

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #06/23-056: Preliminary Determination Pursuant to the Audit of the New York City Police Department (NYPD) Recruitment Program for the Three Police Officer Examinations Conducted in 2004 (Nos. 3007, 3047, and 4004).

Whereas, pursuant to Chapter 36, Section 831(d)(2) of the New York City Charter, the Equal Employment Practices Commission (EEPC) is authorized to audit and evaluate the employment practices, programs, policies and procedures of city agencies and their efforts to insure 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, the Equal Employment Practices Commission audited the New York City Police Department Recruitment Program for the Three Police Officer Examinations Conducted in 2004; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a preliminary determination pursuant to Section 831(d) that any plan, program, procedure, approach, measure or standard adopted or utilized by any city agency does not provide equal employment opportunity. Now, Therefore,

Be It Resolved,

That pursuant to the audit of the New York City Police Department Recruitment Program for the Three Police Officer Examinations Conducted in 2004, the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. The Police Department did not include diversity in its 2004 recruitment advertisements-- which consisted of pictures of police officers in "action" and "adventure" situations. (Sect. VI(A)(1), EEOP)
2. The Recruitment Section's Media Spread Sheet, which contained the percentage of applicants for each recruitment source, did not include the race and sex designations of police officer applicants.
3. The EEO Officer was not involved in the development of police officer recruitment strategies and selection of recruitment media. (Sect. VC, EEOP)

Be It Finally Resolved,

that the Commission authorizes the Chair, Ernest F. Hart, Esq., to forward a letter to the New York City Police Department's Commissioner, Raymond W. Kelly, formally informing him of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, his response to these findings within thirty days of receipt of the

letter indicating what corrective actions the New York City Police Department will take to bring it into compliance with the New York City Equal Employment Opportunity Policy.

Approved unanimously on December 14, 2006.

Chereé A. Buggs, Esq.
Commissioner

Angela Cabrera
Commissioner

Veronica Villanueva, Esq.
Commissioner



Ernest F. Hart, Esq.
Chair

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

RESOLUTION #07/10-056C: Determination of implementation by the New York City Police Department of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the New York City Police Department Recruitment Program for the three 2004 Police Officer examinations: February (Exam #3007), June (Exam #3047), and October (Exam #4004).

Whereas, pursuant to Chapter 36, Sections 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 insure 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 its audit of the New York City Police Department (NYPD) Recruitment Program for the three 2004 Police Officer examinations: February (Exam #3007), June (Exam #3047), and October (Exam #4004), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated December 14, 2006, setting forth its findings and recommended corrective actions; and

Whereas, the NYPD submitted its responses to EEPC's preliminary determination letter, on February 6, 2007; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued its final determination letter on February 15, 2007 identifying those recommendations accepted and rejected by NYPD; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the NYPD for a period not to exceed six months, from June 1, 2007 through November 30, 2007, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the New York City Police Department submitted its Final Compliance Report on July 2, 2007; and

Whereas, all of the aforementioned recommended corrective actions are required by, or are consistent with, the City's Equal Employment Opportunity Policy; and

Whereas, the members of this Commission have reviewed a Compliance Summary Report prepared by EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

Be It Resolved,
that the New York City Police Department has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapter 35 and 36 of the City Charter.

Be It Finally Resolved,

that the Commission authorizes the Chair, Ernest F. Hart, Esq., to forward a letter to the Commissioner of the New York City Police Department, Raymond W. Kelly, formally informing him that the NYPD has implemented the recommended corrective actions to the Commission's satisfaction.

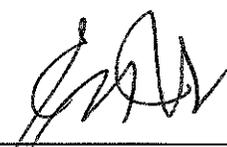
Approved unanimously on July 12, 2007.

Chereé A. Buggs, Esq.
Commissioner

Angela Cabrera
Commissioner

Manual A. Méndez
Vice-Chair

Veronica Villanueva, Esq.
Commissioner



Ernest F. Hart, Esq.
Chair

To: NYPD Employees

From: Police Commissioner Raymond W. Kelly

Subject: EQUAL EMPLOYMENT PRACTICES COMMISSION AUDIT

The Equal Employment Practices Commission (EEPC) recently completed an audit of the NYPD's recruitment program for three Police Officer examinations conducted in 2004. The Department takes tremendous pride in conducting this program since its recruitment strategies have consistently produced increasingly diverse classes of applicants and police recruits which are reflective of the City's demographics.

In their preliminary determination the EEPC has listed only two recommendations, both of which have already been implemented. These recommendations include the inclusion of enhancements to the Recruitment Section's media analysis report and the involvement of the EEO Officer in the development of Police Officer recruitment strategies and the selection of recruitment media.

As Police Commissioner, I want to reaffirm the Police Department's strong commitment to maintaining fair employment practices for all of its employees and job applicants. The Police Department is committed to preventing discrimination by ensuring that all employees are aware of their rights and obligations under this policy and encouraging a work environment that appreciates and accepts differences among employees. I encourage all personnel to access the resources available within our agency and to address our EEO Staff with any concerns you may have.