

EEOP Utilization Report



Mon Jun 06 16:08:07 EDT 2016

Step 1: Introductory Information

Grant Title:	2012 COPS Grant Hiring Program	Grant Number:	2012UMWX0018
Grantee Name:	Antioch Police Department	Award Amount:	\$1,502,680.00
Grantee Type:	Local Government Agency		
Address:	300 L Street Antioch, California 94509		
Contact Person:	Allan Cantando	Telephone #:	925-779-6902
Contact Address:	300 L Street Antioch, California 94509		
DOJ Grant Manager:	Tammy Richardson	DOJ Telephone #:	202-307-3422

Grant Title:	2014 COPS Grant Hiring Program	Grant Number:	2014UMWX0004
Grantee Name:	City of Antioch	Award Amount:	\$625,000.00
Grantee Type:	Local Government Agency		
Address:	300 L Street Antioch, California 94509		
Contact Person:	Allan Cantando	Telephone #:	925-779-6902
Contact Address:	300 L Street Antioch, California 94509		
DOJ Grant Manager:	Tammy Richardson	DOJ Telephone #:	202-307-3422

Policy Statement:

In accordance with applicable federal, state and local law, the Antioch Police Department provides equal opportunities for applicants and employees, regardless of race, gender expression, age, pregnancy, religion, creed, color, national origin, ancestry, physical or mental handicap, genetic information, veteran status, marital status, sex or any other protected class or status. The Department does not show partiality or grant any special status to any applicant, employee or group of employees unless otherwise required by law.

The Department will recruit and hire only those individuals who demonstrate a commitment to service and who possess the traits and characteristics that reflect personal integrity and high ethical standards.

Step 4b: Narrative Underutilization Analysis

Based on the small numbers of employees in certain job categories, it is difficult to determine the underutilization of each job category as it relates to the comparable labor market; however, in reviewing the Utilization Analysis Chart, it appears that the Antioch Police Department has an underutilization of Hispanic/Latino males (-14%) and White (-10%) and Hispanic/Latino (-15%) females in the position of Protective Services Sworn Patrol Officers.

In general, our agency is having a difficult time hiring and retaining qualified applicants into our protective services sworn category due to the low number of qualified candidates who apply.

The identified underutilized categories are and will continue to be a challenge for our agency given the area demographics of the City of Antioch and the recent decrease number of viable candidates. The Antioch Police Department will continue its recruiting efforts, and will focus on ways to attract and retain more Hispanic/Latino males and White and Hispanic/Latino females.

Step 5 & 6: Objectives and Steps

1. Provide equal employment opportunities for all groups as we actively seek to increase the number of our applicant pool.

a. Continue joint efforts with the City of Antioch Human Resources Department to evaluate our job advertising practices. Identify new advertising and recruiting sources to distribute job bulletins.

2. Identify recruitment barriers that might prevent Hispanic/Latino males and females and White females from applying .

a. Meet with current Hispanic/Latino (male/female) and White female officers to identify perceived barriers in recruiting for protective services sworn positions.

b. Work on meeting with local community minority organizations to discuss and identify new advertising and recruiting techniques that will focus on attracting more Hispanic/Latino applicants and White females.

Step 7a: Internal Dissemination

The Antioch Police Department will disseminate the EEOP Utilization Report within the department by doing the following:

1. Distribute a hard copy of the EEOP Utilization Report to Command Staff.
2. Save an electronic copy of the EEOP Utilization Report on the department's shared network.
3. Send an e-mail to all employees notifying them of where the EEOP can be viewed and obtained.

Step 7b: External Dissemination

The Antioch Police Department will disseminate the EEOP Utilization Report externally by doing the following:

1. Post a copy of the EEOP Utilization Report on the police department's webpage.
2. Indicate on all job announcement the policy statement and include that a copy of the EEOP Utilization Report can be

obtained upon request.

