

# EEO Utilization Report

## Organization Information

Name: Naperville PD

City: Naperville

State: IL

Zip: 60540

Type: County/Municipal Law Enforcement

Wed Sep 20 10:20:11 EDT 2017

## Step 1: Introductory Information

### Policy Statement:

It shall be the policy of the Naperville Police Department to recruit well-qualified individuals for employment in the Department. Consistent with the provisions in the law, it is the policy of the Naperville Police Department to treat each person with the respect, dignity and integrity due him or her as an individual and to prohibit discrimination in all phases of the employer-employee relationship. As Chief of Police, I am in full support of furthering this principle.

The Naperville Police Department will prohibit discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline, or any other aspect of personnel administration for reasons of political or religious opinions or affiliations or because of race, gender, color, national origin, physical impairment or age (except where specific age, gender or physical requirements constitute a bona fide occupational qualification necessary to properly and efficiently function on the job) or any other non-merit factor.

Furthermore, the Department will regularly monitor the composition of its work force and its service community to determine if there exists a disparity between the representation of minorities or women in the work force in relationship to their representation in the service community. Where an analysis indicates such a disparity, the Department will take voluntary action to eliminate barriers to equal employment opportunity.

#### **Step 4b: Narrative of Interpretation**

In reviewing the Utilization Analysis Chart, the Police Department recognizes the underutilization of the following categories:

- Male/Asian: -6%
- Female/White: -26%
- Female/Hispanic: -3%
- Female/Asian: -7%

The Naperville Police Department has long been committed to having a diverse workforce that properly represents the community we serve. As such, we have attached a number of documents to include: Recruitment Plan Analysis, our Police Departments Recruitment Plans, as well as our Equal Employment Opportunity Plan.

We will continue to evaluate our practices and work towards enacting the best practices in recruiting for the above identified areas. We do have a new police officer testing process that will be commencing in the fall of 2018. As such, we will continue our recruitment efforts to close the identified gaps above.

Following File has been uploaded:31.2.B - Recruitment Plan 2015-2016 (GO 31.2 Attachment B).pdf

Following File has been uploaded:Recruitment Plan 2016 - Communications.pdf

Following File has been uploaded:Recruitment Plan Analysis 2016 - Kammerer.pdf

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

**1. Continue to evaluate any barriers in recruitment of police officers in the areas we have identified as being underrepresented.**

a. The Naperville Police Department partners with many organizations throughout the area. Some include the Islamic Center of Naperville (ICN), DuPage Unity Partnership, the DuPage County Chapter of the NAACP, the Indian Community Outreach, and others. When we convene and meet with the leadership from these organizations we work to educate about our department and the partnership we have. We also speak to them about their assistance in recruiting within their communities to help us increase our applicant pool, which could lead to an increase in officers employed within the areas we are deficient in.

b. NPD's Recruitment Team will meet with police officers who are in the demographics identified in our utilization chart as being under represented to seek ideas for recruitment of the underutilized groups in order to assist our agency in gaining more applicants and eventually new hires.

**2. Develop Recruitment Campaigns to target the populations in the NPD's underutilized groups.**

a. NPD already participates in numerous job fairs in and around the area. We will continue this practice in an effort to increase our numbers in the areas we are underutilized.

b. NPD's Recruitment Team will work to identify specific job fairs and universities to present at, which will target the following demographics: Asian Males, White Females, Hispanic Females, and Asian Females.

#### **Step 6: Internal Dissemination**

1. NPD will distribute an electronic copy of the EEOP Utilization Report to all employees in a supervisory position, seeking feedback on ideas to better recruit demographics where we are under represented.

2. NPD will distribute a hard copy of the Report to the Recruitment Team members for similar feedback.

3. NPD will post the EEOP Utilization Report on internal bulletin boards throughout the police department.

**Step 7: External Dissemination**

1. NPD will post a copy of the EEO Utilization Report on the Police Department's website.
2. NPD will make a copy of the EEO Utilization Report to the City's public library's for display in their reading rooms.

