U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

May 5, 2015

Kathy Vestal
Kansas City MO Police Department
1125 Locust Street
Kansas City, MO 64106

Re: Equal Employment Opportunity Plan (EEOP) for Kansas City MO Police Department

Dear Ms. Kathy Vestal,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the EEOP Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The plan that you submitted conforms to the online Guide to the Design and Development of an Equal Employment Opportunity Plan, which provides the essential information that the Department of Justice requires for our initial screening of your EEOP. The Department of Justice regulations for developing a comprehensive EEOP may be found at 28 CFR § 42.301 *et seq*. Your approved plan is effective for two years from the date of this letter, and satisfies the EEOP requirement for any subsequent grant awards received during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

X Michael L. Alston

Michael L. Alston
Director
Signed by: MICHAEL ALSTON

EEOP Utilization Report

Wed Apr 15 13:44:58 EDT 2015

Step 1: Introductory Information

Grant Title:	COPS Hiring Recovery Program	**Grant Number:**	2011ULWX0020
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$1,683,950.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Jene' Williams	**DOJ Telephone #:**	202-616-9900

Grant Title:	COPS Hiring Recovery Program	**Grant Number:**	2012ULWX0017
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$1,250,000.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Jene' Williams	**DOJ Telephone #:**	202-616-9900

Grant Title:	COPS Hiring Recovery Program	**Grant Number:**	2013ULWX0027
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$1,250,000.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345

Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Jene' Williams	**DOJ Telephone #:**	202-616-9900

Grant Title:	Forensic DNA Backlog Reduction Program	**Grant Number:**	2013-DN-BX-0036
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$412,761.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Charles Heurich	**DOJ Telephone #:**	202-305-2664

Grant Title:	Forensic DNA Backlog Reduction Program	**Grant Number:**	2014-DN-BX-0113
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$423,345.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Charles Heurich	**DOJ Telephone #:**	202-305-2664

Grant Title:	Paul Coverdell Forensic Science Improvement	**Grant Number:**	2014-CD-BX-0070
Grantee Name:	Kansas City Missouri Police	**Award Amount:**	$174,650.00

	Department Board of Police Commissioners		
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Christine Torres	**DOJ Telephone #:**	202-305-1978

Grant Title:	Community Arrest Program	**Grant Number:**	2012-WE-AX-0027
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$163,086.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Chris Potthast	**DOJ Telephone #:**	816-523-5550

Grant Title:	Police Traffic Services-Youth Alcohol	**Grant Number:**	15-154-AL-044
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$22,000.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		

DOJ Grant Manager:	Marcus Holmes	**DOJ Telephone #:**	573-751-5408

Grant Title:	Police Traffic Services-Occupant Protection	**Grant Number:**	15-154-M2HVE-05-026
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$60,000.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64139		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Marcus Holmes	**DOJ Telephone #:**	573-751-5408

Grant Title:	Police Traffic Services-DUI Multiple Offender	**Grant Number:**	15-154-AL-045
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$123,932.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Marcus Holmes	**DOJ Telephone #:**	573-751-5408

Grant Title:	Police Traffic Services-Advanced Crash Reconstruction	**Grant Number:**	15-PT-02-067
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$20,109.00
Grantee Type:	Local Government Agency		

Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Marcus Holmes	**DOJ Telephone #:**	573-751-5408

Grant Title:	Police Traffic Services-Sobriety Checkpoint	**Grant Number:**	15-154-AL-043
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$152,500.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Marcus Holmes	**DOJ Telephone #:**	573-751-5408

Grant Title:	Police Traffic Services-Hazardous Moving	**Grant Number:**	15-PT-02-042
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$210,000.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Marcus Holmes	**DOJ Telephone #:**	573-751-5408

Grant Title:	HIDTA Gang Squad	**Grant Number:**	G15MW0005A
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$167,256.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Nancy Lauer	**DOJ Telephone #:**	816-891-5226

Grant Title:	HIDTA Analyst	**Grant Number:**	G14MW0003A
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$347,350.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Neet O'Connor	**DOJ Telephone #:**	785-296-6782

Grant Title:	Kansas City Multi-Jurisdictional Task Force	**Grant Number:**	2013-JAG-002
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$175,789.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345

Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Heather Haslag	**DOJ Telephone #:**	573-751-1318

