

Boise Police Department

Equal Employment Opportunity Plan



2016 EEOP Utilization Report

**A DEPARTMENT SUPPLEMENT TO THE
CITY OF BOISE'S CIVIL RIGHTS TITLE VI PLAN**

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INTRODUCTION

This EEOP is for calendar year 2016, effective January 1, 2016. At a minimum, the Boise Police Department will review the EEOP plan on an annual basis at the start of each fiscal year, beginning October 1st, and update as needed. Additionally, the EEOP plan will be updated to incorporate as needed any recommendations provided by the United States Department of Justice or other relevant federal government department or agency.

No Federal agency has found the City of Boise Police Department to be in noncompliance with a civil rights requirement.



William Bones
Chief of Police

POLICY STATEMENT

It is the express policy of the Boise Police Department to be firmly committed to provide services and programs consistent with Title VI of the Civil Rights Act of 1964, as amended, by affording equal employment opportunity to qualified individuals regardless of race, color, gender, religion, national origin or disability status throughout the employment practice, including but not limited to recruiting, hiring training, compensation, benefits, promotions, transfers, layoffs, discipline and other terms, conditions and privileges of employment. BPD shall continue to provide its members a viable means for communicating and resolving grievances and complaints regarding unlawful discriminatory employment practices. Any person who believes they have been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with the Chief of Police, Office of the Mayor, or Title VI Coordinator. The City of Boise's Title VI Coordinator is responsible for providing leadership, direction and policy to ensure compliance with Title VI.

For additional information on the City of Boise Police Department's non-discrimination obligations or for information on filing a complaint, please contact BPD Personnel or the Title VI Coordinator:

- By mail addressed to either:
Title VI Coordinator
601 West Idaho Street
P.O. Box 500
Boise, ID 83701-0500
- By fax addressed to:
Title VI Coordinator
(208) 384-3868
- By e-mail to: TitleVICoordinator@cityofboise.org
- Complaint forms are available on the city website at www.cityofboise.org

Dissemination of Public Notice

The above policy statement is the notice that is located on the Boise Police Department website at <http://police.cityofboise.org/home/join-bpd/apply/>.

OBJECTIVES

The City of Boise and its Police Department is an Equal Opportunity employer. The Boise Police Department will not tolerate unlawful discrimination against any employee because of race, color, national origin or ancestry, gender, age, religious convictions, disability, sexual orientation or genetic information. The Boise Police Department expressly acknowledges that the race, color, religion, sex, national origin, handicap, or age of an individual should not serve as a barrier to his or her equal opportunity for employment.

State and Federal laws and regulations bar discrimination in employment. Notably, the Equal Pay Act of 1963, the Civil Rights Act of 1964, Presidential Executive Order 11246, the Age Discrimination Act of 1969, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973 prohibit employment discrimination based on race, color, religion, sex, national origin, age, or handicap. Under the 1972 amendments to Title VII of the Civil Rights Act of 1964, coverage was extended to all state and local governments, governmental agencies and political subdivisions. The Americans with Disabilities Act of 1990 and its amendments prohibit employment discrimination against qualified individuals with disabilities.

The Boise Police Department recognizes that the mere elimination of discriminatory barriers to employment is often not in itself sufficient to provide equal opportunities. Consciously or unconsciously, practices or conditions may exist which adversely affect the employment opportunities of entire groups of people, most notably women, members of minority groups, and handicapped persons.

A plan for equal employment opportunity will be adopted annually by the Boise Police Department to support and fulfill the City of Boise's commitment to equal employment opportunity through positive and aggressive measures.

As part of its Equal Employment Opportunity Plan, the Boise Police Department will work with the City of Boise's Human Resources Department to develop, implement and maintain specific, comprehensive plans relating to the recruitment, selection, promotion, training and retention of personnel, which set specific, measurable goals throughout the agency. This plan shall ensure greater utilization of all persons by identifying the underutilized groups in the workforce and making special efforts to increase their participation.

