

# EEO Utilization Report

## Organization Information

Name: Salt Lake City Corporation Police Department

City: Salt Lake City

State: UT

Zip: 84111

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

In accordance with applicable law, Salt Lake City Corporation prohibits discrimination and harassment based on a persons race, color, national origin, sex (including pregnancy), religion, age (age 40 and above), disability, genetic information, sexual orientation, gender identity, or any other legally protected class.

Please refer to the attached hard copy document for the Salt Lake City Corporations full policy.

Following File has been uploaded:3.05.04\_Anti-Discrimination\_and\_Harassment - September 2021.pdf

## Step 4b: Narrative of Interpretation

Salt Lake City Corporations Human Resources Department reviewed the Utilization Analysis Chart (comparing the City's Workforce to the relevant labor market), and noted the following:

1. White males were significantly under represented in the Professional category (-25%).
2. White females were significantly under represented in the Protective Services: Sworn - Officials (-13%) and Protective Services: Sworn - Patrol Officers (-18%) categories.
3. Hispanic or Latina females were under represented in the Protective Services: Sworn Patrol Officers (-8%) category.
4. Hispanic or Latino males were under represented in the Protective Services: Sworn Patrol Officers (-6%) category.
5. Native Hawaiian or Other Pacific Islander females were under represented in the Protective Services: Sworn Patrol Officers (-1%) category.

After review of the EEOP Utilization Report Salt Lake City Corporation submitted two years ago, we identified an increase of under utilization in the recruitment and retention of the following:

1. Hispanic or Latino males were under represented in the Protective Services: Sworn Patrol Officers (-6%) category.

The Salt Lake City Police Department is committed to building a qualified and competent workforce based on principles of equity, inclusion and belonging.

## Step 5: Objectives and Steps

### 1. To encourage Hispanic or Latino/a males and females to apply for Police Officer positions.

- a. The City is committed to building a qualified and competent workforce based on principles of diversity. To further our commitment, the City is working to develop an evidence-based equity, inclusion and belonging (EI&B) plan and an implementation strategy.
- b. The City has developed an Office of Equity and Inclusion in the Mayors Office to promote equity throughout the City.
- c. The City is reviewing our compensation philosophy and processes to ensure our employees are fairly compensated with respect to the market in return for the difficult work they do in our complex capital city.
- d. Our Human Resources Recruiters partner with the Police Department and attend job fairs, community events, educational institutions, trade associations and conferences to promote and recruit more diverse candidates. We also conduct presentations on available job opportunities and benefits of working for the City. Job fairs include organizations such as the Mexican Consulate, People Helping People which focuses on single mothers, Utah Department of Workforce Services and more. In addition, the Outreach Manager has been working with the refugee community and reaching out to those interested in becoming a police officer. We also attend community festivals and cultural celebrations focused on diverse populations, such as the Living Traditions Festival, Pride Festival and more each year with the goal to recruit police officers.
- e. Members from both the Salt Lake City Police Department and Human Resources Department are dedicated to finding diverse candidates by reaching out to a large variety of sources including community organizations and support groups to provide a diverse pool of applicants for each position. We post our positions on the following platforms: DirectEmployers (a service that partners with 1,000+ organizations to get job announcements out), Glassdoor, LinkedIn, Indeed, Monster, Recruit.net, VHM Network, Adzuna, Job Case, Jooble, Utah Department of Workforce Services, Handshake (Colleges and Universities), Utah League of Cities and Towns and Utah POST.
- f. Human Resources reviews each job description and works to expand eligibility, uses inviting neutral language, and makes sure each job announcement represents the needs of the Police Department.
- g. Human Resources trains Hiring Managers on biases to help them be better prepared to recognize and address their potential biases when conducting interviews.
- h. Human Resources trains on appropriate, job-related questions that can be asked during interviews.