3. A copy of the EEOPP Utilization Report will be placed in the lobby of the Antioch Police Department.

Utilization Analysis Chart
Relevant Labor Market: Contra Costa 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%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	21,850/40%	2,930/5%	1,045/2%	65/0%	3,485/6%	100/0%	325/1%	230/0%	15,330/28%	2,710/5%	2,230/4%	200/0%	3,360/6%	85/0%	495/1%	215/0%
Utilization #/%	-40%	-5%	-2%	-0%	-6%	-0%	-1%	-0%	-28%	95%	-4%	-0%	-6%	-0%	-1%	-0%
Professionals																
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%
CLS #/%	20,800/27%	2,530/3%	2,035/3%	110/0%	6,260/8%	40/0%	660/1%	285/0%	27,670/36%	4,475/6%	3,425/4%	75/0%	8,055/10%	145/0%	580/1%	400/1%
Utilization #/%	-27%	-3%	-3%	-0%	-8%	-0%	-1%	-0%	64%	-6%	-4%	-0%	-10%	-0%	-1%	-1%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,915/29%	480/5%	350/3%	0/0%	1,040/10%	0/0%	110/1%	110/1%	2,320/23%	770/8%	355/4%	40/0%	1,365/14%	10/0%	120/1%	60/1%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	18/78%	2/9%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	2/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,340/44%	680/13%	470/9%	35/1%	320/6%	150/3%	265/5%	50/1%	550/10%	170/3%	230/4%	0/0%	80/1%	0/0%	0/0%	30/1%
Utilization #/%	35%	-4%	-4%	-1%	-6%	-3%	-5%	-1%	-2%	-3%	-4%	0%	-1%	0%	0%	-1%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	48/71%	10/15%	2/3%	0/0%	5/7%	0/0%	0/0%	0/0%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	7,120/21%	9,620/28%	1,860/5%	40/0%	1,435/4%	225/1%	245/1%	390/1%	4,735/14%	5,070/15%	1,700/5%	0/0%	1,050/3%	65/0%	245/1%	180/1%
Utilization #/%	50%	-14%	-3%	-0%	3%	-1%	-1%	-1%	-10%	-15%	-5%	0%	-3%	-0%	-1%	-1%
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 #/%	8/35%	2/9%	1/4%	0/0%	1/4%	0/0%	0/0%	0/0%	4/17%	1/4%	4/17%	1/4%	1/4%	0/0%	0/0%	0/0%
CLS #/%	325/61%	0/0%	4/1%	0/0%	0/0%	0/0%	0/0%	135/26%	65/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-27%	9%	4%	0%	4%	0%	0%	-8%	-8%	17%	4%	4%	4%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	11/48%	6/26%	3/13%	1/4%	1/4%	1/4%	0/0%	0/0%	0/0%
CLS #/%	20,060/19%	6,550/6%	3,055/3%	85/0%	6,340/6%	240/0%	690/1%	36,280/35%	13,890/13%	5,985/6%	195/0%	8,750/8%	275/0%	1,080/1%	845/1%	
Utilization #/%	-19%	-2%	-3%	-0%	-6%	-0%	-1%	13%	13%	7%	4%	-4%	-0%	-1%	-1%	
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	13,110/48%	9,250/34%	1,385/5%	15/0%	1,365/5%	200/1%	365/1%	905/3%	205/1%	250/1%	0/0%	210/1%	10/0%	0/0%	0/0%	
Utilization #/%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	16,200/18%	21,915/25%	3,785/4%	135/0%	5,320/6%	235/0%	715/1%	14,845/17%	14,890/17%	3,595/4%	170/0%	5,765/6%	290/0%	505/1%	510/1%	
Utilization #/%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

Significant Underutilization Chart

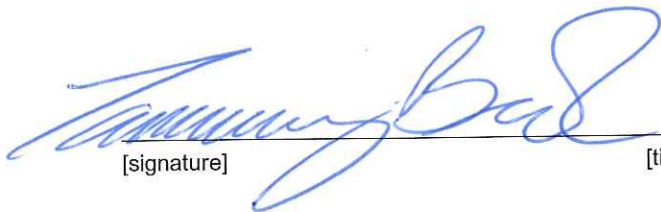
Job Categories	Male						Female									
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian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

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 #/%	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%
Police Captain																
Workforce #/%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Lieutenant																
Workforce #/%	4/100%	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%
Police Sergeant																
Workforce #/%	6/67%	2/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Corporal																
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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	48/71%	10/15%	2/3%	0/7%	5/7%	0/0%	0/0%	0/0%	3/4%	0/0%	0/0%	0/0%	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.

 CAPTAIN 6-6-16
[signature] [title] [date]