

EEO Utilization Report

Organization Information

Name: City Of Kennewick

City: Kennewick

State: WA

Zip: 99336

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The City of Kennewick recognizes the importance of workforce diversity and its role in the service to its citizens. Therefore, the City of Kennewick has established and implemented a Workforce Diversity Plan, which contains two major objectives.

1. The Workforce Diversity Plan is intended to promote nondiscrimination, and the respecting and valuing of diversity in all employment matters. It reaffirms the City's commitment to equal employment opportunity without regard to race, sex, religion, creed, color, national origin, age, marital status, sexual orientation, disability, veteran status, familial status, socioeconomic status, or any other extraneous consideration not directly and substantively related to effective job performance.

2. The Workforce Diversity Plan also is intended to promote the recruitment, hiring, advancement, and retention of racial/ethnic minorities, women (and in some cases, men), and people with disabilities in all segments of the City workforce. To accomplish this objective, it will be the policy of the City to undertake efforts that recognize and value the racial/ethnic minority, gender, or disability status of employees and applicants for employment. The City Council reaffirms its strong commitment to the principles of equal employment opportunity and the taking of additional action leading to workforce diversity. It is the duty and obligation of all employees to support and aid in all appropriate ways the implementation of the Workforce Diversity Plan.

Following File has been uploaded:2013-2015 EEO-WorkforceDiversityPlan.pdf

Step 4b: Narrative of Interpretation

There is currently an underutilization of white females in both the sworn and non-sworn protective services categories and an underutilization of black/African American males in the sworn services category.

The City of Kennewick will review our current recruitment practices and create strategies that reach out to specific underutilized categories (white females in both sworn and non-sworn categories and black males in sworn categories).

Step 5: Objectives and Steps

1. The City of Kennewick's objective is to provide equal opportunity to females in both sworn and non-sworn protective service categories as well as to provide equal employment opportunity to black males in sworn categories.

a. The City of Kennewick utilizes National Testing Network to recruit and test applicants for police officer and firefighter positions nationwide. The City will continue to review the applicant pool for diversity and determine if additional targeted advertising and recruitment is required. The Kennewick Police Department has developed a recruitment program and the team has a female recruiter on the team. The recruitment team attends high school/college/military careers fairs, recruits in the community and assists applicants in meeting test requirements for the position of police officer. The City of Kennewick will continue to review and expand our outreach and recruitment of qualified applicants within our community.

Step 6: Internal Dissemination

Maintain a current copy of the EEOP Short Form on the City's intranet which is available to all employees. Email notification to all employees regarding how to access the EEOP Utilization Report on the City intranet

Step 7: External Dissemination

1. Post a notification on the City's online application website that a copy of the EEOP Short Form is available on request.
2. Post the EEOP Short Form on the City's external website under the employment page.

Utilization Analysis Chart
Relevant Labor Market: Benton County, Washington

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 #/%	17/63%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	9/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,445/57%	545/6%	15/0%	20/0%	110/1%	10/0%	25/0%	0/0%	2,930/31%	270/3%	30/0%	4/0%	85/1%	0/0%	0/0%	0/0%
Utilization #/%	6%	-6%	4%	-0%	-1%	-0%	-0%	0%	2%	-3%	-0%	-0%	-1%	0%	0%	0%
Professionals																
Workforce #/%	24/55%	2/5%	0/0%	0/0%	2/5%	0/0%	0/0%	0/0%	15/34%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	7,390/48%	345/2%	25/0%	55/0%	485/3%	0/0%	55/0%	50/0%	5,990/39%	650/4%	65/0%	10/0%	270/2%	0/0%	105/1%	0/0%
Utilization #/%	7%	2%	-0%	-0%	1%	0%	-0%	-0%	-5%	-4%	-0%	-0%	1%	0%	-1%	0%
Technicians																
Workforce #/%	12/60%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/35%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,310/44%	50/2%	10/0%	0/0%	35/1%	0/0%	35/1%	0/0%	1,160/39%	270/9%	15/1%	15/1%	75/3%	0/0%	0/0%	0/0%
Utilization #/%	16%	3%	-0%	0%	-1%	0%	-1%	0%	-4%	-9%	-1%	-1%	-3%	0%	0%	0%
Protective Services: Sworn																
Workforce #/%	85/80%	12/11%	2/2%	1/1%	1/1%	0/0%	0/0%	0/0%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	935/65%	140/10%	115/8%	0/0%	0/0%	0/0%	10/1%	0/0%	205/14%	0/0%	0/0%	25/2%	0/0%	0/0%	15/1%	0/0%
Utilization #/%	15%	2%	-6%	1%	1%	0%	-1%	0%	-9%	0%	0%	-2%	0%	0%	-1%	0%
Protective Services: Non-sworn																
Workforce #/%	68/89%	3/4%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	4/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	30/46%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	35/54%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	43%	4%	0%	1%	0%	0%	0%	0%	-49%	0%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	5/12%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	27/64%	5/12%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	3,865/22%	855/5%	95/1%	20/0%	110/1%	0/0%	35/0%	10/0%	10,100/59%	1,480/9%	95/1%	145/1%	255/1%	20/0%	85/0%	50/0%

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
Utilization #/%	-11%	2%	-1%	-0%	-1%	0%	-0%	-0%	6%	3%	2%	-1%	1%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	35/88%	3/8%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,250/74%	1,195/17%	20/0%	45/1%	35/0%	0/0%	80/1%	10/0%	410/6%	35/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	13%	-9%	-0%	-1%	2%	0%	-1%	-0%	-3%	-0%	0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	20/71%	6/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,125/30%	3,910/19%	230/1%	130/1%	355/2%	45/0%	90/0%	35/0%	5,895/29%	2,665/13%	60/0%	70/0%	400/2%	0/0%	105/1%	60/0%
Utilization #/%	41%	2%	-1%	-1%	-2%	-0%	-0%	-0%	-22%	-13%	-0%	-0%	-2%	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			✓						✓							
Protective Services: Non-sworn									✓							

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: Beth Whitton

HR Analyst

01-13-2020

[signature]

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