**Utilization Analysis Chart**  
**Relevant Labor Market: DuPage County, Illinois**

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%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	44,790/51%	3,250/4%	1,440/2%	20/0%	3,810/4%	20/0%	185/0%	200/0%	26,050/30%	2,610/3%	2,620/3%	25/0%	1,955/2%	0/0%	190/0%	150/0%
Utilization #/%	-51%	-4%	32%	-0%	-4%	-0%	-0%	-0%	37%	-3%	-3%	-0%	-2%	0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	12/43%	1/4%	0/0%	1/4%	1/4%	0/0%	0/0%	0/0%	11/39%	0/0%	1/4%	0/0%	1/4%	0/0%	0/0%	0/0%
CLS #/%	39,015/36%	2,585/2%	1,785/2%	55/0%	6,900/6%	25/0%	385/0%	145/0%	45,685/42%	2,620/2%	3,085/3%	15/0%	5,390/5%	45/0%	295/0%	85/0%
Utilization #/%	7%	1%	-2%	4%	-3%	-0%	-0%	-0%	-3%	-2%	1%	-0%	-1%	-0%	-0%	-0%
<b>Technicians</b>																
Workforce #/%	10/26%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	26/67%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,985/35%	530/4%	125/1%	0/0%	1,040/7%	0/0%	35/0%	65/0%	4,710/33%	665/5%	435/3%	0/0%	1,260/9%	0/0%	220/2%	70/0%
Utilization #/%	-10%	-4%	2%	0%	-7%	0%	-0%	-0%	33%	-2%	-1%	0%	-9%	0%	-2%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	28/80%	0/0%	1/3%	0/0%	2/6%	0/0%	0/0%	0/0%	4/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,110/64%	400/6%	495/8%	10/0%	180/3%	0/0%	110/2%	0/0%	700/11%	15/0%	340/5%	4/0%	25/0%	0/0%	25/0%	0/0%
Utilization #/%	16%	-6%	-5%	-0%	3%	0%	-2%	0%	1%	-0%	-5%	-0%	-0%	0%	-0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	108/81%	7/5%	1/1%	1/1%	1/1%	0/0%	1/1%	0/0%	13/10%	0/0%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	16,470/36%	2,020/4%	860/2%	20/0%	2,970/7%	24/0%	185/0%	285/1%	16,285/36%	1,425/3%	1,380/3%	0/0%	3,000/7%	29/0%	200/0%	90/0%
Utilization #/%	44%	1%	-1%	1%	-6%	-0%	0%	-1%	-26%	-3%	-2%	0%	-7%	-0%	-0%	-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 #/%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	405/46%	0/0%	25/3%	0/0%	0/0%	0/0%	0/0%	0/0%	420/48%	15/2%	15/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	4%	0%	-3%	0%	0%	0%	0%	0%	2%	-2%	-2%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	4/15%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	20/77%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	49,190/29%	8,290/5%	4,375/3%	80/0%	4,970/3%	15/0%	455/0%	250/0%	75,795/45%	12,665/7%	7,950/5%	60/0%	4,900/3%	30/0%	590/0%	290/0%
Utilization #/%	-14%	-5%	-3%	-0%	-3%	-0%	4%	-0%	32%	-4%	-5%	-0%	-3%	-0%	-0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	26,340/67%	7,105/18%	1,120/3%	50/0%	1,145/3%	15/0%	215/1%	150/0%	1,400/4%	975/2%	195/0%	45/0%	375/1%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	34,940/29%	28,555/24%	4,505/4%	115/0%	3,825/3%	0/0%	270/0%	365/0%	26,385/22%	13,535/11%	3,720/3%	25/0%	4,040/3%	30/0%	370/0%	160/0%
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>					✓				✓	✓			✓			

**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>Sergeant</b>																
Workforce #/%	20/83%	0/0%	0/0%	0/4%	1/4%	0/0%	0/0%	0/0%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Commander</b>																
Workforce #/%	5/62%	0/0%	1/12%	0/12%	1/12%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Deputy Chief</b>																
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%
<b>Chief</b>																
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%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	108/81%	7/5%	1/1%	1/1%	1/1%	0/0%	1/1%	0/0%	13/10%	0/0%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%