



**2014- 2015
EQUAL EMPLOYMENT OPPORTUNITY PLAN
(EEOP)**

**July 1, 2014
to
June 30, 2015**

FOR

**CITY OF BAKERSFIELD
1600 Truxtun Avenue
Bakersfield, CA 93301
www.bakersfieldcity.us**

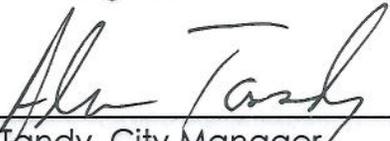
This Data is reflective July 1, 2013 through June 30, 2014

**City of Bakersfield
Equal Employment Opportunity Plan (EEOP)**

For the period from July 1, 2014 to June 30, 2015

As the City Manager for the City of Bakersfield, I strongly support the goals and actions established by the EEOP in an effort to encourage the employment and advancement of females, minorities, people with disabilities, disabled veterans and veterans of the Vietnam era. The goal of the EEOP is to create an equal work environment where all applicants and employees are treated fairly and with respect.

I designate the Human Resources Manager as the EEOP Officer responsible for all aspects of this EEOP, including its planning, coordinating, implementing, monitoring and reporting to ensure a good faith effort to achieve the established goals.

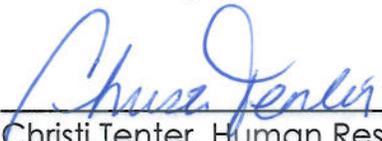


Alan Tandy, City Manager

6/25/15
Date

As the Human Resources Manager for the City of Bakersfield, I strongly support the goals and actions established by the EEOP in an effort to encourage the employment and advancement of females, minorities, people with disabilities, disabled veterans and veterans of the Vietnam era. The goal of the EEOP is to create an equal work environment where all applicants and employees are treated fairly and with respect.

As the designated EEOP Officer responsible for all aspects of this EEOP, I will commit to the planning, coordinating, implementing, monitoring and reporting to ensure a good faith effort to achieve the established goals.



Christi Tenter, Human Resources Manager

5/19/2015
Date

EEOP Utilization Report



Wed May 27 17:42:43 EDT 2015

Step 1: Introductory Information

Grant Title:	Emergency Solutions Grant	Grant Number:	B-13-MC-06-0510
Grantee Name:	City of Bakersfield	Award Amount:	\$219,426.00
Grantee Type:	Business		
Address:	1600 Truxtun Avenue bakersfield, California 93301		
Contact Person:	Ryan Bland	Telephone #:	661-326-3733
Contact Address:	1715 Chester Avenue bakersfield, California 93301		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	Install Pedestrian Countdown Heads Part 2	Grant Number:	hsip
Grantee Name:	City of Bakersfield	Award Amount:	\$60,000.00
Grantee Type:	Business		
Address:	1501 Truxtun Ave. bakersfield, California 93301		
Contact Person:	John Ussey	Telephone #:	661-326-3581
Contact Address:	1501 Truxtun Ave. Bakersfield, California 93301		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	"Used Oil Recycling	Grant Number:	used Oil - OPP4
Grantee Name:	City of Bakersfield	Award Amount:	\$101,091.00
Grantee Type:	Business		
Address:	4101 truxtun ave.. bldg. a bakersfield, California 93309		
Contact Person:	luda fishman	Telephone #:	661-326-3144
Contact Address:	4101 tructun ave. bldg. a bakersfield, California 93309		
DOJ Grant Manager:	ashraf balavia	DOJ Telephone #:	

Grant Title: 2012/13 & 13/14 Local Gov't Waste Tire Clean-up **Grant Number:** 0TCU14-12-9
Grantee Name: city of bakersfield **Award Amount:** \$99,990.00
Grantee Type: Business
Address: 4101 truxtun ave. bldg. a
bakersfield, California
93309
Contact Person: luda fishman **Telephone #:** 661-326-3144
Contact Address: 4101 truxtun ave. bldg. a
bakersfield, California
93309
DOJ Grant Manager: carla repucci **DOJ Telephone #:**

