EEOP Utilization Report

Thu Feb 20 11:13:46 EST 2014

Step 1: Introductory Information

Grant Title:	2013 Justice Assistance Grant	**Grant Number:**	2013-DJ-BX-1200
Grantee Name:	Raleigh Police Department	**Award Amount:**	$182,940.00
Grantee Type:	Local Government Agency		
Address:	6716 Six Forks Road Raleigh, North Carolina 27615		
Contact Person:	Dawn Myers	**Telephone #:**	919-996-1496
Contact Address:	6716 Six Forks Road Raleigh, North Carolina 27615		
State Granting Agency:	Wake County Sheriff's Office	**Grant Number:**	2013-DJ-BX-1200
Contact Name:	Raymond Boutwell		
Contact Address:	330 S. Salisbury Street Raleigh, North Carolina 27602		
Telephone #:	919-856-6900		

Grant Title:	2011 Justice Assistance Grant	**Grant Number:**	2011-DJ-BX-2526
Grantee Name:	Raleigh Police Department	**Award Amount:**	$248,266.00
Grantee Type:	Local Government Agency		
Address:	6716 Six Forks Road Raleigh, North Carolina 27615		
Contact Person:	Dawn Myers	**Telephone #:**	919-996-1496
Contact Address:	6716 Six Forks Road Raleigh, North Carolina 27615		
State Granting Agency:	Wake County Sheriff's Office	**Grant Number:**	2011-DJ-BX-2526
Contact Name:	Raymond Boutwell		
Contact Address:	330 S. Salisbury Street Raleigh, North Carolina 27602		
Telephone #:	919-856-6900		

Grant Title:	2012 Justice Assistance Grant	**Grant Number:**	2012-DJ-BX-1166

Grantee Name:	Raleigh Police Department	**Award Amount:**	$198,042.00
Grantee Type:	Local Government Agency		
Address:	6716 Six Forks Road Raleigh, North Carolina 27615		
Contact Person:	Dawn Myers	**Telephone #:**	919-996-1496
Contact Address:	6716 Six Forks Road Raleigh, North Carolina 27615		
State Granting Agency:	Wake County Sheriff's Office	**Grant Number:**	2012-DJ-BX-1166
Contact Name:	Raymond Boutwell		
Contact Address:	330 S. Salisbury Street Raleigh, North Carolina 27602		
Telephone #:	919-856-6900		

Policy Statement:

The City of Raleigh, in its personnel practices as an employer, is firmly committed to the concept of equal employment opportunity. In compliance with federal and state legislation, and as a matter of principle, the City prohibits unlawful discrimination on account of race, color, religion, sex, age, political or labor affiliation, physical or mental handicap, national origin, or sexual orientation in its personnel practices including, but not limited to, recruitment, hiring, transfer, promotion, training, compensation, benefits, layoff and termination. Each department is responsible for assuring compliance within its sphere of authority. The City's Personnel Department will monitor personnel actions to determine departmental compliance.

Step 4b: Narrative Underutilization Analysis

The comparison of the Raleigh Police Department's workforce with Wake County, North Carolina labor statistics shows some areas of underutilization in the Protective Services category. Specifically, in the Protective Services: Sworn-Officials category, the analysis shows an underutilization of black males (-6%) and black females (-12%). In the Protective Services: Sworn-Patrol Officers category, the analysis shows an underutilization of Hispanic males (-12%), black males (-7%), white females (-8%), Hispanic females (-5%), black females (-12%), and Asian females (-2%).

The Raleigh Police Department's recruitment efforts reflect the departments commitment to a diverse workplace, and the Recruiting Unit will continue to highlight the department's diverse opportunities at a wide variety of venues to attract qualified applicants to apply for employment with the RPD.

Step 5 & 6: Objectives and Steps

1. Identify additional and non-traditional venues where women and minorities could be encouraged to join the Raleigh Police Department.

a. The Recruiting Unit will conduct a survey of the officers who joined the RPD within the past year to find out what factors affected their decision to seek employment at the RPD. The results of this survey will be used to help market the department and identify the best locations for distribution of RPD recruitment materials.

b. Posters and billboards containing photographs that reflect the RPDs diversity will be posted at venues throughout the city, including libraries, community centers, fitness/sports facilities, movie theaters, local businesses, and major thoroughfares.

2. Conduct recruitment campaigns with an emphasis on attracting women and minorities to apply for police officer positions.

a. The Recruiting Unit will continue to advertise employment opportunities with the RPD in a wide variety of venues, including community career fairs, charity events, sporting events, car shows, churches, radio talk shows, newspaper advertising, online magazines, YouTube, Twitter, Facebook, out-of-state police departments, and colleges and universities throughout North Carolina. These efforts will be focused on areas with significant female and minority populations.

b. Every other month, an open house event to focus on women in policing will be held at one of the RPD police districts. Female RPD officers will be on hand at these events to talk to potential applicants about what it is like to work in law enforcement and to answer any questions they may have.

Step 7a: Internal Dissemination

Copies of the EEOP information are maintained and made available in the Raleigh Police Department Administrative Division and in the office of the RPD Human Resources sergeant.

Step 7b: External Dissemination

A copy of the EEOP form will be posted on the City of Raleigh/Raleigh Police Department Web site.

