPERVISOR OF MECHANICS (M	39	0	1	3	0	0	0	43
92587 MARINE MAINTENANCE MECHANI	2	0	0	0	0	0	0	2
92590 TELEPHONE SERVICE TECHNICI	1	0	1	1	0	0	0	3
EEO JOB GROUP TOTAL.....:	340	78	73	53	3	2	0	550
	61.82	14.18	13.27	9.64	0.55	0.36	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 026 OPERATORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
92110	COMPOSITOR (JOB)	3	0	0	0	0	0	0	0	0	0	0	0	0	3
92123	PRINTING PRESS OPERATOR	8	0	4	2	0	0	0	0	0	0	0	0	0	14
92355	WELDER	0	1	0	0	0	0	0	1	0	0	0	0	0	2
EEO JOB GROUP TOTAL.....:		11	1	4	2	0	0	0	1	0	0	0	0	0	19
		57.90	5.26	21.05	10.53	0.00	0.00	0.00	5.26	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 027 TRANSPORTATION

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
91212	MOTOR VEHICLE OPERATOR	5	18	7	5	0	0	2	1	0	0	0	0	0	38
91232	MOTOR VEHICLE SUPERVISOR	2	2	0	0	0	0	0	1	0	0	0	0	0	5
EEO JOB GROUP TOTAL.....:		7	20	7	5	0	0	2	2	0	0	0	0	0	43
		16.28	46.51	16.28	11.63	0.00	0.00	4.65	4.65	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
EEO JOB GROUP : 028 LABORERS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN		

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 056 POLICE DEPARTMENT

PAGE: 66
 REPORT: EBEP210

90702 CITY LABORER	5	5	1	1	0	0	0	0	0	0	0	0	0	0	12
91916 PLUMBER'S HELPER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:	6	5	1	1	0	0	0	0	0	0	0	0	0	0	13
	46.16	38.46	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 030 TEACHERS AND COUNSELORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP	
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN			
51225	FITNESS INSTRUCTOR	7	1	3	0	0	0	5	0	0	0	0	0	0	0	16
EEO JOB GROUP TOTAL.....:		7	1	3	0	0	0	5	0	0	0	0	0	0	0	16
		43.75	6.25	18.75	0.00	0.00	0.00	31.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 056 POLICE DEPARTMENT
 EEO JOB GROUP : 031 PARA PROFESSIONAL OCCUPATIONS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10209	COLLEGE AIDE	0	0	0	0	0	0	0	1	1	1	0	0	0	3
10234	SUMMER COLLEGE INTERNE (AL	1	0	0	0	0	0	1	0	0	0	0	0	0	2
12749	STAFF ANALYST TRAINEE	3	1	1	2	0	0	1	2	0	0	0	0	0	10
20271	OPERATIONS COMMUNICATIONS	0	1	0	0	0	0	0	1	0	0	0	0	0	2
56056	COMMUNITY ASSISTANT	2	2	0	0	0	0	0	2	1	0	0	0	0	7
56057	COMMUNITY ASSOCIATE	1	1	0	0	0	0	2	3	0	0	0	0	0	7
56058	COMMUNITY COORDINATOR	3	2	0	1	0	0	1	4	0	1	0	0	0	12
56059	PRECINCT COMMUNITY RELATIO	0	0	0	2	0	0	0	0	0	2	0	0	0	4
EEO JOB GROUP TOTAL.....:		10	7	1	5	0	0	5	13	2	4	0	0	0	47
		21.27	14.89	2.13	10.64	0.00	0.00	10.64	27.66	4.26	8.51	0.00	0.00	0.00	100.00

AGENCY TOTAL.....:	17447	5540	8383	3623	172	118	3482	8516	4883	849	300	146	1	53460
	32.65	10.36	15.68	6.78	0.32	0.22	6.51	15.93	9.13	1.59	0.56	0.27	0.00	100.00

Appendix - 3

New York Police Department
Workforce Compared with Internal and External Pools
3rd Quarter of Fiscal Year 2014
(Start of Audit Period)

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 152
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	88	53	141	.5133	72.38	15.62	2.63	<.01	O
ETH	BLACK	24	117	141	.1889	26.63	-2.63	-0.57	0.285	
ETH	HISPANIC	15	126	141	.1297	18.29	-3.29	-0.82	0.205	
ETH	ASIAN / PAC ISL	9	132	141	.1017	14.34	-5.34	-1.49	0.068	N-05%RUL
ETH	NATIVE AMERICAN	1	140	141	.0018	0.25	0.75	1.48	0.069	
ETH	ETH UNKNOWN	4	137	141	.0402	5.67	-1.67	-0.72	0.237	N-05%RUL
GEN	MALE	96	45	141	.5345	75.36	20.64	3.48	<.01	O
GEN	FEMALE	45	96	141	.4206	59.30	-14.3	-2.44	<.01	U
GEN	GENDER UNKNOWN	0	141	141	.0197	2.78	-2.78	-1.68	0.046	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 155
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 005 HEALTH PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	36	15	51	.3707	18.91	17.09	4.96	<.01	O
ETH	BLACK	10	41	51	.3635	18.54	-8.54	-2.49	<.01	U
ETH	HISPANIC	4	47	51	.0981	5.00	-1.00	-0.47	0.318	N-05%RUL
ETH	ASIAN / PAC ISL	1	50	51	.1400	7.14	-6.14	-2.48	<.01	U
ETH	NATIVE AMERICAN	0	51	51	.0031	0.16	-0.16	-0.40	0.345	N-05%RUL
ETH	ETH UNKNOWN	0	51	51	.0159	0.81	-0.81	-0.91	0.182	N-05%RUL
GEN	MALE	36	15	51	.2250	11.48	24.53	8.22	<.01	O
GEN	FEMALE	15	36	51	.7577	38.64	-23.6	-7.73	<.01	U
GEN	GENDER UNKNOWN	0	51	51	.0012	0.06	-0.06	-0.25	0.402	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 158
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 008 LAWYERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	47	11	58	.5889	34.16	12.84	3.43	<.01	O
ETH	BLACK	8	50	58	.1310	7.60	0.40	0.16	0.438	
ETH	HISPANIC	0	58	58	.1020	5.92	-5.92	-2.57	<.01	U
ETH	ASIAN / PAC ISL	2	56	58	.0721	4.18	-2.18	-1.11	0.134	N-05%RUL
ETH	NATIVE AMERICAN	0	58	58	.0011	0.06	-0.06	-0.25	0.400	N-05%RUL
ETH	ETH UNKNOWN	1	57	58	.0200	1.16	-0.16	-0.15	0.440	
GEN	MALE	32	26	58	.4396	25.50	6.50	1.72	0.043	
GEN	FEMALE	26	32	58	.4738	27.48	-1.48	-0.39	0.349	
GEN	GENDER UNKNOWN	0	58	58	.0010	0.06	-0.06	-0.24	0.405	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 160
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	30	133	163	.3514	57.28	-27.3	-4.48	<.01	U
ETH	BLACK	111	52	163	.3293	53.68	57.32	9.55	<.01	O
ETH	HISPANIC	13	150	163	.1923	31.34	-18.3	-3.65	<.01	U
ETH	ASIAN / PAC ISL	5	158	163	.1005	16.38	-11.4	-2.96	<.01	U
ETH	NATIVE AMERICAN	1	162	163	.0027	0.44	0.56	0.85	0.199	
ETH	ETH UNKNOWN	3	160	163	.0182	2.97	0.03	0.02	0.492	
GEN	MALE	40	123	163	.6181	100.75	-60.8	-9.79	<.01	U
GEN	FEMALE	123	40	163	.3662	59.69	63.31	10.29	<.01	O
GEN	GENDER UNKNOWN	0	163	163	.0098	1.60	-1.60	-1.27	0.102	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 164
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	13579	16570	30149	.4164	12554	1025	11.97	<.01	N-05%RUL
ETH	BLACK	5917	24232	30149	.3039	9162.3	-3245	-40.6	<.01	U
ETH	HISPANIC	8167	21982	30149	.2189	6599.6	1567	21.83	<.01	O
ETH	ASIAN / PAC ISL	2297	27852	30149	.0487	1468.3	828.7	22.17	<.01	N-05%RUL
ETH	NATIVE AMERICAN	168	29981	30149	.0040	120.60	47.40	4.33	<.01	N-05%RUL
ETH	ETH UNKNOWN	21	30128	30149	.0077	232.15	-211	-13.9	<.01	N-05%RUL
GEN	MALE	24073	6076	30149	.7409	22337	1736	22.81	<.01	O
GEN	FEMALE	6076	24073	30149	.2529	7624.7	-1549	-20.5	<.01	U
GEN	GENDER UNKNOWN	0	30149	30149	.0056	168.83	-169	-13.0	<.01	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 169
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 024 FARMING