Grant Title: 2013/14 Annual Credit Grant **Grant Number:** AIPP #3-06-0323-017-2013
Grantee Name: city of bakersfield **Award Amount:** \$10,000.00
Grantee Type: Business
Address: 4101 truxtun ave. bldg. c
bakersfield, California
93309
Contact Person: stuart patterson **Telephone #:** 661-326-3105
Contact Address: 4101 truxtun ave. bldg. c
bakersfield, California
93309
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: "2013/14 City/County **Grant Number:** CCPP Funding
Grantee Name: City of Bakersfield **Award Amount:** \$93,701.00
Grantee Type: Business
Address: 4101 Truxtun Ave. Bldg A
bnakersfield, California
93309
Contact Person: manar haddad **Telephone #:** 661-326-3045
Contact Address: 4101 Truxtun Ave. Bldg A
bakersfield, California
93309
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: 2013/14 FAA Grant **Grant Number:** FAA Grant
Grantee Name: ciyt of bakersfield **Award Amount:** \$354,954.00
Grantee Type: Business
Address: 4101 Truxtun Ave. Bldg C
bakersfield, California
93309
Contact Person: start patteson **Telephone #:** 661-326-3106
Contact Address: 4101 Truxtun Ave. Bldg C
bakersfield, California
93309
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Community Development Block Grant **Grant Number:** B-13-MC-06-0510
Grantee Name: city of bakersfield **Award Amount:** \$3,206,980.00
Grantee Type: Business
Address: 1600 Truxtun Avenue
bakersfield, California
93301
Contact Person: ryan bland **Telephone #:** 661-326-3733
Contact Address: 1715 Chester Avenue
bakersfield, California
93301
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: HOME Partnership Program **Grant Number:** M-13-MC-06-0503
Grantee Name: city of bakersfield **Award Amount:** \$1,009,944.00
Grantee Type: Business
Address: 1600 Truxtun Avenue
bakersfield, California
93301
Contact Person: ryan bland **Telephone #:** 661-326-3733
Contact Address: 1715 Chester Avenue
bakersfield, California
93301
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: JAG/BYRNE Local **Grant Number:** 2012-DJ-BX-1233
Grantee Name: City of Bakersfield **Award Amount:** \$160,568.00
Grantee Type: Business
Address: 1600 Truxtun Avenue
bakersfield, California
93301
Contact Person: Darin Branson **Telephone #:** 661-326-3831
Contact Address: 1601 Truxtun Avenue
bakersfield, California
93301
DOJ Grant Manager: Zephyr Fraser **DOJ Telephone #:** 202-616-0416

Grant Title: 2012 Cops CHP **Grant Number:** 2012-UL-WX-0003
Grantee Name: City of Bakersfield **Award Amount:** \$1,375,000.00
Grantee Type: Business
Address: 1600 Truxtun Avenue
bakersfield, California
93301
Contact Person: Darin Branson **Telephone #:** 661-326-3831
Contact Address: 1601 Truxtun Avenue
bakersfield, California
93301
DOJ Grant Manager: Jalila Sebbata **DOJ Telephone #:** 202-353-9851

Grant Title: JAG/BYRNE Local **Grant Number:** 2013-DJ-BX-0912
Grantee Name: City of Bakersfield **Award Amount:** \$154,003.00
Grantee Type: Business
Address: 1600 Truxtun Avenue
bakersfield, California
93301
Contact Person: Darin Branson **Telephone #:** 661-326-3831
Contact Address: 1601 Truxtun Avenue
bakersfield, California
93301
DOJ Grant Manager: Zephyr Fraser **DOJ Telephone #:** 202-616-0416

Grant Title:	JAG/BYRNE Local	Grant Number:	2014-DJ-BX-1171
Grantee Name:	City of Bakersfield	Award Amount:	\$161,177.00
Grantee Type:	Business		
Address:	1600 Truxtun Avenue bakersfield, California 93301		
Contact Person:	Darin Branson	Telephone #:	661-326-3831
Contact Address:	1601 Truxtun Avenue bakersfield, California 93301		
DOJ Grant Manager:	Zephyr Fraser	DOJ Telephone #:	202-616-0416

Policy Statement:

The City of Bakersfield is committed to equal opportunity for all individuals, and to ensuring that no applicant or employee is discriminated against because of age, race, color, creed, religion, gender, national origin, physical or mental disability, medical condition, marital status, sexual orientation, family care or medical leave status, veteran status or any other protected class as established by Federal/State law.

