

EEOP Utilization Report



Tue Sep 10 10:20:07 EDT 2013

Step 1: Introductory Information

Grant Title:	2010 Justice Assistance Grant	Grant Number:	2010-DJ-BX-0578
Grantee Name:	Gulfport Police Dept.	Award Amount:	\$125,424.00
Grantee Type:	Local Government Agency		
Address:	2220 15th St. Gulfport, Mississippi 39501		
Contact Person:	Pam Winston	Telephone #:	228-868-5906
Contact Address:	2220 15th St Gulfport, Mississippi 39502		
DOJ Grant Manager:	Tarasa Yates	DOJ Telephone #:	202-305-1780

Grant Title:	2009 Justice Assistance Grant	Grant Number:	2009-SB-B9-2981
Grantee Name:	Gulfport Police Dept.	Award Amount:	\$638,443.00
Grantee Type:	Local Government Agency		
Address:	2220 15th St Gulfport, Mississippi 39501		
Contact Person:	Pam Winston	Telephone #:	228-868-5906
Contact Address:	2220 15th St. Gulfport, Mississippi 39501		
DOJ Grant Manager:	Tarasa Yates	DOJ Telephone #:	202-305-1780

Grant Title:	2011 Justice Assistance Grant	Grant Number:	2011-DJ-BX-2696
Grantee Name:	Gulfport Police Dept	Award Amount:	\$87,078.00
Grantee Type:	Local Government Agency		
Address:	2220 15th St Gulfport, Mississippi 39501		
Contact Person:	Pam Winston	Telephone #:	228-868-5906
Contact Address:	2220 15th St Gulfport, Mississippi 39501		
DOJ Grant Manager:	Tarasa Yates	DOJ Telephone #:	202-305-1780

Grant Title: 2012 Justice Assistance **Grant Number:** 2012-DJ-BX-0461
Grantee Name: Gulfport Police Dept. **Award Amount:** \$61,362.00
Grantee Type: Local Government Agency
Address: 2220 15th St
Gulfport, Mississippi
39501
Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St
Gulfport, Mississippi
39501
DOJ Grant Manager: Tarasa Yates **DOJ Telephone #:** 202-305-1780

Grant Title: COPS Hiring **Grant Number:** 2009-RKWX-0502
Grantee Name: Gulfport Police Dept. **Award Amount:** \$625,028.00
Grantee Type: Local Government Agency
Address: 2220 15th St
Gulfport, Mississippi
39501
Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St.
Gulfport, Mississippi
39501
DOJ Grant Manager: Lynette Chambliss **DOJ Telephone #:** 202-353-9790

Grant Title: 2011 HIDTA Tri County **Grant Number:** G-11-GC-0003A
Grantee Name: Gulfport Police Dept. **Award Amount:** \$25,193.00
Grantee Type: Local Government Agency
Address: 2220 15th St.
Gulfport, Mississippi
39501
Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St.
Gulfport, Mississippi
39501
DOJ Grant Manager: Jim Hawkins **DOJ Telephone #:** 501-933-9400

Grant Title: 2012 HIDTA Tri County **Grant Number:** G12-GC-0003A
Grantee Name: Gulfport Police Dept. **Award Amount:** \$5,937.00
Grantee Type: Local Government Agency
Address: 2220 15th St
Hulfport, Mississippi
39501
Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St.
Gulfport, Mississippi
39501
DOJ Grant Manager: Jim Hawkins **DOJ Telephone #:** 601-933-9400

Grant Title: CNET Task Force **Grant Number:** 11-NM-2142
Grantee Name: Gulfport Police Dept. **Award Amount:** \$129,280.00
Grantee Type: Local Government Agency
Address: 2220 15th St
Gulfport, Mississippi
39501
Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St.
Gulfport, Mississippi
39501
State Granting Agency: MS Dept. of Public Safety **Grant Number:** 11-NM-2142
Contact Name: Tim Wilkinson
Contact Address: 1025 North Park Dr
Jackson, Mississippi
39157
Telephone #: 501-977-3700

