

# EEO Utilization Report

## Organization Information

Name: Salt Lake City Corporation Police Department

City: Salt Lake City

State: UT

Zip: 84111

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

In accordance with applicable law, Salt Lake City Corporation prohibits discrimination and harassment based on a persons race, color, national origin, sex (including pregnancy), religion, age (age 40 and above), disability, genetic information, sexual orientation, gender identity, or any other legally protected class.

This policy applies to all city employees; however, employees under the direct control or supervision of the Salt Lake City Council may be bound only by city ordinance and state and federal equal employment opportunity laws.

Please refer to the attached hard copy document for the Salt Lake City Corporation's full policy.

Following File has been uploaded:3.05.04\_Anti-Discrimination\_and\_Harassment (1).pdf

## Step 4b: Narrative of Interpretation

Salt Lake City Corporations Human Resources Department reviewed the Utilization Analysis Chart (comparing the City's Workforce to the relevant labor market), and noted the following:

1. Hispanic or Latino males were significantly under represented in the Protective Services: Sworn Patrol Officers (-7%) category.
2. White females were significantly under represented in the Protective Services: Sworn Officials (-13%) and Protective Services: Sworn Patrol Officers (-18%) categories.
3. Hispanic or Latina females were under represented in the Protective Services: Sworn Patrol Officers (-8%) category.
4. Native Hawaiian or Other Pacific Islander females were under represented in the Protective Services: Sworn Patrol Officers (-1%) category.

After review of the EEOP Utilization Report Salt Lake City Corporation submitted two years ago, we were able to track an improvement in the recruitment and retention of the following:

1. Hispanic or Latino males (+2%) and White females (+3%) in the Protective Services: Sworn Patrol Officers category.

The Salt Lake City Police Department is committed to building a qualified and competent workforce based on principles of diversity.

## Step 5: Objectives and Steps

### **1. To encourage White females to apply for or promote into higher level positions in the protective services sworn officials and protective services - sworn patrol officers categories.**

- a. The City, at its discretion, may rehire a former City employee without a competitive process if specific criteria is met within three years of the date of their resignation.
- b. The City recently created a Recruiting and On-boarding Team to help promote, enhance, and actively engage recruitment efforts to attract and retain talent.
- c. The City offers career ladders for patrol officers based on years of service.
- d. The City offers career mobility assignments to allow employees the opportunity to increase their skill set by working a temporary assignment in another section, division, or department within the City.

### **2. To encourage Hispanic or Latina/o females and males to apply for protective services: sworn-patrol officer positions.**

- a. The City continues to review and revise job descriptions to ensure they accurately represent each position, and the job descriptions are not creating a negative impact on recruiting a diverse workforce.
- b. The Salt Lake City Police Department has a Police Explorer Program for youth ages 14 to 20 years old (Sixty-five (65%) percent are females and sixty-five (65%) are minorities). The program educates and involves youth in police operations to interest them in a future law enforcement career with the department.
- c. The City is committed to building a qualified and competent workforce based on principles of diversity.
- d. The City advertises all available posted positions on Indeed, LinkedIn, Glassdoor, DirectEmployers, Monster, and recruit.net. The City's Recruiting and Onboarding Team assists with additional outreach efforts if requested.

### **3. To encourage Native Hawaiian or Other Pacific Islander females to apply to protective services: sworn patrol officer positions.**

- a. The Recruiting and On-boarding Team will attend job fairs, educational institutions, trade associations, and conferences to promote and recruit Native Hawaiian or Other Pacific Islander female employees.
- b. The City advertises all available posted positions on Indeed, LinkedIn, Glassdoor, Direct Employers, Monster, and recruit.net. The City's Recruiting and On-boarding Team assists with additional outreach efforts if requested.

- c. The City implemented a user-friendly applicant tracking and on-boarding system to assist with a smooth application and on-boarding experience for candidates.
- d. Police Department representatives regularly conduct building tours, visit schools, and attend neighborhood community council meetings to establish relationships with the community.

**4. Salt Lake City Corporation focuses on diversity and equal opportunity in all our positions.**

- a. The City continues to conduct surveys to determine which courses would be of best benefit to Employees University and the employees of the city to assist in career development.
- b. The City continues to maintain a Supervisor Boot Camp Program which provides new supervisors and/or interested employees a good understanding of the supervisory roles that would enable participants to become confident and effective leaders.
- c. The City offers internships to students from local Universities and Colleges.
- d. The City has a tuition reimbursement program for current full-time employees which encourages both genders and all national origins to gain the knowledge and skills needed for specific positions.

**Step 6: Internal Dissemination**

1. The Salt Lake City Police Department will post the EEOP Utilization Report on their website.
2. The City will send an email to all employees to let them know that a copy of the EEOP Utilization Report is available.
3. The City will include a hard copy of the EEOP Utilization Report in the lobby of the Human Resources Office.