The development of our Equal Employment Opportunity Plan (EEOP) will further enhance the City in meeting the goal of equal opportunity in employment and promotion. The Program will apply to all aspects of City employment, including but not limited to recruitment, selection, compensation (salary and other benefits), promotion, training and education opportunities, transfers, displacements (layoffs) and leaves of absence. Factors such as the proportion of minorities in the relevant labor market and/or the reasonable recruitment area as compared to job classifications within the City shall be used when possible in formulating appropriate goals in the EEOP.

Further, the City of Bakersfield requires strict adherence to the dictates of Title VII of the 1964 Civil Rights Act, and regulations of the California Fair Employment and Housing commission (Title 2 S2787.6), which prohibit any form of harassment in the workplace. All individuals are entitled to be treated fairly without regard to their protected status and any behavior in violation will be deemed inappropriate, unacceptable and will not be tolerated.

See Attachment for complete Policy

Policy Statement:

The City of Bakersfield is committed to equal opportunity for all individuals, and to ensuring that no applicant or employee is discriminated against because of age, race, color, creed, religion, gender, national origin, physical or mental disability, medical condition, marital status, sexual orientation, family care or medical leave status, veteran status or any other protected class as established by Federal/State law.

The development of our Equal Employment Opportunity Plan (EEO) will further enhance the City in meeting the goal of equal opportunity in employment and promotion. The Program will apply to all aspects of City employment, including but not limited to recruitment, selection, compensation (salary and other benefits), promotion, training and education opportunities, transfers, displacements (layoffs) and leaves of absence. Factors such as the proportion of minorities in the relevant labor market and/or the reasonable recruitment area as compared to job classifications within the City shall be used when possible in formulating appropriate goals in the EEO.

Further, the City of Bakersfield requires strict adherence to the dictates of Title VII of the 1964 Civil Rights Act, and regulations of the California Fair Employment and Housing Commission (Title 2 §2787.6), which prohibit any form of harassment in the workplace. All individuals are entitled to be treated fairly without regard to their protected status and any behavior in violation will be deemed inappropriate, unacceptable and will not be tolerated.

Any employee who believes he or she has been the subject of discrimination or harassment should report the alleged act immediately to his or her immediate Supervisor, any member of Management or contact Human Resources. An investigation of a complaint will immediately be addressed. Any employee who has been found to have harassed or discriminated against another employee will be subject to appropriate disciplinary action, up to and including termination.

Step 4b: Narrative Underutilization Analysis

In reviewing the Utilization Analysis Chart, the Human Resources Office for the City of Bakersfield(Plan Year 2013-2014 made the following observations:

1. White females were significantly under-represented in the following job categories: Professionals (-15%), Protective Services: Sworn-Patrol Officers (-8%), Service Maintenance (-9%) and Protective Services: Non-sworn (6%).

2. Hispanic/Latino females were not represented in the Officials/Administrators and Protective Services: Non-sworn job categories. In comparison to the relevant labor market the under-representation was (-11%) for Officials/Administrators and (-6%) for Protective Services: Non-sworn. Hispanic/Latino females were significantly under-represented in the following job categories: Professionals (-9%), Technicians (-7%), Protective Services: Sworn Officials (-7%), Protective Services: Sworn-Patrol Officers (-19%), and Service Maintenance (-21%).

3. Asian females were not represented in the Service Maintenance job category. In comparison to the relevant labor market the under-representation was (-2%). Asian females were significantly under-represented in the Professionals (-3%) and Technicians (-5%) job categories.

