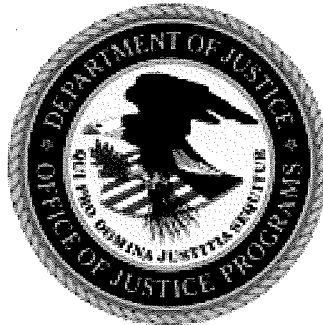


EEOP Utilization Report



Thu Jun 18 06:42:51 EDT 2015

Step 1: Introductory Information

Grant Title:	FY13 Enhanced Collaboration Model to Combat Human Trafficking	Grant Number:	13-VT-BX-K005
Grantee Name:	County of Fairfax	Award Amount:	\$500,000.00
Grantee Type:	Local Government Agency		
Address:	12000 Government Center Pkwy Fairfax, Virginia 22035		
Contact Person:	Bruce Guth	Telephone #:	703-246-7525
Contact Address:	4100 Chain Bridge Road Fairfax, Virginia 22030		
DOJ Grant Manager:	Tahitia Barringer	DOJ Telephone #:	202-616-3294

Policy Statement:

Equal Employment Opportunity Policy Statement, Fairfax County Police

Discrimination and sexual harassment are violations of the Civil Rights Act of 1964 and 1991, (Title VI, VII) and other acts, sections and executive orders under the law. Additionally, Article I, Section 11, of the Constitution of the Commonwealth of Virginia prohibits" the same. Furthermore, the Department fully commits to adhering to the goals and objectives of the Americans with Disabilities Act and the policies of Fairfax County Government and will assure that there will be no discrimination against, and, that reasonable accommodations will be made for all individuals with a disability in employment practices.

Discrimination and sexual harassment are prohibited within the Police Department and any of its organizations, sections, divisions and affiliates. The cooperation of all personnel is required and expected in preventing and addressing these types of violations. The Police Department maintains a zero tolerance policy and shall abide by the law. Employees must treat individuals with respect, courtesy and tact regardless of age, race, color, veteran's status, religion, creed, sex, national origin, marital status, genetic information, disability or sexual orientation. Managers, section heads and supervisors will be held accountable and responsible for taking immediate and appropriate corrective disciplinary action in accordance with Police Department policy, and personnel rules and regulations to ensure that the Police Department meets its responsibility to all personnel.

Colonel Edwin C. Roessler Jr Chief of Police

Step 4b: Narrative Underutilization Analysis

Over the past 3 years, the Police Department has made an extensive effort to recruit applicants in the underutilized categories as our goal is to continue to increase minority employees. This goal was slowed in part because the Recruiting Section was delayed in the creation of an electronic data base of contacts at educational institutions during the past year but is now functional. Two of the three recruiting detective positions turned over during the past 2 years; one through retirement and the other through promotion. Consequently, time was lost in developing the educational institution contact database, which was seen as the basis for recruitment activities at colleges and universities and military installations and career transition centers within and outside of Virginia. There was also a delay in developing the current social media outreach due to staff inexperience with the impact of this tool. There was also a transition from written exam to a resume only online form of employment application to all vacancy announcements. We also recommended a change of physical ability testing (PAT) due to the adverse impact on females. During the development of the new PAT, several adjustments were made in 2013 and 2014 to minimize the impact to female applicants. This has resulted in increased gender diversity numbers. The economy had an impact on our hiring numbers as we experienced 2 of the lowest attrition rates in Departmental history. Rather than hiring for 2 or 3 Basic Recruit Schools annually, we had just one class for 2012, 2013 and 2014, with class sizes of 32, 35 and 35, respectively. While diversity of these classes was significant, with smaller numbers being hired all around, increases in underutilized categories were minimal. Finally, underutilization has resulted due to loss of applicants through the background investigations. While applicant numbers in the underutilized categories increased, many such candidates were not successful during this phase.

Step 5 & 6: Objectives and Steps

1. Our objective is to provide equal employment opportunities for Black or African American men and women when our organization fills vacancies that become available.

