

EEOP Utilization Report



Mon Oct 05 15:44:20 EDT 2015

Step 1: Introductory Information

Grant Title:	FY 2015 Paul Coverdell Forensic Science Improvements Grants Program	Grant Number:	2015-CD-BX-0014
Grantee Name:	Colorado Springs Police Department	Award Amount:	\$174,882.00
Grantee Type:	Local Government Agency		
Address:	705 South Nevada Avenue Colorado Springs, Colorado 80903		
Contact Person:	Amanda Terrell-Orr	Telephone #:	719-444-7419
Contact Address:	705 South Nevada Avenue Colorado Springs, Colorado 80903		
DOJ Grant Manager:	Patricia Kashtan	DOJ Telephone #:	202-353-1856

Grant Title:	FY 2015 DNA Capacity Enhancement and Backlog Reduction Program	Grant Number:	2015-DN-BX-0025
Grantee Name:	Colorado Springs Police Department	Award Amount:	\$127,190.00
Grantee Type:	Local Government Agency		
Address:	705 South Nevada Avenue Colorado Springs, Colorado 80903		
Contact Person:	Amanda Terrell-Orr	Telephone #:	719-444-7419
Contact Address:	705 South Nevada Avenue Colorado Springs, Colorado 80903		
DOJ Grant Manager:	Patricia Kashtan	DOJ Telephone #:	202-353-1856

Grant Title:	FY 2013 DNA Backlog Reduction Program	Grant Number:	2013-DN-BX-0043
Grantee Name:	Colorado Springs Police Department	Award Amount:	\$110,157.00
Grantee Type:	Local Government Agency		
Address:	705 South Nevada Avenue Colorado Springs, Colorado		

80903

Contact Person: Amanda Terrell-Orr **Telephone #:** 719-444-7419
Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
DOJ Grant Manager: Sherry Cochran **DOJ Telephone #:** 202-307-1485

Grant Title: FY 2013 Paul Coverdell Forensic Science Improvement Grants Program **Grant Number:** 2013-CD-BX-0057
Grantee Name: Colorado Springs Police Department **Award Amount:** \$170,000.00
Grantee Type: Local Government Agency
Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
Contact Person: Amanda Terrell-Orr **Telephone #:** 719-444-7419
Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
DOJ Grant Manager: Patricia Kashtan **DOJ Telephone #:** 202-353-1856

Grant Title: FY 2014 COPS Hiring Program (CHP) Grant **Grant Number:** 2014UMWX0087
Grantee Name: Colorado Springs Police Department **Award Amount:** \$250,000.00
Grantee Type: Local Government Agency
Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
Contact Person: Amanda Terrell-Orr **Telephone #:** 719-444-7419
Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
DOJ Grant Manager: Nakisha Arthur **DOJ Telephone #:** 202-305-8149

Grant Title: FY 2014 Community Policing Development (CPD) Program **Grant Number:** 2014CKWX0005

Grantee Name: Colorado Springs Police Department
Award Amount: \$99,990.00
Grantee Type: Local Government Agency
Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
Contact Person: Amanda Terrell-Orr
Telephone #: 719-444-7419
Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
DOJ Grant Manager: John Wells
DOJ Telephone #: 202-353-9984

Grant Title: FY 2015 Victim Services Delivery by Victim Advocates-Victims of Crime Act (VOCA) Program
Grant Number: 2013-VA-GX-0021
Grantee Name: Colorado Springs Police Department
Award Amount: \$68,859.00
Grantee Type: Local Government Agency
Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
Contact Person: Amanda Terrell-Orr
Telephone #: 719-444-7419
Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
State Granting Agency: Colorado Department of Public Safety, Division of Criminal Justice, Office for Victims Programs
Grant Number: 2013-VA-GX-0021
Contact Name: Ashley Lopes
Contact Address: 700 Kipling Street
Denver, Colorado
80215
Telephone #: 303-239-5719

Grant Title: FY 2014 Colorado Springs Police Department- State Justice Assistance Grant (JAG)
Grant Number: 2014-DJ-BX-0792
Grantee Name: Colorado Springs Police Department
Award Amount: \$36,245.00
Grantee Type: Local Government Agency

Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

Contact Person: Amanda Terrell-Orr **Telephone #:** 719-444-7419

Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

State Granting Agency: Colorado Department of Public Safety, Division of Criminal Justice, Office of Adult and Juvenile Justice Assistance (OAJJA) **Grant Number:** 2014-DJ-BX-0792

Contact Name: Kenya Lyons

Contact Address: 700 Kipling Street
Denver, Colorado
80215

Telephone #: 303-239-4475

Grant Title: FY 2015 Body-Worn Camera Policy and Implementation Program: Implementation of New BWC Program for Mid-Sized Agencies **Grant Number:** 2015-DE-BX-K059