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	8	16	24	.3221	7.73	0.27	0.12	0.453	
ETH	BLACK	3	21	24	.3166	7.60	-4.60	-2.02	0.022	U
ETH	HISPANIC	13	11	24	.2661	6.39	6.61	3.05	<.01	O
ETH	ASIAN / PAC ISL	0	24	24	.0498	1.20	-1.20	-1.12	0.131	N-05%RUL
ETH	NATIVE AMERICAN	0	24	24	.0032	0.08	-0.08	-0.28	0.391	N-05%RUL
ETH	ETH UNKNOWN	0	24	24	.0193	0.46	-0.46	-0.69	0.246	N-05%RUL
GEN	MALE	21	3	24	.6967	16.72	4.28	1.90	0.029	
GEN	FEMALE	3	21	24	.2778	6.67	-3.67	-1.67	0.047	U-80%RUL
GEN	GENDER UNKNOWN	0	24	24	.0019	0.05	-0.05	-0.21	0.415	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 170
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	326	166	492	.3705	182.29	143.7	13.42	<.01	O
ETH	BLACK	69	423	492	.3209	157.88	-88.9	-8.58	<.01	U
ETH	HISPANIC	51	441	492	.1322	65.04	-14.0	-1.87	0.031	N-05%RUL
ETH	ASIAN / PAC ISL	41	451	492	.0686	33.75	7.25	1.29	0.098	
ETH	NATIVE AMERICAN	4	488	492	.0030	1.48	2.52	2.08	0.019	N-05%RUL
ETH	ETH UNKNOWN	1	491	492	.0983	48.36	-47.4	-7.17	<.01	U
GEN	MALE	491	1	492	.8102	398.62	92.38	10.62	<.01	O
GEN	FEMALE	1	491	492	.0986	48.51	-47.5	-7.18	<.01	U
GEN	GENDER UNKNOWN	0	492	492	.0846	41.62	-41.6	-6.74	<.01	U

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 173
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	6	8	14	.2630	3.68	2.32	1.41	0.080	
ETH	BLACK	6	8	14	.3027	4.24	1.76	1.03	0.153	
ETH	HISPANIC	0	14	14	.2268	3.18	-3.18	-2.03	0.021	U
ETH	ASIAN / PAC ISL	2	12	14	.0821	1.15	0.85	0.83	0.204	
ETH	NATIVE AMERICAN	0	14	14	.0029	0.04	-0.04	-0.20	0.420	N-05%RUL
ETH	ETH UNKNOWN	0	14	14	.0534	0.75	-0.75	-0.89	0.187	U-80%RUL
GEN	MALE	13	1	14	.6625	9.28	3.73	2.11	0.018	O
GEN	FEMALE	1	13	14	.2356	3.30	-2.30	-1.45	0.074	U-80%RUL
GEN	GENDER UNKNOWN	0	14	14	.0332	0.46	-0.46	-0.69	0.244	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 174
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 030 TEACHERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	3	10	.3853	3.85	3.15	2.04	0.020	O
ETH	BLACK	1	9	10	.3412	3.41	-2.41	-1.61	0.054	U-80%RUL
ETH	HISPANIC	2	8	10	.1128	1.13	0.87	0.87	0.192	
ETH	ASIAN / PAC ISL	0	10	10	.0882	0.88	-0.88	-0.98	0.163	U-80%RUL
ETH	NATIVE AMERICAN	0	10	10	.0023	0.02	-0.02	-0.15	0.440	N-05%RUL
ETH	ETH UNKNOWN	0	10	10	.0704	0.70	-0.70	-0.87	0.192	U-80%RUL
GEN	MALE	8	2	10	.3878	3.88	4.12	2.68	<.01	O
GEN	FEMALE	2	8	10	.5747	5.75	-3.75	-2.40	<.01	U
GEN	GENDER UNKNOWN	0	10	10	.0375	0.38	-0.38	-0.62	0.266	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 175
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	14	31	45	.3243	14.59	-0.59	-0.19	0.425	
ETH	BLACK	18	27	45	.2673	12.03	5.97	2.01	0.022	O
ETH	HISPANIC	3	42	45	.2449	11.02	-8.02	-2.78	<.01	U
ETH	ASIAN / PAC ISL	8	37	45	.0964	4.34	3.66	1.85	0.032	
ETH	NATIVE AMERICAN	0	45	45	.0025	0.11	-0.11	-0.34	0.368	N-05%RUL
ETH	ETH UNKNOWN	2	43	45	.0269	1.21	0.79	0.73	0.233	
GEN	MALE	16	29	45	.3798	17.09	-1.09	-0.34	0.369	
GEN	FEMALE	28	17	45	.5812	26.15	1.85	0.56	0.288	
GEN	GENDER UNKNOWN	1	44	45	.0011	0.05	0.95	4.27	<.01	N-05%RUL