- i. Human Resources attends interviews as a panelist or observer to help promote fair and equitable processes. We coach and provide feedback to Hiring Managers, as needed.
- j. Human Resources educates and encourages the value of adding to our culture as opposed to a historical perspective of finding a candidate that fits our existing culture.
- k. We are considering market research to examine how operational, field, and trade positions are classified. These critical positions are vital to supporting families in diverse communities and should be appropriately valued among the City workforce.
- l. SLC Police has an Explorer Program. This program is geared for youth between 14-20 who are interested in law enforcement. This group of youth is predominately from diverse populations and the majority are females. The goal of the program is to mentor youth and to help provide an interest in law enforcement. The Explorers meet weekly for 4 hours. During these meetings SLCPD offers classes about policing, scenario-based training, resumes, job interview and prep, and physical fitness to name a few. These Explorers volunteer at many community events. They have had much success in this program; several former Explorers have recently become officers, all of whom are either female or from a diverse background.
- m. In 2021, the Police Department implemented major changes in its recruitment rules and process including the implementation of new programming, in place of Civil Service Commission, to provide for expanded recruitment and promotion options. These new rules enable the department to recruit both internally and externally for diverse candidates at all levels of the organization, modify its selection process to remove barriers, and hire and promote qualified candidates.
- n. Salt Lake City Human Resources engages managers and employees in discussions about the importance of diversity, inclusion, and belonging. We work with the Police Department and individuals to help them understand how they can improve diversity, inclusion, and belonging in their area of expertise.
- o. Human Resources provides Diversity & Inclusion classes for supervisors during leadership training. Additionally, all employees participate in regularly held Celebrating Diversity training and every new hire completes the Raise Respect online curriculum. This training focuses on treating everyone with respect as well as City policies related to discrimination and harassment. There are also more than a dozen online Diversity and Inclusion courses for work groups to complete as desired.
- p. Additionally, the City formed the Commission on Racial Equity in Policing to examine Salt Lake City Police Departments policies, culture, and budget and any City policies that influence SLCPDs culture or policies. The Commission is composed of individuals who represent a broad and diverse range of communities of color, expertise, and viewpoints in Salt Lake City. The Commissions core committee members were selected by the Mayor and City Council to lead in the structure of the Commission, invite others to participate (supported by the selected facilitator) and to create the space for productive and inclusive discourse with the broad group of Commissioners and the diversity of opinions therein. The Commission is reviewing the Citys hiring and training practices and making recommendations to enhance diversity.

## **2. To encourage Native Hawaiian or other Pacific Islander females to apply for Police Officer positions.**

- a. In 2021, the Police Department implemented major changes in its recruitment rules and process including the implementation of new programming, in place of Civil Service Commission, to provide for expanded recruitment and promotion options. These new rules enable the department to recruit both internally and externally for diverse candidates at all levels of the organization, modify its selection process to remove barriers, and hire and promote qualified candidates.
- b. The City is reviewing our compensation philosophy and processes to ensure our employees are fairly compensated with respect to the market in return for the difficult work they do in our complex capital city.
- c. Members from both the Salt Lake City Police Department and Human Resources Department are dedicated to finding diverse candidates by reaching out to a large variety of sources including community organizations and support groups to provide a diverse pool of applicants for each position. We post our positions on the following platforms: DirectEmployers (a service that partners with 1,000+ organizations to get job announcements out), Glassdoor, LinkedIn, Indeed, Monster, Recruit.net, VHM Network, Adzuna, Job Case, Jooble, Utah Department of Workforce Services, Handshake (Colleges and Universities), Utah League of Cities and Towns and Utah POST.
- d. Our Human Resources Recruiters partner with the Police Department and attend job fairs, community events, educational institutions, trade associations and conferences to promote and recruit more diverse candidates. We also conduct presentations on available job opportunities and benefits of working for the City. Job fairs include organizations such as the Mexican Consulate, People Helping People which focuses on single mothers, Utah Department of Workforce Services and more. In addition, the Outreach Manager has been working with the refugee community and reaching out to those interested in becoming a police officer. We also attend community festivals

and cultural celebrations focused on diverse populations, such as the Living Traditions Festival, Pride Festival and more each year with the goal to recruit police officers.

