

EEOP Utilization Report



Mon Feb 08 11:21:08 EST 2016

Step 1: Introductory Information

Grant Title: Law Enforcement Specialized Untis Program
Grant Number: LE14 01 6364

Grantee Name: City of Chula Vista
Award Amount: \$188,975.00

Grantee Type: Local Government Agency

Address: 315 Fourth Ave
Chula Vista, California
91910

Contact Person: Joseph Walker
Telephone #: 619-691-5205

Contact Address: 315 Fourth Ave
Chula Vista, California
91910

State Granting Agency: CalOES
Grant Number: 073-13392

Contact Name: Sara Stillwell

Contact Address: 3650 Schriever Ave
Mather, California
95655

Telephone #: 916-845-8112

Grant Title: Edward Byrne memorial Justice Assistance Grant
Grant Number: 2015-DJ-BX-0185

Grantee Name: City of Chula Vista
Award Amount: \$45,481.00

Grantee Type: Local Government Agency

Address: 276 Fourth Ave
Chula Vista, California
91910

Contact Person: Joseph Walker
Telephone #: 619-691-5205

Contact Address: 315 Fourth Ave
Chula Vista, California
91910

DOJ Grant Manager: Gale Farquhar
DOJ Telephone #: 202-598-9522

Grant Title: COPS Hiring Program
Grant Number: 2012ULWX0006

Grantee Name: City of Chula Vista
Award Amount: \$750,000.00

Grantee Type: Local Government Agency

Address: 315 Fourth Ave
Chula Vista, California

Policy Statement:

City of Chula Vista Policy No. 201

"The City of Chula Vista is committed to the principles of equal employment opportunity, and to a work environment free of discrimination and harassment. The City does not tolerate harassment, discrimination or retaliation in any form. EEO allegations will be taken seriously, and investigated in a prompt, thorough and objective manner. Violations of this Policy may result in disciplinary action, up to and including termination, the first time such behavior occurs.

We are also committed to ensuring the principles of fair and equal treatment are understood, respected, and practiced throughout the organization and as articulated in the City's values and mission statement. Federal and State law make it illegal to discriminate on the basis of: race, color, creed, religion, sex, national origin, age (40 or older), disability, marital status, ancestry, medical condition (e.g., AIDS/HIV, history of cancer), pregnancy, and sexual orientation. The City's policy goes beyond the categories protected by law and prohibits harassment or discrimination on any basis." -EQUAL EMPLOYMENT OPPORTUNITY POLICE # 201

Step 4b: Narrative Underutilization Analysis

The Chula Vista Police Department has reviewed the Utilization Analysis Chart, acknowledging the following results:

- * For Protective Services: Sworn-Officials, the Chula Vista Police Department (CVPD) shows an underutilization of Hispanic (-11%) and Asian (-6%) males.
- * For Protective Services: Sworn-Patrol Officers, CVPD shows an underutilization of White (-14%), Hispanic (-13%) and Asian (-6%) females.
- * For Administrative Support, CVPD shows an underutilization of White males (-16%).

An important trend that affects the entire workforce is the underrepresentation of women in sworn positions.

Regarding civilian positions, the Chula Vista Police Department utilizes the City of Chula Vista Human Resources Department hiring policies.

Step 5 & 6: Objectives and Steps

1. Continue to maintain relationships with agencies and groups that will help in addressing the underutilization gaps.

a. As an organization, the Chula Vista Police Department makes an effort to recruit at various locations throughout the county, including local community colleges, major universities, military installations and job fairs held at community resource centers. CVPD will maintain the relationship with the various community colleges, universities and military installations in the region to identify viable candidates who are members of the underutilized categories.

2. Work on efforts to attract a higher number of female applicants during the recruiting process.

a. Knowing that women in law enforcement are underrepresented in our department, efforts will be made to attract a higher number of female applicants during the recruiting process. CVPD Patrol Captain Roxana Kennedy is the President of the San Diego Chapter of Women Leaders in Law Enforcement (WLLE). Recruiting efforts will be made during WLLE conferences.

Step 7a: Internal Dissemination

The following are ways that the Chula Vista Police Department plans to disseminate our EEOP Utilization Report internally:

- * Distribute a hard copy of the EEOP Utilization Report to Command Staff
- * Distribute a hard copy of the EEOP Utilization Report to the Professional Standards Unit
- * Save an electronic copy of the EEOP Utilization Report on the departments shared network
- * Post a copy of the most recent EEOP Utilization Report within the Payroll division so employees can view it
- * Have the most recent EEO Utilization Report available at the front desk for outside individuals to view upon request

Step 7b: External Dissemination

The following are ways that the Chula Vista Police Department plans to disseminate our EEOP Utilization Report externally:

- * Post a copy of the EEOP Utilization Report on the Chula Vista Police Departments website
- * Post a copy of the most recent EEOP Utilization Report within the Payroll division so employees can view it
- * Have the most recent EEO Utilization Report available at the front desk for outside individuals to view upon request

