



**2015- 2016
EQUAL EMPLOYMENT OPPORTUNITY PLAN
(EEOP)**

**July 1, 2015
to
June 30, 2016**

FOR

**BAKERSFIELD POLICE DEPARTMENT
1601 Truxtun Avenue
Bakersfield, CA 93301
www.bakersfieldcity.us/police**

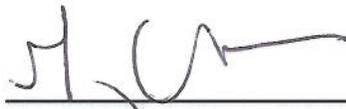
This Data is reflective July 1, 2014 through June 30, 2015

**Bakersfield Police Department
Equal Employment Opportunity Plan (EEO)**

For the period from July 1, 2015 to June 30, 2016

As the Police Chief for the Bakersfield Police Department, I strongly support the goals and actions established by the EEO 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 EEO 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 EEO Officer responsible for all aspects of this EEO, including its planning, coordinating, implementing, monitoring and reporting to ensure a good faith effort to achieve the established goals.



Greg Williamson, Police Chief

1-6-16

Date

As the Human Resources Manager for the City of Bakersfield, I strongly support the goals and actions established by the EEO 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 EEO is to create an equal work environment where all applicants and employees are treated fairly and with respect.

As the designated EEO Officer responsible for all aspects of this EEO, 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

1-6-2016

Date

EEOP Utilization Report



Wed Dec 16 19:12:36 EST 2015

Step 1: Introductory Information

Grant Title:	ABC GAP	Grant Number:	14G-LA04
Grantee Name:	Bakersfield Police Department	Award Amount:	\$58,318.00
Grantee Type:	State Government Agency		
Address:	1601 Truxtun Ave. Bakersfield, California 93301		
Contact Person:	Darin Branson	Telephone #:	661-326-3831
Contact Address:	Bakersfield Police Department Bakersfield, California 93301		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	A life Interrupted	Grant Number:	AL1550
Grantee Name:	City of Bakersfield	Award Amount:	\$43,856.00
Grantee Type:	State Government Agency		
Address:	1601 Truxtun Ave., Bakersfield, California 93301		
Contact Person:	Darin Branson	Telephone #:	661-326-3831
Contact Address:	1601 Truxtun Ave., Bakersfield, California 93301		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	PED/ Bike Safety Grant	Grant Number:	PST511
Grantee Name:	Bakersfield Police Department	Award Amount:	\$96,322.00
Grantee Type:	State Government Agency		
Address:	1601 Truxtun Ave. Bakersfield, California 93301		
Contact Person:	Darin Branson	Telephone #:	661-326-3831
Contact Address:	1601 Truxtun Ave. Bakersfield, California 93301		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title: OTS-Step Grant **Grant Number:** PT1508
Grantee Name: Bakersfield Police Department **Award Amount:** \$571,380.00
Grantee Type: State Government Agency
Address: 1601 Truxtun Ave.
Bakersfield, California
93301
Contact Person: Darin Branson **Telephone #:** 661-326-3831
Contact Address: 1601 Truxtun Ave.
Bakersfield, California
93301
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: CA legislature **Grant Number:** CA Legislature
Grantee Name: Bakersfield Police Department **Award Amount:** \$580,066.00
Grantee Type: State Government Agency
Address: 1601 Truxtun Ave.
Bakersfield, California
93301
Contact Person: Darin Branson **Telephone #:** 661-326-3831
Contact Address: 1601 Truxtun Ave.
Bakersfield, California
93301
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: 2012 Cops CHP **Grant Number:** 2013-UL-WX-0003
Grantee Name: Bakersfield Police Department **Award Amount:** \$154,003.00
Grantee Type: State Government Agency
Address: 1601 Truxtun Ave.
Bakersfield, California
93301
Contact Person: Darin Branson **Telephone #:** 661-326-3831
Contact Address: 1601 Truxtun Ave.
Bakersfield, California
93301
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: 2012 Cops CHP **Grant Number:** 2012-UL-WX-0003
Grantee Name: Bakersfield Police Department **Award Amount:** \$13,750,001.00
Grantee Type: State Government Agency
Address: 1601 Truxtun Ave.
Bakersfield, California
93301
Contact Person: Darin Branson **Telephone #:** 661-326-3831
Contact Address: 1601 Truxtun Ave.
Bakersfield, California
93301
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: JAG/BYRNE Local **Grant Number:** 2012-DJ-BX-1233
Grantee Name: Bakersfield Police Department **Award Amount:** \$160,568.00
Grantee Type: State Government Agency
Address: 1601 Truxtun Ave.
Bakersfield, California
93301
Contact Person: Darin Branson **Telephone #:** 661-326-3831
Contact Address: 1601 Truxtun Ave.
Bakersfield, California
93301
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: S.L.E.S.F (13-15) **Grant Number:** CA legislature
Grantee Name: Bakersfield Police Department **Award Amount:** \$619,139.00
Grantee Type: State Government Agency
Address: 1601 Truxtun Ave.
Bakersfield, California
93301
Contact Person: Darin Branson **Telephone #:** 661-326-3831
Contact Address: 1601 Truxtun Ave.
Bakersfield, California
93301
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: JAG/BYRNE Local **Grant Number:** 2013-DJ-BX-0912