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Step 4b: NARRATIVE UNDERUTILIZATION ANALYSIS

Utilization Analysis Narrative: In review of the Utilization Analysis Chart, based on the *EEO State and Local Government Job Groups by Sex, Race/Ethnicity for Residence Geography*, the following observations were made:

Job Description	Employees	F	M	WHIT	PACF	AMIN	HISP	ASIA	BLCK	two races	not specified
Protective	238	31	207	208	1	1	7	1	7	0	13
	BPD	13.0%	87.0%	87.4%	0.4%	0.4%	2.9%	0.4%	2.9%	0.0%	5.5%
	Idaho	15.8%	84.2%	89.4%	0.0%	3.0%	5.3%	0.5%	0.4%	1.4%	
Administrative Support	53	51	2	45	0	0	4	0	1	0	3
	BPD	96.2%	3.8%	84.9%	0.0%	0.0%	7.5%	0.0%	1.9%	0.0%	5.7%
	Idaho	34.3%	65.7%	90.7%	0.2%	0.9%	5.9%	0.6%	0.4%	1.2%	
Technicians	41	12	29	41	0	0	0	0	0	0	0
	BPD	29.3%	70.7%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Idaho	53.2%	46.8%	91.1%	0.1%	1.1%	4.1%	1.3%	0.3%	1.3%	
Professionals	39	17	22	36	0	1	1	0	1	0	0
	BPD	43.6%	56.4%	92.3%	0.0%	2.6%	2.6%	0.0%	2.6%	0.0%	0.0%
	Idaho	53.9%	46.1%	93.1%	0.1%	0.6%	3.3%	1.2%	0.3%	1.0%	
Officials/Administrators	4	1	3	4	0	0	0	0	0	0	0
	BPD	25.0%	75.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Idaho	36.7%	63.3%	93.9%	0.0%	0.6%	3.3%	0.6%	0.3%	1.1%	
Skilled Craft	1	0	1	1	0	0	0	0	0	0	0
	BPD	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Idaho	5.4%	94.6%	91.0%	0.3%	1.0%	5.4%	0.4%	0.6%	1.4%	
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
	BPD	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Idaho	43.3%	56.7%	85.5%	0.1%	1.2%	9.9%	0.9%	0.6%	1.3%	

Protective Services Sworn

Although the utilization of females in this job category is still low, it has improved during the past two years from 9.4% to 13%. The Idaho workforce has a female utilization rate of 15.8%, 2.8% above the Boise City Police Department. There does not seem to be racial/ethnic underutilization.

Administrative Support

There does not appear to be underutilization of females or minority racial groups in this category.

Technicians

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There appears to be some underutilization of females and minority racial groups in this category. This group is deficient in racial diversity and appears to underutilize female employees by 23.9%.

Professionals

The Professionals job category includes 39 positions, 17 of which are held by females. The Boise Police Department utilization rate of 43.6% is below the Idaho rate of 53.9% and may require some attention; however, this employee group is relatively small. Underutilization of racial minorities does not appear to be an issue.

Officials/Administrators

The Officials job category includes 4 positions. The highest ranked civilian employee at BPD is a white female. The other three positions are held by white males. Given the small number of positions, it appears that underutilization does not exist.

Skilled Craft

Due to the small number of Skilled Craft positions (1), underutilization does not exist.

Service/Maintenance

There are no positions in this job category.

WORKFORCE ANALYSIS

Analysis of Service Population and Department Composition

A. Data Analysis

The city of Boise City, Idaho is the service area for the Boise Police Department. The most recent available American Community Survey (ACS) estimates from 2014, attached as Exhibit A, place the Boise City population at 211,655 persons. The dominate racial group living within the service area is white (89.5%). The most dominant minority group living within Boise City is Hispanic/Latino of any race (7.7%), followed by Asian (3.6%), two or more races (3.0%), and Black or African American (1.5%). Total minority population for Boise City is approximately 8.9%. The state of Idaho serves as Boise City's recruitment area. The estimated total population for the state is 1,599,464. Of this, the dominate racial group living within the state is white (91.8%). The most dominate minority group is Hispanic/Latino of any race (11.7%), followed by two or more races (2.5%), some other race (2.3%), Asian (1.4%), and American Indian (1.3%).

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Step 5 & 6: Objectives and Steps: Our objective is to recruit and provide equal employment opportunities for females when our organization fills vacancies that become available in the sworn officer positions.

