

EEOP Utilization Report



Wed Oct 19 18:25:11 EDT 2016

Step 1: Introductory Information

Grant Title:	COPS Hiring Grant	Grant Number:	2014ULWX0015
Grantee Name:	Seattle Police Department	Award Amount:	\$1,250,000.00
Grantee Type:	Local Government Agency		
Address:	610 Fifth Avenue Seattle, Washington 98124		
Contact Person:	Chief Kathleen OToole	Telephone #:	206-684-5577
Contact Address:	610 Fifth Avenue Seattle, Washington 98124		
DOJ Grant Manager:	Keith Glaeske	DOJ Telephone #:	202-616-9594

Grant Title:	Enhanced Human Trafficking Model	Grant Number:	2015-VT-BX-K052
Grantee Name:	Seattle Police Department	Award Amount:	\$750,000.00
Grantee Type:	Local Government Agency		
Address:	610 Fifth Avenue Seattle, Washington 98124		
Contact Person:	Chief Kathleen OToole	Telephone #:	206-684-5577
Contact Address:	610 Fifth Avenue Seattle, Washington 98124		
DOJ Grant Manager:	Tahitia Barringer	DOJ Telephone #:	202-616-3294

Grant Title:	Body Worn Camera	Grant Number:	2015-DE-BX-K007
Grantee Name:	Seattle Police Department	Award Amount:	\$600,000.00
Grantee Type:	Local Government Agency		
Address:	610 Fifth Avenue Seattle, Washington 98124		
Contact Person:	Chief Kathleen OToole	Telephone #:	206-684-5577
Contact Address:	610 Fifth Avenue Seattle, Washington 98124		
DOJ Grant Manager:	Stephen Fender	DOJ Telephone #:	202-598-9104

Policy Statement:

It is the policy of the Seattle Police Department to provide a workplace free of discrimination.

It is the policy of the Seattle Police Department not to discriminate against any employee or applicant for employment because of race, color, sex, age, ancestry, creed, gender identity, national origin, political ideology, religion, sexual orientation, military status, veteran status, marital status or the presence of any sensory, physical or mental disability.

It is also the policy of the Seattle Police Department to take action to employ and to advance in employment, all persons regardless of race, color, sex, age, ancestry, creed, gender identity, national origin, political ideology, religion, sexual orientation, military status, veteran status, marital status or the presence of any sensory, physical or mental disability, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, at all levels of employment.

Employees and applicants of the Seattle Police Department will not be subject to harassment on the basis of race, color, sex, age, ancestry, creed, gender identity, national origin, political ideology, religion, sexual orientation, military status, veteran status, marital status or the presence of any sensory, physical or mental disability. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

Step 4b: Narrative Underutilization Analysis

As prescribed in the Department of Justice Civil Rights online Guide to Design and Development an Equal Employment Opportunity Plan, a comparison of the Seattle Police Departments workforce to the community labor statistics indicates females and minorities are under-represented in the workforce. The majority of this plan will focus on addressing the Protective Services category, which comprises the majority of the department staff and the larger areas of underutilization. However, the Seattle Police Department would welcome the chance to increase the representation of all underutilized groups and will continue to explore ways of communicating job opportunities to all race and ethnic groups.

The Seattle Police Departments utilization analysis revealed the Protective Services category under-representation of greater than 2% with respect to the general availability within Seattle, Washington as follows:

Protective Services: Sworn-Officials

Hispanic or Latino males are 5% under-representation.

White females are 5% under-representation.

Protective Services: Sworn-Police Officers

Hispanic or Latino males are 5% under-representation.

White females are 9% under-representation.

Hispanic or Latino females are 5% under-representation.

Black or African American females are 5% under-representation.

Asian females are 6% under-representation.

Protective Services: Non-Sworn

White females are 37% under-representation.

Hispanic or Latino females are 3% under-representation.

Asian females are 3% under-representation.

Note: The declaration of "underutilization" does not amount to an admission of impermissible conduct. It is neither a finding of discrimination nor a finding of a lack of good faith efforts. Rather, "underutilization" is a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase, in the future, the percentage utilization of minorities and women in a workforce.

