

# EEO Utilization Report

## Organization Information

Name: LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT

City: LEXINGTON

State: KY

Zip: 40507-1315

Type: County/Municipal Government

## **Section 1: EEO Policy Statement**

### **Policy Statement:**

Purpose of Affirmative Action Program: Lexington Fayette Urban County Government's Affirmative Action Program is a set of specific and results-oriented procedures o which the company commits itself. Those procedures, coupled with good faith efforts, will ensure equal employment opportunity.

Equal Employment Opportunity EEO Policy: Lexington Fayette Urban County Government will hire well qualified people to perform the many tasks necessary to operate the government. Lexington Fayette Urban County Government will provide equal employment opportunity for all persons and will recruit and administer hiring, working conditions, benefits and privileges of employment, compensation, training, opportunities for advancement (including upgrading and promotions), transfers, and termination of employment (including layoffs and recalls) for all employees, without discrimination because of race, sex, color, religion, national origin<sup>1</sup> age, veteran status or disability.

The Objective: Lexington Fayette Urban County Government's Affirmative Action Program, as set out in this program will ensure that all applicants and employees receive equality of opportunity limited only by each individual's desire and ability. The objective calls for a work environment free of discrimination because of race, color, sex, religion, national origin, age, veteran status or disability.

Lexington Fayette Urban County Government assures the full realization of its stated objective through a continuous procedure of monitoring and reporting.

## Section 5: Narrative Interpretation of Data

Please see attached.

Following File has been uploaded: Step 5 - Narrative Interpretation of Data

Following File has been uploaded:2023 Step 5 - Narrative of Interpretation.pdf

## Section 6: Objectives and Steps

**1. It is the goal of the Lexington-Fayette Urban County Government to not only have equal employment opportunities but to also have a government workforce reflective of the community it services. Further, it is a goal of the Lexington Police Department to increase the representation of women and minorities throughout its ranks. The following is a list of current practices and initiatives directed at that goal.**

- a. Additionally, LPD has invested in several marketing campaigns with local news outlets. Stories and ads throughout these campaigns focus largely on LPDs dedication to the community and offer insight and awareness about our agency. And, like the aforementioned social media efforts, certain digital tools are used to focus the delivery of these stories and ads to both female and minority applicants alike.
- b. In both 2023 and in 2024, the Department has worked with a local production company in order to produce high quality, community-focused recruiting videos that have and will be shared on our social media and online platforms. The department sought out leaders in minority communities to participate in the projects that we hope will in turn provide a buy-in to our minority recruiting efforts as well as bring in applicants from these demographics within the City. The LPD personnel featured in these productions were also chosen to reflect the diversity we hope to build upon within the department.
- c. In order to reach the active military and veteran population, LPD recruiters have established relationships with representatives from local military bases and have attended numerous Yellow Ribbon events over the past year. These events are geared towards reintroducing military personnel to civilian life including providing them with career opportunities.
- d. Other forms of advertising media include posting on diversity-driven websites such as The National Minority Update, HBCUcareers.com and Saludos.com. We have also been working with the LFUCG Office of Diversity and Inclusion as they provided funding for diversity recruiting advertisements to be placed on several LexTran buses throughout the city.
- e. The department continues to build and value partnerships with local neighborhoods, community groups and school programs. Recruiters and department representatives often participate in school events that provide students with an opportunity to learn about the policing profession and thus, hopefully reducing any stigma or apprehension about our officers. Further, it is hoped that this effort plants an early seed of interest in going into this line of work in the future. Other police-related programs (Explorers, Citizens Police Academy and the Safety Officers) are also explained to the students due to the lower age requirements to be involved.
- f. Additionally, it is required of LPD recruit classes to be involved in various community projects while in the academy. This is done to teach the recruits the importance of community involvement (outside of being in a position of authority) and examples of these projects include volunteering for Greenhouse 17, Habitat for Humanity, various neighborhood clean-up efforts and Cops & Bobbers a fishing event that is put on for the youth in the Centre Parkway/Gainesway area.
- g. The Department continues to participate in Commerce Lexingtons Leadership Lexington program. This program develops the skills of the participating local leaders and provides an opportunity to network, learn from and converse with various groups throughout the city. This proves to be an equally valuable opportunity to the Department as participants can educate others about our profession while also working to recruit a diverse population through local industry leaders.

