



**U.S. Department of Justice**

Office of Justice Programs

*Office for Civil Rights*

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Washington, D.C. 20531

January 7, 2016

Stella Larracas  
Los Angeles Police Department  
100 W 1st Street  
Los Angeles, CA 90012

Re: Equal Employment Opportunity (EEO) Utilization Report for Los Angeles Police Department

Dear Ms. Stella Larracas,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the Equal Employment Opportunity (EEO) Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The approval of your EEO Utilization Report is effective for two years from the date of this letter, and satisfies the EEO reporting requirement for all open Department of Justice (DOJ) awards during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

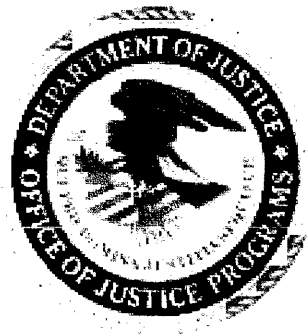
X *Michael L. Alston*

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Michael L. Alston  
Director

Signed by: MICHAEL ALSTON

# EEOP Utilization Report



Wed Dec 02 20:15:37 EST 2015

## Step 1: Introductory Information

**Grant Title:** 2014 COPS CPD Listen Program      **Grant Number:** 2014 CKWX 0004  
**Grantee Name:** City of Los Angeles/LAPD      **Award Amount:** \$99,962.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas      **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:**      **DOJ Telephone #:**

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**Grant Title:** 2012 Solving Cold Cases      **Grant Number:** 2012-DN-BX-K010  
**Grantee Name:** City of Los Angeles/LAPD      **Award Amount:** \$500,000.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas      **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:**      **DOJ Telephone #:**

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**Grant Title:** 2013 Port Security      **Grant Number:** EMW 2013 PU 00501  
**Grantee Name:** City of Los Angeles/LAPD      **Award Amount:** \$356,250.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas      **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Kevin Groves      **DOJ Telephone #:**

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**Grant Title:** 2014 Intellectual Property Enforcement      **Grant Number:** 2014-ZP-BX-0003  
**Grantee Name:** City of Los Angeles/LAPD      **Award Amount:** \$456,413.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas      **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Zephyr Fraser      **DOJ Telephone #:**

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**Grant Title:** 2014 Port Security Grant      **Grant Number:** EMW 2014 PU 00413  
**Grantee Name:** City of Los Angeles/LAPD      **Award Amount:** \$1,713,135.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas      **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Kevin Groves      **DOJ Telephone #:**

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**Grant Title:** 2014 DNA Backlog Reduction Program      **Grant Number:** 2014-DN-BX-0035  
**Grantee Name:** City of Los Angeles/LAPD      **Award Amount:** \$1,143,818.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas      **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:**      **DOJ Telephone #:**

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**Grant Title:** 2012 COPS Hiring **Grant Number:** 2012-UL-WX-0004  
**Grantee Name:** City of Los Angeles/LAPD **Award Amount:** \$6,428,350.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Peter Stickl **DOJ Telephone #:**

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**Grant Title:** 2015 Internet Crimes Against Children Task Force Invited **Grant Number:** 2015-MC-FX-K007  
**Grantee Name:** City of Los Angeles/LAPD **Award Amount:** \$630,777.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W. 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas **Telephone #:** 213-486-0380  
**Contact Address:** 100 W. 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Jacqueline O'Reilly **DOJ Telephone #:**

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**Grant Title:** 2014 Paul Coverdell Forensic Science Improvement Grants Program **Grant Number:** 2014-CD-BX-0020  
**Grantee Name:** City of Los Angeles/LAPD **Award Amount:** \$168,980.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Christine Torres **DOJ Telephone #:** 202-305-1978

**Grant Title:** 2014 Internet Crimes Against Children Task Force Invited **Grant Number:** 2012-MC-FX-K002  
**Grantee Name:** City of Los Angeles/LAPD **Award Amount:** \$1,838,263.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Jacqueline O'Reilly **DOJ Telephone #:**

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**Grant Title:** 2013 DNA Backlog Reduction Program **Grant Number:** 2013-DN-BX-0070  
**Grantee Name:** City of Los Angeles/LAPD **Award Amount:** \$1,287,833.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Alan Spanbauer **DOJ Telephone #:** 202-305-2436

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**Grant Title:** 2015 DNA Capacity Enhancement and Backlog Reduction Program **Grant Number:** 2015-DN-BX-0115  
**Grantee Name:** City of Los Angeles/LAPD **Award Amount:** \$981,593.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W. 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas **Telephone #:** 213-486-0380  
**Contact Address:** 100 W. 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Alan Spanbauer **DOJ Telephone #:** 202-305-2436

**Grant Title:** 2009 COPS Technology **Grant Number:** 2009-CK-WX-0532  
**Grantee Name:** City of Los Angeles/LAPD **Award Amount:** \$500,000.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** **DOJ Telephone #:**

