

City Of Gainesville Diversity Work Plan

Gainesville Police Department

I. Introductory statement describing your department/division.

The Gainesville Police Department (GPD) is the primary law enforcement agency responsible for providing police services to the citizens of the City of Gainesville. The GPD provides public safety services utilizing the following standards:

GPD Vision

Gainesville is a safe and healthy community.

GPD Mission

Together as a community we foster order, safety and freedom.

GPD Goals

- Maximize the safety of our citizens and our workforce.
- Strengthen public trust and confidence by serving all people with dignity, fairness and respect.
- Work in partnership with our stakeholders promoting community safety and health.
- Perpetuate a proactive management approach to crime prevention.
- Continue to develop a professional, ethical and skilled workforce.
- Build a community-focused workforce representative of the public we serve.
- Foster effective communication predicated on our employees, volunteers and citizens being our most valuable resource.

The GPD is currently authorized 307 sworn personnel and 68 full-time civilian staff. The GPD is also authorized 26 temporary part-time School Crossing Guards and 4 Police Cadets. The GPD has one of the highest percentages of employed female police officers in the State of Florida, currently at 20.00%.

A review of the current demographic information for the Gainesville Police Department reflects the following:

A. Where you are now?

Upon reviewing the 2015 Affirmative Action, it reflected a total of nine job titles with goals, five goals were for sworn officers. The five goals are as follows:

Jobgroup: PRPSP Police Lieutenant Police Sergeant	Goal: Minority and Female (3 females promoted in '15 of 4 total) (2 females/1 minority promoted in '15 of 7 total)
Jobgroup: PRP Police Corporal Police Officer Police Officer (Non-Certified)	Goal: Minority and Female (2 of 5 promoted in '15 were minority/females) (7 of 15 hired in '15 were minority/females) (6 of 7 sponsored in '15 were minority/females)

The Police Department will work diligently to meet the identified goals for 2015 Affirmative Action Plan. The AA plan identified Police Officers as a placement goal for minorities. The total minority representation is currently 22.81%, with 15.79% African-American, 5.61% Hispanic and 1.05% other. A review of the local police academy which serves as the primary feeder pool for the GPD reflects that GPD percentage is higher than the composition of the police academy for 2013. We are proud of this accomplishment, Nevertheless, GPD will continue to seek, identify and recruit qualified minorities and female applicants for these goals. We have included our Non-Certified Police Officer as applicable as this is a transitional position that is used for approximately 6 months during attendance of the police academy and they will ultimately join the ranks of our sworn officers once the academy is completed.

Sworn Personnel demographic information:

Demographics of Sworn Personnel																
Updated as of 10/31/15																
RANK	Budgeted	Actual	FEMALES							M A L E S						
			Afr-Am	W	H	A	HA/PI	AI/AK	2+	Afr-Am	W	H	A	HA/PI	AI/AK	2+
Chief	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Major	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Captain	3	3	0	0	0	0	0	0	0	0	2	1	0	0	0	0
Lieutenant	15	14	1	3	0	0	0	0	0	0	10	0	0	0	0	0
Sergeant	35	34	2	4	0	0	0	0	0	4	22	2	0	0	0	0
Corporal	30	28	2	7	0	0	0	0	0	1	16	1	0	0	0	0
Officer	220	201	6	29	3	0	0	0	0	27	124	9	1	1	1	0
Adm Police Officer	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Police Officer Pilot	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
<u>Non-Certs</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL	307	285	11	43	3	0	0	0	0	34	177	13	1	1	1	0
PERCENT	100	92.3	3.86	15.09	1.05	0.00	0.00	0.00	0.00	11.93	62.11	4.56	0.35	0.35	0.35	0.00
HA/PI=Hawaiian/Pacific Islander																
AI/AK=American Indian/Alaska Native																
2+=two or more mixed races																