Grantee Name:	Bakersfield Police Department	Award Amount:	\$154,003.00
Grantee Type:	State Government Agency		
Address:	1601 Truxtun Ave. Bakersfield, California 93301		
Contact Person:	Darin Branson	Telephone #:	661-326-3581
Contact Address:	1601 Truxtun Ave. Bakersfield, California 93301		
DOJ Grant Manager:		DOJ Telephone #:	

Policy Statement:

The Bakersfield Police Department (BPD) 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 BPD in meeting the goal of equal opportunity in employment and promotion. The Program will apply to all aspects of BPD 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 BPD shall be used when possible in formulating appropriate goals in the EEOP.

See Attachment for Complete Policy

Policy Statement:

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Further, the Bakersfield Police Department 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.

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 Bakersfield Police Department (BPD) Plan Year 2014-2015 made the following observations:

1. White males were under-represented in the following job categories: Professionals (-6%), and Technicians (-28%).
2. Hispanic/Latino males were under-represented in the following job categories: Technicians (-4%), Protective Services: Sworn-Officials (-13%) and Protective Services: Sworn-Patrol Officers (-11%), and Administrative Support (-6%).
3. Black/African American males were under-represented in the following job category: Protective Services: Sworn Officials (-3%)
4. White females were under-represented in the following job categories: Protective Services: Sworn Officials (-4%), and Protective Services: Sworn-Patrol Officers (-6%).
5. Hispanic/Latino females were under-represented in the following job categories: Professionals (-4%), Protective Services: Sworn-Officials (-7%) and Protective Services: Sworn-Patrol Officers (-19%).
6. Asian females were under-represented in the following job category: Technicians (-3%).

In keeping with the BPD's commitment to having a workforce that reflects the community it serves, the BPD will examine its recruitment and retention practices to see if there may be ways to attract under-represented groups summarized above.

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 Sworn-Official job categories. Bakersfield Police Department has identified action programs to address problem areas and to help achieve specific affirmative action goals. These programs include

- a. Monitor and assess current hiring process to assess potential disparate impact of female candidates i.e. physical agility examination to enhance female candidates in sworn-patrol officer classifications.
- b. Review and make any necessary changes to social networking sites on ways to demonstrate employment openings and diversity efforts.
- c. The Bakersfield Police Department will continue to identify opportunities to encourage female and minority applicants to apply for City employment. This will include but not limited to: job/career fairs, school presentations, community group presentations and other related venues. Community outreach recruiting targeting women and minority groups to announce all department openings and foster mentoring/communication opportunities to possible sworn candidates.
- d. Conduct ongoing analyses of job descriptions to ensure they accurately reflect job functions.
- e. Evaluate the total examination process to ensure freedom from bias through job application review. Training of personnel and management staff on proper interview techniques and EEO training for management, supervisory staff, and any one participating in hiring interviews.:
- f. Offer Programs to assist and prepare BPD employees in their career development efforts, including training courses offered by the City, such as:
 - REAL Supervisory Training
 - Monthly Optum Skills Training Seminars
 - Online Learning CenterAdditional customized training is available upon request by departments.

