EEOP Utilization Report

Tue Mar 29 15:39:41 EDT 2016

Step 1: Introductory Information

Grant Title:	BVP 2015	**Grant Number:**	OMB #1121-0235
Grantee Name:	Mauldin Police Department	**Award Amount:**	$11,538.00
Grantee Type:	Local Government Agency		
Address:	5 E. Butler Rd. Mauldin, South Carolina 29662		
Contact Person:	Captain Roger D. Tripp	**Telephone #:**	864-289-8908
Contact Address:	5 E. Butler Rd. Mauldin, South Carolina 29662		
DOJ Grant Manager:	Richard Lain	**DOJ Telephone #:**	202-353-0421

Policy Statement:

It is the policy of the City of Mauldin to foster, maintain, and promote equal employment opportunity. The City shall select employees based on applicants' qualifications and without regard to age, sex, race, color, creed, religion, political affiliation or national origin, except where specific age, sex, or physical requirements constitute a bona fide occupational qualification necessary for job performance. Applicants with physical handicaps shall be given equal consideration with other applicants for positions in which their physical handicaps do not represent an unreasonable barrier to satisfactory performance of duties.

Step 4b: Narrative Underutilization Analysis

The Mauldin Police Department utilizes the USDOJ, Office of Justice Programs, online EEOP Utilization Report to analyze if there is a "Significant Underutilization" of any of the eight race and national origin categories within its workforce when compared to the relevant community labor market of Greenville County, SC. Based on this analysis and a review of the literature, the Accreditation Manager has concluded the following:

(1) While there is some underutilization within several of the job categories, the utilization analysis chart indicates there is a "Significant Underutilization" of African American Females within our Sworn-officer workforce (see attachment for "Significant Underutilization" explanation).

(2) A review of literature from the Department of Justice and the National Center for Women and Policing indicates that the national average of females in the sworn-law enforcement workforce is approximately 13%, of which African American females comprise approximately 5%. The Mauldin Police Department's total female sworn-law enforcement workforce is 16% which is slightly above the national average, however, the minority female percentage in our workforce remains below the national average.

(3) Based upon a voluntary demographic survey by sworn-officer applicants, the Department received 49 applications during the 2015 Calendar Year. Of these 49 applicants who responded, only six (6) applicants indicated they were Female and only two (2) indicated they were African American Females.

The Mauldin Police Department is commitment to having a workforce that reflects the relevant community labor market, therefore, we must enhance our recruiting efforts toward recruiting minority sworn-officer candidates within a job category when there is an underutilization of 8% or greater, which includes Hispanic Males, White Females, and African American Females.

Step 5 & 6: Objectives and Steps

1. In an effort to attract more female minority sworn-officer applicants, the Department will advertise job vacancies at colleges and universities that have a high percentage of female students.

a. Provide appropriate funds in the budget to participate in career fairs and to advertise police officer vacancies in college/university and military publications.

b. Partner with groups that promote minority employment opportunities.

2. In an effort to attract more Hispanic applicants for police officer positions, the Department will advertise job vacances at colleges/universities with a high percentage of Hispanic enrollment, in publications with a high percentage of Hispanic readers, and will actively recruit military veterans and/or reservists.

a. Provide appropriate funds in the budget to participate in career fairs and to advertise police officer vacancies in college/university and military publications.

b. Partner with groups that promote minority employment opportunities.

3. The Department will provide a recruiting survey for applicants, so that we may evaluate which recruiting efforts are helping in acheiving our goals.

a. Review collected data to determine recruiting effectiveness.

b. After reviewing the data, if necessary, modify the recruiting plan to meet our goals.

Step 7a: Internal Dissemination

(1) A written copy of the EEOP/Recruiting Plan will be distributed to all command staff members for review with their assigned employees.

(2) A copy of the EEOP/Recruiting Plan will be posted on the bulletin board in the employee break room.

Step 7b: External Dissemination

(1) Post a copy of the EEOP/Recruiting Plan on the City of Mauldin website.

(2) Post a copy of the EEOP/Recruiting Plan on the Mauldin Police Department website.

(3) Disseminate a copy of the EEOP/Recruiting Plan to members of the public upon request.

