

# EEOP Short Form



Thu Aug 04 15:46:20 EDT 2011

## Step 1: Introductory Information

**Grant Title:** Improving Communication and Crime Prevention      **Grant Number:** 29-JR-01-52-1

**Grantee Name:** City of Durango      **Award Amount:** \$83,765.00

**Grantee Type:** Local Government Agency

**Address:** 949 E. 2nd Avenue  
Durango, Colorado  
81301

**Contact Person:** Sherri Dugdale      **Telephone #:** 970-375-5002

**Contact Address:** 949 E. 2nd Avenue  
Durango, Colorado  
81301

**State Granting Agency:** Colorado Division of Criminal Justice      **Grant Number:**

**Contact Name:** Danica Brown

**Contact Address:** 700 Kipling Street, Suite 1000  
Denver, Colorado  
80215

**Telephone #:** 303-239-4416

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**Grant Title:** Increasing Police Capacity Through Improved Communications Interoperability      **Grant Number:** 2010CKWX0041

**Grantee Name:** City of Durango      **Award Amount:** \$300,000.00

**Grantee Type:** Local Government Agency

**Address:** 949 E. 2nd Avenue  
Durango, Colorado  
81301

**Contact Person:** Sherri Dugdale      **Telephone #:** 970-375-5002

**Contact Address:** 949 E. 2nd Avenue  
Durango, Colorado  
81301

**DOJ Grant Manager:** Jalila Sebbata      **DOJ Telephone #:** 202-353-9851

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**Grant Title:** FY2009 Justice Assistance Grant Program      **Grant Number:** 2009-DJ-BX-1023

**Grantee Name:** City of Durango      **Award Amount:** \$15,217.00

**Grantee Type:** Local Government Agency

**Address:** 990 East 2nd Avenue  
Durango, Colorado  
81301

**Contact Person:** Sherri Dugdale

**Telephone #:** 970-375-5002

**Contact Address:** 949 E. 2nd Avenue  
Durango, Colorado  
81301

**DOJ Grant Manager:** Jennifer Lugue

**DOJ Telephone #:** 202-305-8064

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### **Policy Statement:**

#### 3.2 Equal Employment Opportunity (City of Durango policy)

The City is an equal opportunity employer and is committed to a non-discrimination program. It is the stated policy of the City that all employees and applicants receive equal consideration and treatment. All recruitment, hiring, placements, transfers, and promotions will be based on the qualifications of the individual for the positions being filled regardless of race, color, religion, ancestry, national origin, age, gender, marital status, medical condition, or physical disability. All other personnel actions such as compensation, benefits, layoffs, returns from layoffs, terminations, training, and social and recreational programs are also administered regardless of race, color, religion, ancestry, national origin, age, gender, marital status, physical disability, or any other consideration made unlawful by federal, state, or local laws. All decisions on employment and promotions must be made solely on the individual's qualifications and bona fide occupational qualifications for the job in question and the feasibility of any necessary job accommodations.

The City is committed to complying with all applicable laws providing equal employment opportunities. This commitment applies to all persons involved in City operations and will be adhered to in all personnel practices, including recruitment and selection. The City prohibits unlawful discrimination by any City employee.

#### **Step 4b: Narrative Underutilization Analysis**

The City of Durango is committed to having a workforce that reflects the community it serves and will continue its recruitment practices to attract the most qualified individuals.

#### **Step 5 & 6: Objectives and Steps**

##### **1. Continue employment practices that recruit and hire the most qualified applicants**

- a. Advertise employment opportunities regionally and actively seek the most qualified applicants

#### **Step 7a: Internal Dissemination**

1. Make the EEOP available to all employees by posting on the City's intranet site.
2. Send an email to all department heads advising them that the EEOP is available on the intranet site.
3. Provide a hard copy of the EEOP to Human Resources department.

#### **Step 7b: External Dissemination**

1. Post the EEOP on the City's public website.
2. Include a statement on bid documents (e.g. RFP, RFQ, IFB, SOQ) that the EEOP Short Form is available on the City's website or by request to the Purchasing Division.
3. Include a statement on all City of Durango job announcements that applicants may obtain a copy of the EEOP Short Form is available upon request.