Grant Title:	KC Anti-Domestic Violence	**Grant Number:**	2012-VAWA-015-NW
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$30,520.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Jenny Emery	**Telephone #:**	816-234-5029
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Tyler Rieke	**DOJ Telephone #:**	573-526-9945

Grant Title:	Prevention & Prosecution of Sexual Assault	**Grant Number:**	2012-VAWA-014-NW
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$130,042.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Jenny Emery	**Telephone #:**	816-234-5029
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Tyler Rieke	**DOJ Telephone #:**	573-526-9945

Grant Title:	Motor Carrier Safety Assistance Program	**Grant Number:**	14-CMV-MC-002
Grantee Name:	Kansas City Missouri Police Department Board of Police	**Award Amount:**	$692,000.00

	Commissioners		
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Shaun Cauthon	**Telephone #:**	816-234-5345
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Jeremy Hodges	**DOJ Telephone #:**	573-751-5419

Grant Title:	HIDTA KC Metropolitan Enforcement Task Force	**Grant Number:**	G13MW0005A
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$722,036.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Nancy Lauer	**DOJ Telephone #:**	816-891-5226

Grant Title:	HIDTA KC Metropolitan Enforcement Task Force	**Grant Number:**	G14MW0005A
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$754,482.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		

DOJ Grant Manager:	Nancy Lauer	**DOJ Telephone #:**	816-891-5226

Grant Title:	HIDTA KC Metropolitan Enforcement Task Force	**Grant Number:**	G15MW0005A
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$838,149.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Nancy Lauer	**DOJ Telephone #:**	816-891-5226

Grant Title:	HIDTA Forensic Lab	**Grant Number:**	G13MW0005A
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$129,704.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Nancy Lauer	**DOJ Telephone #:**	816-891-5226

Grant Title:	HIDTA Forensic Lab	**Grant Number:**	G14MW0005A
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$133,667.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri		

	64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Nancy Lauer	**DOJ Telephone #:**	816-891-5226

Grant Title:	HIDTA Gang Squad	**Grant Number:**	G13MW0005A
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$156,434.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Nancy Lauer	**DOJ Telephone #:**	816-891-5226

Grant Title:	HIDTA Gang Squad	**Grant Number:**	G14MW0005A
Grantee Name:	Kansas City Missouri Police Department Board of Police Commissioners	**Award Amount:**	$167,256.00
Grantee Type:	Local Government Agency		
Address:	1125 Locust St. Kansas City, Missouri 64106		
Contact Person:	Melissa McLaughlin	**Telephone #:**	816-234-5357
Contact Address:	1125 Locust St. Kansas City, Missouri 64106		
DOJ Grant Manager:	Nancy Lauer	**DOJ Telephone #:**	816-891-5226

Policy Statement:

The Kansas City Missouri Police Department provides equal employment opportunities to all applicants and employees, regardless of race, color, national origin, sex, religion or disability. The department does not condone or tolerate any conduct or practice by its employees, which may be construed as discrimination and/or harassment because of age, race,

color, national origin, sex, religion or disabilities. Additionally, the department will not tolerate any form of retaliation against a department member who reports discrimination and/or harassment or who participates in an investigation.

Step 4b: Narrative Underutilization Analysis

See Attachment

Step 5 & 6: Objectives and Steps

1. The Kansas City, Missouri Police Department will pursue a comprehensive plan to recruit, retain, train and promote the most qualified individuals and guarantee equal opportunity to all members for transfers and/or promotion. Each commander and supervisor has the responsibility to strive to meet these goals and to ensure equal opportunity for all members.

a. Recruiters will recruit those who may not have previously considered a career in law enforcement by attending job fairs, high schools, college job fairs, community events and through neighborhood coalition groups.

b. Emphasize the lateral transfer program that permits police officers from other law enforcement agencies to be hired near their current salary.

c. Offer testing for police officer candidates periodically throughout the year. Broadcast testing dates via radio, television and social media.

2. Due to the highest under-utilization of females and under-utilization of minorities in other categories, the Department's goal, through our comprehensive recruitment and retention plan, is to maintain the highest number of qualified individuals for each position.

a. Update video, printed publications, and website focusing on employment possibilities as a way to minimize the under-utilized categories and attract new applicants.

b. Recruiters, the Office of Diversity Affairs commander, the Employment Unit commander, and all other police commanders, as well as the Chief of Police will remain in contact with prominent community leaders and organizations in an attempt to develop new recruitment and retention programs in conjunction with their organizations.

c. Attend events specifically marketed to potential female applicants.