Utilization Analysis Chart

Relevant Labor Market: Greenville County, South Carolina

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 #/%	15,290/56%	310/1%	1,015/4%	15/0%	475/2%	0/0%	10/0%	10/0%	8,395/31%	235/1%	1,130/4%	4/0%	110/0%	0/0%	64/0%	0/0%
Utilization #/%																
Professionals																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	16,905/40%	410/1%	1,150/3%	10/0%	1,020/2%	0/0%	50/0%	45/0%	19,015/45%	555/1%	2,525/6%	35/0%	365/1%	10/0%	215/1%	90/0%
Utilization #/%	-40%	-1%	-3%	-0%	-2%	0%	-0%	-0%	55%	-1%	-6%	-0%	-1%	-0%	-1%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	3,015/39%	49/1%	135/2%	0/0%	120/2%	0/0%	0/0%	15/0%	3,075/40%	84/1%	1,070/14%	0/0%	100/1%	0/0%	25/0%	35/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	8/80%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,265/67%	95/3%	360/11%	10/0%	0/0%	0/0%	20/1%	0/0%	330/10%	65/2%	185/5%	0/0%	4/0%	0/0%	10/0%	20/1%
Utilization #/%	13%	-3%	-1%	-0%	0%	0%	-1%	0%	0%	-2%	-5%	0%	-0%	0%	-0%	-1%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	25/62%	0/0%	7/18%	0/0%	0/0%	0/0%	0/0%	1/2%	6/15%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	6,175/36%	1,335/8%	2,250/13%	0/0%	145/1%	45/0%	100/1%	35/0%	4,485/26%	725/4%	1,795/10%	30/0%	120/1%	0/0%	75/0%	0/0%
Utilization #/%	27%	-8%	5%	0%	-1%	-0%	-1%	2%	-11%	-2%	-10%	-0%	-1%	0%	-0%	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 #/%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/50%	0/0%	2/33%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	110/49%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	105/47%	0/0%	10/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-32%	0%	0%	0%	0%	0%	0%	0%	3%	0%	29%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	18,390/29%	755/1%	2,995/5%	10/0%	165/0%	4/0%	120/0%	40/0%	30,810/49%	1,340/2%	7,115/11%	130/0%	505/1%	4/0%	230/0%	70/0%
Utilization #/%																
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	15,965/71%	3,075/14%	1,975/9%	50/0%	140/1%	40/0%	45/0%	35/0%	825/4%	50/0%	325/1%	0/0%	25/0%	0/0%	35/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	24,060/36%	5,780/9%	8,290/13%	100/0%	350/1%	65/0%	175/0%	45/0%	15,765/24%	3,040/5%	7,355/11%	130/0%	540/1%	45/0%	255/0%	85/0%
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
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%
Captain																
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%
Sergeant																
Workforce #/%	6/75%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	25/62%	0/0%	7/18%	0/0%	0/0%	0/0%	0/0%	1/2%	6/15%	1/2%	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.

Roger Tripp - Captain 03/29/2016

[signature] [title] [date]

What is Significant Underutilization?

The online system will display information regarding underutilization.

For each job category that has less than thirty employees, the online system will perform a simple subtraction, showing the difference between the percentage of employees in the particular job category (cross-classified by race, national origin, and sex) and the percentage of employees in the same job category in the relevant labor market.

For each job category that has thirty or more employees, the online system will perform a statistical analysis and then display any job categories that have underutilization of two or more standard deviations. The calculations indicate that it is unlikely that the underutilization is based on chance. If the online system does not identify underutilization in the recipient's workforce of two standard deviations or more, the online system will only display the utilization analysis chart based on simple subtraction.

In the employment context, courts have generally recognized that statistics showing underutilization of two standard deviations or more (comparing the percentage of employees of a protected class in a particular job category to the percentage of similarly qualified workers of the same protected class in the relevant labor market) may be evidence of employment discrimination. *See generally* Barbara T. Lindemann & Paul Grossman, 1 *Employment Discrimination Law* 124-26 (4th ed. 2007).

When the online system identifies and displays underutilization of two standard deviations or more, the recipient should address the underutilization in its narrative in the EEOP Utilization Report. The identified underutilization will most likely become the basis for developing objectives and next steps.

If the utilization analysis chart does not show two or more standard deviations, the recipient should still review the chart based on simple subtraction and identify the most significant underutilization in its workforce. The identified underutilization should inform drafting the recipient's narrative, objectives, and next steps.