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**Grant Title:** 2014 DNA Capacity Enhancement and Backlog Reduction Program **Grant Number:** 2014-DN-BX-0035  
**Grantee Name:** City of Los Angeles/LAPD **Award Amount:** \$1,143,818.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas **Telephone #:** 213-486-0380  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
91748  
**DOJ Grant Manager:** Alan Spanbauer **DOJ Telephone #:** 202-305-2436

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**Grant Title:** 2014 Smart Policing - Solicited **Grant Number:** 2009-DG-BX-0118  
**Grantee Name:** City of Los Angeles/LAPD **Award Amount:** \$899,959.00  
**Grantee Type:** Local Government Agency  
**Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**Contact Person:** Stella Larracas **Telephone #:** 213-486-0393  
**Contact Address:** 100 W 1st Street  
Los Angeles, California  
90012  
**DOJ Grant Manager:** Tarasa Yates **DOJ Telephone #:** 202-305-1780

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**Policy Statement:**

The Los Angeles Police Department abides by the City of Los Angeles' Discrimination Free Workplace Policy:

Whereas, existing Federal, State, and City laws prohibit discrimination in employment; and

Whereas, such laws have established a National, State, and City policy of prohibiting discrimination in the workplace; and

Whereas, one of the stated purposes of the Equal Employment Opportunity Program of the City of Los Angeles is to ensure that the City does not discriminate in employment on the basis of race, color, religion, national origin, sex (with or without sexually harassing conduct), age, disability, marital status, sexual orientation, creed, ancestry, medical condition (cancer), Acquired Immune Deficiency Syndrome (AIDS) - acquired or perceived, or retaliation for having filed a discrimination complaint or participating in a protected activity; and

Whereas, the City recognizes that all employees have a right to a workplace free from discriminatory actions, language, or images.

(Copy of full document attached)



## Step 4b: Narrative Underutilization Analysis

With regard to those groups identified as under-represented on the Utilization Analysis Chart, the following circumstances may help explain the numbers.

The ethnic categories used by the City are White, Black, Hispanic, Asian, American Indian, Filipino, and Other. We do not track Native Hawaiian or Other Pacific Islander, nor do we track employees of Two or More Races. Similarly, the job categories on the City's EEO reports include Paraprofessionals but not Protective Services Non-Sworn. Thus, this could affect the utilization within categories. Also, when performing this analysis in the selection process, the City looks at how many males and females are employed in the classification, but we do not break down each gender by ethnic group.

Women of most ethnic groups are under-represented in several categories. This is also evident during employment examinations for these categories. The City has done substantial targeted outreach to organizations of women in the trades and non-traditional occupations when these examinations are given, albeit with limited success.

For entry-level sworn classifications, recruitment goals are developed and strategies identified on ways to better attract under-represented groups via recruiter outreach programs, media outreach, targeted recruitment activities, and City resources or referral systems. For entry-level Police Officer hires in the Los Angeles Police Department (LAPD), a federal consent decree requires comparison of LAPD hires for African-American and Hispanic officers against the labor force of the five-county region. The same consent decree mandates that 25% of all officers hired by LAPD annually must be female, and sets a long-term goal of a sworn workforce that is 20% female.

(Copy of full document attached)

## Step 5 & 6: Objectives and Steps

### **1. Provide equal employment opportunities to Hispanic and Asian men when our organization fills vacancies in the Professionals, Technicians, Protective Services, Administrative Support and Skilled Craft categories.**

- a. Whenever the Personnel Department administers an examination, they will run a report from the City's payroll system to identify the ethnic and gender composition of the incumbents in that particular classification and any feeder classes if it is a promotional examination. (The ethnic categories used by the City are White, Black, Hispanic, Asian, American Indian, Filipino, and Other, and pursuant to the City Charter, the City must promote from within whenever practicable.)
- b. The incumbent compositions will then be compared to the City of Los Angeles Labor Force Data derived from the recent results collected by the U.S. Census Bureau.
- c. If the Personnel Department identifies an under-represented group or groups in an examination for which individuals not currently employed by the City can participate, the City will attempt to identify targeted recruitment opportunities to attract applicants from the under-represented group(s).
- d. If the examination is promotional and only current City employees can participate, the Personnel Department will look at the composition of the feeder classifications to note whether targeted recruitment may be necessary in the future.
- e. The Personnel Department will ensure that subject matter experts who assist in examination development and raters who evaluate the test and sit on the interview boards represent the diversity of the City's labor force.
- f. The Personnel Department will also review the testing methodology. If a written test consistently results in adverse outcomes, the City will consider other appropriate testing methodologies to assess job-related knowledge and skills, such as performance tests or interviews.