Appendix - 4

New York Police Department
Workforce Compared with Internal and External Pools
2nd Quarter of Fiscal Year 2017
(End of Audit Period)

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 151
 PROGRAM: EBP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 005 HEALTH PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	38	13	51	.3707	18.91	19.09	5.54	<.01	O
ETH	BLACK	8	43	51	.3635	18.54	-10.5	-3.07	<.01	U
ETH	HISPANIC	3	48	51	.0981	5.00	-2.00	-0.94	0.173	N-05%RUL
ETH	ASIAN / PAC ISL	1	50	51	.1400	7.14	-6.14	-2.48	<.01	U
ETH	NATIVE AMERICAN	0	51	51	.0031	0.16	-0.16	-0.40	0.345	N-05%RUL
ETH	ETH UNKNOWN	1	50	51	.0159	0.81	0.19	0.21	0.416	
GEN	MALE	34	17	51	.2250	11.48	22.53	7.55	<.01	O
GEN	FEMALE	17	34	51	.7577	38.64	-21.6	-7.07	<.01	U
GEN	GENDER UNKNOWN	0	51	51	.0012	0.06	-0.06	-0.25	0.402	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 156
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	23	142	165	.3514	57.98	-35.0	-5.70	<.01	U
ETH	BLACK	111	54	165	.3293	54.33	56.67	9.39	<.01	O
ETH	HISPANIC	22	143	165	.1923	31.73	-9.73	-1.92	0.027	U-80%RUL
ETH	ASIAN / PAC ISL	6	159	165	.1005	16.58	-10.6	-2.74	<.01	U
ETH	NATIVE AMERICAN	1	164	165	.0027	0.45	0.55	0.83	0.203	
ETH	ETH UNKNOWN	2	163	165	.0182	3.00	-1.00	-0.58	0.280	N-05%RUL
GEN	MALE	34	131	165	.6181	101.99	-68.0	-10.9	<.01	U
GEN	FEMALE	131	34	165	.3662	60.42	70.58	11.40	<.01	O
GEN	GENDER UNKNOWN	0	165	165	.0098	1.62	-1.62	-1.28	0.101	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 160
 PROGRAM: EBP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	14298	18220	32518	.4164	13540	757.5	8.52	<.01	N-05%RUL
ETH	BLACK	6027	26491	32518	.3039	9882.2	-3855	-46.5	<.01	U
ETH	HISPANIC	8946	23572	32518	.2189	7118.2	1828	24.51	<.01	O
ETH	ASIAN / PAC ISL	3045	29473	32518	.0487	1583.6	1461	37.65	<.01	N-05%RUL
ETH	NATIVE AMERICAN	157	32361	32518	.0040	130.07	26.93	2.37	<.01	N-05%RUL
ETH	ETH UNKNOWN	45	32473	32518	.0077	250.39	-205	-13.0	<.01	N-05%RUL
GEN	MALE	25783	6735	32518	.7409	24093	1690	21.40	<.01	O
GEN	FEMALE	6735	25783	32518	.2529	8223.8	-1489	-19.0	<.01	N-05%RUL
GEN	GENDER UNKNOWN	0	32518	32518	.0056	182.10	-182	-13.5	<.01	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 165
 PROGRAM: EBP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 024 FARMING

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	8	13	21	.3221	6.76	1.24	0.58	0.282	
ETH	BLACK	2	19	21	.3166	6.65	-4.65	-2.18	0.015	U
ETH	HISPANIC	11	10	21	.2661	5.59	5.41	2.67	<.01	O
ETH	ASIAN / PAC ISL	0	21	21	.0498	1.05	-1.05	-1.05	0.147	N-05%RUL
ETH	NATIVE AMERICAN	0	21	21	.0032	0.07	-0.07	-0.26	0.398	N-05%RUL
ETH	ETH UNKNOWN	0	21	21	.0193	0.41	-0.41	-0.64	0.260	N-05%RUL
GEN	MALE	16	5	21	.6967	14.63	1.37	0.65	0.258	
GEN	FEMALE	5	16	21	.2778	5.83	-0.83	-0.41	0.342	
GEN	GENDER UNKNOWN	0	21	21	.0019	0.04	-0.04	-0.20	0.421	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 166
 PROGRAM: EBP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	340	210	550	.3705	203.78	136.2	12.03	<.01	O
ETH	BLACK	79	471	550	.3209	176.50	-97.5	-8.91	<.01	U
ETH	HISPANIC	73	477	550	.1322	72.71	0.29	0.04	0.485	
ETH	ASIAN / PAC ISL	53	497	550	.0686	37.73	15.27	2.58	<.01	N-05%RUL
ETH	NATIVE AMERICAN	3	547	550	.0030	1.65	1.35	1.05	0.146	
ETH	ETH UNKNOWN	2	548	550	.0983	54.07	-52.1	-7.46	<.01	U
GEN	MALE	549	1	550	.8102	445.61	103.4	11.24	<.01	O
GEN	FEMALE	1	549	550	.0986	54.23	-53.2	-7.61	<.01	U
GEN	GENDER UNKNOWN	0	550	550	.0846	46.53	-46.5	-7.13	<.01	U