Grantee Name: Colorado Springs Police Department **Award Amount:** \$600,000.00

Grantee Type: Local Government Agency

Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

Contact Person: Amanda Terrell-Orr **Telephone #:** 719-444-7419

Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

DOJ Grant Manager: Gerardo Velazquez **DOJ Telephone #:** 202-353-8645

Grant Title: FY 2015 Edward Byrne Memorial Justice Assistance Grant (JAG) Program **Grant Number:** 2015-DJ-BX-0137

Grantee Name: Colorado Springs Police Department **Award Amount:** \$233,654.00

Grantee Type: Local Government Agency

Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

Contact Person: Amanda Terrell-Orr **Telephone #:** 719-444-7419

Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

DOJ Grant Manager: Kathy Mason **DOJ Telephone #:** 202-514-8692

Grant Title: FY 2014 Edward Byrne Memorial Justice Assistance Grant (JAG) Program **Grant Number:** 2014-DJ-BX-0817

Grantee Name: Colorado Springs Police Department **Award Amount:** \$277,791.00

Grantee Type: Local Government Agency

Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

Contact Person: Amanda Terrell-Orr **Telephone #:** 719-444-7419

Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

DOJ Grant Manager: Kathy Mason **DOJ Telephone #:** 202-514-8692

Grant Title: FY 2014 Internet Crimes Against Children Task Force Invited **Grant Number:** 2012-MC-FX-K009

Grantee Name: Colorado Springs Police Department **Award Amount:** \$377,659.00

Grantee Type: Local Government Agency

Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

Contact Person: Amanda Terrell-Orr **Telephone #:** 719-444-7419

Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

DOJ Grant Manager: Jacqueline O'Reilly **DOJ Telephone #:** 202-514-5024

Grant Title: FY 2012 Edward Byrne Memorial Justice Assistance Grant (JAG) Program
Grant Number: 2012-DJ-BX-0215
Grantee Name: Colorado Springs Police Department
Award Amount: \$293,613.00
Grantee Type: Local Government Agency
Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
Contact Person: Amanda Terrell-Orr
Telephone #: 719-444-7419
Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
DOJ Grant Manager: Kathy Mason
DOJ Telephone #: 202-514-8692

Grant Title: FY 2013 Edward Byrne Memorial Justice Assistance Grant (JAG) Program
Grant Number: 2013-DJ-BX-0302
Grantee Name: Colorado Springs Police Department
Award Amount: \$269,629.00
Grantee Type: Local Government Agency
Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
Contact Person: Amanda Terrell-Orr
Telephone #: 719-444-7419
Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
DOJ Grant Manager: Kathy Mason
DOJ Telephone #: 202-514-8692

Grant Title: FY 2014 DNA Capacity Enhancement and Backlog Reduction Program
Grant Number: 2014-DN-BX-0095
Grantee Name: Colorado Springs Police Department
Award Amount: \$114,595.00
Grantee Type: Local Government Agency
Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903

Contact Person: Amanda Terrell-Orr **Telephone #:** 719-444-7419
Contact Address: 705 South Nevada Avenue
Colorado Springs, Colorado
80903
DOJ Grant Manager: Patricia Kashtan **DOJ Telephone #:** 202-353-1856

Policy Statement:

The City of Colorado Springs is an Equal Opportunity/Affirmative Action employer. The City of Colorado Springs will not tolerate unlawful discrimination against any employee because of race, color, national origin or ancestry, gender, age, religious convictions, disability, sexual orientation, genetic information, or marital status.

Step 4b: Narrative Underutilization Analysis

Overall, women are significantly underutilized in the Protective Services-Sworn Patrol Officers category. This is consistent with nationwide statistics. A 2008 BJA report estimates that within larger law enforcement agencies, female Officers comprise approximately 12.1% of officers in agencies that targeted female applicants, and 10.6% of officers in agencies that do not employ targeted recruitment efforts.(2008) The Colorado Springs Police Department (CSPD) appears to be above this national benchmark as 13% of our total Sworn Patrol category is women. Within the supervisory ranks, 12% of CSPD Sergeants and 26% of CSPD Lieutenants are women.

White women (WW) have the highest level of underutilization in the sworn patrol officers category (-24%). From 2011-2013, CSPD has shown an ongoing decrease in the underutilization of WW Patrol Officers, going from -27% underutilization in 2011 and -25% underutilization in 2013, to -24% in 2014.

Women of other races and ethnicities are also underutilized in Sworn-Patrol Officers: Hispanic/Latino Women (HLW) -7% underutilized; Black/African American Women (BW) -2% underutilized; and Women of Two or More Races -2% underutilized. The underutilization of minority female Patrol Officers has not increased from 2011-2013, staying between -6% to -8% for HLW Officers, between -2% to -3% for BW Officers, and -1% for AF Officers.