### **2. Provide equal employment opportunities to Caucasian men when our organization fills vacancies in the Professionals, Protective Services Non-Sworn, and Administrative Support categories.**

- a. Whenever the Personnel Department administers an examination, they will run a report from the City's payroll system to identify the ethnic and gender composition of the incumbents in that particular classification and any feeder

classes if it is a promotional examination. (The ethnic categories used by the City are White, Black, Hispanic, Asian, American Indian, Filipino, and Other, and pursuant to the City Charter, the City must promote from within whenever practicable.)

b. The incumbent compositions will then be compared to the City of Los Angeles Labor Force Data derived from the recent results collected by the U.S. Census Bureau.

c. If the Personnel Department identifies an under-represented group or groups in an examination for which individuals not currently employed by the City can participate, the City will attempt to identify targeted recruitment opportunities to attract applicants from the under-represented group(s).

d. If the examination is promotional and only current City employees can participate, the Personnel Department will look at the composition of the feeder classifications to note whether targeted recruitment may be necessary in the future.

e. The Personnel Department will ensure that subject matter experts who assist in examination development and raters who evaluate the test and sit on the interview boards represent the diversity of the City's labor force.

f. The Personnel Department will also review the testing methodology. If a written test consistently results in adverse outcomes, the City will consider other appropriate testing methodologies to assess job-related knowledge and skills, such as performance tests or interviews.

### **3. Provide equal employment opportunities to women when our organization fills vacancies in the Professionals, Protective Services Protective Service, Administrative Support, Skilled Craft and Service/Maintenance categories.**

a. Whenever the Personnel Department administers an examination, they will run a report from the City's payroll system to identify the ethnic and gender composition of the incumbents in that particular classification and any feeder classes if it is a promotional examination. (The ethnic categories used by the City are White, Black, Hispanic, Asian, American Indian, Filipino, and Other, and pursuant to the City Charter, the City must promote from within whenever practicable.)

b. The incumbent compositions will then be compared to the City of Los Angeles Labor Force Data derived from the recent results collected by the U.S. Census Bureau.

c. If the Personnel Department identifies an under-represented group or groups in an examination for which individuals not currently employed by the City can participate, the City will attempt to identify targeted recruitment opportunities to attract applicants from the under-represented group(s).

d. If the examination is promotional and only current City employees can participate, the Personnel Department will look at the composition of the feeder classifications to note whether targeted recruitment may be necessary in the future.

e. The Personnel Department will ensure that subject matter experts who assist in examination development and raters who evaluate the test and sit on the interview boards represent the diversity of the City's labor force.

f. The Personnel Department will also review the testing methodology. If a written test consistently results in adverse outcomes, the City will consider other appropriate testing methodologies to assess job-related knowledge and skills, such as performance tests or interviews.

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

Within 30 days of receiving the U.S. Department of Justice's approval of the City's EEOP Short Form, a copy of the document will be posted on the Los Angeles Police Department's intranet site.

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

Within 30 days of receiving the U.S. Department of Justice's approval of the City's EEOP Short Form, a copy of the document will be posted on the Los Angeles Police Department's internet site.