- a. The Recruiting Section has established an electronic data base of mid-Atlantic regional college placement officers and faculty advisors to periodically update these criminal justice program and other college/university program contacts on our hiring activities and internship opportunities.
- b. The Recruiting Section will maintain its working partnership with the Fairfax County Public School's Criminal Justice instructional program. A mechanism has also been developed to ensure that program participants who show interest in our department at age 18 have a reliable point of contact for potential application after age 20.
- c. Developed current social media outreach through our Public Information Office to include Fairfax County Police Department public website with recruitment information; Facebook; Twitter; and other public released information.
- d. The Recruiting Section is staffed by at least one black officer to assist in outreach to black male and female potential candidates. Currently, the recruiting staff has a black female who is excellent at recruiting.
- e. Recruiting Section will send at least one staff member to the periodic meetings of the Eastern Region Police Recruiters and Applicant Investigators Association. Regular attendance will ensure early identification of competitive agencies hiring activity and evolving personnel hiring practices. This will allow us to learn of the current best practices in recruitment of minorities.
- f. Recruiting Section will market Fairfax County Police Department through all their venues as the local law enforcement career opportunity of choice in the Washington Metropolitan Area and the Middle Atlantic Region. Emphasis will be given to the resilience and projected growth of the Northern Virginia economy relative to other Washington Metropolitan Area and Middle Atlantic Region jurisdictions.
- g. Recruiting Section and supplemental staff will further develop and maintain contacts with local and regional universities and colleges, as well as with military career transition offices and services, to promote career opportunities with our agency through personal visitation and as enabled by the adoption and utilization of new technologies. Recruiting Section staff have obtained multimedia capable laptops to enhance visitation presentations and to facilitate prospective applicants to apply online.
- h. The Recruiting Director and other Command Staff members will continue to emphasize the Department's partnerships with the International Association of Chiefs of Police, the United States Department of State, American University, George Mason University, and the Major Cities Chiefs as indicators of the Police Department's ongoing commitment to improve the standards and delivery of police services nationally and internationally.

i. A written test that had been validated by DOJ and used for many years was eliminated from the hiring procedures in 2012. The test was not an effective tool to identify potential minority candidates and other methods of obtaining knowledge based assessments are in place such as a writing sample and personal interviews. Also, the physical agility test was changed in order to allow for a fairer test which increased the amount of females who completed the test.

2. Our objective is to provide equal employment opportunities for hispanic and Asian men and women when our organization fills vacancies that become available

- a. A new relationship was rejuvenated in a partnership with the Hispanic Committee of Virginia in efforts to recruit more Hispanic officers in collaboration with the Committee's Employment Coordinator.
- b. The Recruiting Section has established an electronic data base of mid-Atlantic regional college placement officers and faculty advisors to periodically update these criminal justice program and other college/university program contacts on our hiring activities and internship opportunities.
- c. The Recruiting Section will maintain its working partnership with the Fairfax County Public Schools Criminal Justice instructional program. A mechanism was developed to ensure that program participants who show interest in our department at age 18 have a reliable point of contact for potential application after age 20.
- d. Developed current social media outreach through our Public Information Office to include Fairfax County Police Department public website with recruitment information; Facebook; Twitter; and other public released information.
- e. Recruiting Section will send at least one staff member to the periodic meetings of the Eastern Region Police Recruiters and Applicant Investigators Association. Regular attendance will ensure early identification of competitive agencies hiring activity and evolving personnel hiring practices.
- f. Recruiting Section will market Fairfax County Police Department as the local law enforcement career opportunity of choice in the Washington Metropolitan Area and the Middle Atlantic Region. Emphasis will be given to the resilience and projected growth of the Northern Virginia economy relative to other Washington Metropolitan Area and Middle Atlantic Region jurisdictions.
- g. The Recruiting Director and other Command Staff members will continue to emphasize the Department's partnerships with the International Association of Chiefs of Police, the United States Department of State, American University, George Mason University, and the Major Cities Chiefs as indicators of the Police Department's ongoing commitment to improve the standards of diversity and delivery of police services nationally and internationally.
- h. The Supplemental Asian Recruiting Team in collaboration with Asian Law Enforcement Society partner agencies will continue attendance at Asian Community festivals, celebrations, and job fairs. The Police Dept. Recruiting Section partnered with Dr. Amy Trang, Dept. of Family Services, to provide Chinese and Vietnamese speaking police officers to speak at events such as a Chinese community health fair and a Vietnamese community heritage celebration. The addition of Korean speaking Det. Roy Choe to Recruiting Section has extended outreach throughout the Korean community to include church and business groups. The Chief's Diversity Council on Recruitment was established as a means to gain support from the County's diverse communities for recruitment of police officers.

