

**#07/10-056C**

**NYC POLICE DEPARTEMNT**

- Summary Compliance Report July 12, 2007
- Letter of Compliance Satisfaction July 12, 2007



# EQUAL EMPLOYMENT PRACTICES COMMISSION

## SUMMARY COMPLIANCE REPORT

**Agency:** New York City Police Department

**Agency Head:** Raymond W. Kelly, Commissioner

**EEO Officer:** Neldra Zeigler

**Audit of NYPD's Recruitment Program: Year 2004 (Exams #3007, #3047, #4004)**

Date of Preliminary Determination Letter: *December 14, 2006*  
Date of Response Letter: *February 6, 2007*  
Date of Final Determinations Letter: *February 15, 2007*

Compliance Initiated: *July 2007*  
Compliance Completed: *July 2007*  
Covering Month: *June 2007*

**Date: July 12, 2007**

Pursuant to the findings and recommendations of the Equal Employment Practices Commission's (EEOC) Audit of Compliance by 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), EEOC initiated Audit Compliance with the NYPD in July 2007. The NYPD's final Monthly Compliance Report was submitted on July 2, 2007.

All three required actions were completed or accepted. The following is a summary of the compliance reports:

- To measure the effectiveness of individual recruitment sources in attracting minority and women candidates, the Recruitment Section should obtain and include the race and sex of police officer applicants for its Media Spread Sheet.**

The NYPD submitted a copy of the Interest Sources Spreadsheet, which includes a race and sex category.

Documentation was accepted at the Compliance Initiation Meeting in May 2007.

2. **Since the EEO Officer has the primary responsibility for assisting the agency head in implementing the City's EEO policies and standards, the Commissioner should direct the Commander of the Recruitment Section to include the EEO Officer in the development of police officer recruitment strategies and selection of recruitment media. (Sect. VC, EEOP)**

The NYPD said that the Deputy Commissioner for Equal Employment Opportunity Neldra Zeigler has met with Deputy Inspector Martin Morales, C.O. Recruitment Section on May 1, 2007 and will be meeting on future dates to discuss recruitment strategies and the selection of recruitment media. The attached memo from Commissioner Raymond W. Kelly indicates that this recommendation has been implemented.

The required action was completed in June 2007.

3. **The NYPD's Commissioner should disseminate an agency-wide memorandum to discuss changes that are being implemented in the agency's recruitment program pursuant to the audit and re-emphasize his commitment to the agency's Equal Employment Opportunity Program.**

The attached memo from Commissioner Raymond W. Kelly will be distributed to all NYPD employees.

The response to the required action was accepted in July 2007.

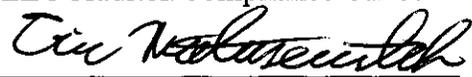
### **Recommendation**

Based on the above information, we recommend that the Equal Employment Practices Commission issue a Letter of Completion of Compliance to Commissioner Raymond W. Kelly, informing him that the NYPD has implemented the recommended corrective actions to the Commission's satisfaction.

Respectfully Submitted,



Adrienne Smith  
EEO Auditor/Compliance Officer



Eric Matusewitch  
Deputy Director



Abraham May, Jr.  
Executive Director

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.



## EQUAL EMPLOYMENT PRACTICES COMMISSION

City of New York

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July 12, 2007

Raymond W. Kelly  
Police Commissioner  
New York City Police Department  
1 Police Plaza  
New York, New York 10038

Re: Resolution #07/10-056C: Implementation of Corrective Actions Pursuant to the Audit of Compliance by 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).

Dear Commissioner Kelly:

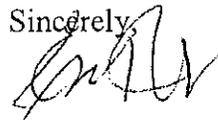
Pursuant to Section 832 of Chapter 36 of the New York City Charter, the Equal Employment Practices Commission (EEPC) was required to monitor audit compliance by the New York City Police Department (NYPD) for a period not to exceed six months. The compliance period was July 2005 through November 2007. The NYPD's Final Compliance Report was submitted on July 2, 2007.

The goal of monitoring was to determine if the NYPD implemented all recommended corrective actions pursuant to our audit of compliance by your agency with: 1) the mandates of the City's Equal Employment Opportunity Policy (EEOP); 2) the Federal government's Guidelines on Employee Selection Procedures (29 C.F.R. sec. 1607); or 3) EEPC positions.

After completing its review of the Compliance Report submitted by your agency, EEPC staff submitted a Compliance Summary Report for Commission review. This Commission has determined that the NYPD has implemented the recommended corrective actions as required by Chapter 35 and 36 of the New York City Charter to the Commission's satisfaction. The New York City Police Department is now in compliance with the mandates of the City's Equal Employment Opportunity Policy.

On behalf of this Commission, I want to thank you, Deputy Commissioner for EEO Neldra Zeigler, and Audit Liaison Kenneth Wesley for the cooperation extended to the EEPD Compliance Unit during the compliance-monitoring period.

Sincerely,



Ernest F. Hart, Esq.  
Chair

C: D/C Neldra Zeigler, EEO Officer  
Kenneth Wesley, Audit Liaison