- e. Human Resources reviews each job description and works to expand eligibility, uses inviting neutral language, and makes sure each job announcement represents the needs of the Police Department.
- f. Human Resources trains Hiring Managers on biases to help them be better prepared to recognize and address their potential biases when conducting interviews.
- g. Human Resources trains on appropriate, job-related questions that can be asked during interviews.
- h. Human Resources attends interviews as a panelist or observer to help promote fair and equitable processes. We coach and provide feedback to Hiring Managers, as needed.
- i. Human Resources educates and encourages the value of adding to our culture as opposed to a historical perspective of finding a candidate that fits our existing culture.
- j. We are considering market research to examine how operational, field, and trade positions are classified. These critical positions are vital to supporting families in diverse communities and should be appropriately valued among the City workforce.
- k. Salt Lake City Human Resources engages managers and employees in discussions about the importance of diversity, inclusion, and belonging. We work with the Police Department and individuals to help them understand how they can improve diversity, inclusion, and belonging in their area of expertise.
- l. Human Resources provides Diversity & Inclusion classes for supervisors during leadership training. Additionally, all employees participate in regularly held Celebrating Diversity training and every new hire completes the Raise Respect online curriculum. This training focuses on treating everyone with respect as well as City policies related to discrimination and harassment. There are also more than a dozen online Diversity and Inclusion courses for work groups to complete as desired.
- m. The City is committed to building a qualified and competent workforce based on principles of diversity. To further our commitment, the City is working to develop an evidence-based equity, inclusion and belonging (EI&B) plan and an implementation strategy.
- n. The City has developed an Office of Equity and Inclusion in the Mayors Office to promote equity throughout the City.
- o. Additionally, the City formed the Commission on Racial Equity in Policing to examine Salt Lake City Police Departments policies, culture, and budget and any City policies that influence SLCPDs culture or policies. The Commission is composed of individuals who represent a broad and diverse range of communities of color, expertise, and viewpoints in Salt Lake City. The Commissions core committee members were selected by the Mayor and City Council to lead in the structure of the Commission, invite others to participate (supported by the selected facilitator) and to create the space for productive and inclusive discourse with the broad group of Commissioners and the diversity of opinions therein. The Commission is reviewing the Citys hiring and training practices and making recommendations to enhance diversity.
- p. SLC Police has an Explorer Program. This program is geared for youth between 14-20 who are interested in law enforcement. This group of youth is predominately from diverse populations and the majority are females. The goal of the program is to mentor youth and to help provide an interest in law enforcement. The Explorers meet weekly for 4 hours. During these meetings SLCPD offers classes about policing, scenario-based training, resumes, job interview and prep, and physical fitness to name a few. These Explorers volunteer at many community events. They have had much success in this program; several former Explorers have recently become officers, all of whom are either female or from a diverse background.

### **3. To encourage White males to apply for Professional level positions.**

- a. The City is committed to building a qualified and competent workforce based on principles of diversity. To further our commitment, the City is working to develop an evidence-based equity, inclusion and belonging (EI&B) plan and an implementation strategy.
- b. Additionally, the City formed the Commission on Racial Equity in Policing to examine Salt Lake City Police Departments policies, culture, and budget and any City policies that influence SLCPDs culture or policies. The Commission is composed of individuals who represent a broad and diverse range of communities of color, expertise, and viewpoints in Salt Lake City. The Commissions core committee members were selected by the Mayor and City Council to lead in the structure of the Commission, invite others to participate (supported by the selected facilitator) and to create the space for productive and inclusive discourse with the broad group of Commissioners and the diversity of opinions therein. The Commission is reviewing the Citys hiring and training practices and making recommendations to enhance diversity.