3. Our objective is to provide equal employment opportunities for all underrepresented groups when our organization fills vacancies that become available and a system that can sustain the recruitment of minorities.

- a. The Chief's Diversity Council on Recruitment was established as a means to gain support from the County's diverse communities for recruitment of police officers. One of the strategic objectives is to have the demographics of the Police Officer composition mirror the community they serve. It is important to continue to build trust and good will in all the communities. The Chief's Diversity Council on Recruitment is comprised of community leaders from the diverse County population. It has provided recommendations to the Police Department on successful recruitment strategies and partnerships to reach the strategic objective.
- b. Presentations at the Fairfax County Public Schools criminal justice academy high school locations are being conducted as invited by the instructor cadre. This is an important audience as these high school law enforcement classes have students that are interested in a law enforcement career. The high schools in Fairfax County are large and diverse so a concerted effort is being made to make contact with future minority applicants.
- c. The Recruiting Director and other Command Staff members will continue to emphasize the Department's partnerships with the International Association of Chiefs of Police, the United States Department of State, American University, George Mason University, and the Major Cities Chiefs as indicators of the Police Department's ongoing commitment to improve the standards and delivery of minority recruitment as well as the improvement of police services nationally and internationally.

- d. Recruiting Section will market Fairfax County Police Department as the local law enforcement career opportunity of choice in the Washington Metropolitan Area and the Middle Atlantic Region. Emphasis will be given to the resilience and projected growth of the Northern Virginia economy relative to other Washington Metropolitan Area and Middle Atlantic Region jurisdictions
- e. Recruiting Section will send at least one staff member to the periodic meetings of the Eastern Region Police Recruiters and Applicant Investigators Association. Regular attendance will ensure early identification of competitive agencies hiring activity and evolving personnel hiring practices.
- f. The Recruiting Section has established an electronic data base of mid-Atlantic regional college placement officers and faculty advisors to periodically update these criminal justice program and other college/university program contacts on our hiring activities and internship opportunities.
- g. Active involvement in career fairs for returning or retiring military personnel. Recruitment Section is very ingrained with the military apparatus as the Washington, DC area is heavily populated with ex-military potential employees of all races.

Step 7a: Internal Dissemination

The EEOP Utilization Report will be made available internally on the "Bluenet" web site. This is an internal police department site only accessible to Departmental employees.

Step 7b: External Dissemination

The EEOP Utilization Report will be published and available to the public on the Fairfax County Police Department's web site.

