

# EEOP Short Form



Tue Feb 24 15:07:36 EST 2009

Stamford Police Department

## Step 1: Introductory Information

**Grant Title:** Arrest Enforcement Program OVW Grant **Grant Number:** 2004-WE-AX-0131

**Grantee Name:** City of Stamford **Award Amount:** \$395,258.00

**Grantee Type:** Local Government Agency

**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904

**Contact Person:** Ms. Karen Cammarota **Telephone #:** 203-977-5709

**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904

**DOJ Grant Manager:** Darla Sims **DOJ Telephone #:** 202-514-8818

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**Grant Title:** Arrest Enforcement Program OVW Grant **Grant Number:** 2004-WE-AX-0131

**Grantee Name:** City of Stamford **Award Amount:** \$300,000.00

**Grantee Type:** Local Government Agency

**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904

**Contact Person:** Ms. Karen Cammarota **Telephone #:** 203-977-5709

**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904

**DOJ Grant Manager:** Darla Sims **DOJ Telephone #:** 202-514-8818

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**Grant Title:** Justice Assistance Grant **Grant Number:** 2008F7826-CT-DJ

**Grantee Name:** City of Stamford **Award Amount:** \$24,325.00

**Grantee Type:** Local Government Agency

**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904

**Contact Person:** Ms. Karen Cammaorta **Telephone #:** 203-977-5709

**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904

**DOJ Grant Manager:** Melanie Davis **DOJ Telephone #:** 202-305-7944

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**Grant Title:** COPS: Child Sexual Predator Program  
**Grant Number:** 2008CSWX0003  
**Grantee Name:** City of Stamford  
**Award Amount:** \$141,237.00  
**Grantee Type:** Local Government Agency  
**Address:** 888 Washington B.vd.  
Stamford, Connecticut  
06904  
**Contact Person:** Ms. Karen Cammarota  
**Telephone #:** 203-977-5709  
**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**DOJ Grant Manager:** Scott McNichol  
**DOJ Telephone #:** 202-616-9266

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**Grant Title:** COPS: Secure Our Schools  
**Grant Number:** 2005CKWX0511  
**Grantee Name:** City of Stamford  
**Award Amount:** \$12,975.00  
**Grantee Type:** Local Government Agency  
**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**Contact Person:** Ms. Karen Cammarota  
**Telephone #:** 203-977-5709  
**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**DOJ Grant Manager:** Chanel Jones  
**DOJ Telephone #:** 202-616-3557

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**Grant Title:** COPS:Secure Our Schools  
**Grant Number:** 2006CKWX0632  
**Grantee Name:** City of Stamford  
**Award Amount:** \$16,167.00  
**Grantee Type:** Local Government Agency  
**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**Contact Person:** Ms. Karen Cammarota  
**Telephone #:** 203-977-5709  
**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**DOJ Grant Manager:** Chanel Jones  
**DOJ Telephone #:** 202-616-3557

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**Grant Title:** COPS: Technology Initiative      **Grant Number:** 2006CKWX0198  
**Grantee Name:** City of Stamford      **Award Amount:** \$246,807.00  
**Grantee Type:** Local Government Agency  
**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**Contact Person:** Ms. Karen Cammarota      **Telephone #:** 203-977-5709  
**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**DOJ Grant Manager:** Paulo Oborski      **DOJ Telephone #:** 202-514-1741

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**Grant Title:** COPS: Technology Initiative      **Grant Number:** 2008CKWX0447  
**Grantee Name:** City of Stamford      **Award Amount:** \$93,530.00  
**Grantee Type:** Local Government Agency  
**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**Contact Person:** Ms. Karen Cammarota      **Telephone #:** 203-977-5709  
**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**DOJ Grant Manager:** Peter Borges      **DOJ Telephone #:** 202-616-9420

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**Grant Title:** Justice Assistance Grant      **Grant Number:** 2005DJBX0930  
**Grantee Name:** City of Stamford      **Award Amount:** \$54,831.00  
**Grantee Type:** Local Government Agency  
**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**Contact Person:** Ms. Karen Cammarota      **Telephone #:** 203-977-5709  
**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**DOJ Grant Manager:** Melanie Davis      **DOJ Telephone #:** 202-305-7944

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**Grant Title:** Justice Assistance Grant      **Grant Number:** 2006DJBX0596  
**Grantee Name:** City of Stamford      **Award Amount:** \$33,072.00  
**Grantee Type:** Local Government Agency  
**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**Contact Person:** Ms. Karen Cammarota      **Telephone #:** 203-977-5709  
**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**DOJ Grant Manager:** Melanie Davis      **DOJ Telephone #:** 202-305-7944

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**Grant Title:** Justice Assistance Grant      **Grant Number:** 2007DJBX0897  
**Grantee Name:** City of Stamford      **Award Amount:** \$67,018.00  
**Grantee Type:** Local Government Agency  
**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**Contact Person:** Ms. Karen Cammarota      **Telephone #:** 203-977-5709  
**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**DOJ Grant Manager:** Melanie Davis      **DOJ Telephone #:** 202-305-7944