Utilization Analysis Chart
Relevant Labor Market: San Diego County, California

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%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	81,520/43%	16,570/9%	3,825/2%	360/0%	9,480/5%	395/0%	1,040/1%	745/0%	50,130/26%	13,215/7%	3,530/2%	345/0%	8,185/4%	335/0%	1,355/1%	495/0%
Utilization #/%	-43%	-9%	-2%	-0%	-5%	-0%	-1%	100%	-26%	-7%	-2%	-0%	-4%	-0%	-1%	-0%
Professionals																
Workforce #/%	2/40%	1/20%	0/0%	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%
CLS #/%	96,980/33%	17,305/6%	4,630/2%	375/0%	22,630/8%	295/0%	1,680/1%	1,035/0%	92,455/32%	21,640/7%	4,795/2%	380/0%	22,195/8%	385/0%	2,355/1%	1,150/0%
Utilization #/%	7%	14%	-2%	-0%	-8%	-0%	-1%	-0%	8%	-7%	-2%	-0%	-8%	-0%	-1%	-0%
Technicians																
Workforce #/%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/86%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,560/30%	3,065/7%	1,000/2%	80/0%	4,345/11%	200/0%	445/1%	155/0%	8,865/22%	3,885/9%	1,120/3%	20/0%	4,785/12%	80/0%	330/1%	265/1%
Utilization #/%	-16%	-7%	-2%	-0%	-11%	-0%	-1%	-0%	64%	-9%	-3%	-0%	-12%	-0%	-1%	-1%
Protective Services: Sworn-Officials																
Workforce #/%	60/68%	10/11%	3/3%	0/0%	0/0%	0/0%	0/0%	3/3%	5/6%	5/6%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	12,465/42%	6,495/22%	2,750/9%	150/1%	1,710/6%	175/1%	400/1%	300/1%	2,690/9%	1,385/5%	450/2%	15/0%	265/1%	30/0%	90/0%	10/0%
Utilization #/%	26%	-11%	-6%	-1%	-6%	-1%	-1%	2%	-3%	1%	-0%	-0%	0%	-0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	52/43%	39/32%	6/5%	0/0%	5/4%	0/0%	0/0%	3/2%	9/8%	4/3%	1/1%	0/0%	0/0%	0/0%	0/0%	1/1%
Civilian Labor Force #/%	49,120/26%	28,800/15%	6,620/3%	530/0%	9,560/5%	625/0%	2,585/1%	1,365/1%	41,940/22%	30,760/16%	5,440/3%	450/0%	10,675/6%	555/0%	2,255/1%	1,210/1%
Utilization #/%	18%	18%	2%	-0%	-1%	-0%	-1%	2%	-14%	-13%	-2%	-0%	-6%	-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 #/%	6/38%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	3/19%	2/12%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	810/39%	390/19%	15/1%	40/2%	95/5%	0/0%	25/1%	0/0%	425/20%	245/12%	0/0%	0/0%	50/2%	0/0%	0/0%	0/0%
Utilization #/%	-1%	-6%	-1%	-2%	-5%	0%	-1%	6%	-2%	1%	12%	0%	-2%	0%	0%	0%
Administrative Support																
Workforce #/%	4/6%	2/3%	1/2%	0/0%	0/0%	0/0%	0/0%	1/2%	28/42%	20/30%	5/8%	0/0%	0/0%	0/0%	0/0%	5/8%
CLS #/%	80,005/22%	35,990/10%	8,135/2%	450/0%	14,365/4%	530/0%	2,645/1%	1,445/0%	117,105/32%	62,180/17%	10,015/3%	700/0%	21,640/6%	1,525/0%	3,790/1%	1,820/1%
Utilization #/%	-16%	-7%	-1%	-0%	-4%	-0%	-1%	1%	10%	13%	5%	-0%	-6%	-0%	-1%	7%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	48,795/44%	40,300/37%	4,035/4%	430/0%	7,220/7%	620/1%	1,200/1%	565/1%	3,085/3%	1,750/2%	240/0%	15/0%	1,730/2%	20/0%	70/0%	60/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	64,780/19%	94,945/28%	9,175/3%	670/0%	16,295/5%	1,250/0%	2,040/1%	1,210/0%	50,995/15%	66,405/20%	6,360/2%	465/0%	18,895/6%	800/0%	1,645/0%	780/0%
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-Officials		✓			✓											
Protective Services: Sworn-Patrol Officers									✓	✓			✓			
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%	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%
Police Captain																
Workforce #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Lieutenant																
Workforce #/%	7/78%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Sergeant																
Workforce #/%	20/80%	2/8%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Agent																
Workforce #/%	31/62%	7/14%	1/2%	0/0%	0/0%	0/0%	0/0%	3/6%	2/4%	5/10%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	52/43%	39/32%	6/5%	0/4%	5/4%	0/0%	0/0%	3/2%	9/8%	4/3%	1/1%	0/0%	0/0%	0/0%	0/0%	1/1%

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.

Certified As Final By: Joseph Walker

Principal Management Analyst

02-05-2016

[signature]

[title]

[date]