

The Commission on Accreditation for Law Enforcement Agencies, Inc.

REVISED AGENCY DEMOGRAPHICS WORKSHEET

The Demographics Worksheet has been revised to assist agencies in the United States and Canada in gathering data for on-sites and Annual Reports. Previous to this revision, an agency was required to complete a “Demographic” worksheet just prior to an onsite, and then again when submitting Annual Reports. This requirement was redundant and confusing as the forms for each process were different.

CALEA has combined the information requested for agency demographics into **one** report for the U.S. agencies and **one** for the Canadian agencies.

Attached is the new form. Please discard ANY OLD DEMOGRAPHICS WORKSHEETS. Beginning February 1, this form (January 2001) will be used for all CALEA on-sites and Annual Reports.

If you have any questions, please contact your CALEA Program Manager at 800-368-3757.



COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES, INC.
AGENCY DEMOGRAPHICS REPORT

The purpose of this form is to standardize the reporting of demographics information to the Commission. Initial accreditation agencies should record information for the past two years. Reaccreditation agencies should record data for the current year and the year of the last assessment.

SEVIERVILLE POLICE DEPARTMENT

Captain Terry P. Bryan

November 26, 2003

INITIAL ACCREDITATION REACCREDITATION (Check One)

CURRENT YEAR 2003 PREVIOUS YEAR 2002

I. AGENCY DEMOGRAPHICS (S=Sworn/ N=Non sworn):

	Current Year		Previous Year	
Authorized Strength	S: 51	N: 14	S: 51	N: 12
Actual Strength	S: 48	N: 14	S: 46	N: 10

(Check One)

This agency has ethnic and gender composition in the sworn law enforcement ranks in approximate proportion to the makeup of the available work force in its service community (31.2.1) or;
 A recruitment plan is in effect to decrease under-representation (31.2.2)

II. SERVICE AREA POPULATION

Using the latest census figures, provide a breakdown of total raw population numbers for the categories given. You can use the "Other" row to specify minorities indigenous to your service having a significant impact on your personnel practices. Use the current estimate column only if you are aware of more accurate figures.

Date of Census 2000 Total Population 12100

CATEGORY	CENSUS FIGURES	CURRENT ESTIMATE
Caucasian	#11244 – 95. %	#13438 - %
African-American	#137 – 1.2 %	# - %
Hispanic	#190 – 1.6 %	# - %
Other	#186 – 1.6 %	# - %

III. AVAILABLE WORKFORCE DATA

Caucasian 99 %
 African-American .3 %
 Hispanic %
 Other .7 %

Percentage of above = Female 46. %

IV. ACTUAL SWORN WORKFORCE DATA

Provide a percentage breakdown of currently filled sworn positions

Caucasian 100 %
 African-American 0 %
 Hispanic 0 %
 Other 0 %

Percentage of above = Female 8.7 %

Provide a percentage breakdown of your available workforce data for sworn positions. Available workforce percentages are not raw population figures. These percentages represent reasonable estimates of available females and minorities from within your local labor market. The figures are used for comparison with agency goals or expectations to provide a diversified

workforce. Your applicant pool figures should resemble this percentage. For example, females are likely to be near 50% of the total population, but a smaller percentage of the population might be available for public safety job opportunities. You may find 10%-14% is a more reasonable figure. There are many local factors impacting available workforce figures. Sources for your data can include the U.S. Department of Labor, local personnel departments, or previous applicant flow figures. In the absence of reliable local data on available females, you may use the national average of **14%** cited by the *National Association of Women Law Enforcement Executives* (NAWLEE) or a comparison with similar law enforcement agencies.

V AGENCY-WIDE BREAKDOWN OF SWORN AND CIVILIAN POSITIONS

Provide numerical data (**raw numbers**) for categories given. Only include the number of **full-time** sworn and civilian positions assigned to the law enforcement function. Exclude part-time positions, volunteers, or employees assigned to corrections, fire services, or other non-law enforcement related functions. Record data for the past two years for an **initial accreditation**. For **reaccreditation**, record data for current year and year of previous assessment.

YEAR: 2003

Sworn Personnel	Males				Females			
	Caucasian	African American	Hispanic	Other	Caucasian	African American	Hispanic	Other
Entry level/ Technician	28				4			
Supervisory (Corp/Sgt)	9							
Command (Lt/Capt)	6							
Executives (Maj-above)	1							
Subtotal	44				4			
Non-sworn Personnel								
Clerical/Custodial	4				10			
Supervisory/Technical								
Managerial/Professional								
Executive								
Subtotal	4							
TOTAL	48				14			

YEAR: 2002

Sworn Personnel	Males				Females			
	Caucasian	African American	Hispanic	Other	Caucasian	African American	Hispanic	Other
Entry level/ Technician	30				3			
Supervisory (Corp/Sgt)	13							
Command (Lt/Capt)	3							
Executives (Maj-above)								
Subtotal	46				3			
Non-sworn Personnel								
Clerical/Custodial					6			
Supervisory/Technical	2				4			
Managerial/Professional								
Executive								
Subtotal	2				10			
TOTAL	48				13			

Captain Terry P. Bryan

Signature of Person Submitting Form Chief Don Myers

Date December 1, 2003