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**Grant Title:** Project Safe Neighborhoods      **Grant Number:** 080225-0100  
**Grantee Name:** City of Stamford      **Award Amount:** \$20,000.00  
**Grantee Type:** Local Government Agency  
**Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**Contact Person:** Ms. Karen Cammarota      **Telephone #:** 203-977-5709  
**Contact Address:** 888 Washington Blvd.  
Stamford, Connecticut  
06904  
**DOJ Grant Manager:** Robert Spector      **DOJ Telephone #:** 203-821-3700

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**Grant Title:** Urban Crime & Community Safety      **Grant Number:** 04BF6061351

Grant

<b>Grantee Name:</b>	City of Stamford	<b>Award Amount:</b>	\$30,000.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	888 Washington Blvd. Stamford, Connecticut 06904		
<b>Contact Person:</b>	Ms. Karen Cammarota	<b>Telephone #:</b>	203-977-5709
<b>Contact Address:</b>	888 Washington Blvd. Stamford, Connecticut 06904		
<b>DOJ Grant Manager:</b>	Stephen Moniz	<b>DOJ Telephone #:</b>	860-418-6341

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**Policy Statement:**

It is the continuing policy of the Stamford Police Department to afford equal opportunity to qualified applicants and employees in all employment practices, including, but not limited to, hiring, promotions, recruitment, training, compensation, benefits, transfers, work assignment, discipline, and tuition reimbursement, regardless of gender, race, creed, disability or national origin. The Department is committed to a course of affirmative action to increase the participation of females and minorities at all levels of the organization, as much as practicable within the constraints of the civil service rules and regulations regarding original and promotional appointments in the classified service of the City of Stamford. Additionally, it is the policy of this department to provide its members a viable means for communicating and resolving grievances and complaints regarding alleged unlawful discriminatory employment practices.

## Step 4b: Narrative Underutilization Analysis

Hispanic or Latino Males were under-represented in several job categories showing Professionals (-2%), Technicians (-4%), Protective Services/Sworn Officials (-10%), Protective Services/Sworn Patrol Officers (-8%), Protective Services/Non-Sworn (-1%), Administrative Support (-1%), Skilled Craft (-14%).

Black or African American Males were under-represented in Protective Services/Sworn Officials (-10%), Protective Services/Sworn Patrol Officers (-2%), Technicians (-3%), Skilled Craft (-6%) and Administrative Support (-1%). However, this category was significantly over-represented in the categories of Protective Services/Non-sworn (+20%) and Professionals (+32%).

Asian Males were under-represented showing Professionals (-3%), Technicians (-3%), Protective Services/Sworn Officials (-1%), Protective Services/Sworn Patrol Officers (-1), Protective Services/Non-Sworn (-3%) and Skilled Craft (-1%). This category was over-represented in Administrative Support (+1%).

White Females were under-represented in several categories showing Professionals (-11%), Technicians (-40%), Protective Services/Sworn Patrol Officers (-15%), Protective Services/Non-Sworn (-15%), Administrative Support (-20%), Skilled Craft (-3%).

Hispanic or Latino Females were under-represented showing Professionals (-2%), Technicians (-4%), Protective Services/Sworn Officials (-1%), Protective Services/Sworn Patrol Officers (-8%), Protective Services/Non-Sworn (-2%), Administrative Support (-6%), Skilled Craft (-1%).

Black or African American Females were under-represented showing Professionals (-4%), Technicians (-10%), Protective Services/Sworn Officials (-4%), Protective Services/Sworn Patrol Officers (-7%), Skilled Craft (-1%). However, this category was over-represented in Protective Services/Non-Sworn (+10%) and Administrative Support (+13%).

## Step 5 & 6: Objectives and Steps

### 1. Develop and administer a recruitment approach to facilitate a diverse applicant pool and workforce that represents the surrounding community.

a. The City of Stamford is committed to making its workforce reflect the available community labor force. Based on the results of the utilization analysis, and within the constraints of the civil service system that governs all hires and promotions, the City has established the following goals and steps. The Human Resources department will post job vacancies in the Stamford Advocate, with the State Department of labor and other local agencies and publications representing the surrounding communities. This broad advertising approach will facilitate a diverse pool of applicants that represents the area workforce.

b. A recruiting plan was established to develop and execute minority recruitment. The goals and objectives of this plan include community outreach and facilitating an applicant pool that reflects the surrounding available work force. This approach includes visiting college campuses and local community centers, sending out public service announcements and holding interviews on local news and radio stations, and posting vacancies on various diversity recruiting sites.

### 2. Enhance recruitment efforts to facilitate more female candidates in all job categories.

a. Based on the utilization analysis, the City of Stamford identified a need to enhance outreach efforts that focus on increasing its pool of female candidates in all job categories. The steps to achieving this will include researching and identifying organizations that provide employment services for women. Once identified, the City will post all vacancies with these organizations and solicit recommendations from these organizations on disseminating information on job opportunities with the City of Stamford.

