

EEO Utilization Report

Organization Information

Name: Auburn Police Department

City: Auburn

State: WA

Zip: 98002

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The Auburn Police Department is an equal opportunity employer and is committed to creating and maintaining a work environment that is free of all forms of discriminatory harassment, including sexual harassment and retaliation. The Department will not tolerate discrimination against employees in hiring, promotion, discharge, compensation, fringe benefits and other privileges of employment. The Department will take preventive and corrective action to address any behavior that violates this policy or the rights it is designed to protect.

The Department prohibits all forms of discrimination, including any employment-related action by a member that adversely affects an applicant or member and is based on race, color, religion, sex, age, national origin or ancestry, genetic information, disability, military service, sexual orientation and other classifications protected by law.

The non-discrimination policies of the Department may be more comprehensive than state or federal law. Conduct that violates this policy may not violate state or federal law but still could subject a member to discipline.

Following File has been uploaded:Discriminatory_Harassment.pdf

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart, the Inspectional Services Division of the Auburn Police Department made the following observations:

Given the small numbers in the job categories Officials/Administrators (1), Technicians (2), Administrative support (3), it is difficult to interpret the level of underutilization in each job category as significant in relation to the relevant community labor market.

However, in interpreting the data, there does appear to be an underutilization of Asian males (-5%), Asian females (-6%), and White females (-20%) in the job category of (Protective Services: Sworn--Patrol Officers).

In keeping with the APD's commitment to having a workforce that reflects the community it serves, the APD will examine its recruitment and retention practices to see if there may be ways to attract more Asian males, Asian females, and White females to apply for entry-level patrol officer positions.

Step 5: Objectives and Steps

1. Identify any barriers in recruitment that might deter Asian males, Asian females, and White women from applying for entry-level Police officer positions.

- a. a) APD in conjunction with the City Human Resource Department has hired a marketing firm to help reach out to minority candidates and encourage them to apply at APD. The marketing firm will also analyze what makes APD more attractive to Asian and female candidates.
- b) APD, along with the City Human Resource Department, is also conducting a review of the testing process to determine if there are any potential patterns in either the written test, oral board interview, or background investigation that might be changed to encourage these candidates to apply at APD.

2. Target Asian males/females and White females in police recruitment campaigns.

- a. a) To attract female recruits, APD will continue its involvement at the "Women in Law Enforcement" recruiting fair to entice qualified female candidates to apply to our agency.
- b) APD will continue to attend recruiting fairs at Green River College in Auburn, which has a high percentage of Asian students, highlighting our testing process. APD will continue to attend career days and job recruiting fairs at other in state colleges and vocational schools to highlight the testing process.
- c) To help attract Asian males and all females, APD will continue to attend the recruiting fair at Joint Base Lewis-McChord to help promote our agency. JBLM has a large number of service personnel who are potential candidates interested in Law Enforcement.

Step 6: Internal Dissemination

- a) Sending the EEOP Utilization Report using APD's in-house, electronic communication service that only employees can access;
- b) Posting a copy on the City Intranet (internal website)
- c) A hard copy will be stored in the Inspectional Services Office and will be available upon request.

Step 7: External Dissemination

- a) We will post a copy of the EEOP Utilization Report on APD's public website
- b) A hard copy will be stored in the Inspectional Services Office and available upon request of Citizens who come to the

PD station

c) Include information at recruitment and job fairs that a copy of the EEOP Utilization report is available from the Inspectional Services Office upon request

d) Notify all contractors and vendors that do business with the APD that a copy of the APD's EEOP Utilization Report is available on request.

Utilization Analysis Chart
Relevant Labor Market: King County, 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 #/%	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 #/%	90,560/47%	3,795/2%	3,100/2%	470/0%	10,590/6%	180/0%	2,100/1%	735/0%	61,945/32%	3,065/2%	2,900/2%	520/0%	8,860/5%	140/0%	1,675/1%	450/0%
Utilization #/%	-47%	-2%	-2%	-0%	-6%	-0%	-1%	-0%	68%	-2%	-2%	-0%	-5%	-0%	-1%	-0%
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	114,240/40%	4,760/2%	4,655/2%	260/0%	25,935/9%	315/0%	2,495/1%	820/0%	100,705/35%	4,595/2%	3,885/1%	675/0%	20,245/7%	580/0%	2,520/1%	910/0%
Utilization #/%																
Technicians																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,585/40%	705/2%	790/2%	65/0%	2,540/8%	15/0%	405/1%	135/0%	10,255/32%	475/1%	570/2%	15/0%	2,890/9%	20/0%	275/1%	55/0%
Utilization #/%	-40%	-2%	-2%	-0%	-8%	-0%	-1%	-0%	68%	-1%	-2%	-0%	-9%	-0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	18/100%	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 #/%	8,900/55%	990/6%	1,155/7%	170/1%	1,145/7%	95/1%	205/1%	275/2%	2,485/15%	125/1%	205/1%	40/0%	155/1%	40/0%	60/0%	30/0%
Utilization #/%	45%	-6%	-7%	-1%	-7%	-1%	-1%	-2%	-15%	-1%	-1%	-0%	-1%	-0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	72/80%	3/3%	3/3%	0/0%	1/1%	1/1%	0/0%	0/0%	9/10%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	38,975/34%	4,950/4%	4,555/4%	340/0%	7,520/7%	580/1%	2,045/2%	760/1%	34,935/30%	4,160/4%	4,545/4%	370/0%	7,450/6%	595/1%	2,625/2%	765/1%
Utilization #/%	46%	-1%	-1%	-0%	-5%	1%	-2%	-1%	-20%	-3%	-4%	-0%	-6%	-1%	-2%	-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 #/%	3/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/64%	1/7%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%
CLS #/%	610/35%	10/1%	50/3%	15/1%	75/4%	10/1%	14/1%	0/0%	685/40%	30/2%	35/2%	10/1%	135/8%	0/0%	45/3%	0/0%
Utilization #/%	-14%	-1%	-3%	-1%	-4%	-1%	-1%	0%	25%	5%	-2%	-1%	-1%	0%	-3%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	78,910/28%	5,945/2%	5,495/2%	535/0%	12,770/5%	860/0%	2,485/1%	1,065/0%	125,595/45%	9,230/3%	9,200/3%	1,360/0%	19,385/7%	1,395/0%	4,460/2%	1,910/1%
Utilization #/%	-28%	-2%	-2%	-0%	-5%	-0%	-1%	-0%	55%	-3%	-3%	-0%	-7%	-0%	-2%	-1%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	60,170/68%	11,045/12%	2,355/3%	605/1%	5,480/6%	610/1%	1,280/1%	655/1%	3,765/4%	475/1%	500/1%	45/0%	1,140/1%	65/0%	174/0%	25/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	79,455/32%	23,460/9%	11,275/5%	975/0%	17,635/7%	1,940/1%	3,185/1%	1,680/1%	62,325/25%	13,895/6%	8,295/3%	715/0%	19,005/8%	870/0%	2,790/1%	1,145/0%
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-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																
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%
Assistant Chief																
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%
Commander																
Workforce #/%	5/100%	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%
Sergeant																
Workforce #/%	11/100%	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 #/%	72/80%	3/3%	3/3%	0/1%	1/1%	1/1%	0/0%	0/0%	9/10%	1/1%	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 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: Mark Caillier

Commander

04-14-2017

[signature]

[title]

[date]