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 169
 PROGRAM: EBP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	6	7	13	.2630	3.42	2.58	1.63	0.052	
ETH	BLACK	5	8	13	.3027	3.94	1.06	0.64	0.260	
ETH	HISPANIC	1	12	13	.2268	2.95	-1.95	-1.29	0.098	U-80%RUL
ETH	ASIAN / PAC ISL	1	12	13	.0821	1.07	-0.07	-0.07	0.473	
ETH	NATIVE AMERICAN	0	13	13	.0029	0.04	-0.04	-0.19	0.423	N-05%RUL
ETH	ETH UNKNOWN	0	13	13	.0534	0.69	-0.69	-0.86	0.196	U-80%RUL
GEN	MALE	13	0	13	.6625	8.61	4.39	2.57	<.01	O
GEN	FEMALE	0	13	13	.2356	3.06	-3.06	-2.00	0.023	U
GEN	GENDER UNKNOWN	0	13	13	.0332	0.43	-0.43	-0.67	0.252	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 170
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 030 TEACHERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	12	4	16	.3853	6.16	5.84	3.00	<.01	O
ETH	BLACK	1	15	16	.3412	5.46	-4.46	-2.35	<.01	U
ETH	HISPANIC	3	13	16	.1128	1.80	1.20	0.94	0.172	
ETH	ASIAN / PAC ISL	0	16	16	.0882	1.41	-1.41	-1.24	0.107	U-80%RUL
ETH	NATIVE AMERICAN	0	16	16	.0023	0.04	-0.04	-0.19	0.424	N-05%RUL
ETH	ETH UNKNOWN	0	16	16	.0704	1.13	-1.13	-1.10	0.135	U-80%RUL
GEN	MALE	11	5	16	.3878	6.20	4.80	2.46	<.01	O
GEN	FEMALE	5	11	16	.5747	9.20	-4.20	-2.12	0.017	U
GEN	GENDER UNKNOWN	0	16	16	.0375	0.60	-0.60	-0.79	0.215	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 171
 PROGRAM: EBP961
 EXTRACT DATE: 12/31/16

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	15	32	47	.3243	15.24	-0.24	-0.08	0.470	
ETH	BLACK	20	27	47	.2673	12.56	7.44	2.45	<.01	O
ETH	HISPANIC	3	44	47	.2449	11.51	-8.51	-2.89	<.01	U
ETH	ASIAN / PAC ISL	9	38	47	.0964	4.53	4.47	2.21	0.014	O
ETH	NATIVE AMERICAN	0	47	47	.0025	0.12	-0.12	-0.34	0.366	N-05%RUL
ETH	ETH UNKNOWN	0	47	47	.0269	1.26	-1.26	-1.14	0.127	N-05%RUL
GEN	MALE	23	24	47	.3798	17.85	5.15	1.55	0.061	
GEN	FEMALE	24	23	47	.5812	27.32	-3.32	-0.98	0.163	
GEN	GENDER UNKNOWN	0	47	47	.0011	0.05	-0.05	-0.23	0.410	N-05%RUL

Appendix - 5

New York Police Department
Workforce Compared with Internal and External Pools
4th Quarter of Fiscal Year 2017
(Most Recent Quarter Available)

FINAL DETERMINATION 8/2/2017

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 151
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 005 HEALTH PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	38	16	54	.3707	20.02	17.98	5.07	<.01	O
ETH	BLACK	8	46	54	.3635	19.63	-11.6	-3.29	<.01	U
ETH	HISPANIC	3	51	54	.0981	5.30	-2.30	-1.05	0.147	N-05%RUL
ETH	ASIAN / PAC ISL	1	53	54	.1400	7.56	-6.56	-2.57	<.01	U
ETH	NATIVE AMERICAN	0	54	54	.0031	0.17	-0.17	-0.41	0.341	N-05%RUL
ETH	ETH UNKNOWN	4	50	54	.0159	0.86	3.14	3.42	<.01	O
GEN	MALE	34	20	54	.2250	12.15	21.85	7.12	<.01	O
GEN	FEMALE	20	34	54	.7577	40.92	-20.9	-6.64	<.01	U
GEN	GENDER UNKNOWN	0	54	54	.0012	0.06	-0.06	-0.25	0.399	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 153
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 007 SOCIAL WORKERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	5	6	11	.1580	1.74	3.26	2.70	<.01	O
ETH	BLACK	1	10	11	.6260	6.89	-5.89	-3.67	<.01	U
ETH	HISPANIC	3	8	11	.1530	1.68	1.32	1.10	0.135	
ETH	ASIAN / PAC ISL	1	10	11	.0507	0.56	0.44	0.61	0.272	
ETH	NATIVE AMERICAN	0	11	11	.0023	0.03	-0.03	-0.16	0.437	N-05%RUL
ETH	ETH UNKNOWN	1	10	11	.0061	0.07	0.93	3.61	<.01	O
GEN	MALE	10	1	11	.3205	3.53	6.47	4.18	<.01	O
GEN	FEMALE	1	10	11	.6712	7.38	-6.38	-4.10	<.01	U
GEN	GENDER UNKNOWN	0	11	11	.0042	0.05	-0.05	-0.22	0.415	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 156
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	23	134	157	.3514	55.17	-32.2	-5.38	<.01	U
ETH	BLACK	108	49	157	.3293	51.70	56.30	9.56	<.01	O
ETH	HISPANIC	18	139	157	.1923	30.19	-12.2	-2.47	<.01	U
ETH	ASIAN / PAC ISL	5	152	157	.1005	15.78	-10.8	-2.86	<.01	U
ETH	NATIVE AMERICAN	1	156	157	.0027	0.42	0.58	0.89	0.188	
ETH	ETH UNKNOWN	2	155	157	.0182	2.86	-0.86	-0.51	0.304	N-05%RUL
GEN	MALE	34	123	157	.6181	97.04	-63.0	-10.4	<.01	U
GEN	FEMALE	123	34	157	.3662	57.49	65.51	10.85	<.01	O
GEN	GENDER UNKNOWN	0	157	157	.0098	1.54	-1.54	-1.25	0.106	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 160
 PROGRAM: EBP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	14237	18509	32746	.4164	13635	601.6	6.74	<.01	N-05%RUL
ETH	BLACK	6036	26710	32746	.3039	9951.5	-3916	-47.0	<.01	U
ETH	HISPANIC	9038	23708	32746	.2189	7168.1	1870	24.99	<.01	O
ETH	ASIAN / PAC ISL	3217	29529	32746	.0487	1594.7	1622	41.65	<.01	N-05%RUL
ETH	NATIVE AMERICAN	162	32584	32746	.0040	130.98	31.02	2.72	<.01	N-05%RUL
ETH	ETH UNKNOWN	56	32690	32746	.0077	252.14	-196	-12.4	<.01	N-05%RUL
GEN	MALE	25910	6836	32746	.7409	24262	1648	20.79	<.01	O
GEN	FEMALE	6836	25910	32746	.2529	8281.5	-1445	-18.4	<.01	N-05%RUL
GEN	GENDER UNKNOWN	0	32746	32746	.0056	183.38	-183	-13.6	<.01	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 166
 PROGRAM: EBP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	343	251	594	.3705	220.08	122.9	10.44	<.01	O
ETH	BLACK	88	506	594	.3209	190.61	-103	-9.02	<.01	U
ETH	HISPANIC	91	503	594	.1322	78.53	12.47	1.51	0.065	
ETH	ASIAN / PAC ISL	62	532	594	.0686	40.75	21.25	3.45	<.01	N-05%RUL
ETH	NATIVE AMERICAN	4	590	594	.0030	1.78	2.22	1.66	0.048	
ETH	ETH UNKNOWN	6	588	594	.0983	58.39	-52.4	-7.22	<.01	U
GEN	MALE	593	1	594	.8102	481.26	111.7	11.69	<.01	O
GEN	FEMALE	1	593	594	.0986	58.57	-57.6	-7.92	<.01	U
GEN	GENDER UNKNOWN	0	594	594	.0846	50.25	-50.3	-7.41	<.01	U

