

EEOP Utilization Report



Wed Jun 08 14:03:08 EDT 2016

Step 1: Introductory Information

Grant Title:	COPS Hiring Program	Grant Number:	2013-UL-WX-0010
Grantee Name:	City of Oakland Police Department	Award Amount:	\$4,515,730.00
Grantee Type:	Local Government Agency		
Address:	455 7th Street Oakland, California 94607		
Contact Person:	Donneshia Nell Taylor	Telephone #:	510-238-3288
Contact Address:	455 7th Street Oakland, California 94607		
DOJ Grant Manager:	Tammy Richardson	DOJ Telephone #:	202-307-3422

Grant Title:	COPS Hiring Program	Grant Number:	2014-UI-WX-0028
Grantee Name:	City of Oakland Police Department	Award Amount:	\$1,875,000.00
Grantee Type:	Local Government Agency		
Address:	455 7th Street Oakland, California 94607		
Contact Person:	Donneshia Nell Taylor	Telephone #:	510-238-3288
Contact Address:	455 7th Street Oakland, California 94607		
DOJ Grant Manager:	Tammy Richardson	DOJ Telephone #:	202-307-3422

Grant Title:	COPS Hiring Program	Grant Number:	2015-UL-WX-0006
Grantee Name:	City of Oakland Police Department	Award Amount:	\$1,875,000.00
Grantee Type:	Local Government Agency		
Address:	455 7th Street Oakland, California 94607		
Contact Person:	Donneshia Nell Taylor	Telephone #:	510-238-3288
Contact Address:	455 7th Street Oakland, California 94607		
DOJ Grant Manager:	Tammy Richardson	DOJ Telephone #:	202-307-3422

Grant Title: FY 14 DNA Capacity Enhancement and Backlog Reduction Program **Grant Number:** 2014-DN-BX-0014
Grantee Name: City of Oakland Police Department **Award Amount:** \$491,034.00
Grantee Type: Local Government Agency
Address: 455 7th Street
Oakland, California
94607
Contact Person: Donneshia Nell Taylor **Telephone #:** 510-238-3288
Contact Address: 455 7th Street
Oakland, California
94607
DOJ Grant Manager: Alan Spanbauer **DOJ Telephone #:** 202-305-2436

Grant Title: FY 15 DNA Capacity Enhancement and Backlog Reduction Program **Grant Number:** 2015-DN-BX-0106
Grantee Name: City of Oakland Police Department **Award Amount:** \$474,282.00
Grantee Type: Local Government Agency
Address: 455 7th Street
Oakland, California
94607
Contact Person: Donneshia Nell Taylor **Telephone #:** 510-238-3288
Contact Address: 455 7th Street
Oakland, California
94607
DOJ Grant Manager: Alan Spanbauer **DOJ Telephone #:** 202-305-2436

Grant Title: Edward Byrne Memorial Justice Assistance Grant Program (JAG) **Grant Number:** 2013-DJ-BX-0128
Grantee Name: City of Oakland Police Department **Award Amount:** \$500,200.00
Grantee Type: Local Government Agency
Address: 455 7th Street
Oakland, California
94607
Contact Person: Donneshia Nell Taylor **Telephone #:** 510-238-3288
Contact Address: 455 7th Street
Oakland, California
94607
State Granting Alameda County **Grant Number:** 2013-DJ-BX-0128

Agency:

Contact Name: Harry Bruno
Contact Address: 1401 Lakeside Drive
Oakland, California
94612
Telephone #: 510-208-9912

Grant Title: Edward Byrne Memorial Justice Assistance Grant Program (JAG) **Grant Number:** 2014-DJ-BX-0275

Grantee Name: City of Oakland Police Department **Award Amount:** \$570,553.00
Grantee Type: Local Government Agency
Address: 455 7th Street
Oakland, California
94607

Contact Person: Donneshia Nell Taylor **Telephone #:** 510-238-3288
Contact Address: 455 7th Street
Oakland, California
94607

State Granting Agency: Alameda County **Grant Number:** 2014-DJ-BX-0275
Contact Name: Harry Bruno
Contact Address: 1401 Lakeside Drive
Oakland, California
94612
Telephone #: 510-208-9912

Grant Title: Edward Byrne Memorial Justice Assistance Grant Program (JAG) **Grant Number:** 2015-DJ-BX-0209

Grantee Name: City of Oakland Police Department **Award Amount:** \$556,789.00
Grantee Type: Local Government Agency
Address: 455 7th Street
Oakland, California
94607

Contact Person: Donneshia Nell Taylor **Telephone #:** 510-238-3288
Contact Address: 455 7th Street
Oakland, California
94607