Grant Title: Alcohol Countermeasures **Grant Number:** 13-TA-214-1
Grantee Name: Gulfport Police Dept. **Award Amount:** \$140,000.00
Grantee Type: Local Government Agency
Address: 2220 15th St.
Gulfport, Mississippi
39501
Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St

Gulfport, Mississippi
39501

State Granting Agency: MS Dept. of Public Safety

Grant Number: 13-TA-214-1

Contact Name: Robin Layton

Contact Address: 1025 North Park Dr
Jackson, Mississippi
39157

Telephone #: 601-977-3700

Grant Title: Occupant Protection

Grant Number: 13-OP-214-1

Grantee Name: Gulfport Police Dept.

Award Amount: \$42,286.00

Grantee Type: Local Government Agency

Address: 2220 15th St
Gulfport, Mississippi
39501

Contact Person: Pam Winston

Telephone #: 228-868-5906

Contact Address: 2220 15th St
Gulfport, Mississippi
39501

State Granting Agency: Ms Dept. of Public Safety

Grant Number: 13-OP-214-1

Contact Name: Jeb Stuart

Contact Address: 1025 North Park Dr.
Jackson, Mississippi
39157

Telephone #: 601-977-3700

Grant Title: Project Safe Neighborhood

Grant Number: GR04247-03

Grantee Name: Gulfport Police Dept.

Award Amount: \$43,074.00

Grantee Type: Local Government Agency

Address: 2220 15th St
Gulfport, Mississippi
39501

Contact Person: Pam Winston

Telephone #: 228-868-5906

Contact Address: 2220 15th St
Gulfport, Mississippi
39501

State Granting Agency: University of Southern MS

Grant Number: GR04247-03

Agency:

Contact Name: Heather Brown
Contact Address: 118 College Park Dr
Hattiesburg, Mississippi
39406
Telephone #: 601-266-5772

Grant Title: Project Safe Neighborhood **Grant Number:** GR04134-04
Grantee Name: Gulfport Police Dept **Award Amount:** \$20,000.00
Grantee Type: Local Government Agency
Address: 2220 15th St
Gulfport, Mississippi
39501

Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St
Gulfport, Mississippi
39501

State Granting Agency: University of Southern MS **Grant Number:** GR04134-04
Contact Name: Heather Brown
Contact Address: 118 College Drive
Hattiesburg, Mississippi
39406
Telephone #: 601-266-5772

Grant Title: Project Safe Neighborhood **Grant Number:** GR04438-04
Grantee Name: Gulfport Police Dept. **Award Amount:** \$15,010.00
Grantee Type: Local Government Agency
Address: 2220 15th St.
Gulfport, Mississippi
39501

Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St
Gulfport, Mississippi
39501

State Granting Agency: University of Southern MS **Grant Number:** GR04438-04
Contact Name: Heather Brown

Contact Address: 118 College Dr
Hattiesburg, Mississippi
39406

Telephone #: 601-266-5772

Grant Title: STOP Violence Against Women **Grant Number:** 11-SL-2141
Grantee Name: Gulfport Police Dept. **Award Amount:** \$45,934.00
Grantee Type: Local Government Agency
Address: 2220 15th St.
Gulfport, Mississippi
39501

Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St.
Gulfport, Mississippi
39501

State Granting Agency: MS Dept. of Public Safety **Grant Number:** 11-SL-2141
Contact Name: Rena Gaylor
Contact Address: 1025 North Park Drive
Jackson, Mississippi
39157

Telephone #: 601-977-3700

Grant Title: STOP Violence Against Women **Grant Number:** 12-SL-2141
Grantee Name: Gulfport Police Dept. **Award Amount:** \$45,710.00
Grantee Type: Local Government Agency
Address: 2220 15th St.
Gulfport, Mississippi
39501

Contact Person: Pam Winston **Telephone #:** 228-868-5906
Contact Address: 2220 15th St
Gulfport, Mississippi
39501

State Granting Agency: Ms Dept. of Public Safety **Grant Number:** 12-SL-2141
Contact Name: Rena Gaylor
Contact Address: 1025 North Park Dr.
Jackson, Mississippi
39157