FINAL DETERMINATION 8/2/2017

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 169
 PROGRAM: EBP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	8	15	.2630	3.95	3.06	1.79	0.037	
ETH	BLACK	4	11	15	.3027	4.54	-0.54	-0.30	0.381	
ETH	HISPANIC	3	12	15	.2268	3.40	-0.40	-0.25	0.402	
ETH	ASIAN / PAC ISL	1	14	15	.0821	1.23	-0.23	-0.22	0.414	
ETH	NATIVE AMERICAN	0	15	15	.0029	0.04	-0.04	-0.21	0.417	N-05%RUL
ETH	ETH UNKNOWN	0	15	15	.0534	0.80	-0.80	-0.92	0.179	U-80%RUL
GEN	MALE	15	0	15	.6625	9.94	5.06	2.76	<.01	O
GEN	FEMALE	0	15	15	.2356	3.53	-3.53	-2.15	0.016	U
GEN	GENDER UNKNOWN	0	15	15	.0332	0.50	-0.50	-0.72	0.236	N-05%RUL

FINAL DETERMINATION 8/2/2017

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 170
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 056 POLICE DEPARTMENT
 JOB GROUP: 030 TEACHERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	12	3	15	.3853	5.78	6.22	3.30	<.01	O
ETH	BLACK	1	14	15	.3412	5.12	-4.12	-2.24	0.012	U
ETH	HISPANIC	2	13	15	.1128	1.69	0.31	0.25	0.401	
ETH	ASIAN / PAC ISL	0	15	15	.0882	1.32	-1.32	-1.20	0.114	U-80%RUL
ETH	NATIVE AMERICAN	0	15	15	.0023	0.03	-0.03	-0.19	0.426	N-05%RUL
ETH	ETH UNKNOWN	0	15	15	.0704	1.06	-1.06	-1.07	0.143	U-80%RUL
GEN	MALE	10	5	15	.3878	5.82	4.18	2.22	0.013	O
GEN	FEMALE	5	10	15	.5747	8.62	-3.62	-1.89	0.029	U-80%RUL
GEN	GENDER UNKNOWN	0	15	15	.0375	0.56	-0.56	-0.76	0.222	N-05%RUL

**EQUAL EMPLOYMENT PRACTICES COMMISSION
CITY OF NEW YORK**

RESOLUTION #2017/212-056: Final Determination pursuant to the Audit: Review, Evaluation and Monitoring of the New York City Police Department's Employment Practices and Procedures from January 1, 2014 through December 31, 2016.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for minority group members and women, and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit of the New York City Police Department's (NYPD) Employment Practices and Procedures, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination letter, dated July 18, 2017, setting forth findings and the following required corrective actions:

1. Establish and implement an EEO training plan for all employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO rights and/or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.
2. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
3. Assess the manner in which candidates are selected for employment for all job groups, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
4. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate

in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

5. If women, minorities, or other protected groups are underrepresented in civil service (list titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
6. Ensure designated professionals (may be referred to as the Career Counselor) have appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.
7. Ensure that EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy by promptly attending training for EEO professionals by DCAS or another appropriate agency/school. Obtain a certificate of completion.
8. Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

Whereas, the agency did not submit a response to the EEPC's Preliminary Determination letter within 14 days from the date of its issuance and, consistent with the audit protocol referenced therein, the Preliminary Determination became Final; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and issued a Final Determination on August 3, 2017 which indicated that corrective action(s) nos. 1 through 8 require compliance monitoring; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC is required to monitor the agency for a period not to exceed six months, from August 2017 through January 2018, to determine whether it implemented remaining required corrective actions; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the agency is required to respond in 30 days and make monthly reports thereafter to the Commission on the progress of implementation of such corrective actions; and

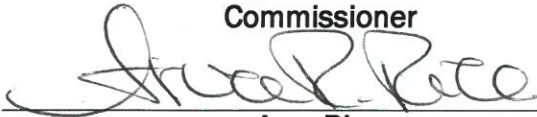
Whereas, all of the EEPD's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the Commission approves issuance of this Final Determination to James P. O'Neill, Commissioner of the New York City Police Department.

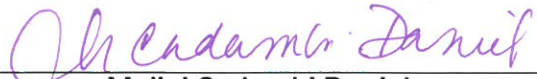
Approved unanimously on August 17, 2017.



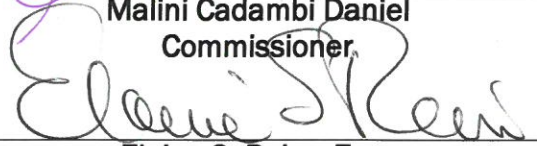
Angela Cabrera
Commissioner



Arva Rice
Commissioner



Malini Cadambi Daniel
Commissioner.



Elaine S. Reiss, Esq.
Commissioner



THE POLICE COMMISSIONER
CITY OF NEW YORK

August 24, 2017

Charise L. Terry, PHR
Executive Director
Equal Employment Practices Commission
253 Broadway, Suite 602
New York, NY 10007

RE: NEW YORK CITY POLICE DEPARTMENT RESPONSE TO EQUAL EMPLOYMENT PRACTICES COMMISSION'S FINAL DETERMINATION FOR AUDIT REVIEW, EVALUATION AND MONITORING OF THE NEW YORK CITY POLICE DEPARTMENT'S EMPLOYMENT PRACTICES AND PROCEDURES FROM JANUARY 1, 2014 TO DECEMBER 31, 2016.

Dear Executive Director Terry:

In response to your Letter of Final Determination Pursuant to the Audit of the Police Department's Equal Employment Opportunity (EEO) Program, I would like to express the NYPD's appreciation to the Commission and its staff for its guidance and professionalism during the audit.

The majority of the EEPC's findings show that the Police Department is in compliance, and the remaining findings indicate "partial compliance". The following responses are submitted to demonstrate the steps that NYPD has implemented and will implement in the near future to address the prescribed corrective actions.

