

EEOP Utilization Report



Mon Dec 14 10:23:37 EST 2015

Step 1: Introductory Information

Grant Title:	HIDTA-DEA Intelligence	Grant Number:	FD510
Grantee Name:	St. Louis County Police Department	Award Amount:	\$110,000.00
Grantee Type:	Local Government Agency		
Address:	7900 Forsyth Blvd. St. Louis, Missouri 63105		
Contact Person:	Erica Horten	Telephone #:	314-615-7824
Contact Address:	7900 Forsyth Blvd. St. Louis, Missouri 63105		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	HIDTF-Major Investigations	Grant Number:	FD511
Grantee Name:	St. Louis County Police Department	Award Amount:	\$3,600.00
Grantee Type:	Local Government Agency		
Address:	7900 Forsyth Blvd. St. Louis, Missouri 63105		
Contact Person:	Erica Horten	Telephone #:	314-615-7824
Contact Address:	7900 Forsyth Blvd. St. Louis, Missouri 63105		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	DNA Capacity Enhancement and Backlog Reduction Program	Grant Number:	FL402
Grantee Name:	St. Louis County Police Department	Award Amount:	\$172,810.00
Grantee Type:	Local Government Agency		
Address:	7900 Forsyth Blvd. St. Louis, Missouri 63105		
Contact Person:	Davd Jones	Telephone #:	314-615-5308
Contact Address:	7900 Forsyth Blvd. St. Louis, Missouri		

63105

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: 2014 HIDTA **Grant Number:** FD409
Grantee Name: St. Louis County Police **Award Amount:** \$279,902.00
Department
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten **Telephone #:** 314-615-7824
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: 2015 MCLUP **Grant Number:** FL403
Grantee Name: St. Louis County Police **Award Amount:** \$83,207.00
Department
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten **Telephone #:** 314-615-7824
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: 2016 MCLUP **Grant Number:** FL507
Grantee Name: St. Louis County Police **Award Amount:** \$106,921.00
Department
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten **Telephone #:** 314-615-7824

Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: 2014 JAG-MJDTF
Grantee Name: St. Louis County Police
Department
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
DOJ Grant Manager:

Grant Number: FD413
Award Amount: \$269,298.00
Telephone #: 314-615-7824

Grant Title: 2015 JAG-MJDTF
Grantee Name: St. Louis County Police
Department
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
DOJ Grant Manager:

Grant Number: FD502
Award Amount: \$225,955.00
Telephone #: 314-615-7824

Grant Title: 2015 SCCG
Grantee Name: St. Louis County Police
Department
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

Grant Number: FF403
Award Amount: \$88,195.00

Contact Person: Erica Horten **Telephone #:** 314-615-7824
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: 2016 SCCG **Grant Number:** FF503
Grantee Name: St. Louis County Police **Award Amount:** \$103,122.00
Department
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten **Telephone #:** 314-615-7824
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: UASI **Grant Number:** FI401
Grantee Name: St. Louis County Police **Award Amount:** \$102,500.00
Department
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten **Telephone #:** 314-615-7824
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
State Granting Agency: **Grant Number:**
Contact Name:
Contact Address:
Telephone #:

Grant Title: UASI **Grant Number:** FI501

Grantee Name: St. Louis County Police Department
Award Amount: \$140,000.00
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten
Telephone #: 314-615-7824
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
State Granting Agency:
Contact Name:
Contact Address:
Telephone #:

Grant Title: HIDTA Wire Intercept
Grant Number: FD512
Grantee Name: St. Louis County Police Department
Award Amount: \$150,000.00
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten
Telephone #: 314-615-7824
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
DOJ Grant Manager:
DOJ Telephone #:

Grant Title: 2015 HIDTA
Grant Number: FD509
Grantee Name: St. Louis County Police Department
Award Amount: \$325,466.00
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Erica Horten
Telephone #: 314-615-7824
Contact Address: 7900 Forsyth Blvd.

