

EEO Utilization Report

Organization Information

Name: Fort Collins Police Services

City: Fort Collins

State: CO

Zip: 80522

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Please see attached nondiscrimination policy statements for the City of Fort Collins and Fort Collins Police Services. Following File has been uploaded:City and FCPS Nondiscrimination EEO Policy.pdf

Step 4b: Narrative of Interpretation

Fort Collins Police Services and the City's Equal Opportunity and Compliance Manager reviewed the Utilization Analysis Chart that identifies areas of underutilization in Fort Collins Police Services workforce to those of eligible workers in the relevant labor markets. US Census data for Larimer County's relevant labor market statistics were used for this evaluation, as provided through the US Department of Justice EEO online tool.

The single area of underutilization identified in this Utilization Analysis, based on two or more standard deviations, is White females in the Protective Services: Sworn Patrol Officers job category.

This Utilization Analysis shows that both Hispanic/Latino female and Hispanic/Latino male patrol officers are not significantly underutilized (-2% and -1%, respectively) in comparison to the available workforce. However, Fort Collins Police Services recognizes that Hispanic/Latino representation at the police department has been historically low compared to the community's overall demographic make-up. Fort Collins Police Services is committed to having a workforce that reflects the community it serves and will continue efforts to reach out and establish more communication with our local Hispanic/Latino community and research other opportunities to attract more Hispanic/Latino candidates.

Step 5: Objectives and Steps

1. 1. To increase recruitment, application, and hiring of white females in the Protective Services: Sworn Patrol Officers job category.

- a. (a) Partner with Fort Collins Women's Commission to help identify barriers for women in the recruitment process and specific questions or concerns women may have about police officer positions.
- b. (b) Conduct specific hiring presentations for women. Utilize current female officers to deliver these presentations and answer any questions or concerns.
- c. (c) Attend and recruit at Colorado State University Student-Athlete Recruiting Event, where typically 60-70% of the attendees are women and minorities.
- d. (d) Post the different components of the testing process on the hiring website (<https://www.fcgov.com/policejobs/hiring.php>), including a detailed document outlining every component of the physical fitness test for preparation, expectation, and understanding of each portion of the process.
- e. (e) Utilize photos of women on the hiring website and media platforms used to advertise the position of police officers.

Step 6: Internal Dissemination

Fort Collins Police Services will post the EEO Utilization Report on our intranet, an in-house electronic communication service that only employees can access.

Step 7: External Dissemination

Fort Collins Police Services will post the EEO Utilization Report on the Police Services webpage on the City of Fort Collins public website, at <https://www.fcgov.com/police/>.

Utilization Analysis Chart
Relevant Labor Market: Larimer County, Colorado

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%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,045/56%	570/3%	80/0%	4/0%	195/1%	0/0%	80/0%	0/0%	7,185/36%	560/3%	0/0%	55/0%	100/1%	0/0%	10/0%	0/0%
Utilization #/%	-56%	-3%	-0%	-0%	-1%	0%	-0%	0%	-36%	97%	0%	-0%	-1%	0%	-0%	0%
Professionals																
Workforce #/%	5/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/53%	1/7%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%
CLS #/%	13,545/42%	830/3%	65/0%	50/0%	675/2%	15/0%	90/0%	70/0%	14,850/46%	930/3%	100/0%	10/0%	505/2%	30/0%	185/1%	65/0%
Utilization #/%	-9%	-3%	-0%	-0%	-2%	-0%	-0%	-0%	7%	4%	-0%	-0%	5%	-0%	-1%	-0%
Technicians																
Workforce #/%	7/58%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/42%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,735/37%	405/9%	25/1%	0/0%	85/2%	0/0%	30/1%	0/0%	2,210/47%	150/3%	15/0%	15/0%	60/1%	0/0%	4/0%	0/0%
Utilization #/%	22%	-9%	-1%	0%	-2%	0%	-1%	0%	-5%	-3%	-0%	-0%	-1%	0%	-0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	35/81%	2/5%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	5/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,385/68%	160/8%	0/0%	15/1%	65/3%	0/0%	19/1%	0/0%	300/15%	80/4%	0/0%	20/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	14%	-3%	2%	-1%	-3%	0%	-1%	0%	-3%	-4%	0%	-1%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	144/77%	8/4%	3/2%	0/0%	4/2%	0/0%	0/0%	0/0%	20/11%	5/3%	1/1%	0/0%	0/0%	0/0%	1/1%	0/0%
Civilian Labor Force #/%	10,975/47%	1,130/5%	144/1%	24/0%	235/1%	0/0%	188/1%	25/0%	8,960/39%	1,075/5%	0/0%	45/0%	225/1%	0/0%	120/1%	80/0%
Utilization #/%	30%	-1%	1%	-0%	1%	0%	-1%	-0%	-28%	-2%	1%	-0%	-1%	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 #/%	3/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/62%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	115/46%	0/0%	0/0%	0/0%	0/0%	0/0%	15/6%	0/0%	85/34%	0/0%	0/0%	0/0%	0/0%	0/0%	35/14%	0/0%
Utilization #/%	-9%	0%	0%	0%	0%	0%	-6%	0%	28%	0%	0%	0%	0%	0%	-14%	0%
Administrative Support																
Workforce #/%	21/27%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	48/62%	6/8%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	11,465/33%	735/2%	30/0%	25/0%	175/1%	0/0%	214/1%	0/0%	19,645/56%	1,920/6%	60/0%	75/0%	210/1%	55/0%	235/1%	40/0%
Utilization #/%	-6%	-1%	-0%	-0%	-1%	0%	-1%	0%	6%	2%	-0%	-0%	-1%	-0%	1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,310/74%	1,835/16%	55/0%	25/0%	25/0%	0/0%	164/1%	15/0%	730/6%	85/1%	0/0%	0/0%	50/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
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 #/%	14,790/41%	3,865/11%	330/1%	65/0%	200/1%	25/0%	205/1%	20/0%	13,445/37%	2,480/7%	45/0%	115/0%	430/1%	10/0%	190/1%	20/0%
Utilization #/%	59%	-11%	-1%	-0%	-1%	-0%	-1%	-0%	-37%	-7%	-0%	-0%	-1%	-0%	-1%	-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-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
Sergeant																
Workforce #/%	21/81%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	10/83%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Assistant Chief																
Workforce #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	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%
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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	144/77%	8/4%	3/2%	0/2%	4/2%	0/0%	0/0%	0/0%	20/11%	5/3%	1/1%	0/0%	0/0%	0/0%	1/1%	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: Carol Thomas

Equal Opportunity and Compliance Mgr

01-25-2021

[signature]

[title]

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