II. EEO TRAINING FOR AGENCY

1. EEPC Finding: The agency did not demonstrate that it established an EEO training plan to ensure that existing employees received EEO training.

Corrective Actions #1: Establish and implement an EEO training plan for all employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO rights and / or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.

Response:

We are grateful that the Commission recognizes the Police Department's expansive training efforts which include providing EEO training for 23,189 employees during the audit period. The Department has established an EEO training plan to ensure that *existing* employees receive EEO Training in addition to new employees and newly promoted employees. The Office of the DCEEO has developed a comprehensive training plan to ensure that existing employees have access to and receive EEO training. It is a multi-pronged approach that includes the following:

- Presently, the DCEEO has created an online training module accessible by all employees by logging onto the Department's Training Attendance Certification Transcript Integrated Collection System (TACTICS). The current training course is entitled *Equal Employment Opportunity Transgender Diversity and Inclusion* and provides the participant with an explanation of their rights and responsibilities regarding the Mayoral Executive Order 16 of 2016. This mandatory online course was launched on 01/25/17 and to date over 34,000 employees of the NYPD have successfully completed the training.

- The plan also consists of developing an online Sexual Harassment training for all incumbent employees. DCEEO intends to integrate this new mode of training (web based) as one of its practices to ensure that all its employees receive annual EEO training. Subsequent trainings will be developed.

- The DCEEO Annual Liaison Training Conference held every year since 1998 at Police Headquarters, and opened by the Police Commissioner. This extremely well attended event provides training for up to 400 incumbent employees and other invited guests from other city and outside agencies every year, and validates the Police Commissioner's and NYPD's commitment to EEO training.

- Another new training initiative created by the DCEEO is the publication of the "DCEEO Bulletin". This bulletin has been distributed to all employees. This bulletin will highlight specific EEO topics in a comprehensive easy to understand front and back page format. The inaugural edition of the DCEEO Bulletin is entitled "Facial Hair" and focuses on its relationship to religion as a protected class. The Bulletin will be part of the Department's continued EEO training practices.

- The DCEEO has an established practice of proactively creating new training initiatives to educate incumbent employees on new EEO laws and policies. For example, on 08/08/17 the Department conducted a training session at Police Headquarters regarding general EEO issues and Reasonable Accommodations. Approximately 300 incumbent managers and supervisors attended this training.

- The Deputy Commissioner, EEO initiated an additional training tool in the form of an informational EEO newsletter, the NYPD EEO Gazette, distributed Department wide and available on the Department Intranet. The distribution of the most recent Gazette (distributed during the audit period) included inviting over 300 incumbent employees to Police Headquarters on July 15, 2015 to highlight important features of EEO laws and policies included therein. It is the practice of the Gazette to cover relevant and current EEO topics such as Workplace Attire, Offensive Displays in the Workplace and Gender Identity.

III. EMPLOYMENT PRACTICES (Recruitment, Hiring & Promotions)

2. EEPC Finding: The agency did not demonstrate that it assessed recruitment efforts for job groups other than *Police* to determine whether such efforts adversely impacted women, minorities, or any other protected group.

EEPC Corrective Action #2: Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

Response:

The recommendation that the Department assess its recruitment efforts is currently being applied. In recent months, the Department's Recruitment Section has augmented its recruitment efforts and implemented a new strategy for attracting civilian candidates by engaging in proactive outreach with our community partners. Beginning with Traffic Enforcement Agent and School Safety Agent civilian titles, the Recruitment Section currently advertises in ethnic newspapers, has collaborated with trade schools and local colleges (i.e., City University of New York, etc.) to showcase our employment opportunities, attended various community events (i.e., National Night Out), and disseminated approximately 80,000 targeted emails to individuals listed in a Community Affairs database. Additionally, executive staff from the Department's Personnel Bureau and Office of Equal Employment Opportunity will meet and review on a quarterly basis, to assess recruitment efforts regarding the underrepresented groups identified on the CEEDS report. After each quarterly review, the Department will utilize proactive recruitment strategies to target those underrepresented groups.

3. EEPC Finding: The agency did not demonstrate that it assessed the manner in which candidates for job groups other than *Police* were selected for employment to determine whether such efforts adversely impacted women, minorities, or any other protected group.

EEPC Corrective Action #3: Assess the manner in which candidates are selected for employment for all job groups, to determine whether there is any adverse impact upon any particular racial, ethnic disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

Response:

The request that the Department assess the manner in which candidates are selected for employment for all job groups to determine whether there is any adverse impact upon any particular racial, ethnic disability, or gender group will be applied. Currently, the Department has begun a review of its questionnaire booklet used for conducting background investigations on candidates for civilian titles. The Department is reviewing the questionnaire in an effort to conform to job related criteria, streamline the hiring process, and enhance the overall candidate experience. Based on your request, the Department will also look to identify and subsequently eliminate questions that are not job related which could potentially have an adverse impact on underrepresented groups.

4. EEPC Finding: The agency did not demonstrate that it advertised in minority or female oriented publications when conducting recruitment for titles in job groups with underutilization where there is discretion in hiring. For the duration of the audit period and to date, CEEDS Reports: *Work Force Compared with Internal and External Pools* indicated underutilization the following job groups which may include discretionary job titles: *Health Professionals* (Blacks, Asians and Females), *Technicians* (Asians),

Police (Blacks) and *Craft* (Blacks and Females). The same CEEDS reports for the 4th quarter FY 2017 (the latest quarter available), indicated underutilization in the following job groups which may include discretionary job titles: *Social Workers* (Blacks and Females), *Technicians* (Hispanics) *Laborers* (Females) and *Teachers* (Black).

EEPC Corrective Action #4: If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

Response:

The EEPC suggestion regarding women, minorities, or other protected groups that are underrepresented in titles where there is discretion in hiring will be applied. As outlined in our response to corrective action #2, executive staff from the Department's Personnel Bureau and Office of Equal Employment Opportunity will meet and review on a quarterly basis, to assess recruitment efforts regarding the underrepresented groups identified on the CEEDS report. After each quarterly review, the Department will utilize proactive recruitment strategies to target those underrepresented groups. The Department advertises in minority and female oriented publications, where appropriate, contact professional organizations representing underrepresented groups, attend career fairs/open houses, and utilize its various internship programs to attract interested persons.

