

EEO Utilization Report

Organization Information

Name: Elk Grove Village Police Department

City: Elk Grove Village

State: IL

Zip: 60007

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The Elk Grove Village Police Department's recruitment needs and commitments shall comply with federal and state guidelines. Recruiters will be trained in cultural awareness and/or develop an understanding of different ethnic groups and subcultures. The Elk Grove Village Police Department in cooperation with the Elk Grove Village Board of Fire and Police Commissioners will seek to maintain a ratio of ethnic and gender composition in the sworn law enforcement ranks in approximate proportion to the make-up of the available work force in the Elk Grove Village Police Departments service community. Determination of this ratio is made through information received from various Government sources, including Northeastern Illinois Planning Commission, Research Service Department, and Illinois Department of Employment Security Economic Information & Analysis Division. The Chief of Police will assist the Elk Grove Village Board of Fire and Police Commissioners whenever possible, to achieve this goal. These efforts include, but are not limited to:

- A. Use of application forms and related pre-employment documents that are in compliance with applicable Federal, State, and local E.E.O.C. recommendations and guidelines.
- B. Placing job announcements in print media where ethnic/gender groups represent a substantial number of readers in accordance with the current Equal Employment Opportunity Recruitment Plan.
- C. Review position descriptions to properly identify job related requirements.
- D. Maintain a liaison with local organizations to emphasize sincerity and encourage referrals of protected class applicants.
- E. Periodic review of the entire recruitment and selection process to ensure it is non-discriminatory.
- F. Making efforts to involve qualified ethnic/ gender group members in the recruitment process whenever possible.
- G. The Elk Grove Village Police Department will utilize recruitment literature that depicts women and minorities in law enforcement roles.

Step 4b: Narrative of Interpretation

Sworn Officers: A review of the Utilization Analysis Chart indicates an underutilization of white females of two or more standard deviations (-26%). There is also a modest underutilization of Hispanic or Latino females (-3%), African American females (-5%) and Asian females (-3%). For males, there is an underutilization of Hispanic or Latino (-1%) and Asians (-3%).

Sworn Officials: The report indicates an underutilization of white females (-1%) and African American females (-5%). It also indicates an underutilization of Latino males (-1%), African American males (-8%) and Asian males (-3%).

As a C.A.L.E.A. accredited agency, the Elk Grove Village Police Department analyzes its recruitment efforts annually. The report prepared on 07/01/18 (document attached) by a sworn supervisor explains our recruitment plan and the demographics of those applying for the position of police officer. The report also includes recommendations, including the implementation of social media, more focused recruitment and an updated brochure depicting a diverse workforce. Also attached is a recent report from our police testing contractor, Stanard Associates, that shares the results of the police written testing we conducted on 11/18/18 by ethnicity and gender. The Elk Grove Village Police Department remains committed to recruiting, hiring and promoting a diverse workforce.

Following File has been uploaded:2018Recruitment Plan (003).pdf

Following File has been uploaded:Police Test Results 2018.pdf

Step 5: Objectives and Steps

1. Use Utilization Analysis Chart to identify strategies to further focus recruitment of Underutilized groups

- a. Work with local colleges with criminal justice programs. A diverse representation of Elk Grove Village officers will share the hiring process and job requirements to interested students. They can also explain the various opportunities within the department besides a patrol officer (detective, evidence technician, field training officer, etc.)
- b. With the recent police testing results received, we can identify by ethnicity and gender how applicants found out about our up-coming test. Doing so can determine what recruitment locations or media outlets are successfully reaching underutilized groups.

2. Identify and mentor underutilized officer groups to prepare for future promotional opportunities

- a. The Utilization Analysis Chart indicates an underutilization of African American men and women within the command staff. It also indicates an underutilization of White women and Asian men within the command staff. Current leadership will meet with the underutilized groups to analyze the current promotional process to determine if there are barriers or flaws in the process prohibiting their advancement.
- b. Identify if there are any organizations in the area that specialize in mentoring underutilized groups to prepare them for leadership roles.
- c. Develop a structured mentoring program that educates and prepares officers for leadership positions.

Step 6: Internal Dissemination

1. Post a hard copy in the roll call room and on the hallway bulletin board.
2. Email a digital copy of the report to all police department personnel.
3. Post a digital copy of the report on the police department's internal intranet page.
4. Post a digital copy of the report on the Human Resources internal intranet page.
5. Include this information in the next C.A.L.E.A. recruitment analysis report.

6. Include data into C.A.L.E.A. Biased Based Policing Annual Review (1.2.9)

Step 7: External Dissemination

1. Post a digital copy of the report on the police department's web page.
2. Post a digital copy of the report on the Human Resources web page.
3. Post a hard copy of the report on the public bulletin board in the Village atrium.
4. Post a digital copy of the report on the Elk Grove Village Fire and Police Commission web page.

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
Officials/Administrators																
Workforce #/%	0/	0/	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 #/%																
Professionals																
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 #/%	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 #/%	14%	-2%	-2%	-0%	-6%	-0%	-0%	-0%	8%	-2%	-3%	-0%	-5%	-0%	-0%	-0%
Technicians																
Workforce #/%	1/8%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	10/83%	0/0%	0/0%	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%	1,280/9%	0/0%	220/2%	70/0%
Utilization #/%	-27%	-4%	-1%	0%	1%	0%	-0%	-0%	50%	-5%	-3%	0%	-9%	0%	-2%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	17/85%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/10%	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 #/%	21%	-1%	-8%	-0%	-3%	0%	-2%	0%	-1%	-0%	-5%	-0%	-0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	53/78%	5/7%	3/4%	0/0%	1/1%	0/0%	0/0%	0/0%	3/4%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	17,980/38%	4,070/9%	1,100/2%	29/0%	1,950/4%	0/0%	210/0%	175/0%	14,520/30%	3,595/8%	2,235/5%	10/0%	1,575/3%	0/0%	185/0%	10/0%
Utilization #/%	40%	-1%	2%	-0%	-3%	0%	-0%	-0%	-26%	-3%	-5%	-0%	-3%	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 #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/100%	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 #/%	-46%	0%	-3%	0%	0%	0%	0%	0%	52%	-2%	-2%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/80%	1/20%	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 #/%	-29%	-5%	-3%	-0%	-3%	-0%	-0%	-0%	35%	13%	-5%	-0%	-3%	-0%	-0%	-0%
Skilled Craft																
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 #/%																
Service/Maintenance																
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
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
Police 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%
Deputy Police Chief																
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 #/%	4/100%	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%
Sergeant																
Workforce #/%	10/77%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	53/78%	5/7%	3/4%	0/1%	1/1%	0/0%	0/0%	0/0%	3/4%	3/4%	0/0%	0/0%	0/0%	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 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: Michael Gaspari

Deputy Police Chief

11-29-2018

[signature]

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