St. Louis, Missouri
63105

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: Highway Safety Unit Grant

Grant Number: FH402

Grantee Name: St. Louis County Police
Department

Award Amount: \$297,516.00

Grantee Type: Local Government Agency

Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

Contact Person: Erica Horten

Telephone #: 314-615-7824

Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: Occupant Protection Enforcement
Grant

Grant Number: FH406

Grantee Name: St. Louis County Police
Department

Award Amount: \$40,000.00

Grantee Type: Local Government Agency

Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

Contact Person: Erica Horten

Telephone #: 314-615-7824

Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: Sobriety & DWI Checkpoint

Grant Number: FH403

Grantee Name: St. Louis County Police
Department

Award Amount: \$87,500.00

Grantee Type: Local Government Agency

Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

Contact Person: Erica Horten **Telephone #:** 314-615-7824
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: 2013 Enhanced Collaborative Model to Combat Human Trafficking **Grant Number:** FF302
Grantee Name: St. Louis County Police Department **Award Amount:** \$250,000.00
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Dave Jones **Telephone #:** 314-615-5308
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: 2013 Edward Byrne Memorial JAG **Grant Number:** FP302
Grantee Name: St. Louis County Police Department **Award Amount:** \$85,634.00
Grantee Type: Local Government Agency
Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
Contact Person: Dave Jones **Telephone #:** 314-615-5308
Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: 2014 Edward Byrne Memorial JAG **Grant Number:** FP406
Grantee Name: St. Louis County Police Department **Award Amount:** \$91,308.00
Grantee Type: Local Government Agency

Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

Contact Person: Dave Jones

Telephone #: 314-615-5308

Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: 2015 Edward Byrne Memorial JAG **Grant Number:** FP506

Grantee Name: St. Louis County Police Department **Award Amount:** \$79,925.00

Grantee Type: Local Government Agency

Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

Contact Person: Erica Horten

Telephone #: 314-615-7824

Contact Address: 7900 Forsyth Blvd.
St. Louis, Missouri
63105

DOJ Grant Manager:

DOJ Telephone #:

Policy Statement:

The mission of the St. Louis County Police Department is to work cooperatively with the public and within the framework of the Constitution, to enforce the laws, preserve the peace, reduce fear and provide a safe environment in our neighborhoods. To further these goals, the Department relies on the talents of a highly professional force of personnel which reflects the diversity of the population it serves. This Affirmative Action and Equal Employment Opportunity Plan is the method by which the Department will ensure this diversity through fair and equal opportunity and treatment to all employees and candidates for employment.

On December 3, 1991, the St. Louis County Police Board of Police Commissioners adopted the following resolution:

"Be it resolved that the St. Louis County Board of Police Commissioners hereby adopts as the policy of the St. Louis County Police Department; that subject to all applicable State and Federal statutory or judicial exemptions, all qualified applicants for employment and/or advancement, whether commissioned or civilian, shall be given equal opportunity for consideration, selection, appointment and retention regardless of race, color, religion, sex, national origin, age, handicap or political affiliation to be strictly enforced as of the date of this resolution."

Step 4b: Narrative Underutilization Analysis

Review of the Utilization Analysis Chart revealed low numbers in the Officials/Administrators, Technicians, Skilled Craft, and Service Maintenance job categories, making it difficult to interpret the significance of underutilization in those categories. These categories are staffed with non-sworn personnel and traditionally have a very low turnover of staff. There is emphasis on the hiring of protected classes and trends toward staffing many other positions with non-sworn employees in different categories. Underutilization of females and minorities in the positions filled by promotion and transfer, however, are not likely to be fully addressed until issues of underutilization in entry level positions are addressed.

With respect to the underutilization of protected class employees in entry level positions, and in positions filled by promotion or transfer, the following are considered more significant: Black Males in the Protective Services for Sworn Officials and Sworn Patrol Officers; Two or More Races in the Protective Services, Sworn Patrol Officers; White, Hispanic and Asian Females in the Sworn Patrol Officers category; Hispanic or Latino Females in the Sworn Patrol Officers category; Black or African American Females in the Sworn Officials and Sworn Patrol Officers categories and Asian Females in the Sworn Patrol Officer category. The Department will continue to promote equal opportunity among all applicants and employees, not one which provides one particular ethnicity or gender with an advantage over the others. Insofar as selection and promotion criteria are evaluated, such evaluation will serve to ensure that the particular criterion is not discriminatory against an individual ethnicity or gender. Any adjustments made to criteria will be for all candidates or employees and not solely for one ethnicity or gender.