1. Recruitment and Advertising. It is the policy of the Boise Police Department to seek out and employ well-qualified individuals to perform the tasks and functions of the Department to the greatest practical benefit of City residents, businesses, and institutions. Furthermore, it is our policy to treat each person with the respect, dignity and integrity due to him or her as an individual. The Boise Police Department prohibits discrimination in all phases of the employer-employee relationship including recruitment, selection, training, retention, promotion, discipline and any other aspect of personnel administration for reasons of political or religious opinion or affiliations; or because of race, color, national origin, physical disability, handicap, sexual orientation, or age (except where physical requirements constitute a bona fide occupational qualification necessary to properly and efficiently function on the job) or any other non-merit factor.

The Boise Police Department monitors the composition of its work force and service community to determine if there exists a disparity in the representation of minorities or women in the work force in relationship to their representation in the service community. Where an analysis indicates such a disparity, the Boise Police Department takes voluntary actions to eliminate barriers to equal employment opportunity. The Boise Police Department reaffirms its commitment to take action to ensure fairness and impartiality in all hiring and employment practices.

In efforts to recruit qualified minorities and women, the Boise Police Department strives to communicate with these groups in various ways, including annual written affirmation of the Boise Police Department's commitment to EEO. Recruitment postings sent out to these organizations during recruitment drives to encourage them to refer qualified minorities and women for open positions. The Boise Police Department will develop, implement and maintain a Recruitment Policy specifying specific procedures to be followed during recruitment.

The Boise Police Department's Recruitment Policy will be reviewed and updated continuously to ensure compliance with all applicable State and Federal guidelines. The Recruitment policy will set forth specific measurable methods of advertising and disseminating recruitment information. Methods will be designed to specifically target groups that have been determined to be underutilized by the Boise Police Department.

- a. BPD's recruitment team includes but is not limited to female sworn officers, minority officers, veterans, a female lieutenant, and a female community service specialist.

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- b. The recruitment team serves as a liaison and outreach coordinator to female focused institutions, professional organizations, charitable foundations and educational opportunities. The recruitment team has partnered with Boise State University's School of Public Service, and is also reaching out to female athletics programs at BSU and other local organizations, including female-focused races and Cross-fit gyms. The recruitment team has participated in local jobs fairs and visited local criminal justice classes.
 - c. The Deputy Chief and BPD's law enforcement planner recently attended Benchmark City Group's annual conference, which is an organization comprised of like-sized cities. The Benchmark City Group researches best practices in recruiting, with an emphasis on female/minority recruiting. At the conference, BPD attendee's participated in focused group discussion on recruiting.
 - d. The recruitment team is developing and supporting several intern programs where individuals interested in criminal justice have the opportunity to intern with BPD. The team is also involved in the Citizen's Academy, which historically has a high rate of female graduates who are interested in criminal justice.
 - e. The team has reviewed research developed by the International Chief of Police and is adopting best practices for recruitment.
 - f. BPD regularly reviews all employment organizational data related to this hiring category to identify any issues that may pose barriers for females; review the job posting and advertising practices to determine whether there are in-house mentoring and advancement opportunities; evaluate the hiring, retention, and attrition rates for the sworn positions regarding female applicants.
 - g. Based on new information concerning best practices in the recruitment and hiring of women and minorities, the recruitment team is designing an action plan to continue and expand its outreach programs.
2. Employment Procedures. The Boise Police Department explains procedures and policies to all applicants applying for positions in the agency. This includes dissemination of information at recruitment drives to ensure consideration of qualified female and minority applicants in underrepresented categories.
 3. Employment and Selection. The Professional Services Division will review all applications and work with members of the recruitment team to assure appropriate consideration is given to all qualified candidates. Applications will be reviewed for minimum requirements to ensure conformance with State and Federal employment standards. A Job Task Analysis and Classification Policy will be developed, implemented and maintained in order to ensure

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that job requirements are appropriate and continuously updated. This practice will help insure that job requirements are valid for the position being filled. Inflated requirements may rule out under-represented candidates who are in fact capable of performing the job.

