

EEOP Utilization Report



Wed Jul 01 16:23:32 EDT 2015

Step 1: Introductory Information

Grant Title:	BJA FY 14 Edward Byrne Memorial Justice Assistance Grant (JAG)	Grant Number:	2014-DJ-BX-0943
Grantee Name:	City of Fort Collins, Police Services	Award Amount:	\$58,642.00
Grantee Type:	Local Government Agency		
Address:	2221 S. Timberline Road Fort Collins, Colorado 80525		
Contact Person:	Patricia Muraguri	Telephone #:	970-221-6541
Contact Address:	2221 S. Timberline Road Fort Collins, Colorado 80525		
DOJ Grant Manager:	Kathy Mason	DOJ Telephone #:	202-514-8692

Policy Statement:

The City is committed to providing a work environment that is free from unlawful discrimination and harassment. In keeping with this commitment, the City strictly prohibits unlawful discrimination in employment based on an individual's gender, race, color, religion, creed, national origin, ancestry, age 40 years or older, marital status, disability, sexual orientation, genetic information, or other characteristics protected by law. For the purpose of this policy, sexual orientation means a person's actual or perceived orientation toward heterosexuality, homosexuality, bisexuality, or transgender status. The City also strictly prohibits unlawful harassment in the workplace, including sexual harassment.

Step 4b: Narrative Underutilization Analysis

In reviewing the Utilization Analysis Chart, Fort Collins Police Services (FCPS) made the following observations:

There is an underutilization of males, notably White and Hispanic or Latino, in the Skilled Craft employment category. This is to be expected, as there are very few jobs of that classification in the agency. However, it is noted and acknowledged. In the category of Protective Services: Sworn-Patrol Officer, there is underutilization of Hispanic or Latino, both male (-4%) and female (-6%). There is also an underutilization of White females (-14%). The City of Fort Collins is committed to having a workforce that reflects the community it serves, and thus FCPS will work closely with the City's Human Resources department, and research other opportunities to recruit Hispanic or Latino individuals and to attract more White females to apply for entry-level patrol officer positions.

Step 5 & 6: Objectives and Steps

1. To Increase recruitment, application, and hiring of white females to the position of Sworn Police Officer.

- a. Advertise on web sites and in magazines dedicated to women and minority groups promoting careers in law enforcement.
- b. Conduct specific hiring presentations for women and minority groups. Provide opportunity for informational meetings in person or over the phone for out of area applicants.
- c. When applicable give potential applicants the opportunity to meet with or talk to a current female or minority officer to help answer any questions and alleviate any concerns they may have.
- d. Contact Fort Collins Womens Commission and request assistance in recruiting local women for police positions.
- e. Travel to P.O.S.T. Academies across the state, to include locations with diverse populations and officer candidates, and meet with students in person to provide information and opportunity on careers with Fort Collins Police.
- f. Speak annually at La Sierra University in Southern California, on the topic of Policing and recruiting, to the Criminal Justice School which is made up of many female and minority students.
- g. Annually attend and recruit at the CSU Student Athlete Professional Event Back Packs to Brief Cases. Typically 60% to 70% of the attendees are minority and or female.
- h. Utilize photos of minority and female police officers in our recruiting photographs, videos and advertisements.
- i. Post the different components of the testing process on the hiring website to include a detailed document outlining every component of the physical fitness test to allow for preparation, expectation and understanding of each portion of the process.

2. To Increase recruitment, application, and hiring of both male and female Hispanics to the position of Sworn Police Officer.

- a. Advertise on web sites and in magazines dedicated to women and minority groups promoting careers in law enforcement.
- b. Conduct specific hiring presentations for women and minority groups. Provide opportunity for informational meetings in person or over the phone for out of area applicants.
- c. When applicable give potential applicants the opportunity to meet with or talk to a current female or minority officer to help answer any questions and alleviate any concerns they may have.
- d. Contact Fort Collins Womens Commission and request assistance in recruiting local women for police positions.
- e. Travel to P.O.S.T. Academies across the state, to include locations with diverse populations and officer candidates, and meet with students in person to provide information and opportunity on careers with Fort Collins Police.
- f. Speak annually at La Sierra University in Southern California, on the topic of Policing and Recruiting, to the Criminal Justice School which is made up of many female and minority students.
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- h. Utilize photos of minority and female police officers in our recruiting photographs, videos and advertisements.
- i. Post the different components of the testing process on the hiring website to include a detailed document outlining every component of the physical fitness test to allow for preparation, expectation and understanding of each portion of the process.