Step 5 & 6: Objectives and Steps

1. It is the Seattle Police Departments objective to reduce the under-representation of females and minorities for the Protective Services: Sworn-Officials, Sworn-Police Officers and Non-Sworn Categories. To address these areas of under-representation, the Police Department is involved with the following actives:

- a. Continue to target career/job fairs and community events for recruiting purposes that have a diverse attendance such as American Veterans Career Fair, Garfield Young Adult Career Fair, Joint Base Lewis-McChord Career Fair, University of Washington Diversity Career Fair, Asian Pacific Islander Heritage Festival, Arab Festival, Northwest Womens Show, etc.
- b. Continue to expand and increase training opportunities for the Recruit Support Team, which is representative of a diverse cross-section of officers in supporting recruitment efforts.
- c. Continue to maintain up to date information for police officer candidates on department website.
- d. Continue to have candidate workshops, which are free of charge and designed to educate and assist applicants in being effective in the testing process.
- e. Continue to maintain employment information at designated recruiting stations.

- f. Continue to regularly review recruitment and retention efforts and apply information derived from exit interviews to improve retention.
- g. Continue to encourage all employees (including females and minorities) to take advantage of promotional opportunities.
- h. Continue to meet regularly to assess hiring trends, best practices and progress to goals to ensure the force represents the community it serves.
- i. Continue to increase attendance at ethnic and community-based events and activities, such as festivals, parades, picnics, community meetings, and public listening engagements.
- j. Continue leadership within and expansion of the Northwest Womens Law Enforcement Network to create targeted outreach and recruitment opportunities for women in law enforcement.
- k. Continue leveraging partnerships with the United States Armed Forces to attract qualified and diverse applicants from service members transitioning out of the military and from the veteran community.
- l. Continue advertisements in local ethnic and community-based media outlets such as International Examiner, Northwest Vietnamese News, El Mundo, Runta, etc.
- m. Continue to refine and revise use of social media for recruiting outreach and communication such as Facebook.
- n. Continue to partner with local community colleges, such as South Seattle College, to teach introductory policing courses.
- o. Continue to increase the number of candidate workshops, which are designed to educate and assist applicants.
- p. Establish a work group to create and implement strategies for community-based recruiting efforts.
- q. Establish a mentoring program for candidates during Basic Law Enforcement Academy training and during the first year of employment.
- r. Establish an executive development program for captains and lieutenants.

Step 7a: Internal Dissemination

The Seattle Police Department will post information on bulletin boards in employee break areas about how to obtain a copy of the EEOP Utilization Report.

The EEOP Utilization Report for the Seattle Police Department will be emailed to Command Staff.

The EEOP Utilization Report for the Seattle Police Department will be posted on the internal (intranet) webpage available only to employees.

The EEOP Utilization Report for the Seattle Police Department will be available in Human Resources.

Step 7b: External Dissemination

The Seattle Police Department will include the statement: "The Seattle Police Department is an Equal Employment Opportunity Employer" in the advertisement of its job openings.

The Seattle Police Department will notify contractors and vendors that the EEOP Utilization Report is posted on the external (internet) webpage.

The EEOP Utilization Report for the Seattle Police Department will be available in printed copy at career/job fairs.

The EEOP Utilization Report for the Seattle Police Department will be posted on the external (internet) webpage available to the public.

The EEOP Utilization Report for the Seattle Police Department will be available in Human Resources.

