

# EEO Utilization Report

## Organization Information

Name: Chula Vista Police Department

City: Chula Vista

State: CA

Zip: 91910

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

#### 1000.2 POLICY

In accordance with applicable federal, state and local law, the Chula Vista 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 of Interpretation**

See Attached

Following File has been uploaded:EEOP Utilization Report - Interpretive Narrative\_Final.docx

## **Step 5: Objectives and Steps**

### **1. Continue to maintain relationships with agencies and groups that help address the underutilization gaps**

a. As an organization, the Chula Vista Police Department recruits, directly for sworn and through the Citys Human Resources (HR) department for non-sworn position, at numerous locations throughout the county, including local community colleges, major universities, military installations and job fairs held at community resource centers. CVPD and the City HR will maintain relationships with the various community colleges, universities and military installations in the region to identify and actively recruit viable candidates who are members of the underutilized categories.

### **2. Work on efforts to attract a higher number of sworn female applicants during the recruiting process**

a. Knowing that both White and Hispanic women in sworn law enforcement positions are underrepresented in our department, efforts will be made to attract a higher number of these applicants for sworn positions during the recruiting process. Although Chief Roxana Kennedy is no longer the President of the San Diego Chapter of Women Leaders in Law Enforcement (WLLE), she remains an active member, and will continue her recruiting efforts of potential candidates of underutilized groups during WLLE conferences. Additionally, sworn officers who are members of the underutilized groups will be encouraged to participate in outreach and recruiting activities, as successful representatives of these groups, to encourage others to join the organization.

## **Step 6: Internal Dissemination**

### **7a Internal Dissemination**

The following are ways that the Chula Vista Police Department plans to disseminate our EEOP Utilization Report internally:

Distribute hard and electronic copies of the EEOP Utilization Report to Command Staff

Distribute hard and electronic copies of the EEOP Utilization Report to the Professional Standards Unit

Save an electronic copy of the EEOP Utilization Report on the departments shared network

## **Step 7: External Dissemination**

### **7b External Dissemination**

The following are ways that the Chula Vista Police Department plans to disseminate our EEOP Utilization Report externally:

Post a copy of the EEOP Utilization Report on the Chula Vista Police Departments website