**2. It is the goal of the Lexington-Fayette Urban County Government to not only have equal employment opportunities but to also have a government workforce reflective of the community it services. Further, it is a goal of the Lexington Police Department to increase the representation of women and minorities throughout its ranks. The following is a list of current practices and initiatives directed at that goal.**

- a. Recruiting efforts, hiring procedures and employment practices remain under continuous analyzation to not only determine how to hire more women and minorities but to also ensure that any barriers that could hinder these efforts

have not been created by the methods themselves. Position descriptions and job requirements are also reviewed and validated by division, bureau, section or other appropriate method. Job specifications will remain free from bias in regard to race, color, religion, gender, sexual orientation, national origin, age and disabled/veteran status except where sex and age are genuine occupational qualifications. An annual evaluation of recruiting and hiring strategies also keeps the Department in compliance with accreditation (CALEA) standards. This too ensures that the Department is focusing efforts on its objective to hire a diverse pool of highly qualified women and minorities for the position of police officer.

- b. Applicant interviews are conducted by a diverse panel of board members and the questions are frequently reviewed in order to aid with the aforementioned efforts. Further, current questions are designed to illicit the importance of diversity to the applicants themselves. This is done to ensure the Departments focus on diversity is conveyed early on and to also ensure the applicants philosophy on diversity is consistent with the Citys efforts.
- c. The Lexington Police Department continues to staff and utilize the Diversity Recruiting Committee (DRC). The DRC is a team comprised of current LPD officers and professional members of the community, all of whom reflect the diversity the City and Department look to attract. The DRC is tasked with advising and assisting the Departments efforts to recruit and hire quality minority applicants. The DRC meets on a regular basis in order to discuss ways to enhance the Departments recruiting initiatives. This is done with the oversight of the Citys Diversity & Inclusion Officer. The goal of each of meeting is for each committee member to depart with an actionable item aimed at reaching more potential applicants within their diverse segment of the community.
- d. LPD recruiters have created Prep Courses which are free for interested persons to attend and are offered multiple times throughout the year. These courses provide individuals with insight on the application and hiring processes, testing (written, physical and interviews), the academy and general information about the Department itself. It is the intent of the prep courses to better prepare those who may apply for success in the hiring process and throughout the academy.
- e. Ride-alongs are also offered to (potential) applicants in order to provide them an opportunity to spend a shift with a current officer, ask questions and truly see what a day as an officer may entail. Ride-alongs are also good opportunities for officers to interact with someone from the community and provide a positive interaction.
- f. Upon being hired and accepted into the academy, recruits are assigned to an officer who has been vetted to participate in the Departments Mentorship Program. This program is aimed at providing guidance and resources to the recruit and ultimately, promoting their success in the academy and after. Additionally, tutoring is made available to those recruits who may find themselves struggling with an academic portion of the academy.
- g. Aside from working towards becoming a certified peace officer, the LPD academy affords recruits the opportunity to obtain an associates degree through a partnership with the Bluegrass Community and Technical College. This is free to all recruits and aids in preparing them for future promotional advancement. Additionally, LPD is currently working with several universities to include Kentucky State University, a HBCU, on developing bachelors degree programs that will build off of the associates program at BCTC.
- h. As part of the academy curriculum, recruit officers are provided a twelve-hour block of instruction that focuses on diversity, bias and inclusion. This course is delivered by a diverse group of instructors and is standalone from the general harassment/bias training given by LFUCG HR.
- i. The Department continues to be active within the Kentucky Womens Law Enforcement Network with current seat-holders and by sponsoring female representatives from the department to attend various conferences and seminars each year. LPD also sponsors sending female employees to leadership conferences that focus on women in supervisory or upper management roles. This initiative is to encourage and support our female supervisors in continuing to move up in the ranks within the department.
- j. Initially beginning as a discussion on how to improve the recruitment and retention of female personnel in 2018, the Department developed its wellness program known as LexPD Fit. Since that time, the program continues to grow in both scope and popularity amongst department employees. Not just focusing on women employees any more, the program is now a holistic approach to wellness for all employees. Focus topics include mental health, physical fitness, stress management, financial well-being and overall resiliency. The Department now employs a full-time clinical counselor, offers fitness classes and numerous educational opportunities called Growth Sessions all of which are free and of unlimited use to all sworn and civilian employees, their families, recruits and department retirees.
- k. Attendance to in-person recruiting events has increased dramatically over the past two years. LPD recruiters attend numerous job fairs hosted by colleges, universities and private entities alike. Focus is made on finding those events that will offer a diverse group of individuals who may be interested in a law enforcement career. These particular events are often found and/or communicated to recruiters by members of the Diversity Recruiting Committee or through other professional contacts. A specific example would be our current effort to create a hiring pipeline between the

