EEOP Utilization Report

Mon Oct 27 10:54:04 EDT 2014

Step 4b: Narrative Underutilization Analysis

In reviewing the Utilization Analysis Chart, the Human Resources Department for the City of Columbia made the following observations:

The City of Columbia Police Department has an under-utilization of white and black women in the Protective Services: Sworn-Patrol Officers area. However, given the small number of women across several categories including Professionals and Technicians, it is difficult to conclude the exact reason for the level of under-utilization in Protective Services: Sworn-Patrol Officers. There may need to be some investigation into the number of women who have an interest in being employed as a Sworn Patrol Officer. The City views this as an opportunity to introduce the idea of policing to a group that may not have considered it previously.

In keeping with the City of Columbia's commitment to having a diverse workforce that is a reflection of the community we serve, the City of Columbia will examine its recruitment and retention practices in an effort to attract more females in general but especially black and white females to apply for entry-level Police Officer positions.

Step 5 & 6: Objectives and Steps

1. To encourage white females to apply for vacancies particularly in the category of Protective Services Sworn Patrol Officers.

a. The Human Resources Department will continue recruitment efforts to attract and retain white female applicants for positions in the Protective Services Sworn Patrol Officers category. We will continue to work with organizations for successful female recruitment including churches, special interest groups, area military bases, and Missouri colleges and universities and the Law Enforcement Training Institute at the University of Missouri-Columbia campus

b. The Human Resources Department will continue to monitor records of all personnel activity, including placements, transfers, promotions, terminations and compensation, at all levels to ensure our non-discriminatory policy is being followed.

c. The Human Resources Department will continue reviewing personnel actions involving females to ensure they are not dealing with any artificial barriers to being hired or advancement in the City of Columbia.

2. To encourage black females to apply for vacancies particularly in the category of Protective Services Sworn Patrol Officers.

a. The Human Resources Department will continue recruitment efforts to attract and retain black female applicants for positions in the Protective Services Sworn Patrol Officers category. We will continue to work with organizations for successful female recruitment including churches, special interest groups, area military bases, and Missouri colleges and universities and the Law Enforcement Training Institute at the University of Missouri-Columbia campus and Lincoln University, mid-Missouri's only historically black university.

b. The Human Resources Department will continue to monitor records of all personnel activity, including placements, transfers, promotions, terminations and compensation, at all levels to ensure our non-discriminatory policy is being followed.

c. The Human Resources Department will continue reviewing personnel actions involving females to ensure they are not dealing with any artificial barriers to being hired or advancement in the City of Columbia.

3. To encourage females in general to apply for vacancies particularly in the category of Protective Services Sworn Patrol Officers.

a. The Human Resources Department will continue recruitment efforts to attract and retain female applicants for positions in the Protective Services Sworn Patrol Officers category. We will continue to work with organizations for successful female recruitment including churches, special interest groups, area military bases, and Missouri colleges and universities and the Law Enforcement Training Institute at the University of Missouri-Columbia campus and Lincoln University, mid-Missouri's only historically black university.

b. The Human Resources Department will continue to monitor records of all personnel activity, including placements, transfers, promotions, terminations and compensation, at all levels to ensure our non-discriminatory policy is being followed.

Utilization Analysis Chart

Relevant Labor Market: Boone County, Missouri

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 #/%	4,890/51 %	89/1%	185/2%	4/0%	50/1%	25/0%	35/0%	0/0%	3,885/41 %	110/1%	180/2%	0/0%	55/1%	0/0%	55/1%	0/0%
Utilization #/%																
Professionals																
Workforce #/%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	7,540/36 %	205/1%	270/1%	0/0%	870/4%	0/0%	90/0%	10/0%	10,830/51 %	160/1%	455/2%	4/0%	555/3%	0/0%	90/0%	25/0%
Utilization #/%	-2%	-1%	-1%	0%	-4%	0%	-0%	-0%	15%	-1%	-2%	-0%	-3%	0%	-0%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,645/39 %	0/0%	25/1%	4/0%	60/1%	0/0%	14/0%	35/1%	2,195/52 %	10/0%	130/3%	0/0%	90/2%	0/0%	15/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	26/81%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	4/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	675/77%	0/0%	60/7%	0/0%	0/0%	0/0%	10/1%	0/0%	95/11%	0/0%	0/0%	0/0%	0/0%	0/0%	40/5%	0/0%
Utilization #/%	5%	3%	-4%	0%	0%	0%	-1%	0%	2%	0%	0%	0%	0%	0%	-5%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	88/75%	4/3%	5/4%	1/1%	0/0%	0/0%	0/0%	0/0%	18/15%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	5,935/39 %	135/1%	845/6%	4/0%	55/0%	25/0%	143/1%	35/0%	6,520/43 %	175/1%	900/6%	45/0%	130/1%	0/0%	194/1%	110/1%
Utilization #/%	36%	3%	-1%	1%	-0%	-0%	-1%	-0%	-27%	-1%	-5%	-0%	-1%	0%	-1%	-1%
Protective Services: Non-sworn																
Workforce #/%	4/33%	0/0%	3/25%	0/0%	1/8%	0/0%	0/0%	0/0%	4/33%	0/0%	0/0%	0/0%	0/0%	0/0%	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									✔		✔					

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.

[signature]	HR Director [title]	10/27/14 [date]