

EEOP Utilization Report



Fri Jan 17 16:09:43 EST 2014

Step 1: Introductory Information

Grant Title:	COPS Hiring Program Grant	Grant Number:	2011ULWX0016
Grantee Name:	East Baton Rouge Sheriff's Office	Award Amount:	\$1,257,560.00
Grantee Type:	Local Government Agency		
Address:	8900 Jimmy Wedell Drive, Bldg B. Baton Rouge, Louisiana 70807		
Contact Person:	Briant Beard	Telephone #:	225-389-7856
Contact Address:	8900 Jimmy Wedell Drive, Bldg. B Baton Rouge, Louisiana 70807		
DOJ Grant Manager:	Lucia M. Turck	DOJ Telephone #:	225-305-1619

Policy Statement:

The goal of the East Baton Rouge Parish Sheriffs Office (EBRSO) is to recruit, hire, and maintain a diverse workforce. Equal employment opportunity is good business as well as being the law and applies to all areas of employment, including recruitment, selection, hiring, training, transfer, promotion, termination, compensation, and benefits. As an equal opportunity employer, EBRSO does not discriminate in its employment decisions on the basis of race, religion, color, national origin, gender, sexual orientation, age, military status, disability, marital status, political affiliation, genetic information, pregnancy, use or non use of tobacco products, or on any other basis that would be in violation of any applicable federal, state, or local law. Furthermore, EBRSO will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship, safety and/or health risk.

Step 4b: Narrative Underutilization Analysis

The utilization analysis showed that the EBRSO has underutilization in the below listed categories:

Protective Services: Sworn Officials Black Females (-8%)

Protective Services: Sworn Patrol Officers Hispanic Males (-3%), Black Males (-8%), Asian Males (-1%), and Black Females (-10%)

Administrative Support: White Males (-14%), and Black Males (-6%)

The Protective Services: Non-sworn and Administrative Support job categories represent a small percentage of the EBRSO workforce. The Protective Services: Non-sworn category represents on 5% of our workforce and the Administrative Support category is only 10% of the EBRSO workforce. The turnover rate for these positions is very low; therefore, a significant change in the profiles of the incumbents cannot be seen in a short amount of time.

More significant is the underutilization of Black Females (-10%) in the Sworn Patrol Officer job category. These numbers reflect the challenge that the EBRSO and many other law enforcement agencies face in attracting females to a career in law enforcement. Since Black Females are underutilized in the Sworn Patrol Officer job category, it is not surprising that they are also underrepresented in the Sworn Officials job category, due to a lack in female applicants for promotional opportunities.

The EBRSO experience a hiring freeze which began in May of 2012. A partial lift on Corrections Officers and other positions by approval only was imposed in August of 2012. Effective July 1, 2013 the EBRSO has been on a limited hiring capability in which all vacant positions cannot be filled. The freeze has resulted in a vacant position count of approximately 96 positions, which may account for the Protective Services: Sworn Patrol Officers underutilization (Hispanic, Asian, and Black Males). Over the next fiscal year, 52 of the vacant positions have been approved to be filled.

Step 5 & 6: Objectives and Steps

- 1. Ensure equal employment opportunities for women in the Sworn Patrol Officer job category.**
 - a. A. Review all stages of the selection process to ensure the process is fair and that any possible modifications to remove barriers for females are made.
 - B. Create a recruiting team that attends job/career fairs that includes at least one female officer.
 - C. Highlight law enforcement career opportunities for women in our recruiting materials.
- 2. Ensure equal employment opportunities for Black Males, Hispanic Males, and Asian Males**
 - a. Create a recruiting team that will attend job/career fairs at colleges, trade schools, etc. which have a high concentration of the underutilized races.

Step 7a: Internal Dissemination

1. Distribute a hard copy of the EEOP to all supervisory employees in the agency.
2. Send an e-mail notifying all employees that a copy of the EEOP Short Form is available upon request.
3. Include a hard copy of the EEOP Short Form with the materials displayed in the reception area of the Human Resources Office.

Step 7b: External Dissemination

1. Post a copy of the EEOP Short Form on the EBRSO webpage.
2. Include on all job announcements/employment applications that applicants may obtain a copy of the EBRSO EEOP Short Form on request.