3. The Department achieved an improvement this reporting period in the under-utilization percentage of white females in the Protective Services Sworn - Patrol Officers Category (11%) from the previous reporting period (17%); the Department's goal is to continue to increase and retain the number of female Police Officer Candidates.

a. Utilize female officers within our department to assist with recruitment efforts at career fairs and events marketed to potential female applicants.

b. Maintain and update as necessary, the section on the KCPD website regarding women in law enforcement. Post pictures of women in various diverse positions throughout the department.

4. The Department will strive to retain the most qualified based on equitable performance applied to all members.

a. Provide on-going training and a positive work environment to retain members rather than lose them to other employers.

b. Human Resources will continually monitor all testing processes for promotion as well as for new applicants to ensure all testing processes are bias free.

c. Continue to provide additional training sessions for members going through promotional processes.

d. Continue to monitor and improve HR training block/Sergeants school for newly promoted Sergeants.

e. Enhance professional staff development through cross-training, attendance of outside training programs and allow membership in job related professional organizations.

f. Provide diversity training to all department members to ensure the Departments guidelines and philosophy regarding diversity are understood and perpetuated throughout the Department. Work closely with the Chiefs Office of Diversity Affairs.

g. Work closely with the Chief of Police's Diversity Recruitment and Retention Work Group.

Step 7a: Internal Dissemination

1. Place an article in the Departments daily Informant newsletter to inform members that a copy of the EEO Short Form is available upon request in the Human Resources Division.

2. Update the link on the Departments intranet site (employee access only) to allow members access to the report.

3. Distribute a copy of the EEOP Short Form to Bureau Commanders and Board Members.

4. Place information in the Departments Annual Report and reiterate commitment to fair selection process hiring, promotions, and assignments.

Step 7b: External Dissemination

1. Update the link to the EEOP Short Form on the Departments public internet site.

2. Notify applicants, vendors and contractors that The Kansas City, Missouri Police Department is an Equal Opportunity Employer and has developed and EEOP Short Form that is available for review upon request in the Human Resources Division.