- c. In 2021, the Police Department implemented major changes in its recruitment rules and process including the implementation of new programming, in place of Civil Service Commission, to provide for expanded recruitment and promotion options. These new rules enable the department to recruit both internally and externally for diverse candidates at all levels of the organization, modify its selection process to remove barriers, and hire and promote qualified candidates.
- d. The City is reviewing our compensation philosophy and processes to ensure our employees are fairly compensated with respect to the market in return for the difficult work they do in our complex capital city.
- e. Members from both the Salt Lake City Police Department and Human Resources Department are dedicated to finding diverse candidates by reaching out to a large variety of sources including community organizations and support groups to provide a diverse pool of applicants for each position. We post our positions on the following platforms: DirectEmployers (a service that partners with 1,000+ organizations to get job announcements out), Glassdoor, LinkedIn, Indeed, Monster, Recruit.net, VHM Network, Adzuna, Job Case, Jooble, Utah Department of Workforce Services, Handshake (Colleges and Universities), Utah League of Cities and Towns and Utah POST.
- f. Our Human Resources Recruiters partner with the Police Department and attend job fairs, community events, educational institutions, trade associations and conferences to promote and recruit more diverse candidates. We also conduct presentations on available job opportunities and benefits of working for the City. Job fairs include organizations such as the Mexican Consulate, Utah Department of Workforce Services and more. We also attend community festivals and cultural celebrations focused on diverse populations, such as the Living Traditions Festival, Pride Festival and more each year.
- g. Human Resources reviews each job description and works to expand eligibility, uses inviting neutral language, and makes sure each job announcement represents the needs of the Police Department.
- h. Human Resources trains Hiring Managers on biases to help them be better prepared to recognize and address their potential biases when conducting interviews.
- i. Human Resources trains on appropriate, job-related questions that can be asked during interviews.
- j. Human Resources may attend interviews as a panelist or observer to help promote fair and equitable processes. We coach and provide feedback to Hiring Managers, as needed.
- k. Human Resources educates and encourages the value of adding to our culture as opposed to a historical perspective of finding a candidate that fits our existing culture.
- l. We are considering market research to examine how operational, field, and trade positions are classified. These critical positions are vital to supporting families in diverse communities and should be appropriately valued among the City workforce.
- m. Salt Lake City Human Resources engages managers and employees in discussions about the importance of diversity, inclusion, and belonging. We work with the Police Department and individuals to help them understand how they can improve diversity, inclusion, and belonging in their area of expertise.
- n. Human Resources provides Diversity & Inclusion classes for supervisors during leadership training. Additionally, all employees participate in regularly held Celebrating Diversity training and every new hire completes the Raise Respect online curriculum. This training focuses on treating everyone with respect as well as City policies related to discrimination and harassment. There are also more than a dozen online Diversity and Inclusion courses for work groups to complete as desired.
- o. The City has developed an Office of Equity and Inclusion in the Mayors Office to promote equity throughout the City.

#### **4. Salt Lake City Corporation focuses on diversity and equal opportunity in all our positions.**

- a. The City is committed to building a qualified and competent workforce based on principles of diversity. To further our commitment, the City is working to develop an evidence-based equity, inclusion and belonging (EI&B) plan and an implementation strategy.
- b. The City has developed an Office of Equity and Inclusion in the Mayors Office to promote equity throughout the City.
- c. Additionally, the City formed the Commission on Racial Equity in Policing to examine Salt Lake City Police Departments policies, culture, and budget and any City policies that influence SLCPDs culture or policies. The Commission is composed of individuals who represent a broad and diverse range of communities of color, expertise, and viewpoints in Salt Lake City. The Commissions core committee members were selected by the Mayor and City Council to lead in the structure of the Commission, invite others to participate (supported by the selected facilitator) and to create the space for productive and inclusive discourse with the broad group of Commissioners and the diversity of opinions therein. The Commission is reviewing the Citys hiring and training practices and making

recommendations to enhance diversity.