4. Training. A Training: Organization and Administration Policy will be developed, implemented and maintained by the Boise Police Department. The Boise Police Department will ensure equal access to training regardless of race, gender, national origin, physical disability, handicap, sexual orientation, age, political or religious opinion or affiliations. The Training Policy will incorporate the establishment of a training committee. The training committee will assist in the development and evaluation of the training process to include assurances that equal access to training is afforded to every member of the Boise Police Department.
5. Promotion. The Deputy Chief will be responsible for administering promotional examinations in accordance with the Collective Labor Agreement between the City of Boise and the Union. The Deputy Chief will be responsible for conducting an annual review of the promotional process and making recommendations for revisions if necessary. Components of the process will be evaluated for validity and adverse impact as it relates to the underutilization of identified groups.
6. Discrimination Complaints. Procedures have been developed to resolve those situations where an applicant or employee from a protected class feels that her/his rights have been violated. Applicants and employees may file complaints with the Title VI Coordinator or BPD Personnel. All complaints will be investigated. Applicants and employees have the right to file discrimination complaints related to employment practice or procedure with federal, state, or local compliance agencies. Employees are expressly prohibited from retaliating against, or harassing an employee who has filed a discrimination complaint.
7. Sexual Harassment Complaints. Applicants and employees may file sexual harassment complaints with the Title VI Coordinator or BPD Personnel. All complaints will be investigated. Applicants and employees have the right to file sexual harassment complaints with federal, state, or local compliance agencies. Employees are expressly prohibited from retaliating against or harassing an employee who has filed a sexual harassment complaint. All Boise City employees are required to take sexual harassment awareness training on an annual basis.
8. Internal Auditing and Reporting. Internal audit and reporting of all policies and procedures contained within the Boise Police Department's Equal Employment Opportunity Plan is accomplished through the offices of the Grant Manager, the Title VI Coordinator, and BPD Personnel. Policies will be reviewed, Updated, approved and redistributed on a continuous basis. The Title VI Coordinator, through BPD Personnel, will maintain and monitor records

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on applications, selections, promotions, disciplinary actions and terminations. Monitoring of application, selection and promotional records will include a comprehensive review to ensure a definitive focus on underutilized groups within each job category. Disciplinary and termination records will be monitored to ensure the fair and impartial representation of any underutilized group.

DISSEMINATION

Internal Dissemination

1. The Equal Employment Opportunity Plan will be provided to all employees during the orientation process.
2. The intent of the Equal Employment Opportunity Plan and individual responsibility for the implementation of the plan will be discussed periodically at elected official and department head staff meetings.
3. Periodic meetings will be held with all managers and all supervisory personnel to assure compliance with EEOP standards. This will assist managers in identifying problem areas, and in the formulation of effective solutions.
4. Informal discussions will be held with Boise Police Department employees, as required, regarding the Equal Employment Opportunity Plan.
5. The Equal Employment Opportunity Plan, along with required state and federal EEO notices will be posted on bulletin boards throughout the Boise Police Department.
6. The necessity for complying with Federal Equal Employment Opportunity regulations will be discussed and communicated in writing with union officials periodically in an effort to secure their understanding and cooperation. All contractual provisions will be reviewed to ensure they are nondiscriminatory.
7. The Boise Police Department's Equal Employment Opportunity Plan will be disseminated periodically to members of the Boise Police Department during annual in-service training forums.

External Dissemination

1. The Boise Police Department's Equal Employment Opportunity Plan will be posted on the department's web site to ensure easy access by members of the community.
2. All employment opportunity announcement forms and recruitment advertising will contain the message: "Equal Opportunity Employer."
3. The Boise Police Department's employment application will continue to be periodically reviewed to determine compliance with the latest state and federal EEO regulations, to ensure each applicant is provided the maximum opportunity to display her/his related qualifications.
4. Recruiting sources, including non-profit minority and female organizations, will be annually informed in writing of the Boise Police Department's Equal Employment Opportunity Plan and commitment to recruitment diversity. The Boise Police Department welcomes suggestions of additional recruiting sources.