**Utilization Analysis Chart**  
**Relevant Labor Market: La Plata 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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Officials/Administrators</b>														
Workforce #/%	19/79%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,070/54%	105/3%	0/0%	40/1%	10/0%	0/0%	10/0%	1,385/36%	80/2%	0/0%	65/2%	15/0%	0/0%	30/1%
Utilization #/%	25%	-3%	0%	-1%	-0%	0%	-0%	-16%	-2%	0%	-2%	-0%	0%	-1%
<b>Professionals</b>														
Workforce #/%	22/37%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	34/58%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	1,920/40%	135/3%	0/0%	20/0%	35/1%	0/0%	10/0%	2,575/53%	75/2%	0/0%	40/1%	0/0%	0/0%	20/0%
Utilization #/%	-2%	-1%	0%	-0%	-1%	0%	-0%	4%	0%	0%	1%	0%	0%	-0%
<b>Technicians</b>														
Workforce #/%	6/100%	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%
CLS #/%	165/41%	14/3%	0/0%	4/1%	0/0%	0/0%	0/0%	200/49%	19/5%	0/0%	4/1%	0/0%	0/0%	0/0%
Utilization #/%	59%	-3%	0%	-1%	0%	0%	0%	-49%	-5%	0%	-1%	0%	0%	0%
<b>Protective Services: Sworn-Officials</b>														
Workforce #/%	16/94%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	255/67%	39/10%	0/0%	25/7%	0/0%	0/0%	0/0%	55/14%	4/1%	0/0%	4/1%	0/0%	0/0%	0/0%
Utilization #/%	27%	-10%	0%	-7%	0%	0%	0%	-9%	-1%	0%	-1%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	26/76%	3/9%	0/0%	0/0%	0/0%	0/0%	0/0%	5/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	815/48%	150/9%	0/0%	70/4%	4/0%	0/0%	10/1%	465/27%	135/8%	0/0%	50/3%	0/0%	0/0%	4/0%
Utilization #/%	29%	0%	0%	-4%	-0%	0%	-1%	-13%	-8%	0%	-3%	0%	0%	-0%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	2/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/33%	1/17%	0/0%	1/17%	0/0%	0/0%	0/0%
CLS #/%	55/59%	4/4%	0/0%	0/0%	0/0%	0/0%	0/0%	30/32%	0/0%	0/0%	4/4%	0/0%	0/0%	0/0%
Utilization #/%	-26%	-4%	0%	0%	0%	0%	0%	1%	17%	0%	12%	0%	0%	0%
<b>Administrative Support</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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Workforce #/%	5/10%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	38/78%	2/4%	1/2%	1/2%	1/2%	0/0%	0/0%
CLS #/%	1,630/29%	155/3%	10/0%	50/1%	4/0%	0/0%	10/0%	3,225/57%	395/7%	10/0%	165/3%	4/0%	10/0%	25/0%
Utilization #/%	-18%	-1%	-0%	-1%	-0%	0%	-0%	21%	-3%	2%	-1%	2%	-0%	-0%
<b>Skilled Craft</b>														
Workforce #/%	38/70%	12/22%	0/0%	1/2%	0/0%	0/0%	0/0%	1/2%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	2,400/82%	175/6%	15/1%	145/5%	4/0%	0/0%	15/1%	140/5%	14/0%	0/0%	10/0%	0/0%	0/0%	0/0%
Utilization #/%	-12%	16%	-1%	-3%	-0%	0%	-1%	-3%	1%	0%	2%	0%	0%	0%
<b>Service/Maintenance</b>														
Workforce #/%	47/70%	7/10%	0/0%	1/1%	0/0%	0/0%	0/0%	8/12%	2/3%	0/0%	2/3%	0/0%	0/0%	0/0%
CLS #/%	2,640/45%	530/9%	0/0%	135/2%	20/0%	0/0%	10/0%	2,000/34%	345/6%	4/0%	140/2%	30/1%	4/0%	10/0%
Utilization #/%	25%	1%	0%	-1%	-0%	0%	-0%	-22%	-3%	-0%	1%	-1%	-0%	-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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Administrative Support	✓													
Skilled Craft	✓													
Service/Maintenance								✓						

### 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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<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%
<b>Captain</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%
<b>Lieutenant</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>Sergeant</b>														
Workforce #/%	7/88%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Corporal</b>														
Workforce #/%	5/100%	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>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	26/76%	3/9%	0/0%	0/0%	0/0%	0/0%	0/0%	5/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