- d. SLC Police has an Explorer Program. This program is geared for youth between 14-20 who are interested in law enforcement. This group of youth is predominately from diverse populations and the majority are females. The goal of the program is to mentor youth and to help provide an interest in law enforcement. The Explorers meet weekly for 4 hours. During these meetings SLCPD offers classes about policing, scenario-based training, resumes, job interview and prep, and physical fitness to name a few. These Explorers volunteer at many community events.
- e. In 2021, the Police Department implemented major changes in its recruitment rules and process including the implementation of new programming, in place of Civil Service Commission, to provide for expanded recruitment and promotion options. These new rules enable the department to recruit both internally and externally for diverse candidates at all levels of the organization, modify its selection process to remove barriers, and hire and promote qualified candidates.
- f. The City is working to continue and expand the City's relationship with The Black Clinicians, a collective of black medical and mental health clinicians servicing the needs of the black community and committed to creating healing spaces for all to provide awareness training and to provide employee support and leadership training in equity and inclusion.
- g. The City is reviewing our compensation philosophy and processes to ensure our employees are fairly compensated with respect to the market in return for the difficult work they do in our complex capital city.
- h. We are considering market research to examine how operational, field, and trade positions are classified. These critical positions are vital to supporting families in diverse communities and should be appropriately valued among the City workforce.
- i. We are creating a new Officer Development program in the Police Department to better prepare police officers for career progression and professional development.
- j. Members from both the Salt Lake City Police Department and Human Resources Department are dedicated to finding diverse candidates by reaching out to a large variety of sources including community organizations and support groups to provide a diverse pool of applicants for each position. We post our positions on the following platforms: DirectEmployers (a service that partners with 1,000+ organizations to get job announcements out), Glassdoor, LinkedIn, Indeed, Monster, Recruit.net, VHM Network, Adzuna, Job Case, Joooble, Utah Department of Workforce Services, Handshake (Colleges and Universities), Utah League of Cities and Towns and Utah POST.
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- l. Salt Lake City Human Resources engages managers and employees in discussions about the importance of diversity, inclusion, and belonging. We work with the Police Department and individuals to help them understand how they can improve diversity, inclusion, and belonging in their area of expertise.
- m. Human Resources provides Diversity & Inclusion classes for supervisors during leadership training. Additionally, all employees participate in regularly held Celebrating Diversity training and every new hire completes the Raise Respect online curriculum. This training focuses on treating everyone with respect as well as City policies related to discrimination and harassment. There are also more than a dozen online Diversity and Inclusion courses for work groups to complete as desired.
- n. Human Resources reviews each job description and works to expand eligibility, uses inviting neutral language, and makes sure each job announcement represents the needs of the Police Department.
- o. Human Resources trains Hiring Managers on biases to help them be better prepared to recognize and address their potential biases when conducting interviews.
- p. Human Resources trains on appropriate, job-related questions that can be asked during interviews.
- q. Human Resources attends interviews as a panelist or observer to help promote fair and equitable processes. We coach and provide feedback to Hiring Managers, as needed.
- r. Human Resources educates and encourages the value of adding to our culture as opposed to a historical perspective of finding a candidate that fits our existing culture.

## **5. To encourage White females Police Officers to promote to leadership positions and apply for Police Officer positions.**

- a. The City is committed to building a qualified and competent workforce based on principles of diversity. To further our commitment, the City has hired a consultant to work with City to develop an evidence-based equity, inclusion and belonging (EI&B) plan and an implementation strategy.
- b. The City has developed an Office of Equity and Inclusion in the Mayors Office to promote equity throughout the City.
- c. The City is reviewing our compensation philosophy and processes to ensure our employees are fairly compensated with respect to the market in return for the difficult work they do in our complex capital city.
- d. In addition to posting our vacant positions on multiple platforms, our Human Resources Recruiters partner with the Police Department and attend job fairs, community events, educational institutions, trade associations and conferences to promote and recruit more diverse candidates. We also conduct presentations on available job opportunities and benefits of working for the City. Job fairs include organizations such as the Mexican Consulate, People Helping People which focuses on single mothers, Utah Department of Workforce Services and more. In addition, the Outreach Manager has been working with the refugee community and reaching out to those interested in becoming a police officer. We also attend community festivals and cultural celebrations focused on diverse populations, such as the Living Traditions Festival, Pride Festival and more each year with the goal to recruit police officers.
- e. Human Resources trains on appropriate, job-related questions that can be asked during interviews.
- f. Human Resources may attend interviews as a panelist or observer to help promote fair and equitable processes. We coach and provide feedback to Hiring Managers, as needed.
- g. Human Resources educates and encourages the value of adding to our culture as opposed to a historical perspective of finding a candidate that fits our existing culture.
- h. Additionally, the City formed the Commission on Racial Equity in Policing to examine Salt Lake City Police Departments policies, culture, and budget and any City policies that influence SLCPDs culture or policies. The Commission is composed of individuals who represent a broad and diverse range of communities of color, expertise, and viewpoints in Salt Lake City. The Commissions core committee members were selected by the Mayor and City Council to lead in the structure of the Commission, invite others to participate (supported by the selected facilitator) and to create the space for productive and inclusive discourse with the broad group of Commissioners and the diversity of opinions therein. The Commission is reviewing the Citys hiring and training practices and making recommendations to enhance diversity.
- i. SLC Police has an Explorer Program. This program is geared for youth between 14-20 who are interested in law enforcement. This group of youth is predominately from diverse populations and the majority are females. The goal of the program is to mentor youth and to help provide an interest in law enforcement. The Explorers meet weekly for 4 hours. During these meetings SLCPD offers classes about policing, scenario-based training, resumes, job interview and prep, and physical fitness to name a few. These Explorers volunteer at many community events. They have had much success in this program; several former Explorers have recently become officers, all of whom are either female or from a diverse background.
- j. In 2021, the Police Department implemented major changes in its recruitment rules and process including the implementation of new programming, in place of Civil Service Commission, to provide for expanded recruitment and promotion options. These new rules enable the department to recruit both internally and externally for diverse candidates at all levels of the organization, modify its selection process to remove barriers, and hire and promote qualified candidates.
- k. We are considering market research to examine how operational, field, and trade positions are classified. These critical positions are vital to supporting families in diverse communities and should be appropriately valued among the City workforce.
- l. We are creating a new Officer Development program in the Police Department to better prepare police officers for career progression and professional development.
- m. Members from both the Salt Lake City Police Department and Human Resources Department are dedicated to finding diverse candidates by reaching out to a large variety of sources including community organizations and support groups to provide a diverse pool of applicants for each position. We post our positions on the following platforms: DirectEmployers (a service that partners with 1,000+ organizations to get job announcements out), Glassdoor, LinkedIn, Indeed, Monster, Recruit.net, VHM Network, Adzuna, Job Case, Jooble, Utah Department of Workforce Services, Handshake (Colleges and Universities), Utah League of Cities and Towns and Utah POST.