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5. Job announcements will be distributed to the recruiting sources, encouraging them to refer qualified applicants, and to assist in the implementation of our Equal Employment Opportunity Plan.
6. The Boise Police Department will be represented at recruitment functions, meetings of community groups, local schools, colleges, and training programs, reasserting the department's commitment to the Equal Employment Opportunity Plan.

EEOP Contact Information and Complaint Process

All Title VI complaints and/or concerns will be handled by the City's Title VI Coordinator, who will monitor the receiving, processing, and resolution of all complaints and independently investigate complaints consistent with federal law and regulations.

Initial Receipt of Written Complaint. BPD Personnel will log the complaint into a tracking database, and promptly send copies of the complaint to the following: the City of Boise Title VI Coordinator, Human Resources, the Boise City Attorney's Office, and the Chief of Police. If complaint is made directly to the Title VI Coordinator, the Coordinator will provide a copy to BPD Personnel where appropriate.

Acceptance of Complaint and Procedure. The City's Title VI Coordinator will be responsible for analyzing and investigating all problems submitted by citizens. All individuals submitting a Title VI Complaint will be contacted by the City's Title VI Coordinator within 10 working days. The Title VI Coordinator will notify the complainant in writing that the complaint is accepted or that the complaint is not accepted. If the complaint is not accepted, the Coordinator will state why. If the complaint is not accepted because additional information is needed, the complainant will be told what information is needed and that the complainant has thirty days from the date of the letter to send the requested information. The City's Title VI Coordinator will seek resolution of complaints within ten (10) working days where possible. A maximum of an additional ten (10) working days will be allotted for resolution, for a total of twenty (20) days.

Assignment of Investigator. The Title VI Coordinator will immediately begin the investigation or designate an investigator.

Contact with Complainant. The Title VI Coordinator may meet with the complainant to clarify the issues and obtain additional information.

Dismissal of Complaints. The Title VI Coordinator may dismiss a complaint and issue a letter of closure if the complainant withdraws the complaint, the complainant fails to respond to a request

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for additional information, the complaint is untimely, the complainant cannot be located or the complaint is determined to be legally or factually insufficient.

Investigation Report Letter. Upon completion of an investigation, the Title VI Coordinator will issue one of two letters to the complainant: a closure letter or a letter of finding. A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed. A letter of finding summarizes the allegations and information and explains whether any disciplinary action, additional training or other action will occur.

Any questions, requests for additional information, or comments on the City of Boise Police Department's non-discrimination obligations or for information on filing a complaint regarding this plan should be directed to the Title VI Coordinator or BPD Personnel:

- By mail addressed to either:
Title VI Coordinator
601 West Idaho Street
P.O. Box 500
Boise, ID 83701-0500
- By fax addressed to:
Title VI Coordinator
(208) 384-3868
- By e-mail to: TitleVICoordinator@cityofboise.org
- Complaint forms are available on the city website at www.cityofboise.org



DP05

ACS DEMOGRAPHIC AND HOUSING ESTIMATES

2010-2014 American Community Survey 5-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

Subject	Boise City city, Idaho			
	Estimate	Margin of Error	Percent	Percent Margin of Error
SEX AND AGE				
Total population	211,655	+/-81	211,655	(X)
Male	105,923	+/-1,038	50.0%	+/-0.5
Female	105,732	+/-1,034	50.0%	+/-0.5
Under 5 years	13,151	+/-771	6.2%	+/-0.4
5 to 9 years	11,860	+/-811	5.6%	+/-0.4
10 to 14 years	13,570	+/-884	6.4%	+/-0.4
15 to 19 years	14,459	+/-681	6.8%	+/-0.3
20 to 24 years	17,690	+/-729	8.4%	+/-0.3
25 to 34 years	32,307	+/-1,222	15.3%	+/-0.6
35 to 44 years	27,846	+/-870	13.2%	+/-0.4
45 to 54 years	29,145	+/-856	13.8%	+/-0.4
55 to 59 years	13,508	+/-726	6.4%	+/-0.3
60 to 64 years	12,666	+/-730	6.0%	+/-0.3
65 to 74 years	13,956	+/-667	6.6%	+/-0.3
75 to 84 years	7,473	+/-590	3.5%	+/-0.3
85 years and over	4,024	+/-413	1.9%	+/-0.2
Median age (years)	35.9	+/-0.5	(X)	(X)
18 years and over	164,681	+/-1,090	77.8%	+/-0.5
21 years and over	154,780	+/-1,139	73.1%	+/-0.5
62 years and over	32,507	+/-887	15.4%	+/-0.4
65 years and over	25,453	+/-745	12.0%	+/-0.4
18 years and over	164,681	+/-1,090	164,681	(X)
Male	81,104	+/-887	49.2%	+/-0.5
Female	83,577	+/-1,002	50.8%	+/-0.5
65 years and over	25,453	+/-745	25,453	(X)
Male	11,090	+/-478	43.6%	+/-1.1
Female	14,363	+/-431	56.4%	+/-1.1
RACE				
Total population	211,655	+/-81	211,655	(X)