4. Hispanic/L

Step 5 & 6: Objectives and Steps

1. Our objective is to provide equal employment opportunities for females and Hispanic females and males as our organization fills vacancies that become available in the Protective Services: Sworn-patrol officers and non-sworn job categories. City of Bakersfield has identified action programs to address problem areas and to help achieve specific affirmative action goals.

a. These programs include:

2. For any approved-to-fill position, the City of Bakersfield will actively make every effort to identify qualified female and minority applicants as viable candidates to fill these vacancies. The City will continue to identify opportunities to encourage female and minority applicants to apply for City employment.

a. This will include but not limited to: job/career fairs, school presentations, community group presentations and other related venues.

3. Conducting annual analyses of job descriptions to ensure they accurately reflect job functions.

a. Reviewing job descriptions by department and job title using job performance criteria.

b. Making job descriptions available to recruiting sources and available to all members of management involved in the recruiting, screening, selection and promotion processes.

4. Evaluating the total selection process to ensure freedom from bias through:

a. Reviewing job applications and other pre-employment forms to ensure information requested is job-related.

b. Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity.

c. Training personnel and management staff on proper interview techniques; and

d. Training in EEO for management and supervisory staff;

5. City of Bakersfield presently undertakes the following actions:

a. A listing of all recruitment area employment sources designated to providing referral services to possible female and minority applicants will be utilized by the Human Resources Division in all external postings.

b. When appropriate employment opportunities will be advertised in recruitment area publications that include female and/or minority readership. Also all recruitment ads will continue to state "Equal Opportunity Employer".

- c. Disseminate information on job opportunities to organizations representing minorities, women and employment development agencies when job opportunities occur.
- d. Actively recruit at secondary schools, junior colleges, colleges and Universities with predominantly minority or female enrollments.

6. Ensuring that all employees are given equal opportunity for promotion. This is achieved by:

- a. Posting promotional opportunities.
- b. Offering counseling to assist employees in identifying promotional opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer.
- c. Evaluating job requirements for promotion.

Step 7a: Internal Dissemination

1. Distribute a hard copy of the EEOP Utilization Report to all Department Heads. The EEOP will be discussed as part of a Department Head Meeting and also on a one-on-one basis with hiring managers and oral board raters to ensure communication of the EEOP goals.
2. Send an e-mail and post a hard-copy memorandum to advise all employees that a copy of the EEOP Utilization Report is available on Request.
3. A Policy Statement and plan availability will be communicated, and acknowledged by all new employees, as part of the New Hire Orientation Process.
4. Post a copy of the EEOP Utilization Report on the City of Bakersfield, Human Resources Intranet service, an in-house electronic communication network.
5. The City of Bakersfield EEOP Policy statements will remain prominently posted along with all other legally required postings within the Human Resources Division.
6. Equal Employment Opportunity and California Department of Fair Employment and Housing postings regarding discrimination in employment are prominently posted along with all other legally required postings across the City of Bakersfield.
7. The substance of this policy, which has been reviewed, approved and signed by the City Manager.

Step 7b: External Dissemination

1. Post a copy of the EEOP Utilization Report on the City of Bakersfield's public website.
2. In utilizing the various advertising media to announce recruitment, the City of Bakersfield will continue to include the clause "Equal Opportunity Employer".