Step 7a: Internal Dissemination

Fort Collins Police Services will post the EEOP Utilization Report on our intranet, an in-house, electronic communication service that only employees can access.

Step 7b: External Dissemination

Fort Collins Police Services will post a copy of the EEOP Utilization Report on the Police Services Public Website.

Utilization Analysis Chart
Relevant Labor Market: Fort Collins city, Colorado

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%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/85%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,275/51%	315/3%	65/1%	4/0%	160/1%	0/0%	40/0%	0/0%	4,740/39%	460/4%	0/0%	55/0%	100/1%	0/0%	0/0%	0/0%
Utilization #/%	-51%	5%	-1%	-0%	-1%	0%	-0%	0%	46%	4%	0%	-0%	-1%	0%	0%	0%
Professionals																
Workforce #/%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	9,345/43%	660/3%	65/0%	10/0%	660/3%	15/0%	90/0%	70/0%	9,775/45%	565/3%	40/0%	10/0%	440/2%	30/0%	100/0%	35/0%
Utilization #/%	-23%	-3%	-0%	-0%	-3%	-0%	-0%	-0%	35%	-3%	-0%	-0%	-2%	-0%	-0%	-0%
Technicians																
Workforce #/%	2/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/67%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,330/40%	345/10%	25/1%	0/0%	65/2%	0/0%	30/1%	0/0%	1,465/44%	20/1%	15/0%	0/0%	50/1%	0/0%	4/0%	0/0%
Utilization #/%	-17%	-10%	-1%	0%	-2%	0%	-1%	0%	23%	11%	-0%	0%	-1%	0%	-0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	30/79%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/13%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	930/67%	150/11%	0/0%	0/0%	65/5%	0/0%	0/0%	0/0%	225/16%	20/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	12%	-3%	0%	0%	-5%	0%	0%	0%	-3%	-1%	0%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	125/76%	7/4%	3/2%	1/1%	3/2%	0/0%	0/0%	0/0%	23/14%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	2,325/49%	415/9%	120/3%	14/0%	49/1%	0/0%	15/0%	0/0%	1,350/28%	335/7%	0/0%	0/0%	25/1%	35/1%	59/1%	10/0%
Utilization #/%	27%	-4%	-1%	0%	1%	0%	-0%	0%	-14%	-6%	0%	1%	-1%	-1%	-1%	-0%
Protective Services: Non-sworn																
Workforce #/%	2/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/78%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

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
CLS #/%	70/50%	0/0%	0/0%	0/0%	0/0%	0/0%	15/11%	0/0%	55/39%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-28%	0%	0%	0%	0%	0%	-11%	0%	38%	0%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	14/93%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,385/32%	415/2%	0/0%	4/0%	80/0%	0/0%	114/1%	0/0%	11,640/58%	980/5%	60/0%	45/0%	190/1%	55/0%	205/1%	40/0%
Utilization #/%	-32%	-2%	0%	-0%	-0%	0%	-1%	0%	36%	2%	-0%	-0%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	13/28%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	30/65%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,285/69%	850/18%	45/1%	20/0%	10/0%	0/0%	95/2%	0/0%	380/8%	59/1%	0/0%	0/0%	20/0%	0/0%	0/0%	0/0%
Utilization #/%	-41%	-18%	-1%	-0%	2%	0%	-2%	0%	57%	3%	0%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	7,600/38%	1,905/10%	285/1%	40/0%	165/1%	25/0%	140/1%	20/0%	7,965/40%	1,300/7%	45/0%	70/0%	250/1%	10/0%	130/1%	20/0%
Utilization #/%																

Significant Underutilization Chart

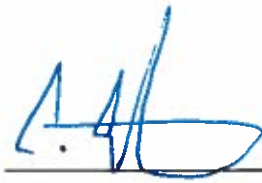
Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Patrol Officers		✓							✓	✓						
Skilled Craft	✓															

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 #/%	5/100%	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 #/%	8/89%	1/11%	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%
Sergeant																
Workforce #/%	16/70%	2/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	125/76%	7/4%	3/2%	1/2%	3/2%	0/0%	0/0%	23/14%	1/1%	0/0%	0/0%	1/1%	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.

 Assistant Chief of Police 7/2/15

[signature] [title] [date]