Utilization Analysis Chart
Relevant Labor Market: Seattle city, Washington

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 #/%	7/35%	0/0%	0/0%	1/5%	1/5%	0/0%	0/0%	0/0%	10/50%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	38,095/45 %	1,610/2%	1,370/2%	240/0%	4,080/5%	115/0%	875/1%	315/0%	28,805/34 %	1,510/2%	2,005/2%	250/0%	4,195/5%	80/0%	905/1%	260/0%
Utilization #/%	-10%	-2%	-2%	5%	0%	-0%	-1%	-0%	16%	-2%	3%	-0%	-5%	-0%	-1%	-0%
Professionals																
Workforce #/%	36/30%	2/2%	6/5%	1/1%	7/6%	0/0%	3/3%	0/0%	47/39%	2/2%	4/3%	0/0%	9/8%	0/0%	2/2%	0/0%
CLS #/%	54,530/39 %	2,360/2%	2,665/2%	95/0%	9,775/7%	160/0%	1,180/1%	305/0%	50,460/36 %	2,515/2%	2,360/2%	325/0%	10,595/8 %	290/0%	1,440/1%	500/0%
Utilization #/%	-9%	-0%	3%	1%	-1%	-0%	2%	-0%	3%	-0%	2%	-0%	-0%	-0%	1%	-0%
Technicians																
Workforce #/%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/42%	2/8%	3/12%	1/4%	3/12%	1/4%	1/4%	0/0%
CLS #/%	5,870/38 %	300/2%	400/3%	40/0%	1,105/7%	0/0%	215/1%	60/0%	5,010/33 %	165/1%	305/2%	0/0%	1,690/11 %	20/0%	115/1%	25/0%
Utilization #/%	-26%	-2%	-3%	-0%	-7%	0%	-1%	-0%	9%	7%	11%	4%	1%	4%	3%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	152/63%	8/3%	17/7%	6/2%	21/9%	0/0%	2/1%	0/0%	30/12%	0/0%	3/1%	0/0%	1/0%	1/0%	1/0%	0/0%
CLS #/%	3,380/49 %	550/8%	570/8%	55/1%	585/8%	65/1%	85/1%	110/2%	1,230/18 %	65/1%	100/1%	15/0%	75/1%	0/0%	45/1%	30/0%
Utilization #/%	14%	-5%	-1%	2%	0%	-1%	-0%	-2%	-5%	-1%	-0%	-0%	-1%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	694/63%	52/5%	86/8%	17/2%	63/6%	11/1%	23/2%	0/0%	124/11%	6/1%	10/1%	2/0%	5/0%	2/0%	11/1%	0/0%
Civilian Labor Force #/%	5,275/34 %	1,545/10 %	610/4%	170/1%	1,010/7%	170/1%	340/2%	160/1%	3,095/20 %	920/6%	695/4%	80/1%	980/6%	145/1%	250/2%	70/0%
Utilization #/%	29%	-5%	4%	0%	-1%	-0%	-0%	-1%	-9%	-5%	-4%	-0%	-6%	-1%	-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 #/%	48/34%	5/4%	17/12%	1/1%	14/10%	1/1%	4/3%	0/0%	34/24%	1/1%	7/5%	2/1%	4/3%	1/1%	3/2%	0/0%
CLS #/%	60/12%	0/0%	0/0%	10/2%	35/7%	10/2%	4/1%	0/0%	310/61%	20/4%	20/4%	10/2%	30/6%	0/0%	0/0%	0/0%
Utilization #/%	22%	4%	12%	-1%	3%	-1%	2%	0%	-37%	-3%	1%	-1%	-3%	1%	2%	0%
Administrative Support																
Workforce #/%	34/15%	2/1%	1/0%	1/0%	5/2%	0/0%	0/0%	0/0%	117/53%	6/3%	19/9%	4/2%	19/9%	6/3%	6/3%	0/0%
CLS #/%	30,605/27%	2,390/2%	2,640/2%	330/0%	5,485/5%	255/0%	1,010/1%	370/0%	47,720/43%	3,570/3%	4,570/4%	670/1%	9,405/8%	420/0%	1,880/2%	895/1%
Utilization #/%	-12%	-1%	-2%	0%	-3%	-0%	-1%	-0%	11%	-0%	5%	1%	0%	2%	1%	-1%
Skilled Craft																
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 #/%	23,635/66%	4,730/13%	1,150/3%	260/1%	2,540/7%	405/1%	320/1%	275/1%	1,495/4%	115/0%	230/1%	25/0%	435/1%	30/0%	109/0%	0/0%
Utilization #/%	34%	-13%	-3%	-1%	-7%	-1%	-1%	-1%	-4%	-0%	-1%	-0%	-1%	-0%	-0%	0%
Service/Maintenance																
Workforce #/%	6/50%	0/0%	0/0%	0/0%	0/0%	0/0%	2/17%	0/0%	3/25%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	31,565/31%	9,265/9%	5,855/6%	315/0%	7,935/8%	600/1%	1,305/1%	700/1%	22,460/22%	5,055/5%	4,790/5%	250/0%	8,370/8%	240/0%	1,305/1%	525/1%
Utilization #/%	19%	-9%	-6%	-0%	-8%	-1%	15%	-1%	3%	-5%	4%	-0%	-8%	-0%	-1%	-1%

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%	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%
Deputy Chief																
Workforce #/%	0/0%	0/0%	0/0%	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%
Assistant Chiefs																
Workforce #/%	2/50%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captains																
Workforce #/%	19/70%	0/0%	4/15%	0/7%	2/7%	0/0%	0/0%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenants																
Workforce #/%	31/67%	1/2%	4/9%	3/13%	6/13%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeants																
Workforce #/%	100/61%	7/4%	8/5%	3/8%	13/8%	0/0%	1/1%	0/0%	26/16%	0/0%	2/1%	0/0%	1/1%	1/1%	1/1%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	694/63%	52/5%	86/8%	17/6%	63/6%	11/1%	23/2%	0/0%	124/11%	6/1%	10/1%	2/0%	5/0%	2/0%	11/1%	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.

Certified As Final By: Mike Fields

Director of Human Resources

10-19-2016

[signature]

[title]

[date]