Telephone #: 601-977-3700

Grant Title:	2013 HIDTA	Grant Number:	G-13GC-003A
Grantee Name:	Gulfport Police Dept	Award Amount:	\$15,502.00
Grantee Type:	Local Government Agency		
Address:	2220 15th St. Gulfport, Mississippi 39501		
Contact Person:	Pam Winston	Telephone #:	229-868-5906
Contact Address:	2220 15th St. Gulfport, Mississippi 39501		
DOJ Grant Manager:	Jim Hawkins	DOJ Telephone #:	601-933-9400

Policy Statement:

The Gulfport Police Department is an Equal Opportunity Employer who fully supports the Americans with Disabilities Act, (ADA), and will respond to reason able requests for job accommodations and will take action to recruit, hire, reassign, compensate, train, demote, and to advance in employment qualified individuals with disabilities. The Gulfport Police Department is committed to making sustained, diligent efforts to identify and consider such individuals for employment and for opportunities arising during employment.

Harassment, in any form, against any applicant for employment is unacceptable and will not be tolerated. All employees must respect civil rights laws and refrain from discriminatory actions. It is everyones responsibility to perform official duties in a way that maintains and fosters a non-hostile work environment free from discrimination.

Prohibited discriminatory actions or conduct may include remarks and jokes regarding race, color, religion, sex, national origin, age, physical or mental ability, marital status, sexual orientation,

etc.

The Gulfport Police Department prohibits any retaliatory action against an employee for opposing a practice, which he or she believes to be discriminatory. This includes the filing of an internal complaint or the filing of a complaint with a state or federal civil rights enforcement agency.

The Chief of Police or his designee, will be responsible for educating employees on equal employment opportunity, discrimination, and harassment issues. He will also be responsible for ensuring that staff members at all levels carry out the intent of this equal employment action and take appropriate measures to correct any discrimination, which might occur

Step 4b: Narrative Underutilization Analysis

A review of the Utilization Analysis Chart reveals significant deviations in 3 categories, Protective Services for both White and African American females and for Protective Services Sworn Officials for African American Females.

Step 5 & 6: Objectives and Steps

1. The Gulfport Police Department will continue to identify those barriers that might deter African American

a. GPD will survey current members of the agency that belong to the underutilized categories and identify the attitudes and issues that tend to discourage African American and white females from applying with the department. The department will also try to determine if there is anything the department can provide to make the position more attractive to members of the underutilized categories. Based on this information the department will evaluate how the work environment, policies, benefit package and attitudes encourage or discourage employment by members of the underutilized categories.

2. GPD will continue to actively recruit African American and white females for Patrol Officer and Non-Sworn

a. The GPD will continue to maintain its current relationship with the various community organizations that serve members of the underutilized categories. These include churches, community centers, fraternal organizations, and community outreach organizations. The Community Relations Division of the GPD will be supplied recruiting materials and will provide information to these groups whenever they appears at functions sponsored by these groups.

b. GPD will maintain the relationship with the various community colleges and universities in the recruiting area to identify viable candidates who are members of the underutilized categories. GPD will also continue to attend job fairs and career days at institutions that serve members of these underutilized categories. Additionally, the department's recruiter will continue to interact with 2 local police academies serving the recruiting area to identify viable candidates who are members of the underutilized categories attending on a self sponsored basis.

c. The GPD will portray through it's advertising and Community Relations Division the opportunities for minorities at the Gulfport Police Dept. The department will portray employment in law enforcement for women in a positive way in an attempt to attract higher number of female applicants.

Step 7a: Internal Dissemination

1. The GPD will provide a e-mail copy of the EEOP Short form to all GPD personnel.
2. GPD will notify all members of the department of the availability of a hard copy of the EEOP Short Form.
3. GPD will provide a hard copy of the EEOP Short Form to the Human Resources Department of the City of Gulfport.

Step 7b: External Dissemination

1. GPD will post a copy of the EEOP Short Form to the department's web site.
2. GPD will provide a copy to the local libraries in the area for public dissemination.
3. Post on all applications and recruiting posters that a copy of the EEOP Short Form is available for review.
4. Notify all vendors and contractors that a copy of the EEOP Short Form is available upon request.