Utilization Analysis Chart

Relevant Labor Market: Jackson 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 #/%	4/57%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	0/0%
CLS #/%	26,060/49%	1,045/2%	2,445/5%	185/0%	355/1%	0/0%	340/1%	75/0%	18,795/35%	745/1%	2,955/6%	140/0%	300/1%	0/0%	190/0%	20/0%
Utilization #/%	9%	-2%	10%	-0%	-1%	0%	-1%	-0%	-21%	-1%	-6%	-0%	-1%	0%	14%	-0%
Professionals																
Workforce #/%	28/32%	0/0%	6/7%	0/0%	1/1%	0/0%	2/2%	0/0%	33/38%	2/2%	11/12%	1/1%	1/1%	0/0%	0/0%	3/3%
CLS #/%	28,875/37%	1,005/1%	2,190/3%	60/0%	1,575/2%	25/0%	375/0%	90/0%	36,585/46%	1,290/2%	5,085/6%	110/0%	1,150/1%	55/0%	390/0%	110/0%
Utilization #/%	-5%	-1%	4%	-0%	-1%	-0%	2%	-0%	-9%	1%	6%	1%	-0%	-0%	-0%	3%
Technicians																
Workforce #/%	37/39%	1/1%	4/4%	0/0%	2/2%	0/0%	0/0%	0/0%	37/39%	1/1%	13/14%	0/0%	0/0%	0/0%	0/0%	1/1%
CLS #/%	4,835/39%	200/2%	395/3%	25/0%	195/2%	0/0%	55/0%	10/0%	4,930/39%	385/3%	1,225/10%	15/0%	165/1%	0/0%	30/0%	70/1%
Utilization #/%	-0%	-1%	1%	-0%	1%	0%	-0%	-0%	-1%	-2%	4%	-0%	-1%	0%	-0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	230/71%	11/3%	25/8%	2/1%	1/0%	1/0%	6/2%	6/2%	32/10%	1/0%	5/2%	0/0%	0/0%	0/0%	3/1%	1/0%
CLS #/%	4,630/63%	415/6%	800/11%	15/0%	30/0%	0/0%	129/2%	0/0%	890/12%	45/1%	340/5%	25/0%	0/0%	0/0%	25/0%	0/0%
Utilization #/%	8%	-2%	-3%	0%	-0%	0%	0%	2%	-2%	-0%	-3%	-0%	0%	0%	1%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	705/65%	47/4%	102/9%	4/0%	7/1%	1/0%	47/4%	11/1%	110/10%	7/1%	32/3%	1/0%	1/0%	0/0%	7/1%	1/0%
Civilian Labor Force #/%	10,245/32%	2,420/8%	4,495/14%	125/0%	200/1%	0/0%	409/1%	85/0%	6,635/21%	1,285/4%	5,140/16%	100/0%	190/1%	25/0%	164/1%	40/0%
Utilization #/%	33%	-3%	-5%	-0%	0%	0%	3%	1%	-11%	-3%	-13%	-0%	-1%	-0%	0%	-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 #/%	36/23%	0/0%	13/8%	0/0%	1/1%	0/0%	1/1%	0/0%	61/39%	5/3%	34/22%	0/0%	0/0%	0/0%	7/4%	0/0%
CLS #/%	180/27%	0/0%	100/15%	0/0%	4/1%	0/0%	0/0%	15/2%	170/26%	40/6%	130/20%	0/0%	0/0%	0/0%	20/3%	0/0%
Utilization #/%	-5%	0%	-7%	0%	0%	0%	1%	-2%	13%	-3%	2%	0%	0%	0%	1%	0%
Administrative Support																
Workforce #/%	14/8%	0/0%	4/2%	0/0%	0/0%	0/0%	0/0%	0/0%	66/38%	9/5%	79/45%	0/0%	0/0%	0/0%	3/2%	1/1%
CLS #/%	26,835/26%	1,695/2%	4,610/4%	110/0%	620/1%	70/0%	414/0%	85/0%	50,370/49%	3,130/3%	13,270/13%	295/0%	805/1%	80/0%	580/1%	240/0%
Utilization #/%	-18%	-2%	-2%	-0%	-1%	-0%	-0%	-0%	-11%	2%	32%	-0%	-1%	-0%	1%	0%
Skilled Craft																
Workforce #/%	25/83%	1/3%	3/10%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	24,670/74%	3,660/11%	2,120/6%	115/0%	175/1%	25/0%	295/1%	45/0%	1,475/4%	155/0%	205/1%	25/0%	80/0%	20/0%	60/0%	0/0%
Utilization #/%	9%	-8%	4%	-0%	-1%	-0%	2%	-0%	-4%	-0%	-1%	-0%	-0%	-0%	-0%	0%
Service/Maintenance																
Workforce #/%	5/28%	0/0%	9/50%	0/0%	0/0%	0/0%	0/0%	0/0%	2/11%	0/0%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	32,855/37%	6,835/8%	9,730/11%	210/0%	1,080/1%	115/0%	620/1%	190/0%	22,070/25%	4,255/5%	8,915/10%	120/0%	1,070/1%	20/0%	310/0%	150/0%
Utilization #/%	-9%	-8%	39%	-0%	-1%	-0%	-1%	-0%	-14%	-5%	1%	-0%	-1%	-0%	-0%	-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		✔	✔						✔	✔	✔		✔			
Protective Services: Non-sworn			✔													
Administrative Support	✔								✔							

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 of Police																
Workforce #/%	0/0%	0/0%	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%
Deputy Chief/Lieutenant Colonel																
Workforce #/%	1/20%	0/0%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Major																
Workforce #/%	13/59%	0/0%	4/18%	0/0%	0/0%	0/0%	0/0%	1/5%	4/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	39/74%	3/6%	1/2%	1/0%	0/0%	0/0%	2/4%	1/2%	6/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	177/73%	8/3%	17/7%	1/0%	1/0%	1/0%	4/2%	4/2%	20/8%	1/0%	5/2%	0/0%	0/0%	0/0%	3/1%	1/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	705/65%	47/4%	102/9%	4/1%	7/1%	1/0%	47/4%	11/1%	110/10%	7/1%	32/3%	1/0%	1/0%	0/0%	7/1%	1/0%

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]	[title]	[date]
[illegible]	chief of Police	4-20-15