**Utilization Analysis Chart
Relevant Labor Market: Kern 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
Officials/Administrators																
Workforce #/%	38/79%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,005/41%	2,950/11%	435/2%	170/1%	620/2%	15/0%	130/0%	30/0%	7,195/27%	3,040/11%	700/3%	75/0%	465/2%	0/0%	70/0%	45/0%
Utilization #/%	38%	-7%	-2%	-1%	-2%	-0%	-0%	-0%	-10%	-11%	-3%	-0%	-2%	0%	-0%	-0%
Professionals																
Workforce #/%	93/51%	28/15%	9/5%	1/1%	7/4%	0/0%	0/0%	0/0%	35/19%	5/3%	4/2%	0/0%	2/1%	0/0%	0/0%	0/0%
CLS #/%	12,835/31%	2,705/7%	910/2%	65/0%	1,540/4%	35/0%	200/0%	80/0%	13,745/34%	4,920/12%	1,105/3%	185/0%	1,780/4%	40/0%	500/1%	140/0%
Utilization #/%	19%	9%	3%	0%	0%	-0%	-0%	-0%	-15%	-9%	-1%	-0%	-3%	-0%	-1%	-0%
Technicians																
Workforce #/%	59/43%	17/12%	6/4%	1/1%	4/3%	0/0%	0/0%	0/0%	34/25%	13/9%	1/1%	0/0%	2/1%	0/0%	0/0%	0/0%
CLS #/%	2,520/33%	885/11%	325/4%	0/0%	215/3%	0/0%	10/0%	20/0%	1,620/21%	1,260/16%	230/3%	20/0%	460/6%	15/0%	115/1%	20/0%
Utilization #/%	10%	1%	0%	1%	0%	0%	-0%	-0%	4%	-7%	-2%	-0%	-5%	-0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	116/77%	19/13%	3/2%	2/1%	2/1%	0/0%	0/0%	0/0%	7/5%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,545/43%	2,920/28%	605/6%	90/1%	260/2%	0/0%	80/1%	15/0%	825/8%	825/8%	185/2%	65/1%	20/0%	0/0%	20/0%	40/0%
Utilization #/%	34%	-15%	-4%	0%	-1%	0%	-1%	-0%	-3%	-7%	-1%	-1%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	126/58%	58/27%	10/5%	0/0%	4/2%	0/0%	0/0%	0/0%	12/6%	7/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	7,750/19%	15,065/37%	1,200/3%	70/0%	270/1%	30/0%	170/0%	245/1%	5,260/13%	8,845/22%	480/1%	100/0%	340/1%	35/0%	300/1%	150/0%
Utilization #/%	39%	-11%	2%	-0%	1%	-0%	-0%	-1%	-8%	-19%	-1%	-0%	-1%	-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 #/%	80/79%	16/16%	4/4%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	95/35%	65/24%	10/4%	0/0%	0/0%	0/0%	15/6%	0/0%	70/26%	15/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	44%	-8%	0%	0%	0%	0%	-6%	0%	-25%	-6%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	22/12%	8/4%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%	89/47%	58/30%	8/4%	1/1%	3/2%	0/0%	0/0%	0/0%
CLS #/%	12,120/17%	9,255/13%	740/1%	105/0%	1,155/2%	4/0%	380/1%	270/0%	24,780/34%	18,860/26%	2,235/3%	265/0%	1,685/2%	65/0%	415/1%	165/0%
Utilization #/%	-5%	-9%	-0%	-0%	-1%	-0%	-1%	-0%	12%	4%	1%	0%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	58/39%	79/54%	3/2%	0/0%	2/1%	0/0%	0/0%	0/0%	2/1%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	14,775/46%	14,550/45%	745/2%	165/1%	515/2%	0/0%	250/1%	75/0%	540/2%	240/1%	75/0%	0/0%	50/0%	0/0%	4/0%	0/0%
Utilization #/%	-7%	8%	-0%	-1%	-0%	0%	-1%	-0%	-0%	1%	-0%	0%	-0%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	52/21%	168/69%	17/7%	0/0%	1/0%	0/0%	0/0%	0/0%	3/1%	3/1%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	16,100/15%	46,600/43%	2,165/2%	330/0%	2,270/2%	50/0%	375/0%	465/0%	11,095/10%	24,370/22%	1,890/2%	385/0%	1,990/2%	20/0%	369/0%	285/0%
Utilization #/%	6%	26%	5%	-0%	-2%	-0%	-0%	-0%	-9%	-21%	-1%	-0%	-2%	-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
Officials/Administrators										✓						
Professionals									✓	✓			✓			
Technicians										✓			✓			
Protective Services: Sworn-Officials		✓								✓						
Protective Services: Sworn-Patrol Officers		✓							✓	✓						
Protective Services: Non-sworn									✓	✓						
Administrative Support		✓														
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	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
Police Chief																
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%
Assistant Chief of Police																
Workforce #/%	0/0%	0/0%	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%
Police Lieutenant																
Workforce #/%	6/55%	3/27%	1/9%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Captain																
Workforce #/%	3/75%	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%
Police Sergeant																
Workforce #/%	32/78%	5/12%	1/2%	1/0%	0/0%	0/0%	0/0%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective																
Workforce #/%	44/79%	7/12%	0/0%	0/4%	2/4%	0/0%	0/0%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Senior Police Officers																
Workforce #/%	30/81%	4/11%	0/0%	0/0%	0/0%	0/0%	0/0%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	126/59%	58/27%	10/5%	0/2%	4/2%	0/0%	0/0%	12/6%	7/3%	0/0%	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 EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Chuse Kanti, Human Resources Manager 5/19/2015
[signature] [title] [date]