**Step 7a: Internal Dissemination**

To ensure that employees are aware of the Equal Employment Opportunity Plan (EEOP), a notice will be posted on bulletin boards throughout the City informing employees of its existence and availability for review. All City of Stamford examination announcements state that Stamford is an equal employment opportunity employer and that an EEOP is available for their review on the City's website.

New hires attend an orientation program where the City's equal employment opportunity and other City policies are reviewed.

**Step 7b: External Dissemination**

All City of Stamford examination announcements state that Stamford is an equal employment opportunity employer and that an EEOP is available for their review on the City's website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Fairfield County, Connecticut**

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Officials/Administrators</b>														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	52,240/58%	2,455/3%	1,630/2%	15/0%	2,275/3%	0/0%	220/0%	26,945/30%	1,425/2%	1,805/2%	55/0%	1,080/1%	0/0%	190/0%
Utilization #/%														
<b>Professionals</b>														
Workforce #/%	1/33%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	40,965/41%	1,810/2%	1,820/2%	35/0%	2,635/3%	10/0%	415/0%	44,445/44%	1,980/2%	3,580/4%	80/0%	2,005/2%	25/0%	390/0%
Utilization #/%	-8%	-2%	32%	-0%	-3%	-0%	-0%	-11%	-2%	-4%	-0%	-2%	-0%	-0%
<b>Technicians</b>														
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,385/33%	320/4%	205/3%	4/0%	205/3%	0/0%	80/1%	2,860/40%	275/4%	720/10%	10/0%	105/1%	4/0%	45/1%
Utilization #/%	67%	-4%	-3%	-0%	-3%	0%	-1%	-40%	-4%	-10%	-0%	-1%	-0%	-1%
<b>Protective Services: Sworn-Officials</b>														
Workforce #/%	62/87%	1/1%	2/3%	0/0%	0/0%	0/0%	1/1%	5/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,970/64%	680/11%	775/12%	0/0%	45/1%	0/0%	55/1%	345/6%	70/1%	270/4%	0/0%	0/0%	0/0%	10/0%
Utilization #/%	23%	-10%	-10%	0%	-1%	0%	1%	1%	-1%	-4%	0%	0%	0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	171/79%	14/6%	13/6%	0/0%	1/0%	0/0%	0/0%	12/6%	4/2%	2/1%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	9,620/34%	4,230/15%	2,200/8%	40/0%	410/1%	0/0%	470/2%	5,845/21%	2,670/9%	2,375/8%	15/0%	290/1%	0/0%	285/1%
Utilization #/%	45%	-8%	-2%	-0%	-1%	0%	-2%	-15%	-8%	-7%	-0%	-1%	0%	-1%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	45/41%	1/1%	28/25%	0/0%	0/0%	0/0%	0/0%	20/18%	3/3%	12/11%	0/0%	1/1%	0/0%	0/0%
CLS #/%	355/50%	14/2%	40/6%	0/0%	20/3%	0/0%	0/0%	240/34%	35/5%	10/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-9%	-1%	20%	0%	-3%	0%	0%	-15%	-2%	10%	0%	1%	0%	0%

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Administrative Support</b>														
Workforce #/%	21/40%	1/2%	1/2%	0/0%	1/2%	0/0%	1/2%	15/28%	0/0%	11/21%	0/0%	1/2%	0/0%	1/2%
CLS #/%	30,690/27%	3,310/3%	3,760/3%	30/0%	1,075/1%	15/0%	580/1%	54,585/49%	6,910/6%	8,605/8%	60/0%	1,365/1%	25/0%	900/1%
Utilization #/%	12%	-1%	-1%	-0%	1%	-0%	1%	-20%	-6%	13%	-0%	1%	-0%	1%
<b>Skilled Craft</b>														
Workforce #/%	4/100%	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%
CLS #/%	24,895/70%	5,160/14%	2,180/6%	90/0%	470/1%	0/0%	845/2%	1,065/3%	510/1%	310/1%	10/0%	185/1%	0/0%	95/0%
Utilization #/%	30%	-14%	-6%	-0%	-1%	0%	-2%	-3%	-1%	-1%	-0%	-1%	0%	-0%
<b>Service/Maintenance</b>														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	26,580/29%	13,495/15%	7,175/8%	70/0%	1,760/2%	4/0%	1,670/2%	20,085/22%	9,815/11%	7,300/8%	50/0%	1,325/1%	20/0%	1,415/2%
Utilization #/%														

### Law Enforcement Category Rank Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Protective Services: Sworn-Assistant Police Chief</b>														
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Captain</b>														
Workforce #/%	7/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Lieutenant</b>														
Workforce #/%	9/82%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Sergeant</b>														
Workforce #/%	45/88%	1/2%	2/4%	0/0%	0/0%	0/0%	0/0%	3/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	171/79%	14/6%	13/6%	0/0%	1/0%	0/0%	0/0%	12/6%	4/2%	2/1%	0/0%	0/0%	0/0%	0/0%