Utilization Analysis Chart
Relevant Labor Market: Harrison County, Mississippi

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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,700/49%	180/2%	520/5%	0/0%	145/2%	0/0%	0/0%	0/0%	3,100/33%	75/1%	625/7%	10/0%	105/1%	0/0%	60/1%	15/0%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,730/35%	180/1%	365/3%	0/0%	190/1%	0/0%	0/0%	4/0%	6,415/47%	185/1%	1,180/9%	10/0%	175/1%	15/0%	60/0%	60/0%
Utilization #/%																
Technicians																
Workforce #/%	2/50%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	950/31%	25/1%	235/8%	0/0%	0/0%	0/0%	25/1%	0/0%	1,160/38%	85/3%	445/15%	0/0%	140/5%	0/0%	0/0%	0/0%
Utilization #/%	19%	-1%	17%	0%	0%	0%	-1%	0%	-13%	-3%	-15%	0%	-5%	0%	0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	54/81%	1/1%	4/6%	0/0%	1/1%	0/0%	0/0%	1/1%	5/7%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,715/64%	35/1%	315/12%	0/0%	0/0%	0/0%	30/1%	0/0%	235/9%	20/1%	300/11%	0/0%	0/0%	0/0%	0/0%	10/0%
Utilization #/%	16%	0%	-6%	0%	1%	0%	-1%	1%	-1%	-1%	-11%	1%	0%	0%	0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	75/77%	3/3%	12/12%	0/0%	0/0%	0/0%	0/0%	0/0%	6/6%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	3,245/39%	415/5%	1,250/15%	0/0%	150/2%	0/0%	4/0%	0/0%	1,860/22%	195/2%	970/12%	30/0%	155/2%	0/0%	0/0%	70/1%
Utilization #/%	38%	-2%	-3%	0%	-2%	0%	-0%	0%	-16%	-1%	-12%	-0%	-2%	0%	0%	-1%
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 #/%	7/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	23/68%	0/0%	4/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	50/33%	15/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	55/37%	0/0%	30/20%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-13%	-10%	0%	0%	0%	0%	0%	0%	31%	0%	-8%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/82%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,850/25%	135/1%	960/4%	15/0%	400/2%	0/0%	160/1%	0/0%	12,020/51%	335/1%	3,275/14%	150/1%	340/1%	0/0%	75/0%	15/0%
Utilization #/%	-25%	-1%	-4%	-0%	-2%	0%	-1%	0%	31%	-1%	4%	-1%	-1%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,175/74%	1,030/9%	1,015/9%	30/0%	90/1%	0/0%	129/1%	20/0%	345/3%	75/1%	85/1%	0/0%	30/0%	0/0%	4/0%	40/0%
Utilization #/%																
Service/Maintenance																
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%	0/0%	0/0%
CLS #/%	10,475/35%	1,200/4%	5,025/17%	30/0%	470/2%	0/0%	229/1%	0/0%	7,315/24%	590/2%	3,290/11%	90/0%	1,340/4%	0/0%	124/0%	0/0%
Utilization #/%	65%	-4%	-17%	-0%	-2%	0%	-1%	0%	-24%	-2%	-11%	-0%	-4%	0%	-0%	0%

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
Protective Services: Sworn-Officials											✓					
Protective Services: Sworn-Patrol Officers									✓		✓					

Law Enforcement Category Rank Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	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
Chief																
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%
Deputy Chief																
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%
Commander																
Workforce #/%	2/100%	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%
Deputy Commander																
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%
Detective																
Workforce #/%	11/61%	0/0%	1/6%	0/6%	1/6%	0/0%	0/0%	1/6%	4/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	3/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	12/75%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	23/92%	1/4%	1/4%	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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	75/77%	3/3%	12/12%	0/0%	0/0%	0/0%	0/0%	0/0%	6/6%	1/1%	0/0%	0/0%	0/0%	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.

[signature]

[title]

[date]