Utilization Analysis Chart
Relevant Labor Market: East Baton Rouge Parish, Louisiana

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 #/%	5/45%	0/0%	4/36%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	13,500/43%	395/1%	2,645/8%	15/0%	350/1%	0/0%	165/1%	10/0%	9,815/31%	245/1%	4,175/13%	0/0%	205/1%	10/0%	54/0%	10/0%
Utilization #/%	3%	-1%	28%	-0%	-1%	0%	-1%	-0%	-22%	-1%	-4%	0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	3/25%	0/0%	2/17%	0/0%	0/0%	0/0%	0/0%	0/0%	5/42%	0/0%	2/17%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	16,465/34%	575/1%	2,835/6%	40/0%	1,195/2%	0/0%	180/0%	40/0%	17,745/37%	430/1%	7,450/16%	50/0%	790/2%	0/0%	95/0%	55/0%
Utilization #/%	-9%	-1%	11%	-0%	-2%	0%	-0%	-0%	5%	-1%	1%	-0%	-2%	0%	-0%	-0%
Technicians																
Workforce #/%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%
CLS #/%	3,315/35%	60/1%	990/10%	0/0%	155/2%	0/0%	10/0%	0/0%	2,835/30%	100/1%	1,935/20%	0/0%	140/1%	0/0%	20/0%	15/0%
Utilization #/%	5%	-1%	-10%	0%	-2%	0%	-0%	0%	10%	-1%	-20%	0%	19%	0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	186/60%	2/1%	68/22%	0/0%	0/0%	0/0%	0/0%	0/0%	25/8%	0/0%	30/10%	0/0%	1/0%	0/0%	0/0%	0/0%
CLS #/%	2,550/44%	25/0%	1,470/25%	35/1%	0/0%	0/0%	45/1%	0/0%	580/10%	25/0%	1,005/17%	35/1%	0/0%	0/0%	0/0%	10/0%
Utilization #/%	15%	0%	-4%	-1%	0%	0%	-1%	0%	-2%	-0%	-8%	-1%	0%	0%	0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	169/45%	2/1%	98/26%	0/0%	0/0%	0/0%	0/0%	0/0%	38/10%	1/0%	66/18%	1/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	3,545/19%	660/3%	6,410/34%	15/0%	250/1%	0/0%	65/0%	35/0%	2,220/12%	275/1%	5,350/28%	10/0%	79/0%	0/0%	120/1%	0/0%
Utilization #/%	26%	-3%	-8%	-0%	-1%	0%	-0%	-0%	-2%	-1%	-11%	0%	-0%	0%	-1%	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 #/%	2/6%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	21/62%	0/0%	10/29%	0/0%	0/0%	0/0%	0/0%	
CLS #/%	40/13%	0/0%	45/14%	0/0%	0/0%	0/0%	0/0%	135/43%	0/0%	95/30%	0/0%	0/0%	0/0%	0/0%	0/0%	
Utilization #/%	-7%	0%	-11%	0%	0%	0%	0%	19%	0%	-1%	0%	0%	0%	0%	0%	
Administrative Support																
Workforce #/%	7/7%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	53/50%	1/1%	42/40%	0/0%	1/1%	0/0%	0/0%	0/0%	
CLS #/%	15,245/21%	560/1%	6,400/9%	55/0%	625/1%	0/0%	65/0%	29,950/40%	1,205/2%	18,685/25%	110/0%	870/1%	0/0%	400/1%	75/0%	
Utilization #/%	-14%	-1%	-7%	-0%	-1%	0%	-0%	10%	-1%	14%	-0%	-0%	0%	-1%	-0%	
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%	
CLS #/%	13,710/58%	2,240/9%	5,885/25%	25/0%	380/2%	0/0%	40/0%	400/2%	195/1%	655/3%	0/0%	85/0%	0/0%	10/0%	15/0%	
Utilization #/%	42%	-9%	-25%	-0%	-2%	0%	-0%	-2%	-1%	-3%	0%	-0%	0%	-0%	-0%	
Service/Maintenance																
Workforce #/%	10/43%	0/0%	6/26%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/30%	0/0%	0/0%	0/0%	0/0%	0/0%	
CLS #/%	16,760/27%	1,565/2%	15,965/25%	55/0%	965/2%	0/0%	50/0%	9,675/15%	1,070/2%	15,245/24%	40/0%	620/1%	0/0%	350/1%	70/0%	
Utilization #/%	17%	-2%	1%	-0%	-2%	0%	-0%	-15%	-2%	6%	-0%	-1%	0%	-1%	-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-Officials											✓					
Protective Services: Sworn-Patrol Officers		✓	✓		✓						✓					
Administrative Support	✓		✓													

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
Captain																
Workforce #/%	25/69%	0/0%	9/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/3%	0/0%	1/3%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	47/64%	0/0%	15/21%	0/0%	0/0%	0/0%	0/0%	0/0%	4/5%	0/0%	7/10%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	60/62%	0/0%	18/19%	0/0%	0/0%	0/0%	0/0%	10/10%	0/0%	0/0%	9/9%	0/0%	0/0%	0/0%	0/0%	0/0%
Corporal																
Workforce #/%	54/51%	2/2%	26/25%	0/0%	0/0%	0/0%	0/0%	11/10%	0/0%	13/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	169/45%	2/1%	98/26%	0/0%	0/0%	0/0%	0/0%	38/10%	1/0%	66/18%	1/0%	1/0%	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.

[signature]

[title]

[date]