Subject	Boise City city, Idaho			
	Estimate	Margin of Error	Percent	Percent Margin of Error
One race	205,397	+/-815	97.0%	+/-0.4
Two or more races	6,258	+/-814	3.0%	+/-0.4
One race	205,397	+/-815	97.0%	+/-0.4
White	189,470	+/-1,220	89.5%	+/-0.6
Black or African American	3,271	+/-526	1.5%	+/-0.2
American Indian and Alaska Native	1,651	+/-419	0.8%	+/-0.2
Cherokee tribal grouping	181	+/-149	0.1%	+/-0.1
Chippewa tribal grouping	17	+/-26	0.0%	+/-0.1
Navajo tribal grouping	27	+/-43	0.0%	+/-0.1
Sioux tribal grouping	160	+/-164	0.1%	+/-0.1
Asian	7,711	+/-629	3.6%	+/-0.3
Asian Indian	1,326	+/-410	0.6%	+/-0.2
Chinese	1,400	+/-559	0.7%	+/-0.3
Filipino	893	+/-272	0.4%	+/-0.1
Japanese	791	+/-294	0.4%	+/-0.1
Korean	537	+/-199	0.3%	+/-0.1
Vietnamese	784	+/-335	0.4%	+/-0.2
Other Asian	1,980	+/-706	0.9%	+/-0.3
Native Hawaiian and Other Pacific Islander	502	+/-283	0.2%	+/-0.1
Native Hawaiian	47	+/-57	0.0%	+/-0.1
Guamanian or Chamorro	455	+/-306	0.2%	+/-0.1
Samoan	0	+/-27	0.0%	+/-0.1
Other Pacific Islander	0	+/-27	0.0%	+/-0.1
Some other race	2,792	+/-645	1.3%	+/-0.3
Two or more races	6,258	+/-814	3.0%	+/-0.4
White and Black or African American	868	+/-328	0.4%	+/-0.2
White and American Indian and Alaska Native	1,600	+/-408	0.8%	+/-0.2
White and Asian	2,076	+/-497	1.0%	+/-0.2
Black or African American and American Indian and Alaska Native	246	+/-238	0.1%	+/-0.1
Race alone or in combination with one or more other races				
Total population	211,655	+/-81	211,655	(X)
White	195,119	+/-1,194	92.2%	+/-0.6
Black or African American	4,622	+/-598	2.2%	+/-0.3
American Indian and Alaska Native	4,018	+/-566	1.9%	+/-0.3
Asian	10,319	+/-660	4.9%	+/-0.3
Native Hawaiian and Other Pacific Islander	827	+/-269	0.4%	+/-0.1
Some other race	3,462	+/-717	1.6%	+/-0.3
HISPANIC OR LATINO AND RACE				
Total population	211,655	+/-81	211,655	(X)
Hispanic or Latino (of any race)	16,385	+/-1,105	7.7%	+/-0.5
Mexican	13,369	+/-1,193	6.3%	+/-0.6
Puerto Rican	388	+/-214	0.2%	+/-0.1
Cuban	83	+/-82	0.0%	+/-0.1
Other Hispanic or Latino	2,545	+/-573	1.2%	+/-0.3
Not Hispanic or Latino	195,270	+/-1,105	92.3%	+/-0.5
White alone	176,912	+/-1,309	83.6%	+/-0.6
Black or African American alone	3,179	+/-533	1.5%	+/-0.3
American Indian and Alaska Native alone	1,393	+/-344	0.7%	+/-0.2
Asian alone	7,566	+/-644	3.6%	+/-0.3
Native Hawaiian and Other Pacific Islander alone	460	+/-240	0.2%	+/-0.1
Some other race alone	356	+/-183	0.2%	+/-0.1
Two or more races	5,404	+/-741	2.6%	+/-0.4
Two races including Some other race	39	+/-38	0.0%	+/-0.1
Two races excluding Some other race, and Three or more races	5,365	+/-741	2.5%	+/-0.4