Department and criminal justice program graduates from the Kentucky State University. The City's Diversity Officer is an alumnus from KSU and with the contacts made while working to establish the bachelors degree program, the department hopes to build lasting relationships with the university and its attending students while attracting them to careers at the Lexington Police Department.

I. Acknowledging the effectiveness of social media, the Department continues to invest in recruiting and outreach efforts by way of advertising on various online platforms. Social media posts are purposefully designed to be inclusive and to generate interest from everyone in regard to a career in law enforcement. Specific posts over the last year have been directly focused on the recruitment of minority, female and veteran individuals.

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

The Division of Human Resources will provide access to the EEO Utilization Report on Lexington-Fayette Urban County Government's internal website.

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

The Division of Human Resources will provide access to the EEO Utilization Report on Lexington-Fayette Urban County Government's external website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Lexington-Fayette urban county**  
**, Kentucky**

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 #/%	157/53%	2/1%	25/8%	0/0%	0/0%	0/0%	3/1%	74/25%	4/1%	26/9%	0/0%	1/0%	0/0%	3/1%
CLS #/%	12,785/51%	315/1%	490/2%	0/0%	365/1%	0/0%	85/0%	9,710/38%	155/1%	835/3%	40/0%	280/1%	0/0%	210/1%
Utilization #/%	3%	-1%	7%	0%	-1%	0%	1%	-13%	1%	6%	-0%	-1%	0%	0%
<b>Professionals</b>														
Workforce #/%	83/40%	3/1%	21/10%	0/0%	3/1%	0/0%	0/0%	74/35%	6/3%	16/8%	0/0%	3/1%	0/0%	1/0%
CLS #/%	16,845/36%	500/1%	1,410/3%	4/0%	1,380/3%	25/0%	385/1%	22,820/48%	680/1%	1,405/3%	10/0%	1,270/3%	0/0%	425/1%
Utilization #/%	4%	0%	7%	-0%	-1%	-0%	-1%	-13%	1%	5%	-0%	-1%	0%	-0%
<b>Technicians</b>														
Workforce #/%	45/69%	0/0%	6/9%	0/0%	1/2%	0/0%	0/0%	9/14%	0/0%	4/6%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,370/36%	360/2%	1,415/9%	0/0%	235/2%	0/0%	145/1%	5,325/36%	480/3%	1,155/8%	0/0%	280/2%	0/0%	170/1%
Utilization #/%	33%	-2%	-0%	0%	-0%	0%	-1%	-22%	-3%	-2%	0%	-2%	0%	-1%
<b>Protective Services:</b>														
<b>Sworn</b>														
Workforce #/%	1044/77%	21/2%	110/8%	1/0%	5/0%	2/0%	8/1%	123/9%	4/0%	37/3%	0/0%	0/0%	0/0%	5/0%
CLS #/%	2,215/72%	60/2%	135/4%	20/1%	20/1%	0/0%	105/3%	465/15%	4/0%	55/2%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	5%	-0%	4%	-1%	-0%	0%	-3%	-6%	0%	1%	0%	0%	0%	0%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	47/40%	0/0%	18/15%	0/0%	1/1%	0/0%	2/2%	24/20%	1/1%	24/20%	0/0%	1/1%	0/0%	0/0%
Civilian Labor Force #/%	210/58%	0/0%	4/1%	0/0%	0/0%	0/0%	0/0%	85/23%	0/0%	65/18%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-18%	0%	14%	0%	1%	0%	2%	-3%	1%	2%	0%	1%	0%	0%
<b>Administrative Support</b>														
Workforce #/%	83/20%	0/0%	15/4%	0/0%	0/0%	0/0%	1/0%	204/50%	7/2%	89/22%	1/0%	1/0%	0/0%	4/1%
CLS #/%	13,910/31%	495/1%	1,685/4%	65/0%	205/0%	0/0%	350/1%	22,265/50%	770/2%	3,615/8%	20/0%	505/1%	20/0%	520/1%