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

May 27, 2015

Shayla Woods-Collins
City of Bakersfield
1600 Truxtun Avenue
Bakersfield, CA 93301

Re: Equal Employment Opportunity Plan (EEOP) for City of Bakersfield

Dear Ms. Shayla Woods-Collins,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the EEOP 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 plan that you submitted conforms to the online Guide to the Design and Development of an Equal Employment Opportunity Plan, which provides the essential information that the Department of Justice requires for our initial screening of your EEOP. The Department of Justice regulations for developing a comprehensive EEOP may be found at 28 CFR § 42.301 *et seq.* Your approved plan is effective for two years from the date of this letter, and satisfies the EEOP requirement for any subsequent grant awards received 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 

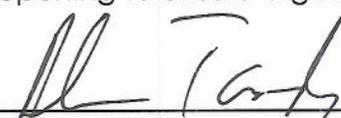
Michael L. Alston
Director
Signed by: MICHAEL ALSTON

City of Bakersfield
Equal Employment Opportunity Plan (EEOP)

As the City Manager for the City of Bakersfield, I strongly support the goals and actions established by the EEOP in an effort to encourage the employment and advancement of females, minorities, people with disabilities, disabled veterans and veterans of the Vietnam era. The goal of the EEOP is to create an equal work environment where all applicants and employees are treated fairly and with respect. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted without regard to race, religion, color, national origin, citizenship, sex, veteran's status, age or disability.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, religion, color, veteran's status, national origin, citizenship, sex, age or disability.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I designate the Human Resources Manager as the EEOP Officer responsible for all aspects of this EEOP, including it's planning, coordinating, implementing, monitoring and reporting to ensure a good faith effort to achieve the established goals.



Alan Tandy, City Manager

6/25/15
Date

As the Human Resources Manager for the City of Bakersfield, I strongly support the goals and actions established by the EEOP in an effort to encourage the employment and advancement of females, minorities, people with disabilities, disabled veterans and veterans of the Vietnam era. The goal of the EEOP is to create an equal work environment where all applicants and employees are treated fairly and with respect.

As the designated EEOP Officer responsible for all aspects of this EEOP, I will commit to the planning, coordinating, implementing, monitoring and reporting to ensure a good faith effort to achieve the established goals.



Christi Tenter, Human Resources Manager

5/19/2015
Date



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

City of Bakersfield has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

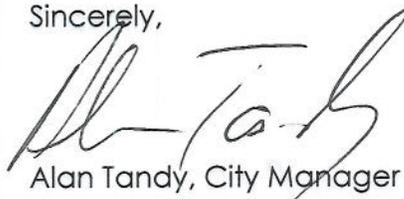
- a. Persons are recruited, hired, assigned and promoted without regard to race, religion, color, national origin, citizenship, sex, veteran's status, age or disability.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, religion, color, veteran's status, national origin, citizenship, sex, age or disability.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Christi Tenter to take on the responsibilities of EEOP Officer. As EEOP Officer, she will be responsible for the day to day implementation and monitoring of this Equal Employment Opportunity Plan. As part of that responsibility, she will periodically analyze the City's personnel actions and their effects to insure compliance with our equal employment policy.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to be considered under our Equal Employment Opportunity Plan, please see Christi Tenter during regular business hours. To obtain a copy of the Equal Employment Opportunity Plan visit www.bakersfieldcity.us

I have reviewed and fully endorse our Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the City's personnel to attain our objective of equal employment opportunity for all.

Sincerely,



Alan Tandy, City Manager