Step 5 & 6: Objectives and Steps

1. Attend job fairs to attract a more diverse span of applicants.

a. The Personnel Services Unit will continue to identify and participate in job fairs with traditionally high minority attendance when possible. We have attended job fairs, such as the following: 1) Northside Youth and Senior Service Fair, Congressman Clays Career Fair, Urban League of St. Louis Job Fair; 2) St. Louis University Job Fairs, University of Central MO, St. Louis Community Colleges at Florissant Valley, University of MO St. Louis and Ranken Tech College Job Fair. 3) Two Hiring Our Heros Job Fairs, Fort Leonard Wood and Bridgeton, Welcome Home Warrior Veterans Hiring Fair, MO Guard and Reserve Job Fair; 3) Murray State University Job Fair and Western Ill University. In addition, we have participated in several high school career events at Affton and Mehlville High Schools. The Department has made public appearances on Sparkman Radio. We plan to maintain the established relationships stated and provide recruiting literature and personal appearances at all opportunities.

2. Join with local and out of town colleges and universities to recruit more females and minorities.

a. The Personnel Services Unit will strive to continue having current recruitment literature maintained on file at the job placement centers of local and out-of-town universities, particularly those with traditionally high minority or female enrollment. We will also make every attempt to visit universities and attend recruitment or job fairs at these institutions, both locally and out-of-town. In addition, the Department will continue to offer an internship program where available. These actions will serve to establish or strengthen our associations and also help to increase the number of qualified minority and female applicants.

3. Seek to make use of community based organizations for more recruiting sources.

a. The Department will make use of community based organizations such as Neighborhood Watch and neighborhood association groups, the Citizens' Police Academy, and National Night Out as recruitment venues. This activity should serve to attract candidates directly from the communities served by the Department. The Department will continue to sponsor Law Enforcement Explorer programs and has established a Police Athletic League as an avenue to include younger members in the community wishing to familiarize themselves with a law enforcement career field and interact with officers.

4. Work with school, local minority churches, and community-oriented organizations to identify a diverse group of applicants.

- a. The Department will seek to identify additional events for this purpose, such as the Junior Achievement Job Fair.
- b. The Department administered two community based recruitment initiatives that allowed for entry level testing, employment tips and coaching to individuals seeking police employment.

5. Maintain an outside recruitment window display to attract a diverse group of applicants.

a. The display at the Westfall Justice Center completed in May 2008 and continues to be maintained. Through various photographs, a diverse group of male and female employees, including minorities, are represented in various assignments and settings.

6. Advertise with as many minority publications as possible.

a. The Personnel Services Unit will continue to ensure that job opportunities and announcements are advertised in such a way to produce the largest response of the most diverse group of applicants possible. In addition to the electronic, print and broadcast media currently utilized by the Department, we will disseminate job announcements via media with a largely minority audience, in addition to major media in the area. We will also continue to investigate alternative dissemination options for recruitment and job announcements through social media outlets. We continue to utilize surrounding college bulletin boards to post information about career opportunities with the St. Louis County Police Department. Posting the information on various business, professional, and college internet sites is ongoing.

7. Continue recruiting efforts through outside sources.

a. The Department will continue their recruitment activities and seek to utilize the programs and services of the armed forces, as well as, Missouri Career Source, which traditionally represent a largely diverse population. The Department strives to attract a diverse candidate base already familiar with the law enforcement function. The St. Louis County Police Department's website at www.stlouisco.com/police remains an excellent source for outside inquiries and career opportunities and has been updated to be more user-friendly and attractive. It provides contact information for immediate inquiries and response.

8. Appear on a local radio program.

a. The Personnel Services Unit recruiter participated in a radio recruitment advertisement in September 2015, to recruit a diverse group of applicants from the metropolitan area.

9. Placing Department position information on various print publications and websites to attract a diverse group of qualified applicants.

a. Information was placed on the following websites: Jobs.mo.gov, Policeone.com, Missouri Peace Officers website, MONSTER and the St. Louis County Police website. Advertising of vacant positions was also posted on various university and college websites. Ongoing advertising was done with the EOEjournal and Sparkman Publication.