White Men (WM) show underutilization in four categories: -25% in Professionals, -15% in Administrative Support, -10% in Officials/Administrators, and -65% in Skilled Crafts. Due to the limited number of positions and low turnover rates under the Professionals, Official/Administrators, and Skilled Crafts categories, the underutilization percentages are not considered significant. For example, there is only one position that exists under the Skilled Crafts job category. WM are significantly underutilized in the Administrative Support category.

Step 5 & 6: Objectives and Steps

1. To encourage women of all races and ethnicities to apply for vacancies in the Protective Services: Sworn Patrol Officers

- a. CSPD Human Resources Manager will attend a seminar in Boston on diversity recruiting for protective services. At the conference and through follow-up with other agencies, CSPD hopes to learn of new approaches and opportunities for recruiting a diverse workforce.
- b. CSPD in conjunction with local colleges and universities will host a one day forum for Women interested in law enforcement. This forum will include presentations and discussion of the issues of women in law enforcement presented by women in various areas of the organization.
- c. CSPD recruiting will identify women organizations within the local university community in order to initiate contacts and a conversation of the career field.
- d. CSPD will also increase recruiting for both women and minorities in the high schools by conducting lunch meetings with high school freshman and seniors.
- e. CSPD will enlist the assistance of the Chief's Community Groups to help identify and encourage minority applicants.
- f. CSPD will attend the Society of Hispanic Human Resource Professionals (SHHRP) Bi-annual job fairs.
- g. CSPD will expand and enhance relationships with Hispanic or Latino organizations in and around Colorado Springs, to include maintaining a close relationship with the El Cinco Inc. group, attending Hispanic community events, production of public safety and recruiting TV spots.
- h. CSPD will work to educate the local Korean Network, that traditionally/culturally does not seek law enforcement as the primary career objective, about the opportunities in law enforcement. To accomplish this, CSPD will hold town hall meetings with Korean community members to discuss issues that affect their community and how we can increase hiring within their community.

- i. CSPD will contact the Asian Chamber of Commerce, Asian Pacific Development Center, Colorado Chinese Community, Colorado Springs Chinese Cultural Institute, Colorado Vietnamese Young Professionals Group, and the Japan America Society of Southern Colorado.
- j. CSPD will review online recruitment strategies that enhance the departments reach. This outreach includes the pre-established sites used such as Facebook.com, LinkedIn.com, and Twitter.com.
- k. CSPD will conduct or attend job fairs that focus on female attendance and use internet resources that feature female viewership.
- l. CSPD will reach out to local Community Colleges and Universities to educate the female population regarding law enforcement as an alternative career option and attend university/college job fairs, such as Everest College, Arapahoe Community College, Red Rocks Community College, DeVry College, University of Phoenix, Colorado State University- Pueblo, Remington College, Pikes Peak Community College, and National American University.
- m. CSPD will continue to attend military events, such as the Transition University Employer Panel and the Army Career Assistance Program at Ft. Carson, and will include other events at Peterson Air Force Base and the US Army Reserve Employment Partnership.
- n. CSPD will continue to participate in the Juneteenth event.

2. To encourage men of all races and ethnicities to apply for vacancies in the Professional/Administrative job category.

- a. CSPD will continue to attend military events, such as the Transition University Employer Panel and the Army Career Assistance Program at Ft. Carson, including other events at Peterson Air Force Base and the US Army Reserve Employment Partnership.
- b. CSPD will continue its relationship with the local Pikes Peak Workforce Center (affiliate of the Colorado Department of Labor & Employment) in order to promote City positions and provide employer information meetings for veterans and all races regarding the City's new hire process. In addition, CSPD will participate in the Prep Connect 360 workshops that provide mock interviews and feedback to potential applicants.
- c. CSPD will reach out to local Community Colleges and Universities to educate the male professional business-minded populations to consider local government as an alternative industry option.

Step 7a: Internal Dissemination

The Colorado Springs Police Department's EEOP Short Form will be posted in PDF format on the agency's intranet accessible to employees. The addition of the information will be noted in the body of the main page with a link to access the document.

Step 7b: External Dissemination

The Colorado Springs Police Department will post the EEOP report on its website at www.coloradosprings.gov in the same location as our job opportunities.