TOTAL FEMALES	PERCENTAGE FEMALE	TOTAL MALES	PERCENTAGE MALES
57	20.00%	227	79.65%
TOTAL African-American	PERCENTAGE Af-Am	TOTAL WHITE	PERCENTAGE WHITE
45	15.79%	220	77.19%
TOTAL HISPANIC	PERCENTAGE HISPANIC	TOTAL ASIAN	PERCENTAGE ASIAN
16	5.61%	1	0.35%
TOTAL HA/PA	PERCENTAGE HA/PA	TOTAL AI/AK	PERCENTAGE AI/AK
1	0.35%	1	0.35%
TOTAL 2+	PERCENTAGE 2+		
0	0.00%		

The civilian goals for the GPD are:
 OAEM Executive Managers
 Charter Officers

Female (not within our control)

SER
 Reichert House Youth Developer (2 emps)

Female

TGEN
 Latent Print Examiner (2 emps)
 Forensics Crime Technician (1 emp)

Female

It should be noted that in the TGEN all the occupants of these position are female.

Civilian Demographic Information:

	Budgeted	FT-Personnel	Full-time Civilian as of 11/24/15													
			FEMALES							MALES						
			Afr-Am	W	H	A	HA/PI	AI/AK	2+	Afr-AM	W	H	A	HA/PI	AI/AK	2+
Records	13	12	5	6	0	0	0	0	0	1	0	0	0	0	0	
Pers Clerk	3	2	0	2	0	0	0	0	0	0	0	0	0	0	0	
Prog Asst	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
Accounting	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
Tel-Serve	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	
Staff Assist/other	10	9	2	7	0	0	0	0	0	0	0	0	0	0	0	
Info Systems	4	4	0	0	0	0	0	0	0	0	4	0	0	0	0	
Forensics	4	3	0	2	0	0	0	0	0	0	1	0	0	0	0	
Crime Analyst	3	3	1	1	0	1	0	0	0	0	0	0	0	0	0	
Ct. Liaison	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
Property	4	3	0	2	0	0	0	0	0	1	0	0	0	0	0	
PST	15	14	3	5	0	1	0	0	0	2	3	0	0	0	0	
Reichert House-Intervention Spec/John Alex	8	5	0	0	0	0	0	0	0	5	0	0	0	0	0	
BOLD Program Manager	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Comm Progr Coord/Reichert House	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	
Special Events & Assignment Coordinator	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
Total	71	61	11	29	0	2	0	0	0	10	9	0	0	0	0	
Percent			18.03%	47.54%	0.00%	3.28%	0.00%	0.00%	0.00%	16.39%	14.75%	0.00%	0.00%	0.00%	0.00%	

0.859155

HA/PI=Hawaiian/Pacific Islander
 AI/AK=American Indian/Alaska Native
 2+=two or more mixed races

TOTAL FEMALE		PERCENTAGE FEMALE	TOTAL MALE	PERCENTAGE MALE
42		68.85%	19	31.15%
TOTAL African-American		PERCENTAGE African-American	TOTAL WHITE	PERCENTAGE WHITE
21		34.43%	38	62.30%
TOTAL HISPANIC		PERCENTAGE HISPANIC	TOTAL ASIAN	PERCENTAGE ASIAN
0		0.00%	2	3.28%
TOTAL HA/PA		PERCENTAGE HA/PA	TOTAL AI/AK	PERCENTAGE AI/AK
0		0.00%	0	0.00%
TOTAL 2+		PERCENTAGE 2+		
0		0.00%		

II. What were your efforts to address diversity issues in the area(s) under your span of control in the last (evaluation) year?