State Granting Agency: Alameda County **Grant Number:** 2015-DJ-BX-0209

Contact Name: Harry Bruno
Contact Address: 1401 Lakeside Drive
Oakland, California
94612
Telephone #: 510-208-9912

Policy Statement:

The City of Oakland is committed to equal employment opportunity and to ensuring that all employees have a work environment that is free of conduct that could be considered discriminatory or harassing based on an employee's protected status (i.e., race, color, religion/religious creed, sex/gender, pregnancy, marital status, age, national origin/ancestry, physical and/or mental disability, medical condition, sexual orientation, gender identity, military or veteran status, or status in any other group protected by federal, state or local law.) The City will not allow anyone, including any supervisor, co-worker, vendor, client or customer, to unlawfully harass or discriminate against City employees or applicants for employment. The City will take prompt and effective remedial action upon discovery of such conduct.

Step 4b: Narrative Underutilization Analysis

The Oakland Police Department (OPD) staff reviewed the Utilization Analysis Chart, which displayed the categories where two or more deviations occurred. One of the categories (Two or more Races) is not tracked by the Department, therefore we cannot determine if underrepresentation in this category actually occurred. Also, the Technicians job category has a significant number of personnel whose race is unknown or undeclared (59 unknown out of 163 total), therefore we cannot determine if one particular group is underrepresented.

As for Police Officers, the Utilization Analysis Chart shows females are underrepresented in almost every race. The City of Oakland and OPD heavily recruits minorities and females of every race in effort to have the department reflect the community in which we serve. The Department will continue these efforts, as well as, implement best practices so all groups are properly represented.

Step 5 & 6: Objectives and Steps

1. Conduct targeted recruitment in effort to reach all demographics in the City of Oakland.

- a. Recruit potential candidates via Merritt College Administration of Justice Program.
- b. Conduct outreach and partnering with Chinatown Chamber of Commerce.
- c. Targeted outreach to the Asian population via Sing Tao Daily.
- d. Targeted media outreach to Hispanics or Latinos via El Mundo and La Voz.
- e. Partner with the Unity Council to recruit candidates.
- f. Partner with the Black Officers Association to assist with recruitment efforts.
- g. Conduct outreach to Historically Black Colleges and Universities Alumni Associations in the Bay Area.
- h. Conduct outreach to the local churches and faith-based organizations within Oakland.

2. Implement policies that will help recruit and retain female police officers.

- a. Provide job-sharing for OPD personnel, which will provide more flexibility. This flexibility will allow personnel to engage in other life events for determined time periods, such as caring for children or other family members or furthering education. Having such options should increase the recruitment and retention of female personnel, as women are still the primary caregivers in American society.

Step 7a: Internal Dissemination

The Oakland Police Department (OPD) will send a department-wide email of the EEOP Utilization Report to all employees via the OPD distribution list (DL-OPD). OPD will also post notices near elevators and in break-rooms at the Police Administration Building (PAB) and Eastmont Substation notifying staff that the report is available on OPD's website, as well as, hard copies available at the 7th floor reception area in PAB and the Patrol Desk at Eastmont Substation.

Step 7b: External Dissemination

The EEOP Utilization Report will be posted on OPD's website. Also, a notice will be posted in the lobby at PAB and Eastmont Substation notifying the public that the report is available on OPD's website and hard copies are available at the Patrol Desk upon request.