5. **EEPC Finding:** The agency did not demonstrate that it implemented its FY 2017 *Diversity and Equal Employment Opportunity Plan* to review positions filled through civil service lists for underutilization to ensure that there were no barriers to entry. For the duration of the audit period and to date, CEEDS Report: *Work Force Compared with Internal and External Pools* indicated underutilization in the following job groups which may include civil service (list) job titles; *Health Professional* (Blacks, Asians and Females), *Technicians* (Asians), *Police* (Blacks) and *Craft* (Blacks and Females). The same CEEDS Reports for the 4th quarter FY 2017 (the latest quarter available), indicated underutilization in the following group which may include civil service (list) job titles: *Social Workers* (Blacks and Females), *Technicians* (Hispanics), *Laborers* (Females) and *Teachers* (Blacks).

EEPC Corrective Action #5: If women, minorities, or other protected groups are underrepresented in civil service (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission, if applicable). Then advertise in minority or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

Response:

The recommendation regarding the review of competencies for available positions to ensure that these standards are updated, job-related, and required by business necessity will be applied. In regard to this recommendation, the Department will continue to work with DCAS to review and amend those job vacancy announcements to ensure job-relatedness.

IV. CAREER COUNSELING

6. EEPC Finding: The agency did not demonstrate that all employees in the Members Outreach Section (specifically four (4) Uniformed Members Outreach Analysts, the Civilian Members Outreach Supervisor, and one (1) Civilian Members Outreach Analyst) were trained, knowledgeable and familiar with career opportunities in city government.

EEPC Corrective Action #6: Ensure designated professionals (may be referred to as the Career Counselor) have appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employee upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

Response:

The recommendation to ensure that Career Counselors have appropriate training, knowledge and familiarity will be applied. The Department identified a career counseling course facilitated by DCAS. The DCAS counseling course entitled, "Coaching and Counseling for Improved Job Performance". The Department will send all of the career counselors in the Members Outreach Section to the next available DCAS course.

VI. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION-EEO PROFESSIONALS

7. EEPC Finding: The agency did not demonstrate that all EEO Investigators were trained and knowledgeable in EEO laws and procedures and knew how to carry out their responsibilities under the EEO Policy.

Corrective Action #7: Ensure the EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy by promptly attending training for EEO Professionals by DCAS or another appropriate agency/school. Obtain a certificate of completion.

Response:

The Department respectfully takes exception to the EEPC conclusion that the NYPD does not ensure that its EEO professionals are promptly trained in EEO laws, policies, etc. The EEPC failed to recognize that a **single EEO investigator, newly hired**, (out of nine in the audit period) did not attend EEO training during the audit period, DUE TO THE FACT THAT **NO** DCAS OR OTHER reputable training program **was available** to the newly assigned investigator during the audit period. The NYPD is most aware of the necessity for prompt, professional training. The Principal EEO Officer, a legally trained attorney and EEO specialist, has consistently applied, as a condition for working in the office of DCEEO, the practice and requirement that all investigators in the unit are trained and become certified EEO specialists.

Note that the newly hired Investigator has completed the NYPD IAB investigative training on May 15-26, 2017, attended one DCAS EEO course, and is registered to attend the seminal "Law of EEO" at Cornell on 9/11/17 - 9/13/17. Other classes to complete the certification program, as well as DCAS classes, will continue throughout the fall and early 2018.

In light of the foregoing and the fact DCEEO has maintained an excellent record of providing comprehensive EEO training to its Investigators for nearly twenty years, the Department **respectfully disagrees** with the EEPC finding of “corrective action” for this module of the audit. A finding of “corrective action required” is misleading and implies that NYPD is not in compliance with its own high standard and practice of ensuring that all NYPD EEO investigators receive superior EEO training.

EEPC Finding: The agency did not maintain documentation of decisions from the aforementioned meetings that impacted the administration and operation of the EEO program. [The principal EEO Professional’s calendar from the period in review, identified *four (4) meetings with the Police Commissioner*].

Corrective Action #8: Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO Program.

Response:

The EEPC was provided with a copy of the appointment calendar of the Deputy Commissioner of the Equal Employment Office for the audit period. This calendar reflects that the *Deputy Commissioner, EEO met with the Police Commissioner a total of eighty (80) times during the period of review.*

The NYPD principal EEO Professional is of the Deputy Commissioner rank, and is a member of the Police Commissioner’s senior executive staff. This chain of command relationship, unique to NYPD, is memorialized in the job announcement and job description of the NYPD Deputy Commissioner, EEO, job title and ensures that the principal EEO professional will be a member of the NYPD senior executive staff and have direct access to the Police Commissioner. The Police Commissioner holds weekly or bi-weekly meetings with his senior executive staff (80 times during the audit period), during which time the principal EEO Professional is afforded the opportunity to discuss important EEO and diversity issues and decisions that impact the administration and operation of the EEO program. These decisions include new policies, existing policy changes, trainings, alleged misconduct and possible discipline for violation of EEO laws and policies.

It is not a general practice for the EEO principal to takes notes during these meetings, due to highly confidential matters discussed in private with the Police Commissioner. Evidence that routine decisions impacting the administration and operation of the EEO program are discussed is apparent by the robust, innovative EEO programs, trainings, initiatives, updated policies, and Department wide distribution of EEO literature, instituted by the principal EEO Officer. In addition, a thorough discussion of EEO investigations where misconduct has been found takes place between the principal EEO Officer and the Police Commissioner before penalties are meted out. These programs could not be implemented without the Police Commissioner’s knowledge and imprimatur. For these reasons, NYPD submits that appropriate documentation of meetings and other communications between the agency head and the EEO principal has been submitted to EEPC, and respectfully request a “Compliance” finding in this module.

We submit the above information to the Commission with the confidence that the **Commission is now better informed of the NYPD's practices.**

We look forward to working with the Commission to ensure the continuance of a bias-free workplace and a successful conclusion of the EEPC audit.

Respectfully submitted,



James P. O'Neill
Police Commissioner



DATE: 01/25/2018
TIME: 14:20:42
SER#: 28922639

FINEST MESSAGE

General Administrative Information

TO: ALL COMMANDS

SUBJECT: EQUAL EMPLOYMENT PRACTICES COMMISSION AUDIT

THE NEW YORK CITY EQUAL EMPLOYMENT PRACTICES COMMISSION (EEPC) AUDITS AND EVALUATES THE EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS OF ALL NEW YORK CITY AGENCIES. THE EEPC HAS RECENTLY COMPLETED AN AUDIT OF THE POLICE DEPARTMENT'S OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY'S PRACTICES, POLICIES AND PROCEDURES.