10. Continue to encourage and compensate employees who recruit new applicants.

a. The Department has a system whereby employees are rewarded for successful candidate referrals. The Department continues to actively encourage new and experienced employees to refer qualified candidates for employment regardless of ethnic or gender characteristics, through new employee orientation, the use of the Department Information Digest and bulletin board and e-mail notices. These activities should result in a greater referral of qualified female and minority candidates.

11. Continually examine available testing methods to ensure utilization of the most effective, equitable and valid measurements possible. Under the regulations of the Police Department, all appointments to the St. Louis County Police Department are made on the basis of an open, competitive selection process conducted under the supervision of the Personnel Services Unit. Each applicant must successfully complete each stage of the selection process before becoming eligible to proceed to the next step.

a. Written Examination: The Personnel Services Unit will continue to evaluate, objective testing packages. These activities will enable the Department to more objectively gauge a candidate's suitability for a career in law enforcement. The administration of a reading and comprehension test which is available through the IPMA-HR (International Public Management Association for Human Resources) is currently used in our process and has been updated to the most current tests available.

b. Personnel Evaluation Profile: This is a validated pre-employment screening tool that assists in the evaluation of candidates and their suitability for law enforcement positions. This questionnaire assists to speed the background investigation process.

c. Physical Condition Assessment: A physical stamina/condition assessment shall be conducted at the St. Louis County and Municipal Police Academy by the Academy or this Department's personnel. This test will include sit-ups, push-ups, and a 1.5 mile run. During each phase of the test, the applicant must obtain or exceed a minimum score or

the applicant may not continue in the selection process.

12. Ensuring that candidates for promotion or transfer are identified and encouraged without regard to ethnic or gender characteristics by taking the following steps.

a. Supervisory Identification of Candidates for Promotion: The Department will continue to encourage supervisory personnel to identify all personnel within their command who display those attributes common to successful supervisory personnel, regardless of ethnic or gender characteristics and encourage and support their participation in the promotional processes. Enhancements to the Performance Evaluation System will ensure that supervisors discuss career issues with employees. This activity should increase diversity of the pool of qualified candidates for transfer.

13. Reviewing the process for Candidate Testing.

a. Review Sessions: The Department will continue to provide all candidates for commissioned promotion with organized review sessions to prepare candidates for the written examinations. Supervisors will be encouraged to identify employees that may benefit from the review sessions and encourage their attendance. Should a candidate be unsuccessful in obtaining a promotion, they are encouraged to contact the Commander of the Bureau of Staff Services to determine those areas requiring further preparation for the next examination.

b. In-Basket Exercise: Participants are given an in-basket exercise which involves responding to a group of tasks handed out to everyone. An outside organization was selected to develop the in-basket exercise. Of primary importance is that no qualified applicants for promotion will be adversely affected.

c. Examinations: An outside organization's video, audio and written examination was selected to use for civilian public safety dispatcher candidates. These activities enable the Department to more objectively gauge a candidate's suitability for appointment.

Step 7a: Internal Dissemination

The Department will inform all employees through its written directives policies and procedures manual (also available in their employee-only internal electronic communication system), newly hired employees and newly promoted personnel through orientation programs, that a copy of the EEOP Short Form is available for review in the Personnel Services Unit.

Step 7b: External Dissemination

All applicants will be informed through written employment information, as well as the public through our public website, that a copy of the EEOP Short Form is available for review in the Personnel Services Unit. Any pictorial representation of employees in recruitment or community relations literature will represent both minorities and non minority men and women.