Subject	Boise City city, Idaho			
	Estimate	Margin of Error	Percent	Percent Margin of Error
Total housing units	92,158	+/-857	(X)	(X)

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

For more information on understanding race and Hispanic origin data, please see the Census 2010 Brief entitled, Overview of Race and Hispanic Origin: 2010, issued March 2011. (pdf format)

While the 2010-2014 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates

Explanation of Symbols:

1. An '***' entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
2. An '-' entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
3. An '-' following a median estimate means the median falls in the lowest interval of an open-ended distribution.
4. An '+' following a median estimate means the median falls in the upper interval of an open-ended distribution.
5. An '****' entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
6. An '*****' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
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DP05 ACS DEMOGRAPHIC AND HOUSING ESTIMATES

2010-2014 American Community Survey 5-Year Estimates

Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

Subject	Idaho			
	Estimate	Margin of Error	Percent	Percent Margin of Error
SEX AND AGE				
Total population	1,599,464	*****	1,599,464	(X)
Male	801,678	+/-624	50.1%	+/-0.1
Female	797,786	+/-624	49.9%	+/-0.1
Under 5 years	116,313	+/-406	7.3%	+/-0.1
5 to 9 years	120,403	+/-1,877	7.5%	+/-0.1
10 to 14 years	122,181	+/-1,938	7.6%	+/-0.1
15 to 19 years	113,931	+/-723	7.1%	+/-0.1
20 to 24 years	111,149	+/-774	6.9%	+/-0.1
25 to 34 years	211,998	+/-926	13.3%	+/-0.1
35 to 44 years	195,275	+/-745	12.2%	+/-0.1
45 to 54 years	203,261	+/-658	12.7%	+/-0.1
55 to 59 years	99,448	+/-1,782	6.2%	+/-0.1
60 to 64 years	92,104	+/-1,794	5.8%	+/-0.1
65 to 74 years	124,095	+/-408	7.8%	+/-0.1
75 to 84 years	63,653	+/-926	4.0%	+/-0.1
85 years and over	25,653	+/-843	1.6%	+/-0.1
Median age (years)	35.2	+/-0.1	(X)	(X)
18 years and over	1,170,916	+/-332	73.2%	+/-0.1
21 years and over	1,102,711	+/-1,222	68.9%	+/-0.1
62 years and over	266,068	+/-1,461	16.6%	+/-0.1
65 years and over	213,401	+/-388	13.3%	+/-0.1
18 years and over	1,170,916	+/-332	1,170,916	(X)
Male	581,735	+/-393	49.7%	+/-0.1
Female	589,181	+/-391	50.3%	+/-0.1
65 years and over	213,401	+/-388	213,401	(X)
Male	99,416	+/-279	46.6%	+/-0.1
Female	113,985	+/-286	53.4%	+/-0.1
RACE				
Total population	1,599,464	*****	1,599,464	(X)