AS A RESULT OF THE AUDIT THE DEPARTMENT HAS SUCCESSFULLY IMPLEMENTED RECOMMENDATIONS MADE BY THE EEPC THAT INCLUDE PROVIDING CAREER COUNSELORS FROM THE MEMBERS OUTREACH SECTION OF THE CAREER ENHANCEMENT DIVISION WITH ADDITIONAL TRAINING TO ASSIST THEM IN COUNSELING MEMBERS OF THE DEPARTMENT REGARDING CAREER OPPORTUNITIES NOT ONLY WITHIN THE DEPARTMENT BUT CAREER OPPORTUNITIES CITYWIDE AS WELL.

THE DEPARTMENT HAS ESTABLISHED AN EEO TRAINING PLAN FOR ALL EMPLOYEES TO ENSURE THAT ALL MEMBERS OF THE SERVICE RECEIVE TRAINING ON UNLAWFUL DISCRIMINATORY PRACTICES AND RELATED TOPICS ANNUALLY.

THE DEPARTMENT HAS ALSO REVIEWED AND EXPANDED ITS RECRUITMENT AND SELECTION EFFORTS TO ADDRESS UNDERUTILIZATION.

I WOULD LIKE TO TAKE THIS OPPORTUNITY TO REAFFIRM THE NEW YORK CITY POLICE DEPARTMENT'S COMMITMENT TO MAINTAINING FAIR EMPLOYMENT PRACTICES FOR ALL MEMBERS OF THE SERVICE AS WELL AS JOB APPLICANTS. I ENCOURAGE ALL EMPLOYEES TO ACCESS THE RESOURCES WITHIN THE POLICE DEPARTMENT AND TO ADDRESS ANY EEO CONCERNS YOU HAVE TO THE DEPUTY COMMISSIONER, EQUAL EMPLOYMENT OPPORTUNITY AT 646-610-5330.

JAMES P. O'NEIL
POLICE COMMISSIONER

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #2017AP/218-056-(2018)C5: Determination of **Compliance** (Monitoring Period Required) by the New York City Police Department with the Equal Employment Practices Commission's required corrective actions pursuant to the Review, Evaluation and Monitoring of the Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for minority group members and women, and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit and analysis of the New York City Police Department's (NYPD) Employment Practices and Procedures, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination letter, dated July 18, 2017, setting forth findings and the following required corrective actions:

1. Establish and implement an EEO training plan for all employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO rights and/or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.
2. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
3. Assess the manner in which candidates are selected for employment for all job groups, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
4. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
5. If women, minorities, or other protected groups are underrepresented in civil service (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use

internships to attract interested persons and to develop and hire interested and qualified candidates.

6. Ensure designated professionals (may be referred to as the Career Counselor) have appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.
7. Ensure that EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy by promptly attending training for EEO professionals by DCAS or another appropriate agency/school. Obtain a certificate of completion.
8. Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

Whereas, the NYPD did not submit a response to the EEPC's Preliminary Determination letter within 14 days from the date of its issuance, and, consistent with the audit protocol referenced therein, the Preliminary Determination became Final; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued a Final Determination on August 2, 2017 which indicated that corrective action nos. 1 - 8 required compliance monitoring; and

Whereas, the NYPD submitted its response to the EEPC's Final Determination letter, on August 24, 2017; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC monitored the agency's implementation of the corrective actions from August 2017 - January 2018, with no extension of the monitoring period; and

Whereas, at the EEPC's request pursuant to Section 815.a.(15) of the New York City Charter, the NYPD submitted a copy of the agency head's memorandum to staff dated January 25, 2018, which outlined the corrective actions implemented in response to the EEPC's audit and reiterated commitment to the agency's EEO Program; and

Whereas, all of the EEPC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the New York City Police Department has implemented the required corrective actions deemed necessary to ensure compliance with the equal employment opportunity standards of this Commission and requirements of Chapters 35 and 36 of the City Charter.

Be It Resolved, that the Commission approves issuance of this Determination of Compliance to Police Commissioner James P. O'Neill of the New York City Police Department.

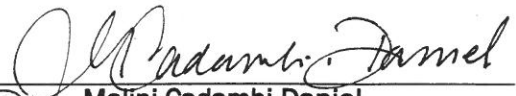
Approved unanimously on February 22, 2018.



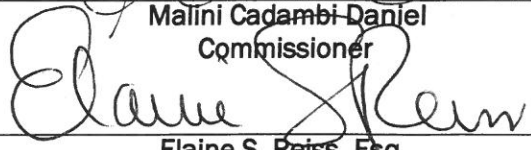
Angela Cabrera
Commissioner

Absent

Arva Rice
Commissioner



Malini Cadambi-Daniel
Commissioner



Elaine S. Reiss, Esq.
Commissioner



Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Charise L. Terry, PHR
Executive Director

Judith Garcia Quiñonez, Esq.
Executive Agency Counsel

253 Broadway
Suite 602
New York, NY 10007

212. 615. 8939 tel.
212. 676. 2724 fax

BY MAIL AND EMAIL

February 22, 2018

James P. O'Neill
Commissioner
New York City Police Department
1 Police Plaza
New York, NY 10038

Re: Resolution #2017AP/218-056-(2018)C5: Determination of Agency Compliance

Dear Commissioner O'Neill:

On behalf of the members of the Equal Employment Practices Commission (EEPC or Commission), I want to inform you that the Commission has issued the attached Determination of Compliance to the New York City Police Department. This Commission has determined that the New York City Police Department has implemented the required corrective actions deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by the equal employment opportunity standards of this Commission and Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and Principal EEO Professional Neldra M. Zeigler for the cooperation extended to the EEPC during the compliance-monitoring period.

Sincerely,

A handwritten signature in blue ink that reads "Malini Cadambi Daniel".

Malini Cadambi Daniel
Commissioner

c: Neldra M. Zeigler, Principal EEO Professional, New York City Police Department

EEPC

EQUAL EMPLOYMENT PRACTICES COMMISSION

This

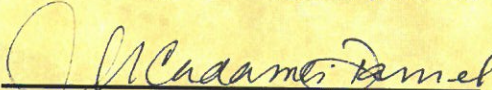
Determination of Compliance

is issued to

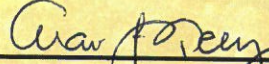
New York City Police Department

*for successfully implementing 8 of 8 required corrective actions pursuant to the Equal Employment Practices Commission's
Employment Practices and Procedures Audit From January 1, 2014 to this date.*

On this 22nd day of February in the year 2018,



Malini Cadambi Daniel, Commissioner



Charise L. Terry, PHR, Executive Director

*In care of Police Commissioner James P. O'Neill, and
Principal EEO Professional Neldra M. Zeigler.*