

EEO Utilization Report

Organization Information

Name: Anniston Police Department

City: Anniston

State: AL

Zip: 36201

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Policy: The City of Anniston provides equal employment opportunity to all individuals and does not unlawfully discriminate against any individual because of their age, sex, religion, race, color, national origin, political affiliation, disability, status as a veteran or member of the armed services, or any other characteristic protected by applicable federal, state, or local law.

Following File has been uploaded:Admin Order 57A-12-15.docx

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart, the Anniston Police Department made the following observations:

The only category in which we received two or more standard deviations were Protective Services: Sworn-Patrol Officers, White females and Black/African American females. We have noticed this issue in the past and have made corrective attempts to combat this disparity.

We have seen early successes by utilizing paid social media advertising services. This tool allows us to reach a large female demographic that we otherwise would not come into contact with through traditional means. We have already developed recruitment literature to showcase our female officers in uniform. We have also utilized our current female officers in our recruiting efforts and events in order to help coach potential female applicants through the hiring process by sharing their personal experiences.

Following File has been uploaded:2018 Recruitment Plan Analysis.docx

Step 5: Objectives and Steps

1. To utilize more online based advertising to reach a more diverse pool of potential applicants.

a. We started experimenting with paid social media platforms during 2018. Our last hiring cycle yielded nine employable applicants. Of the nine applicants, seven were informed of the position through selective social media targeting and two were informed by word of mouth. We will continue to produce up-to-date recruitment images and videos that highlight the diversity of the police department with those diverse members represented throughout the various ranks and assignments. The literature will continue to promote up-to-date information about the pay, benefits, and career path opportunities available at our agency.

We will invest more time and resources into the paid social media platforms since it has been the most effective and cost-efficient solution. We have various targeting tools available to us, and we can reach a much larger pool of applicants utilizing this approach.

Step 6: Internal Dissemination

The Anniston Police Department will send a department-wide email of the EEOP Utilization Report to all employees via the APD distribution list. APD will also post notices in break-rooms at the department, notifying staff that the report is available on APD's website, as well as, hard copies available in the Chief's Office.

Step 7: External Dissemination

The EEOP Utilization Report will be posted on APD's website. Also, a notice will be posted in the lobby at the department notifying the public that the report is available on APD's website and hard copies are available in the Chief's Office upon request.

Utilization Analysis Chart
Relevant Labor Market: Calhoun County, Alabama

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 #/%	2,305/53%	80/2%	335/8%	0/0%	10/0%	25/1%	15/0%	0/0%	1,410/32%	50/1%	115/3%	0/0%	30/1%	0/0%	15/0%	0/0%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,835/37%	45/1%	320/4%	4/0%	110/1%	0/0%	0/0%	0/0%	3,480/46%	135/2%	600/8%	10/0%	50/1%	0/0%	10/0%	0/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	625/35%	0/0%	35/2%	0/0%	0/0%	0/0%	60/3%	15/1%	975/55%	0/0%	75/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	19/83%	1/4%	2/9%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	720/74%	10/1%	125/13%	0/0%	0/0%	0/0%	25/3%	0/0%	60/6%	0/0%	30/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	8%	3%	-4%	0%	0%	0%	-3%	0%	-2%	0%	-3%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	39/65%	1/2%	12/20%	0/0%	1/2%	1/2%	0/0%	0/0%	4/7%	0/0%	1/2%	0/0%	0/0%	1/2%	0/0%	0/0%
Civilian Labor Force #/%	2,230/43%	130/2%	940/18%	0/0%	0/0%	19/0%	40/1%	0/0%	1,145/22%	65/1%	645/12%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	22%	-1%	2%	0%	2%	1%	-1%	0%	-15%	-1%	-11%	0%	0%	2%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	10/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

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
Utilization #/%																
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,325/27%	100/1%	415/3%	0/0%	0/0%	0/0%	10/0%	0/0%	6,935/56%	65/1%	1,385/11%	25/0%	100/1%	0/0%	40/0%	65/1%
Utilization #/%	-27%	-1%	-3%	0%	0%	0%	-0%	0%	44%	-1%	-11%	-0%	-1%	0%	-0%	-1%
Skilled Craft																
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%
CLS #/%	5,105/74%	260/4%	990/14%	0/0%	0/0%	0/0%	30/0%	15/0%	320/5%	0/0%	200/3%	0/0%	20/0%	0/0%	4/0%	0/0%
Utilization #/%	26%	-4%	-14%	0%	0%	0%	-0%	-0%	-5%	0%	-3%	0%	-0%	0%	-0%	0%
Service/Maintenance																
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%
CLS #/%	6,940/41%	780/5%	2,380/14%	60/0%	75/0%	0/0%	64/0%	0/0%	4,470/26%	230/1%	1,855/11%	30/0%	55/0%	0/0%	0/0%	4/0%
Utilization #/%	59%	-5%	-14%	-0%	-0%	0%	-0%	0%	-26%	-1%	-11%	-0%	-0%	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
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 #/%	3/75%	0/0%	1/25%	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 #/%	6/100%	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 #/%	9/75%	1/8%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	39/65%	1/2%	12/20%	0/2%	1/2%	1/2%	0/0%	0/0%	4/7%	0/0%	1/2%	0/0%	0/0%	1/2%	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 EEO Utilization Report.

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

Certified As Final By: Shane Denham

Chief of Police

02-21-2019

[signature]

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