Subject	Idaho			
	Estimate	Margin of Error	Percent	Percent Margin of Error
One race	1,559,908	+/-1,652	97.5%	+/-0.1
Two or more races	39,556	+/-1,652	2.5%	+/-0.1
One race	1,559,908	+/-1,652	97.5%	+/-0.1
White	1,468,732	+/-2,775	91.8%	+/-0.2
Black or African American	9,334	+/-579	0.6%	+/-0.1
American Indian and Alaska Native	20,363	+/-1,052	1.3%	+/-0.1
Cherokee tribal grouping	1,179	+/-265	0.1%	+/-0.1
Chippewa tribal grouping	426	+/-167	0.0%	+/-0.1
Navajo tribal grouping	737	+/-264	0.0%	+/-0.1
Sioux tribal grouping	798	+/-286	0.0%	+/-0.1
Asian	21,749	+/-1,046	1.4%	+/-0.1
Asian Indian	2,810	+/-604	0.2%	+/-0.1
Chinese	4,490	+/-790	0.3%	+/-0.1
Filipino	3,333	+/-486	0.2%	+/-0.1
Japanese	2,851	+/-559	0.2%	+/-0.1
Korean	2,230	+/-513	0.1%	+/-0.1
Vietnamese	1,364	+/-401	0.1%	+/-0.1
Other Asian	4,671	+/-907	0.3%	+/-0.1
Native Hawaiian and Other Pacific Islander	2,177	+/-404	0.1%	+/-0.1
Native Hawaiian	458	+/-154	0.0%	+/-0.1
Guamanian or Chamorro	689	+/-316	0.0%	+/-0.1
Samoan	152	+/-99	0.0%	+/-0.1
Other Pacific Islander	878	+/-305	0.1%	+/-0.1
Some other race	37,553	+/-2,464	2.3%	+/-0.2
Two or more races	39,556	+/-1,652	2.5%	+/-0.1
White and Black or African American	5,301	+/-565	0.3%	+/-0.1
White and American Indian and Alaska Native	14,720	+/-1,102	0.9%	+/-0.1
White and Asian	8,621	+/-745	0.5%	+/-0.1
Black or African American and American Indian and Alaska Native	569	+/-295	0.0%	+/-0.1
Race alone or in combination with one or more other races				
Total population	1,599,464	*****	1,599,464	(X)
White	1,505,872	+/-2,902	94.1%	+/-0.2
Black or African American	16,826	+/-519	1.1%	+/-0.1
American Indian and Alaska Native	37,880	+/-918	2.4%	+/-0.1
Asian	32,636	+/-780	2.0%	+/-0.1
Native Hawaiian and Other Pacific Islander	4,763	+/-448	0.3%	+/-0.1
Some other race	43,698	+/-2,653	2.7%	+/-0.2
HISPANIC OR LATINO AND RACE				
Total population	1,599,464	*****	1,599,464	(X)
Hispanic or Latino (of any race)	186,374	*****	11.7%	*****
Mexican	162,179	+/-1,672	10.1%	+/-0.1
Puerto Rican	3,679	+/-738	0.2%	+/-0.1
Cuban	767	+/-318	0.0%	+/-0.1
Other Hispanic or Latino	19,749	+/-1,487	1.2%	+/-0.1
Not Hispanic or Latino	1,413,090	*****	88.3%	*****
White alone	1,333,061	+/-471	83.3%	+/-0.1
Black or African American alone	8,699	+/-525	0.5%	+/-0.1
American Indian and Alaska Native alone	16,803	+/-793	1.1%	+/-0.1
Asian alone	20,747	+/-935	1.3%	+/-0.1
Native Hawaiian and Other Pacific Islander alone	2,032	+/-354	0.1%	+/-0.1
Some other race alone	1,168	+/-453	0.1%	+/-0.1
Two or more races	30,580	+/-1,354	1.9%	+/-0.1
Two races including Some other race	822	+/-275	0.1%	+/-0.1
Two races excluding Some other race, and Three or more races	29,758	+/-1,329	1.9%	+/-0.1

Subject	Idaho			
	Estimate	Margin of Error	Percent	Percent Margin of Error
Total housing units	675,421	+/-198	(X)	(X)

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

For more information on understanding race and Hispanic origin data, please see the Census 2010 Brief entitled, Overview of Race and Hispanic Origin: 2010, issued March 2011. (pdf format)

While the 2010-2014 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic entities.

Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates

Explanation of Symbols:

1. An '***' entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.
2. An '-' entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.
3. An '-' following a median estimate means the median falls in the lowest interval of an open-ended distribution.
4. An '+' following a median estimate means the median falls in the upper interval of an open-ended distribution.
5. An '****' entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.
6. An '*****' entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.
7. An 'N' entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.
8. An '(X)' means that the estimate is not applicable or not available.