- n. Salt Lake City Human Resources engages managers and employees in discussions about the importance of diversity, inclusion, and belonging. We work with the Police Department and individuals to help them understand how they can improve diversity, inclusion, and belonging in their area of expertise.
- o. Human Resources provides Diversity & Inclusion classes for supervisors during leadership training. Additionally, all employees participate in regularly held Celebrating Diversity training and every new hire completes the Raise Respect online curriculum. This training focuses on treating everyone with respect as well as City policies related to discrimination and harassment. There are also more than a dozen online Diversity and Inclusion courses for work groups to complete as desired.
- p. Human Resources reviews each job description and works to expand eligibility, uses inviting neutral language, and makes sure each job announcement represents the needs of the Police Department.
- q. Human Resources trains Hiring Managers on biases to help them be better prepared to recognize and address their potential biases when conducting interviews.

## **Step 6: Internal Dissemination**

1. The Salt Lake City Police Department will post the EEOP Utilization Report on the intranet, an in-house electronic communication network.
2. The City will send an email to all employees to let them know that a copy of the EEOP Utilization Report is available upon request.
3. The City will include a hard copy of the EEOP Utilization Report in the lobby of the Human Resources Office.

## **Step 7: External Dissemination**

1. A copy of the EEOP Utilization Report will be posted on the Salt Lake City Corporations public website.
2. A copy of the EEOP Utilization Report will be posted on the Salt Lake City Police Departments public website.
3. Notifying applicants, vendors, and contractors in writing that the Salt Lake City Police Department has developed an EEOP Utilization Report and that it is available upon request.
4. Making copies of the EEOP Utilization Report available in the reading room of the local public library.