2. Bakersfield Police Department 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.
- e. Mentoring program by high ranking women officers to Kern County High School Criminal Justice Programs, Bakersfield Police Explorers Program and local colleges.

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

- a. Posting promotional opportunities and encouraging employees in non-sworn positions to become police officers.
- 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. Every year two female employees are provided an opportunity to attend the California Police Chiefs Leadership Conference.
- d. 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 Bakersfield Police Department, Human Resources Intranet service, an in-house electronic communication network.
5. The Bakersfield Police Department 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 Bakersfield Police Department.
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 Bakersfield Police Departments public website.
2. In utilizing the various advertising media to announce recruitment, the Bakersfield Police Department 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 #/%	0/	0/	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 #/%																
Professionals																
Workforce #/%	3/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/58%	1/8%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,835/31 %	2,705/77%	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 #/%	-6%	-7%	-2%	-0%	-4%	-0%	-0%	-0%	25%	-4%	6%	-0%	-4%	-0%	-1%	-0%
Technicians																
Workforce #/%	2/5%	3/8%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	23/59%	9/23%	0/0%	0/0%	1/3%	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 #/%	-28%	-4%	-2%	0%	-3%	0%	-0%	-0%	38%	7%	-3%	-0%	-3%	-0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	116/74%	23/15%	5/3%	2/1%	2/1%	0/0%	0/0%	0/0%	6/4%	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 #/%	31%	-13%	-3%	0%	-1%	0%	-1%	-0%	-4%	-7%	-1%	-1%	-0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	139/57%	63/26%	10/4%	0/0%	5/2%	0/0%	0/0%	0/0%	17/7%	8/3%	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 #/%	38%	-11%	1%	-0%	1%	-0%	-0%	-1%	-6%	-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 #/%	0/	0/	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 #/%																
Administrative Support																
Workforce #/%	9/15%	4/7%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	28/47%	16/27%	1/2%	0/0%	0/0%	1/2%	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 #/%	-2%	-6%	1%	-0%	-2%	-0%	-1%	-0%	12%	1%	-1%	-0%	-2%	2%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	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 #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	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 #/%																

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
Technicians	✓															
Protective Services: Sworn-Officials		✓								✓						
Protective Services: Sworn-Patrol Officers		✓							✓							

Law Enforcement Category Rank Chart

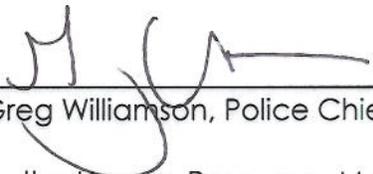
Job Categories	Male						Female									
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
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																
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%
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%
Lieutenant																
Workforce #/%	9/64%	3/21%	1/7%	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%
Sergeant																
Workforce #/%	33/79%	5/12%	1/2%	1/0%	0/0%	0/0%	0/0%	0/0%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective																
Workforce #/%	42/72%	10/17%	1/2%	0/3%	2/3%	0/0%	0/0%	0/0%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Senior Police Officer																
Workforce #/%	28/78%	5/14%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	139/57%	63/26%	10/4%	0/2%	5/2%	0/0%	0/0%	0/0%	17/7%	8/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

**Bakersfield Police Department
Equal Employment Opportunity Plan (EEO)**

As the Police Chief for the Bakersfield Police Department, I strongly support the goals and actions established by the EEO 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 EEO 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 EEO Officer responsible for all aspects of this EEO, including its planning, coordinating, implementing, monitoring and reporting to ensure a good faith effort to achieve the established goals.



Greg Williamson, Police Chief

1-6-16
Date

As the Human Resources Manager for the City of Bakersfield, I strongly support the goals and actions established by the EEO 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 EEO is to create an equal work environment where all applicants and employees are treated fairly and with respect.

As the designated EEO Officer responsible for all aspects of this EEO, 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

1-6-2016
Date



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Bakersfield Police Department 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,

Greg Williamson, Police Chief