Utilization Analysis Chart

Relevant Labor Market: Wake County, North Carolina

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 #/%	3/30%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/30%	0/0%	3/30%	0/0%	0/0%	0/0%	1/10%	0/0%
CLS #/%	34,150/48%	1,315/2%	4,285/6%	70/0%	1,225/2%	0/0%	295/0%	180/0%	21,740/31%	615/1%	5,395/8%	50/0%	835/1%	55/0%	185/0%	80/0%
Utilization #/%	-18%	-2%	-6%	-0%	-2%	0%	-0%	-0%	-1%	-1%	22%	-0%	-1%	-0%	10%	-0%
Professionals																
Workforce #/%	5/38%	2/15%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	2/15%	1/8%	2/15%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	38,980/37%	1,145/1%	4,485/4%	140/0%	3,900/4%	0/0%	335/0%	245/0%	41,665/39%	1,520/1%	9,220/9%	270/0%	3,030/3%	10/0%	355/0%	290/0%
Utilization #/%	2%	14%	3%	-0%	-4%	0%	-0%	-0%	-24%	6%	7%	-0%	-3%	-0%	-0%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	5,040/35%	215/1%	1,305/9%	35/0%	410/3%	0/0%	85/1%	15/0%	4,975/34%	220/2%	1,725/12%	4/0%	385/3%	0/0%	170/1%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	208/74%	9/3%	31/11%	1/0%	3/1%	0/0%	4/1%	0/0%	21/7%	0/0%	3/1%	0/0%	1/0%	0/0%	0/0%	0/0%
CLS #/%	4,510/56%	150/2%	1,380/17%	0/0%	80/1%	0/0%	85/1%	10/0%	695/9%	50/1%	1,020/13%	0/0%	20/0%	0/0%	0/0%	0/0%
Utilization #/%	18%	1%	-6%	0%	0%	0%	0%	-0%	-1%	-1%	-12%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	350/73%	17/4%	44/9%	0/0%	9/2%	0/0%	4/1%	0/0%	42/9%	1/0%	8/2%	1/0%	0/0%	0/0%	1/0%	0/0%
Civilian Labor Force #/%	6,715/26%	3,895/15%	4,135/16%	15/0%	395/2%	0/0%	230/1%	125/0%	4,415/17%	1,440/6%	3,610/14%	15/0%	400/2%	0/0%	145/1%	45/0%
Utilization #/%	47%	-12%	-7%	-0%	0%	0%	-0%	-0%	-8%	-5%	-12%	0%	-2%	0%	-0%	-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 #/%	5/22%	0/0%	2/9%	0/0%	0/0%	0/0%	0/0%	0/0%	5/22%	1/4%	10/43%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	205/32%	0/0%	75/12%	0/0%	0/0%	0/0%	0/0%	0/0%	205/32%	15/2%	140/22%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-10%	0%	-3%	0%	0%	0%	0%	0%	-10%	2%	22%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	17/23%	0/0%	4/5%	0/0%	1/1%	0/0%	0/0%	0/0%	26/35%	0/0%	25/34%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	34,420/28%	1,935/2%	9,960/8%	85/0%	1,415/1%	55/0%	405/0%	165/0%	51,540/42%	3,720/3%	17,585/14%	220/0%	1,500/1%	30/0%	580/0%	315/0%
Utilization #/%	-5%	-2%	-3%	-0%	0%	-0%	-0%	-0%	-6%	-3%	20%	-0%	0%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	4/67%	0/0%	2/33%	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 #/%	20,730/52%	10,835/27%	5,195/13%	115/0%	505/1%	0/0%	250/1%	130/0%	1,005/3%	275/1%	655/2%	0/0%	150/0%	0/0%	15/0%	4/0%
Utilization #/%	15%	-27%	20%	-0%	-1%	0%	-1%	-0%	-3%	-1%	-2%	0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	2/33%	0/0%	3/50%	0/0%	0/0%	0/0%	0/0%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	23,625/27%	11,075/13%	13,760/16%	155/0%	1,625/2%	0/0%	185/0%	180/0%	16,695/19%	6,420/7%	12,030/14%	160/0%	1,925/2%	0/0%	250/0%	170/0%
Utilization #/%	7%	-13%	34%	-0%	-2%	0%	-0%	-0%	-2%	-7%	-14%	-0%	-2%	0%	-0%	-0%

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		✓	✓						✓	✓	✓		✓			

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 #/%	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%
Deputy 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%
Major																
Workforce #/%	2/40%	0/0%	1/20%	0/0%	0/0%	0/0%	1/20%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	10/67%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	4/27%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	27/77%	1/3%	2/6%	0/0%	0/0%	0/0%	1/3%	0/0%	3/9%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	86/79%	3/3%	13/12%	1/2%	2/2%	0/0%	0/0%	0/0%	4/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective																
Workforce #/%	82/71%	5/4%	14/12%	0/1%	1/1%	0/0%	2/2%	0/0%	9/8%	0/0%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	350/73%	17/4%	44/9%	0/2%	9/2%	0/0%	4/1%	0/0%	42/9%	1/0%	8/2%	1/0%	0/0%	0/0%	1/0%	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.

Griffin L. Hall — [signature] — [title]

2-24-14 — [date]