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%	-1%	-0%	-0%	-0%	0%	-1%	0%	-0%	14%	0%	-1%	-0%	-0%
<b>Skilled Craft</b>														
Workforce #/%	181/69%	3/1%	63/24%	0/0%	1/0%	0/0%	1/0%	8/3%	1/0%	2/1%	0/0%	1/0%	0/0%	0/0%
CLS #/%	9,960/75%	1,280/10%	785/6%	20/0%	35/0%	0/0%	125/1%	665/5%	140/1%	170/1%	0/0%	30/0%	0/0%	20/0%
Utilization #/%	-6%	-9%	18%	-0%	0%	0%	-1%	-2%	-1%	-1%	0%	0%	0%	-0%
<b>Service/Maintenance</b>														
Workforce #/%	122/27%	7/2%	170/38%	1/0%	2/0%	0/0%	2/0%	86/19%	3/1%	50/11%	0/0%	1/0%	0/0%	0/0%
CLS #/%	17,090/38%	3,350/7%	3,820/8%	10/0%	545/1%	15/0%	430/1%	13,320/29%	1,940/4%	3,690/8%	25/0%	745/2%	0/0%	320/1%
Utilization #/%	-10%	-6%	30%	0%	-1%	-0%	-0%	-10%	-4%	3%	-0%	-1%	0%	-1%

### 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>Officials/Administrators</b>					✓			✓						
<b>Professionals</b>								✓						
<b>Technicians</b>								✓						
<b>Protective Services: Sworn</b>				✓			✓							
<b>Protective Services: Non-sworn</b>	✓													
<b>Administrative Support</b>	✓													
<b>Skilled Craft</b>	✓													
<b>Service/Maintenance</b>	✓	✓						✓				✓		✓



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: Nicole Rodriguez

Human Resources Manager

02-21-2024

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[signature]

[title]

[date]

2023

## Step 5: NARRATIVE OF INTERPRETATION

A comparison of the Lexington-Fayette Urban County Government's workforce to the community labor statistic for Lexington-Fayette MSA shows areas of notable underutilization. As such, we have formulated our current objectives to continue focus on those areas, which are listed below.

White Males were under-represented in the following job categories:

- Protective Services: Non-sworn (agency 40% - community 58% = -18%)
  - New on this report
- Administrative Support (agency 20% - community 31% = -11%)
  - Improved from last report
- Skilled Craft (agency 69% - community 75% = -6%)
  - Improved from last report
- Service/Maintenance (agency 27% - community 38% = -10%)
  - Increased from last report

Hispanic or Latino Males were under-represented in the following job categories:

- Administrative Support (agency 0% - community 1% = -1%)
  - Similar to last report
- Skilled Craft (agency 1% - community 10% = -9%)
  - Similar to last report
- Service/Maintenance (agency 2% - community 7% = -6%)
  - Similar to last report