Utilization Analysis Chart
Relevant Labor Market: St. Louis County, Missouri

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 #/%	42,290/53%	525/1%	2,195/3%	75/0%	945/1%	35/0%	305/0%	95/0%	27,805/35%	500/1%	3,560/4%	35/0%	585/1%	0/0%	285/0%	35/0%
Utilization #/%																
Professionals																
Workforce #/%	24/32%	0/0%	0/0%	0/0%	1/1%	0/0%	1/1%	0/0%	42/56%	2/3%	4/5%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	45,955/38%	1,000/1%	3,655/3%	110/0%	3,475/3%	0/0%	315/0%	290/0%	55,915/46%	1,120/1%	6,810/6%	160/0%	1,880/2%	85/0%	430/0%	200/0%
Utilization #/%	-6%	-1%	-3%	-0%	-2%	0%	1%	-0%	10%	2%	-0%	-0%	-0%	-0%	-0%	-0%
Technicians																
Workforce #/%	13/59%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	8/36%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,755/37%	70/0%	555/3%	0/0%	610/3%	0/0%	10/0%	10/0%	7,180/39%	110/1%	2,535/14%	15/0%	235/1%	0/0%	115/1%	30/0%
Utilization #/%	22%	-0%	2%	0%	-3%	0%	-0%	-0%	-3%	-1%	-14%	-0%	-1%	0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	215/79%	3/1%	26/10%	0/0%	1/0%	0/0%	0/0%	1/0%	23/8%	1/0%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,995/66%	70/1%	1,335/18%	0/0%	15/0%	15/0%	79/1%	0/0%	735/10%	0/0%	305/4%	0/0%	0/0%	0/0%	4/0%	0/0%
Utilization #/%	13%	0%	-8%	0%	0%	-0%	-1%	0%	-1%	0%	-3%	0%	0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	434/76%	6/1%	48/8%	0/0%	1/0%	0/0%	0/0%	0/0%	70/12%	2/0%	11/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	9,680/32%	650/2%	6,285/21%	35/0%	255/1%	25/0%	334/1%	55/0%	5,580/19%	485/2%	5,920/20%	49/0%	310/1%	35/0%	190/1%	139/0%
Utilization #/%	44%	-1%	-13%	-0%	-1%	-0%	-1%	-0%	-6%	-1%	-18%	-0%	-1%	-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 #/%	13/50%	1/4%	7/27%	0/0%	0/0%	0/0%	0/0%	0/0%	4/15%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	400/37%	20/2%	100/9%	0/0%	10/1%	0/0%	30/3%	0/0%	370/34%	0/0%	150/14%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	13%	2%	18%	0%	-1%	0%	-3%	0%	-19%	0%	-10%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	43/31%	0/0%	2/1%	0/0%	1/1%	0/0%	0/0%	0/0%	72/51%	0/0%	19/14%	0/0%	0/0%	0/0%	3/2%	0/0%
CLS #/%	49,275/29%	965/1%	7,775/5%	45/0%	910/1%	15/0%	400/0%	175/0%	84,150/50%	1,355/1%	20,030/12%	150/0%	1,815/1%	20/0%	1,045/1%	305/0%
Utilization #/%	1%	-1%	-3%	-0%	0%	-0%	-0%	-0%	1%	-1%	2%	-0%	-1%	-0%	2%	-0%
Skilled Craft																
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%
CLS #/%	36,890/82%	1,065/2%	3,395/8%	80/0%	410/1%	0/0%	335/1%	60/0%	1,965/4%	100/0%	555/1%	25/0%	55/0%	0/0%	15/0%	0/0%
Utilization #/%	18%	-2%	-8%	-0%	-1%	0%	-1%	-0%	-4%	-0%	-1%	-0%	-0%	0%	-0%	0%
Service/Maintenance																
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%
CLS #/%	51,460/39%	3,340/3%	16,695/13%	120/0%	1,245/1%	40/0%	620/0%	210/0%	37,480/28%	2,160/2%	16,975/13%	60/0%	1,980/1%	15/0%	775/1%	155/0%
Utilization #/%	61%	-3%	-13%	-0%	-1%	-0%	-0%	-0%	-28%	-2%	-13%	-0%	-1%	-0%	-1%	-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%
Lieutenant Colonel																
Workforce #/%	2/50%	0/0%	2/50%	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%
Captain																
Workforce #/%	13/81%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	19/70%	0/0%	5/19%	0/0%	0/0%	0/0%	0/0%	0/0%	3/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	79/86%	1/1%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%	7/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective																
Workforce #/%	100/76%	2/2%	12/9%	0/1%	1/1%	0/0%	0/0%	1/1%	12/9%	1/1%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	434/76%	6/1%	48/8%	0/0%	1/0%	0/0%	0/0%	0/0%	70/12%	2/0%	11/2%	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]

Chief of Police

[title]

Dec. 16, 2015

[date]