Utilization Analysis Chart
Relevant Labor Market: Fairfax County, Virginia

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	3/43%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/29%	0/0%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	54,215/45%	4,815/4%	5,660/5%	110/0%	7,460/6%	90/0%	570/0%	200/0%	32,855/27%	2,780/2%	6,845/6%	70/0%	4,775/4%	35/0%	585/0%	205/0%
Utilization #/%	-2%	-4%	-5%	-0%	-6%	-0%	-0%	-0%	1%	-2%	23%	-0%	-4%	-0%	-0%	-0%
Professionals																
Workforce #/%	16/25%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	40/63%	3/5%	0/0%	1/2%	2/3%	0/0%	0/0%	0/0%
CLS #/%	60,245/35%	4,660/3%	8,675/5%	110/0%	15,770/9%	25/0%	1,140/1%	800/0%	53,695/31%	4,250/2%	9,465/6%	60/0%	11,460/7%	120/0%	810/0%	555/0%
Utilization #/%	-10%	-3%	-3%	-0%	-9%	-0%	-1%	-0%	32%	2%	-6%	2%	-3%	-0%	-0%	-0%
Technicians																
Workforce #/%	23/57%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/28%	1/2%	5/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,585/32%	435/3%	1,030/7%	10/0%	1,510/10%	25/0%	95/1%	10/0%	3,385/23%	435/3%	1,230/8%	0/0%	1,560/11%	0/0%	49/0%	140/1%
Utilization #/%	26%	-3%	-7%	-0%	-10%	-0%	-1%	-0%	4%	-1%	4%	0%	-11%	0%	-0%	-1%
Protective Services: Sworn-Officials																
Workforce #/%	134/80%	3/2%	6/4%	1/1%	5/3%	0/0%	0/0%	0/0%	18/11%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	5,410/47%	920/8%	1,990/17%	0/0%	375/3%	10/0%	135/1%	45/0%	1,350/12%	114/1%	1,065/9%	25/0%	65/1%	0/0%	0/0%	10/0%
Utilization #/%	33%	-6%	-14%	1%	-0%	-0%	-1%	-0%	-1%	-1%	-9%	-0%	0%	0%	0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	866/70%	57/5%	83/7%	0/0%	51/4%	0/0%	0/0%	0/0%	150/12%	8/1%	14/1%	0/0%	5/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	17,750/29%	2,510/4%	1,980/3%	25/0%	6,525/11%	30/0%	560/1%	160/0%	18,790/31%	2,940/5%	2,050/3%	14/0%	6,195/10%	55/0%	544/1%	300/0%
Utilization #/%	41%	0%	3%	-0%	-7%	-0%	-1%	-0%	-19%	-4%	-2%	-0%	-10%	-0%	-1%	-0%
Protective Services: Non-sworn																

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	32/25%	2/2%	6/5%	0/0%	3/2%	0/0%	0/0%	0/0%	65/51%	6/5%	10/8%	0/0%	3/2%	0/0%	0/0%	0/0%
CLS #/%	465/39%	100/8%	80/7%	0/0%	170/14%	15/1%	20/2%	0/0%	325/27%	0/0%	0/0%	0/0%	10/1%	0/0%	10/1%	0/0%
Utilization #/%	-14%	-7%	-2%	0%	-12%	-1%	-2%	0%	24%	5%	8%	0%	2%	0%	-1%	0%
Administrative Support																
Workforce #/%	4/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	29/45%	9/14%	10/16%	0/0%	12/19%	0/0%	0/0%	0/0%
CLS #/%	29,655/23%	4,725/4%	7,315/6%	85/0%	6,385/5%	25/0%	735/1%	460/0%	43,680/34%	9,340/7%	13,255/10%	175/0%	9,950/8%	30/0%	1,040/1%	635/0%
Utilization #/%	-17%	-4%	-6%	-0%	-5%	-0%	-1%	-0%	11%	7%	5%	-0%	11%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15,100/42%	12,410/35%	4,005/11%	80/0%	2,060/6%	0/0%	240/1%	70/0%	820/2%	205/1%	340/1%	0/0%	385/1%	0/0%	4/0%	65/0%
Utilization #/%	58%	-35%	-11%	-0%	-6%	0%	-1%	-0%	-2%	-1%	-1%	0%	-1%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	14,855/18%	15,305/18%	7,365/9%	75/0%	5,390/6%	0/0%	250/0%	245/0%	12,820/15%	14,355/17%	5,940/7%	50/0%	6,830/8%	15/0%	365/0%	265/0%
Utilization #/%																

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Professionals					✓											
Technicians					✓								✓			
Protective Services: Sworn-Officials		✓	✓								✓					
Protective Services: Sworn-Patrol Officers					✓		✓		✓	✓	✓		✓		✓	✓
Protective Services: Non-sworn	✓	✓			✓											
Administrative Support	✓															

Law Enforcement Category Rank Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Captains and 1st Lt.																
Workforce #/%	43/90%	1/2%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
2nd Lt's																
Workforce #/%	83/78%	1/1%	3/3%	1/4%	4/4%	0/0%	0/0%	0/0%	13/12%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
Colonols, Lt. Col, Majors																
Workforce #/%	8/57%	1/7%	1/7%	0/7%	1/7%	0/0%	0/0%	0/0%	3/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	866/70%	57/5%	83/7%	0/4%	51/4%	0/0%	0/0%	0/0%	150/12%	8/1%	14/1%	0/0%	5/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. § 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Utilization Report.

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

Certified As Final By: Robert Fitzpatrick

HUman Resources Director

06-18-2015

[signature]

[title]

[date]