American Indian or Alaskan Native Males were under-represented in the following job categories:

- Protective Services: Sworn (agency 0% - community 1% = -1%)
  - New on this report

Asian Males were under-represented in the following job categories:

- Officials/Administrators (agency 0% - community 1% = -1%)
  - Similar to last report

Two or More Races Males were under-represented in the following job categories:

- Protective Services: Sworn (agency 1% - community 3% = -3%)
  - Increased from last report

White Females were under-represented in all the following job categories:

- Officials/Administrators (agency 25% - community 38% = -13%)
  - Increased from last report
- Professionals (agency 35% - community 48% = -13%)
  - Improved from last report
- Technicians (agency 14% - community 36% = -22%)
  - Significant improvement from last report
- Protective Services: Sworn (agency 9% - community 15% = -6%)
  - Increased from last report
- Service/Maintenance (agency 19% - community 29% = -10%)
  - Improved from last report

Hispanic or Latina Females were under-represented in all the following job categories:

- Service/Maintenance (agency 1% - community 4% = -4%)
  - Increased from last report

2023

Asian Females were under-represented in the following job categories:

- Service/Maintenance (agency 0% - community 2% = -1%)
  - Similar to last report

Two or More Races Females were under-represented in the following job categories:

- Service/Maintenance (agency 0% - community 1% = -1%)
  - Increased from last report

# Verification of EEOP Reporting Requirement

## Compliance with Equal Employment Opportunity Program (EEOP) Requirements

<b>Organization Name:</b>	LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT	<b>UEI:</b>	VM1GLHWZXA96
<b>Address:</b>	200 E MAIN ST LEXINGTON KY 40507-1315	<b>Classification   Type:</b>	Government Non-Law Enforcement   County/Municipal Government
<b>Contact Name:</b>	CHAD HANCOCK	<b>Contact Title:</b>	
<b>Contact Email:</b>	chancock@lexingtonky.gov	<b>Contact Phone:</b>	859-258-3313
<b>Number of Employees:</b>	150 or More	<b>Single Largest Grant:</b>	\$500,000 or More
<b>Subrecipient Award Greater Than \$500,000:</b>	Yes	<b>Filed Utilization Report Last Year:</b>	No

### *Subrecipients Subawarded More Than \$500,000:*

<b>Subrecipient Name:</b>	AU Associates	<b>UEI:</b>	N/A
<b>Single Largest Grant:</b>	\$900,000	<b>Contact Name:</b>	Johan Graham
<b>Contact Email:</b>	johan@auassociates.com	<b>Contact Phone:</b>	859-233-2009
<b>Address:</b>	159 Old Georgetown St, Lexington, KY 40508		

<b>Subrecipient Name:</b>	Lexington Housing Authority	<b>UEI:</b>	N/A
<b>Single Largest Grant:</b>	\$900,000	<b>Contact Name:</b>	Austin Simms
<b>Contact Email:</b>	simmsa@lexha.org	<b>Contact Phone:</b>	859-258-5083
<b>Address:</b>	300 West New Circle Road, Lexington, KY 40508		

## Acknowledgement of EEO Program Data Collection, Maintenance and Submission Requirements

I, **Nicole Rodriguez**, (authorized official) acknowledge that **LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT**(organization) has an obligation to develop and submit an EEO Program Utilization Report to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice (OCR) for **2023** (fiscal year). I understand the regulatory obligations under 28 C.F.R. Section 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 Program Utilization Report.

By accepting financial assistance subject to the civil rights provisions of the Safe Streets Act, **LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT** (organization) is on notice that at some future date, during the active award period, the OCR may request any of the employment data noted in the EEO Program regulations. I understand that in the context of an administrative investigation of an employment

discrimination complaint, failure to produce employment data required for a comprehensive EEO Program may allow the OCR to draw an adverse inference based on the data's absence.

Nicole Rodriguez

*Nicole Rodriguez*

08-Nov-2023

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*Print or Type Name and Title*

*Signature*

*Date*