Utilization Analysis Chart
Relevant Labor Market: Alameda 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 #/%	2/13%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%	2/13%	1/7%	9/60%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	35,715/34%	6,730/6%	4,025/4%	75/0%	12,080/12%	215/0%	1,025/1%	480/0%	22,395/21%	5,115/5%	5,320/5%	150/0%	9,495/9%	305/0%	1,105/1%	480/0%
Utilization #/%	-21%	-6%	-4%	-0%	-5%	-0%	-1%	-0%	-8%	2%	55%	-0%	-9%	-0%	-1%	-0%
Professionals																
Workforce #/%	7/12%	0/0%	1/2%	0/0%	3/5%	0/0%	0/0%	0/0%	20/34%	4/7%	17/29%	1/2%	5/8%	1/2%	0/0%	0/0%
CLS #/%	43,555/27%	5,940/4%	5,380/3%	80/0%	21,595/13%	250/0%	1,585/1%	895/1%	43,310/27%	7,910/5%	7,465/5%	90/0%	20,095/13%	215/0%	1,205/1%	920/1%
Utilization #/%	-15%	-4%	-2%	-0%	-8%	-0%	-1%	-1%	7%	2%	24%	2%	-4%	2%	-1%	-1%
Technicians																
Workforce #/%	6/6%	12/12%	18/17%	0/0%	14/13%	0/0%	0/0%	0/0%	13/12%	3/3%	29/28%	1/1%	8/8%	0/0%	0/0%	0/0%
CLS #/%	4,820/24%	1,540/8%	625/3%	30/0%	3,555/18%	85/0%	235/1%	80/0%	3,110/15%	1,185/6%	850/4%	40/0%	3,580/18%	80/0%	215/1%	100/0%
Utilization #/%	-18%	4%	14%	-0%	-4%	-0%	-1%	-0%	-3%	-3%	24%	1%	-10%	-0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	70/43%	24/15%	36/22%	0/0%	14/9%	1/1%	0/0%	0/0%	7/4%	1/1%	6/4%	0/0%	3/2%	1/1%	0/0%	0/0%
CLS #/%	4,520/37%	1,285/11%	2,305/19%	40/0%	1,350/11%	170/1%	275/2%	130/1%	775/6%	220/2%	530/4%	10/0%	470/4%	35/0%	15/0%	0/0%
Utilization #/%	6%	4%	3%	-0%	-3%	-1%	-2%	-1%	-2%	-1%	-1%	-0%	-2%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	190/34%	134/24%	78/14%	1/0%	69/12%	13/2%	0/0%	0/0%	28/5%	17/3%	16/3%	1/0%	5/1%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	7,330/14%	14,930/28%	4,160/8%	65/0%	4,235/8%	370/1%	690/1%	440/1%	4,315/8%	8,205/15%	3,465/7%	25/0%	3,760/7%	525/1%	250/0%	295/1%
Utilization #/%	21%	-4%	6%	0%	5%	2%	-1%	-1%	-3%	-12%	-4%	0%	-6%	-1%	-0%	-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 #/%	16/9%	13/7%	19/10%	1/1%	21/12%	2/1%	0/0%	0/0%	15/8%	29/16%	55/30%	0/0%	9/5%	1/1%	0/0%	0/0%
CLS #/%	250/20%	145/11%	25/2%	10/1%	250/20%	0/0%	30/2%	25/2%	250/20%	140/11%	130/10%	0/0%	10/1%	0/0%	10/1%	0/0%
Utilization #/%	-11%	-4%	9%	-0%	-8%	1%	-2%	-2%	-11%	5%	20%	0%	4%	1%	-1%	0%
Administrative Support																
Workforce #/%	8/7%	11/10%	2/2%	0/0%	6/5%	0/0%	0/0%	0/0%	8/7%	20/18%	28/25%	0/0%	26/24%	1/1%	0/0%	0/0%
CLS #/%	30,485/18%	12,925/7%	7,290/4%	200/0%	17,190/10%	685/0%	1,055/1%	630/0%	40,800/23%	20,415/12%	14,185/8%	400/0%	23,290/13%	1,085/1%	2,055/1%	1,470/1%
Utilization #/%	-10%	3%	-2%	-0%	-4%	-0%	-1%	-0%	-16%	6%	17%	-0%	10%	0%	-1%	-1%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	19,615/36%	18,865/34%	2,955/5%	265/0%	7,545/14%	535/1%	515/1%	380/1%	1,045/2%	1,020/2%	335/1%	0/0%	1,675/3%	25/0%	45/0%	30/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	24,610/14%	43,375/25%	11,105/6%	285/0%	20,150/12%	1,135/1%	1,310/1%	1,045/1%	17,575/10%	22,400/13%	9,125/5%	355/0%	18,705/11%	485/0%	1,105/1%	1,015/1%
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
Professionals	✓															
Technicians	✓												✓			
Protective Services: Sworn-Patrol Officers		✓					✓	✓	✓	✓	✓		✓	✓		
Protective Services: Non-sworn	✓				✓		✓		✓							
Administrative Support	✓								✓							

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%
Assistance Chief of Police																
Workforce #/%	0/0%	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%
Deputy Chief																
Workforce #/%	1/25%	1/25%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain of Police																
Workforce #/%	1/12%	1/12%	3/38%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	2/25%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant of Police																
Workforce #/%	9/36%	1/4%	10/40%	0/16%	4/16%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant of Police																
Workforce #/%	58/47%	20/16%	22/18%	0/8%	10/8%	1/1%	0/0%	0/0%	5/4%	1/1%	3/2%	0/0%	3/2%	1/1%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	190/34%	134/24%	78/14%	1/12%	69/12%	13/2%	0/0%	0/0%	28/5%	17/3%	16/3%	1/0%	5/1%	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.

Certified As Final By: Donneshia Nell Taylor

Fiscal Services Manager

06-08-2016

[signature]

[title]

[date]