

EEO Utilization Report

Organization Information

Name: Larimer County Sheriff's Office

City: Fort Collins

State: CO

Zip: 80525

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Please see attached.

Following File has been uploaded:331.4.25 - Legal Compliance _ Larimer County.pdf

Step 4b: Narrative of Interpretation

We are underutilizing white and hispanic/latina females in sworn positions. We have worked to recruit in these areas, but have struggled to find enough qualified candidates, especially as surrounding municipalities pay much higher than us. We are also underutilizing 2 or more races in non-sworn positions. This is tough to recruit for. We are also underutilizing white males in the administrative support category. This is a hard area to recruit-there are not a lot of qualified white males looking for admin support roles, particularly in a law enforcement office. So many white males want to work in the sworn roles in a law enforcement agency.

Step 5: Objectives and Steps

1. Our objective is to provide equal employment opportunities for white women when our organization fills vacancies that become available in the sworn job category.

a. We will use our Circa tool to outreach to communities where we may find white female sworn law enforcement candidates.

2. Our objective is to provide equal employment opportunities for Hispanic/Latina women when our organization fills vacancies that become available in the sworn job category.

a. We will use our Circa tool to outreach to community groups where we may find qualified Hispanic/Latina females interested in sworn law enforcement roles.

3. Our objective is to provide equal employment opportunities for men who identify as 2 or more races when our organization fills vacancies that become available in the non-sworn job category.

a. We will use our Circa tool to outreach to communities where qualified men identifying as 2 or more races may be found who have an interest in non-sworn law enforcement positions.

4. Our objective is to provide equal employment opportunities for white men when our organization fills vacancies that become available in the Administrative Support job category.

a. We will use our Circa tool to find communities where qualified white males looking for administrative support opportunities may be found, and advertise opportunities with them.

Step 6: Internal Dissemination

We will post our utilization report on the County's HR website.

Step 7: External Dissemination

The Utilization Report will be available on the County's HR website, which is available to the public.

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 #/%	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%
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 #/%	44%	-3%	-0%	-0%	-1%	0%	-0%	0%	-36%	-3%	0%	-0%	-1%	0%	-0%	0%
Professionals																
Workforce #/%	5/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/54%	1/8%	0/0%	0/0%	0/0%	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 #/%	-4%	-3%	-0%	-0%	-2%	-0%	-0%	-0%	7%	5%	-0%	-0%	-2%	-0%	-1%	-0%
Technicians																
Workforce #/%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/57%	0/0%	0/0%	0/0%	1/14%	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 #/%	-8%	-9%	-1%	0%	-2%	0%	-1%	0%	10%	-3%	-0%	-0%	13%	0%	-0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	63/84%	4/5%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	7/9%	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 #/%	16%	-2%	1%	-1%	-3%	0%	-1%	0%	-5%	-4%	0%	-1%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	121/76%	13/8%	2/1%	0/0%	2/1%	2/1%	2/1%	0/0%	15/9%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	5,240/51%	1,000/10%	120/1%	14/0%	109/1%	0/0%	69/1%	15/0%	2,950/28%	625/6%	0/0%	0/0%	50/0%	35/0%	139/1%	10/0%
Utilization #/%	26%	-1%	0%	-0%	0%	1%	1%	-0%	-19%	-5%	0%	0%	-0%	-0%	-1%	-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 #/%	24/48%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%	25/50%	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 #/%	2%	0%	0%	0%	0%	0%	-4%	0%	16%	0%	0%	0%	0%	0%	-14%	0%
Administrative Support																
Workforce #/%	6/17%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	28/78%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	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 #/%	-16%	1%	-0%	-0%	-1%	0%	-1%	0%	21%	-3%	-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 #/%	4/67%	2/33%	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 #/%	26%	23%	-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									✓	✓						
Protective Services: Non-sworn															✓	
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
Undersheriff																
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%
Captain																
Workforce #/%	3/100%	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%
Lieutenant																
Workforce #/%	10/83%	1/8%	0/0%	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%
Sergeant																
Workforce #/%	25/83%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Corporal																
Workforce #/%	24/83%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	3/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	121/76%	13/8%	2/1%	0/1%	2/1%	2/1%	2/1%	0/0%	15/9%	2/1%	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.

[signature]

[title]

[date]