**Step 7: External Dissemination**

1. A copy of the EEOP Utilization Report will be posted on the Salt Lake City Corporations public website.
2. Potential applicants will be able to view the EEOP Utilization Report on the City's website.
3. Copies of the EEOP Utilization Report will be available in the reading room of the local public library.

**Utilization Analysis Chart**  
**Relevant Labor Market: Salt Lake County, Utah**

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
<b>Officials/Administrators</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	42,335/58 %	3,190/4%	510/1%	45/0%	885/1%	235/0%	194/0%	120/0%	22,885/31 %	1,905/3%	200/0%	60/0%	535/1%	185/0%	230/0%	50/0%
Utilization #/%																
<b>Professionals</b>																
Workforce #/%	37/61%	3/5%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	18/30%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	51,635/48 %	1,755/2%	575/1%	105/0%	2,160/2%	195/0%	214/0%	220/0%	44,640/42 %	2,565/2%	350/0%	270/0%	1,920/2%	210/0%	480/0%	270/0%
Utilization #/%	13%	3%	1%	-0%	-2%	-0%	-0%	-0%	-12%	-1%	1%	-0%	-2%	-0%	-0%	-0%
<b>Technicians</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,795/50 %	630/4%	25/0%	90/1%	405/2%	35/0%	80/0%	4/0%	6,400/36 %	640/4%	70/0%	40/0%	335/2%	4/0%	150/1%	20/0%
Utilization #/%																
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	85/86%	4/4%	1/1%	0/0%	1/1%	1/1%	0/0%	0/0%	6/6%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,200/69 %	385/4%	140/2%	45/1%	135/2%	225/3%	45/1%	10/0%	1,675/19 %	55/1%	0/0%	10/0%	0/0%	10/0%	15/0%	0/0%
Utilization #/%	17%	-0%	-1%	-1%	-0%	-2%	-1%	-0%	-13%	-1%	1%	-0%	0%	-0%	-0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	328/75%	32/7%	6/1%	4/1%	6/1%	16/4%	2/0%	0/0%	39/9%	6/1%	0/0%	0/0%	1/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	21,890/40 %	8,090/15 %	440/1%	330/1%	450/1%	920/2%	425/1%	110/0%	14,755/27 %	5,075/9%	275/1%	250/0%	690/1%	775/1%	179/0%	115/0%
Utilization #/%	35%	-7%	1%	0%	1%	2%	-0%	-0%	-18%	-8%	-1%	-0%	-1%	-1%	-0%	-0%
<b>Protective Services: Non-sworn</b>																

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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	500/33%	115/8%	0/0%	15/1%	0/0%	10/1%	20/1%	0/0%	800/53%	50/3%	0/0%	0/0%	0/0%	10/1%	0/0%	0/0%
Utilization #/%																
<b>Administrative Support</b>																
Workforce #/%	15/23%	4/6%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	37/58%	3/5%	2/3%	0/0%	1/2%	1/2%	0/0%	0/0%
CLS #/%	57,735/34%	6,370/4%	920/1%	195/0%	1,385/1%	515/0%	845/0%	265/0%	84,170/50%	10,650/6%	1,005/1%	555/0%	2,405/1%	1,425/1%	690/0%	455/0%
Utilization #/%	-11%	2%	-1%	1%	-1%	-0%	-0%	-0%	8%	-2%	3%	-0%	0%	1%	-0%	-0%
<b>Skilled Craft</b>																
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 #/%	36,140/72%	9,390/19%	260/1%	350/1%	720/1%	425/1%	260/1%	100/0%	1,740/3%	370/1%	0/0%	4/0%	185/0%	55/0%	20/0%	0/0%
Utilization #/%	28%	-19%	-1%	-1%	-1%	-1%	-1%	-0%	-3%	-1%	0%	-0%	-0%	-0%	-0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	49,350/38%	19,790/15%	1,685/1%	705/1%	2,680/2%	1,525/1%	450/0%	245/0%	32,665/25%	13,920/11%	835/1%	705/1%	2,790/2%	1,005/1%	295/0%	235/0%
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
<b>Protective Services: Sworn-Officials</b>									✓							
<b>Protective Services: Sworn-Patrol Officers</b>		✓							✓	✓				✓		

### 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
<b>Chief</b>																
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%
<b>Assistant Chief</b>																
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%
<b>Deputy Chief</b>																
Workforce #/%	2/100%	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%
<b>Captain</b>																
Workforce #/%	7/88%	1/12%	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%
<b>Lieutenant</b>																
Workforce #/%	19/83%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/9%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	55/86%	2/3%	1/2%	0/2%	1/2%	1/2%	0/0%	0/0%	4/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	328/75%	32/7%	6/1%	4/1%	6/1%	16/4%	2/0%	0/0%	39/9%	6/1%	0/0%	0/0%	1/0%	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 EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Candace Roberts

Senior Human Resources Consultant

09-12-2019

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