**Utilization Analysis Chart**  
**Relevant Labor Market: San Diego 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
<b>Officials/Administrators</b>																
Workforce #/%	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%	0/0%	0/0%	0/0%
CLS #/%	81,520/43%	16,570/9%	3,825/2%	360/0%	9,480/5%	395/0%	1,040/1%	745/0%	50,130/26%	13,215/7%	3,530/2%	345/0%	8,185/4%	335/0%	1,355/1%	495/0%
Utilization #/%	-43%	-9%	-2%	-0%	-5%	100%	-1%	-0%	-26%	-7%	-2%	-0%	-4%	-0%	-1%	-0%
<b>Professionals</b>																
Workforce #/%	1/12%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/38%	0/0%	2/25%	0/0%	0/0%	0/0%	0/0%	1/12%
CLS #/%	96,980/33%	17,305/6%	4,630/2%	375/0%	22,630/8%	295/0%	1,680/1%	1,035/0%	92,455/32%	21,640/7%	4,795/2%	380/0%	22,195/8%	385/0%	2,355/1%	1,150/0%
Utilization #/%	-21%	7%	-2%	-0%	-8%	-0%	-1%	-0%	6%	-7%	23%	-0%	-8%	-0%	-1%	12%
<b>Technicians</b>																
Workforce #/%	3/33%	1/11%	0/0%	0/0%	0/0%	1/11%	0/0%	1/11%	3/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,560/30%	3,065/7%	1,000/2%	80/0%	4,345/11%	200/0%	445/1%	155/0%	8,865/22%	3,885/9%	1,120/3%	20/0%	4,785/12%	80/0%	330/1%	265/1%
Utilization #/%	3%	4%	-2%	-0%	-11%	11%	-1%	11%	12%	-9%	-3%	-0%	-12%	-0%	-1%	-1%
<b>Protective Services: Sworn-Officials</b>																
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%
CLS #/%	12,465/42%	6,495/22%	2,750/9%	150/1%	1,710/6%	175/1%	400/1%	300/1%	2,690/9%	1,385/5%	450/2%	15/0%	265/1%	30/0%	90/0%	10/0%
Utilization #/%	8%	-22%	16%	-1%	-6%	-1%	-1%	-1%	16%	-5%	-2%	-0%	-1%	-0%	-0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	104/43%	61/25%	13/5%	0/0%	5/2%	7/3%	0/0%	4/2%	18/8%	18/8%	5/2%	0/0%	2/1%	2/1%	0/0%	1/0%
Civilian Labor Force #/%	25,585/24%	29,495/28%	3,610/3%	395/0%	3,620/3%	620/1%	890/1%	720/1%	15,015/14%	19,770/19%	2,385/2%	235/0%	2,645/2%	465/0%	860/1%	255/0%
Utilization #/%	19%	-2%	2%	-0%	-1%	2%	-1%	1%	-7%	-11%	-0%	-0%	-2%	0%	-1%	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 #/%	4/19%	7/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/19%	5/24%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	810/39%	390/19%	15/1%	40/2%	95/5%	0/0%	25/1%	0/0%	425/20%	245/12%	0/0%	0/0%	50/2%	0/0%	0/0%	0/0%
Utilization #/%	-20%	15%	-1%	-2%	-5%	0%	-1%	0%	-1%	12%	5%	0%	-2%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	5/7%	4/5%	1/1%	0/0%	0/0%	0/0%	0/0%	1/1%	29/39%	23/31%	3/4%	0/0%	2/3%	3/4%	0/0%	4/5%
CLS #/%	80,005/22%	35,990/10%	8,135/2%	450/0%	14,365/4%	530/0%	2,645/1%	1,445/0%	117,105/32%	62,180/17%	10,015/3%	700/0%	21,640/6%	1,525/0%	3,790/1%	1,820/1%
Utilization #/%	-15%	-5%	-1%	-0%	-4%	-0%	-1%	1%	6%	14%	1%	-0%	-3%	4%	-1%	5%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	48,795/44%	40,300/37%	4,035/4%	430/0%	7,220/7%	620/1%	1,200/1%	565/1%	3,085/3%	1,750/2%	240/0%	15/0%	1,730/2%	20/0%	70/0%	60/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	64,780/19%	94,945/28%	9,175/3%	670/0%	16,295/5%	1,250/0%	2,040/1%	1,210/0%	50,995/15%	66,405/20%	6,360/2%	465/0%	18,895/6%	800/0%	1,645/0%	780/0%
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-Patrol Officers</b>									✓	✓						
<b>Administrative Support</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>Lieutenant</b>																
Workforce #/%	8/73%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	17/52%	8/24%	3/9%	0/0%	0/0%	0/0%	0/0%	1/3%	0/0%	3/9%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%
<b>Agent</b>																
Workforce #/%	26/49%	12/23%	3/6%	0/0%	0/0%	2/4%	0/0%	0/0%	2/4%	6/11%	1/2%	0/0%	0/0%	0/0%	0/0%	1/2%
<b>Peace Officer</b>																
Workforce #/%	53/37%	39/27%	7/5%	0/3%	5/3%	5/3%	0/0%	3/2%	16/11%	9/6%	3/2%	0/0%	2/1%	1/1%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	104/43%	61/25%	13/5%	0/2%	5/2%	7/3%	0/0%	4/2%	18/8%	18/8%	5/2%	0/0%	2/1%	2/1%	0/0%	1/0%

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: Beverly Sturk

Principal Management Analyst

08-16-2021

---

[signature]

[title]

[date]