**Utilization Analysis Chart**  
**Relevant Labor Market: Los Angeles County, 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 #/%	6/32%	1/5%	0/0%	0/0%	2/11%	0/0%	0/0%	0/0%	4/21%	2/11%	1/5%	0/0%	2/11%	1/5%	0/0%	0/0%
CLS #/%	180,790/3 2%	71,660/13 %	17,665/3 %	440/0% %	55,960/10 %	520/0% %	3,385/1% %	2,060/0% %	107,895/1 9%	54,430/10 %	21,395/4 %	395/0% %	39,910/7 %	800/0% %	2,675/0% %	1,415/0% %
Utilization #/%	-1%	-8%	-3%	-0%	1%	-0%	-1%	-0%	2%	1%	1%	-0%	3%	5%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	73/14%	28/5%	30/6%	2/0%	61/12%	24/5%	0/0%	5/1%	95/18%	63/12%	59/11%	0/0%	50/9%	37/7%	0/0%	0/0%
CLS #/%	238,045/2 7%	67,910/8 %	27,605/3 %	810/0% %	88,540/10 %	635/0% %	5,430/1% %	3,015/0% %	204,465/2 3%	88,260/10 %	39,250/4 %	830/0% %	101,055/1 2%	645/0% %	6,215/1% %	3,885/0% %
Utilization #/%	-13%	-2%	3%	0%	1%	4%	-1%	1%	-5%	2%	7%	-0%	-2%	7%	-1%	-0%
<b>Technicians</b>																
Workforce #/%	26/18%	28/19%	6/4%	2/1%	11/8%	7/5%	0/0%	0/0%	21/14%	13/9%	15/10%	0/0%	11/8%	6/4%	0/0%	0/0%
CLS #/%	22,305/21 %	14,985/14 %	3,995/4% %	105/0% %	14,490/14 %	135/0% %	625/1% %	360/0% %	14,215/13 %	14,340/14 %	6,635/6% %	100/0% %	12,725/12 %	45/0% %	455/0% %	570/1% %
Utilization #/%	-3%	5%	0%	1%	-6%	5%	-1%	-0%	1%	-5%	4%	-0%	-4%	4%	-0%	-1%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	985/32%	856/28%	330/11%	5/0%	163/5%	34/1%	0/0%	0/0%	273/9%	242/8%	119/4%	2/0%	39/1%	5/0%	1/0%	1/0%
CLS #/%	25,795/28 %	28,580/31 %	12,280/13 %	305/0% %	6,110/7% %	410/0% %	865/1% %	445/0% %	4,465/5% %	6,300/7% %	5,040/5% %	120/0% %	755/1% %	175/0% %	205/0% %	250/0% %
Utilization #/%	4%	-3%	-3%	-0%	-1%	1%	-1%	-0%	4%	1%	-2%	-0%	0%	-0%	-0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	1765/26%	2693/39%	530/8%	21/0%	457/7%	167/2%	0/0%	0/0%	357/5%	619/9%	126/2%	6/0%	62/1%	16/0%	0/0%	18/0%
Civilian Labor Force #/%	40,160/10 %	168,260/4 2%	16,115/4 %	350/0% %	14,180/4 %	970/0% %	1,490/0% %	1,320/0% %	24,080/6 %	106,465/2 7%	14,520/4 %	190/0% %	9,200/2% %	970/0% %	1,210/0% %	1,165/0% %
Utilization #/%	16%	-3%	4%	0%	3%	2%	-0%	-0%	-1%	-18%	-2%	0%	-1%	-0%	-0%	-0%
<b>Protective Services: Non-sworn</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	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 #/%	42/9%	161/33%	87/18%	0/0%	24/5%	31/6%	0/0%	0/0%	11/2%	69/14%	59/12%	0/0%	4/1%	3/1%	0/0%	3/1%
CLS #/%	1,140/20%	1,125/20%	615/11%	50/1%	335/6%	0/0%	60/1%	100/2%	610/11%	1,065/19%	490/9%	0/0%	45/1%	0/0%	30/1%	10/0%
Utilization #/%	-12%	13%	7%	-1%	-1%	6%	-1%	-2%	-9%	-5%	3%	0%	0%	1%	-1%	0%
<b>Administrative Support</b>																
Workforce #/%	48/4%	65/5%	33/2%	1/0%	24/2%	30/2%	0/0%	0/0%	139/10%	449/33%	436/32%	6/0%	71/5%	59/4%	0/0%	4/0%
CLS #/%	172,060/14%	197,735/16%	38,295/3%	1,040/0%	81,415/7%	1,180/0%	5,370/0%	3,815/0%	227,575/19%	308,390/25%	71,065/6%	1,685/0%	103,470/8%	2,805/0%	7,730/1%	5,935/0%
Utilization #/%	-10%	-11%	-1%	-0%	-5%	2%	-0%	-0%	-8%	8%	26%	0%	-3%	4%	-1%	-0%
<b>Skilled Craft</b>																
Workforce #/%	58/41%	51/36%	11/8%	0/0%	15/11%	4/3%	0/0%	1/1%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	87,220/25%	200,705/57%	14,875/4%	635/0%	23,945/7%	545/0%	1,655/0%	1,755/0%	4,890/1%	11,345/3%	1,225/0%	35/0%	3,580/1%	20/0%	115/0%	160/0%
Utilization #/%	16%	-21%	4%	-0%	4%	3%	-0%	0%	-1%	-3%	0%	-0%	-1%	-0%	-0%	-0%
<b>Service/Maintenance</b>																
Workforce #/%	4/11%	18/47%	9/24%	1/3%	2/5%	2/5%	0/0%	0/0%	1/3%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	116,520/9%	542,605/42%	42,375/3%	1,140/0%	61,565/5%	2,065/0%	4,245/0%	3,965/0%	85,825/7%	335,760/26%	37,515/3%	910/0%	64,650/5%	1,060/0%	3,480/0%	3,070/0%
Utilization #/%	2%	6%	20%	3%	1%	5%	-0%	-0%	-4%	-26%	-0%	-0%	-5%	-0%	-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	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
Professionals	✓	✓							✓							
Technicians					✓											
Protective Services: Sworn-Officials		✓	✓		✓		✓	✓			✓				✓	✓
Protective Services: Sworn-Patrol Officers		✓					✓	✓	✓	✓	✓		✓		✓	
Protective Services: Non-sworn	✓			✓			✓	✓	✓	✓						
Administrative Support	✓	✓			✓		✓	✓	✓				✓		✓	
Skilled Craft		✓								✓						
Service/Maintenance										✓						