Utilization Analysis Chart
Relevant Labor Market: El Paso 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 #/%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	19,715/50%	1,805/5%	835/2%	140/0%	360/1%	35/0%	320/1%	135/0%	12,530/32%	1,480/4%	970/2%	80/0%	415/1%	0/0%	395/1%	80/0%
Utilization #/%	-10%	-5%	-2%	-0%	-1%	-0%	-1%	-0%	28%	-4%	-2%	-0%	-1%	0%	-1%	-0%
Professionals																
Workforce #/%	9/18%	2/4%	1/2%	1/2%	1/2%	0/0%	0/0%	0/0%	30/60%	3/6%	0/0%	0/0%	2/4%	0/0%	1/2%	0/0%
CLS #/%	24,670/43%	1,335/2%	1,105/2%	140/0%	830/1%	45/0%	500/1%	260/0%	24,740/43%	1,725/3%	830/1%	125/0%	660/1%	95/0%	570/1%	145/0%
Utilization #/%	-25%	2%	0%	2%	1%	-0%	-1%	-0%	17%	3%	-1%	-0%	3%	-0%	1%	-0%
Technicians																
Workforce #/%	12/35%	1/3%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	18/53%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,235/40%	445/5%	175/2%	4/0%	110/1%	0/0%	55/1%	30/0%	2,850/35%	610/8%	215/3%	35/0%	175/2%	0/0%	165/2%	10/0%
Utilization #/%	-5%	-3%	-2%	-0%	2%	0%	-1%	-0%	18%	-2%	-3%	-0%	-2%	0%	-2%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	80/69%	12/10%	4/3%	0/0%	3/3%	0/0%	0/0%	0/0%	13/11%	2/2%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,100/59%	555/11%	340/6%	60/1%	35/1%	15/0%	75/1%	10/0%	795/15%	115/2%	120/2%	4/0%	15/0%	0/0%	10/0%	30/1%
Utilization #/%	10%	-0%	-3%	-1%	2%	-0%	-1%	-0%	-4%	-0%	-1%	-0%	-0%	0%	-0%	-1%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	393/72%	45/8%	21/4%	3/1%	12/2%	0/0%	2/0%	0/0%	54/10%	10/2%	4/1%	1/0%	3/1%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	13,315/37%	2,405/7%	1,065/3%	95/0%	325/1%	100/0%	530/1%	155/0%	12,410/34%	3,325/9%	1,020/3%	64/0%	465/1%	110/0%	680/2%	240/1%
Utilization #/%	35%	2%	1%	0%	1%	-0%	-1%	-0%	-24%	-7%	-2%	0%	-1%	-0%	-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 #/%	6/43%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/43%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	
CLS #/%	75/22%	15/4%	0/0%	0/0%	0/0%	0/0%	0/0%	220/64%	0/0%	0/0%	0/0%	10/3%	0/0%	25/7%	0/0%	0/0%	
Utilization #/%	21%	10%	0%	0%	0%	0%	0%	-21%	0%	0%	0%	-3%	0%	-7%	0%	0%	
Administrative Support																	
Workforce #/%	21/12%	4/2%	1/1%	0/0%	1/1%	0/0%	1/1%	0/0%	110/63%	20/11%	7/4%	2/1%	6/3%	1/1%	1/1%	0/0%	
CLS #/%	19,140/27%	3,170/4%	1,955/3%	160/0%	350/0%	50/0%	550/1%	145/0%	35,420/50%	5,735/8%	2,210/3%	190/0%	1,060/1%	145/0%	685/1%	305/0%	
Utilization #/%	-15%	-2%	-2%	-0%	0%	-0%	-0%	-0%	13%	3%	1%	1%	2%	0%	-0%	-0%	
Skilled Craft																	
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 #/%	15,515/65%	5,315/22%	680/3%	155/1%	270/1%	115/0%	270/1%	175/1%	1,090/5%	245/1%	40/0%	15/0%	80/0%	0/0%	35/0%	0/0%	
Utilization #/%	-65%	-22%	-3%	-1%	-1%	-0%	-1%	-1%	95%	-1%	-0%	-0%	-0%	0%	-0%	0%	
Service/Maintenance																	
Workforce #/%	3/43%	1/14%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	
CLS #/%	21,645/35%	6,340/10%	2,645/4%	200/0%	870/1%	45/0%	690/1%	220/0%	19,075/31%	5,640/9%	2,245/4%	165/0%	1,805/3%	85/0%	555/1%	225/0%	
Utilization #/%	8%	4%	10%	-0%	-1%	-0%	-1%	-0%	-2%	-9%	-4%	-0%	-3%	-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
Professionals	✓															
Protective Services: Sworn-Patrol Officers							✓		✓	✓					✓	
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%
Deputy Chief of Police																
Workforce #/%	2/100%	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 #/%	4/50%	2/25%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	14/61%	2/9%	0/0%	0/4%	1/4%	0/0%	0/0%	0/0%	4/17%	1/4%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	59/72%	8/10%	3/4%	0/2%	2/2%	0/0%	0/0%	0/0%	8/10%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	393/72%	45/8%	21/4%	3/2%	12/2%	0/0%	2/0%	0/0%	54/10%	10/2%	4/1%	1/0%	3/1%	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.


[signature]

Police Chief
[title]

10-5-15
[date]