The Gainesville Police Department's representation of minorities and females places it at the top of law enforcement agencies in this area, and among the top of all law enforcement agencies with at least a two year degree education requirement in the State of Florida. The review of the Affirmative Action Goals for sworn ranks identifies that the challenges for minority goals are in the positions of officer, corporal, sergeant and lieutenant. This year GPD established a liaison with Florida Agriculture and Mechanical University (FAMU) and attended their career fair. We are working closely with the Criminal Justice Department and are using FAMU graduates to assist with the events. We continue to advertise in minority publications and are using the City Of Gainesville minority recruiter to get more publicity on openings. This year GPD established a liaison with Bethune-Cookman College and attended their career fair. We plan on attending several events at the college and are enthusiastic about the relationship opportunities. The GPD Cadet program continues to provide a reliable diverse pool of qualified applicants. We will work locally to recruit from the Police Explorer program, the local Work Force development, and local churches, NAACP, the University of Florida, Newberry High School Magnet school, historically black colleges and universities in the south east region of the USA.

As it regards diversity in the higher ranks, the GPD has revamped its promotional process and have developed a process that emphasizes candidates' achievements and experiences. Additionally, GPD provided leadership training and mentoring to assist all employees including minorities and females to advance their careers along with outside training opportunities. Senior management actively recruited employees to participate in the various promotional processes. The Gainesville Police Department will again have an opportunity with another promotional process planned in 2016 to attain goals and work with the city of Gainesville Human Recourse Department and the Equal Opportunity Office to develop a promotional process.

III. Were those efforts successful?

The GPD continues to see a diversity of candidates interested in law enforcement careers. We have developed an interest list from FAMU and continue to foster relationships. We have developed on-site testing to assist future candidates to be successful and recently tested in Tallahassee. We are working with candidates that are not successful in the testing to maximize their chances of success. The GPD is also concentrating its efforts of identifying and hiring minorities and females that are competitive in promotional processes. It is the GPD's position that by raising the college requirement several years ago to a two year degree, it will provide an applicant pool that is more prepared for the rigors of selection process testing.

As stated above, the GPD revamped its promotional process, to date, so those candidates successful in the promotional processes reflect the diversity of our community. Recent promotional processes have shown progress in addressing minority and female representation by adding three females to the rank of lieutenant, two minorities to the rank of sergeant and five females to the rank corporal. The exiting promotional processes have provided a higher success rate and a more diverse candidate pool.

IV. What is your plan of action to address diversity issues this evaluation year?

The GPD will continue to recruit females and minorities using its Personnel Unit with sworn female/male officers that have been tasked with assisting in the recruitment of females/males. In addition, GPD will return to targeted colleges that have previously yielded minorities and females that were successful in the GPD employment and promotional processes. The GPD will continue to develop its relationships with historically black colleges and universities, and other traditional institutes of higher learning to increase the diversity of its applicant pool. The GPD will also select personnel from the Operational Bureaus to participate in job fairs and college recruitment efforts that better reflect diversity within our agency. We will continue to employ the use of recent college graduates to assist with recruiting colleges they have previously attended. We will work locally to recruit from the Police Explorer program, the local Work Force development, local churches, NAACP, the University of Florida, Santa Fe College, Newberry High School Magnet school, and other local minority programs.

Additionally, the GPD is in the process of developing a career development program that it believes will assist all employees in preparing for promotion to the higher ranks. Senior staff is also being asked to mentor and provide training to assist in developing potential applicants for these ranks that are diverse.

Chief Jones is asking bureau commanders to recommend a diverse pool of individuals for advanced training to increase the diversity of future leaders.

V. What were your efforts to make employees aware of the benefits of diversity?

Diversity issues incorporated into training curriculum. Emphasis placed on recruitment of an applicant pool for GPD. We have incorporated Procedural Justice Training and Fair and Impartial Policing training to all supervisors in 2015 and will incorporate the training and philosophy to all department members starting in 2016.

VI. What were your Minority/Small Business efforts last year?

Emphasized making purchases utilizing minority and small businesses. Also emphasized need for design build team in charge of GPD building projects to be inclusive of minority and small businesses. Work with the Construction Manager to identify diverse group of vendors for GPD Bank's building.