**Utilization Analysis Chart**  
**Relevant Labor Market: Salt Lake County, Utah**

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
<b>Officials/Administrators</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	42,335/58 %	3,190/4%	510/1%	45/0%	885/1%	235/0%	194/0%	120/0%	22,885/31 %	1,905/3%	200/0%	60/0%	535/1%	185/0%	230/0%	50/0%
Utilization #/%																
<b>Professionals</b>																
Workforce #/%	12/23%	1/2%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	32/62%	3/6%	0/0%	0/0%	1/2%	0/0%	0/0%	1/2%
CLS #/%	51,635/48 %	1,755/2%	575/1%	105/0%	2,160/2%	195/0%	214/0%	220/0%	44,640/42 %	2,565/2%	350/0%	270/0%	1,920/2%	210/0%	480/0%	270/0%
Utilization #/%	-25%	0%	3%	-0%	-2%	-0%	-0%	-0%	20%	3%	-0%	-0%	0%	-0%	-0%	2%
<b>Technicians</b>																
Workforce #/%	12/40%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	14/47%	2/7%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%
CLS #/%	8,795/50 %	630/4%	25/0%	90/1%	405/2%	35/0%	80/0%	4/0%	6,400/36 %	640/4%	70/0%	40/0%	335/2%	4/0%	150/1%	20/0%
Utilization #/%	-10%	-0%	-0%	-1%	-2%	-0%	-0%	-0%	11%	3%	-0%	-0%	1%	-0%	-1%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	90/84%	4/4%	1/1%	1/1%	1/1%	2/2%	0/0%	1/1%	6/6%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,200/69 %	385/4%	140/2%	45/1%	135/2%	225/3%	45/1%	10/0%	1,675/19 %	55/1%	0/0%	10/0%	0/0%	10/0%	15/0%	0/0%
Utilization #/%	15%	-1%	-1%	0%	-1%	-1%	-1%	1%	-13%	0%	0%	-0%	0%	-0%	-0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	299/73%	35/9%	2/0%	4/1%	7/2%	14/3%	0/0%	5/1%	35/9%	7/2%	0/0%	0/0%	1/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	21,890/40 %	8,090/15 %	440/1%	330/1%	450/1%	920/2%	425/1%	110/0%	14,755/27 %	5,075/9%	275/1%	250/0%	690/1%	775/1%	179/0%	115/0%
Utilization #/%	33%	-6%	-0%	0%	1%	2%	-1%	1%	-18%	-8%	-1%	-0%	-1%	-1%	-0%	-0%
<b>Protective Services: Non-sworn</b>																

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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	500/33%	115/8%	0/0%	15/1%	0/0%	10/1%	20/1%	0/0%	800/53%	50/3%	0/0%	0/0%	0/0%	10/1%	0/0%	0/0%
Utilization #/%																
<b>Administrative Support</b>																
Workforce #/%	14/35%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	20/50%	2/5%	2/5%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	57,735/34%	6,370/4%	920/1%	195/0%	1,385/1%	515/0%	845/0%	265/0%	84,170/50%	10,650/6%	1,005/1%	555/0%	2,405/1%	1,425/1%	690/0%	455/0%
Utilization #/%	1%	-1%	-1%	-0%	-1%	-0%	-0%	-0%	0%	-1%	4%	-0%	1%	-1%	-0%	-0%
<b>Skilled Craft</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%	0/0%	0/0%
CLS #/%	36,140/72%	9,390/19%	260/1%	350/1%	720/1%	425/1%	260/1%	100/0%	1,740/3%	370/1%	0/0%	4/0%	185/0%	55/0%	20/0%	0/0%
Utilization #/%	28%	-19%	-1%	-1%	-1%	-1%	-1%	-0%	-3%	-1%	0%	-0%	-0%	-0%	-0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	49,350/38%	19,790/15%	1,685/1%	705/1%	2,680/2%	1,525/1%	450/0%	245/0%	32,665/25%	13,920/11%	835/1%	705/1%	2,790/2%	1,005/1%	295/0%	235/0%
Utilization #/%																

### 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
<b>Professionals</b>	✓															
<b>Protective Services: Sworn-Officials</b>									✓							
<b>Protective Services: Sworn-Patrol Officers</b>		✓							✓	✓				✓		

### 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
<b>Chief of Police</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%	0/0%	0/0%
<b>Deputy Chief of Police</b>																
Workforce #/%	5/83%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Police 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%	0/0%	0/0%
<b>Police Lieutenant</b>																
Workforce #/%	16/67%	2/8%	0/0%	1/4%	1/4%	0/0%	0/0%	0/0%	3/12%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Police Sergeant</b>																
Workforce #/%	61/88%	2/3%	1/1%	0/0%	0/0%	2/3%	0/0%	0/0%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	299/73%	35/9%	2/0%	4/2%	7/2%	14/3%	0/0%	5/1%	35/9%	7/2%	0/0%	0/0%	1/0%	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 EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Candace Roberts

Senior HR Recruiter

10-01-2021

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[signature]

[title]

[date]