

# EEO Utilization Report

## Organization Information

Name: SAN BERNARDINO, CITY OF

City: SAN BERNARDINO

State: CA

Zip: 92402-1559

Type: County/Municipal Law Enforcement

## Section 1: EEO Policy Statement

### Policy Statement:

See Attached Policy Document

Following File has been uploaded:Non-Discrimination Policy.pdf

## **Section 5: Narrative Interpretation of Data**

The Department posted the EEO Utilization Report online and conducted a survey of female officers and applicants to determine their employment motivations and challenges.

## **Section 6: Objectives and Steps**

### **1. Direct recruitment efforts toward increasing female applicants.**

- a. Post EEO Utilization Report Online
- b. Increase information available online regarding the hiring process

### **2. Increase the number of racially diverse applicants**

- a. Make information on the hiring process available on a wide variety of social media platforms
- b. Hold public question and answer sessions regarding the hiring process two times a year over social media.

## **Section 7: Dissemination Strategy: Internal**

The EEO Utilization Report will be accessible to both employees and the public through a link on the JOINSBPD.org website.

## **Section 7: Dissemination Strategy: External**

The EEO Utilization Report will be posted on the JOINSBPD.org website and will be publicly accessible through a link on the website.

**Utilization Analysis Chart**  
**Relevant Labor Market: 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
<b>Officials/Administrators</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	843,830/34%	276,890/11%	52,745/2%	3,455/0%	227,020/9%	3,580/0%	38,940/2%	552,790/22%	215,070/9%	55,925/2%	3,020/0%	184,245/7%	3,480/0%	34,495/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Professionals</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	976,670/26%	264,355/7%	77,320/2%	3,005/0%	456,730/12%	4,250/0%	58,035/2%	988,495/26%	371,830/10%	98,650/3%	4,505/0%	429,730/11%	5,055/0%	63,990/2%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Technicians</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	207,500/17%	300,735/25%	27,420/2%	1,800/0%	105,605/9%	2,565/0%	14,585/1%	152,245/13%	228,335/19%	28,555/2%	1,645/0%	102,075/9%	2,455/0%	12,690/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Protective Services: Sworn-Officials</b>														
Workforce #/%	48/46%	33/32%	9/9%	1/1%	3/3%	0/0%	1/1%	6/6%	3/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	119,330/35%	96,710/28%	31,770/9%	1,435/0%	19,365/6%	1,775/1%	8,490/3%	20,805/6%	21,710/6%	12,045/4%	430/0%	3,255/1%	510/0%	1,830/1%
Utilization #/%	11%	3%	-1%	1%	-3%	-1%	-2%	-0%	-4%	-4%	-0%	-1%	-0%	-1%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	51/31%	75/45%	5/3%	0/0%	8/5%	0/0%	2/1%	6/4%	16/10%	2/1%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	6,080/26%	4,410/19%	1,110/5%	35/0%	1,385/6%	85/0%	415/2%	4,245/18%	3,100/13%	1,040/4%	40/0%	790/3%	55/0%	345/1%
Utilization #/%	5%	26%	-2%	-0%	-1%	-0%	-1%	-15%	-4%	-3%	-0%	-3%	-0%	-1%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	16/10%	16/10%	1/1%	0/0%	3/2%	0/0%	1/1%	42/27%	66/42%	9/6%	0/0%	3/2%	0/0%	0/0%

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
CLS #/%	651,220/16%	526,895/13%	82,775/2%	4,020/0%	228,280/6%	6,250/0%	42,635/1%	965,765/24%	927,860/23%	142,180/4%	8,175/0%	315,615/8%	11,870/0%	69,985/2%
Utilization #/%	-6%	-3%	-1%	-0%	-4%	-0%	-0%	3%	19%	2%	-0%	-6%	-0%	-2%
<b>Administrative Support</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	388,150/32%	598,165/49%	29,955/2%	3,855/0%	68,855/6%	3,700/0%	19,250/2%	21,515/2%	57,130/5%	3,370/0%	410/0%	19,490/2%	410/0%	1,205/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Skilled Craft</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	641,160/14%	1,660,895/35%	132,475/3%	8,155/0%	263,350/6%	10,670/0%	56,265/1%	516,845/11%	1,014,645/21%	108,530/2%	6,705/0%	254,715/5%	8,755/0%	47,765/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN

### 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-Officials</b>										✓				
<b>Protective Services: Sworn-Patrol Officers</b>								✓		✓		✓		
<b>Protective Services: Non-sworn</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>Police Chief</b>														
Workforce #/%	0/0%	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%
<b>Assistant 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%
<b>Captain</b>														
Workforce #/%	1/33%	1/33%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Lieutenant</b>														
Workforce #/%	7/58%	5/42%	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>Sergeant</b>														
Workforce #/%	19/44%	11/26%	5/12%	1/5%	2/5%	0/0%	1/2%	3/7%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Corporal</b>														
Workforce #/%	20/45%	16/36%	2/5%	0/2%	1/2%	0/0%	0/0%	3/7%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	51/31%	75/45%	5/3%	0/5%	8/5%	0/0%	2/1%	6/4%	16/10%	2/1%	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: Michele Mahan

Lieutenant

09-05-2023

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