

# EEO Utilization Report

## Organization Information

Name: City Of Georgetown - Georgetown Police Dept.

City: Georgetown

State: KY

Zip: 40324

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

It is the commitment of the City to ensure fair and equal treatment for everyone we employ. We value diversity and believe employment, training and promotional opportunities should be available to all persons without regard to race, color, gender, religion, national origin, disability, gender identity or sexual orientation, political affiliation, veteran status or membership in the armed services, genetic information, or any other considerations that is protected by law. This policy of Equal Employment Opportunity applies to all policies and procedures relating to recruitment and hiring. The Human Resources Department has overall responsibility for this policy and maintains reporting and monitoring procedures. Employees' questions or concerns should be referred to the Human Resources Department. Appropriate disciplinary action may be taken against any employee willfully violating this policy.

Following File has been uploaded:General Terms Employee Handbook 2016.docx

#### **Step 4b: Narrative of Interpretation**

I understand that the Georgetown Police Department must implement recruitment practices that will encourage more white females to apply for the position of police officer. The department must ensure there is no part of our process that deters or impedes white females from securing these positions.

#### **Step 5: Objectives and Steps**

**1. Our objective is to implement recruitment activities that will reach and appeal to white females who may join our department in the "service workers" category (police officers).**

a. The Georgetown Police Department will attend job/career fairs and have targeted conversations with females in attendance.

The Georgetown Police Department will create recruitment videos that have segments targeted toward female candidates.

The City of Georgetown HR Department will advertise positions of police officer in as wide and diverse a publication/site as possible.

The City of Georgetown will strive to implement more policies that are especially attractive to female employees, such as paid parental leave.

#### **Step 6: Internal Dissemination**

This report will be posted in a conspicuous area in the Georgetown Police Department, and emailed out to the entire department.

#### **Step 7: External Dissemination**

This report will be posted on the City of Georgetown HR Department's website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Scott County, Kentucky**

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
<b>Officials/Administrators</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,405/62 %	20/1%	10/0%	0/0%	125/5%	0/0%	10/0%	0/0%	670/29%	25/1%	0/0%	0/0%	0/0%	0/0%	15/1%	0/0%
Utilization #/%																
<b>Professionals</b>																
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%
CLS #/%	1,385/42 %	45/1%	10/0%	0/0%	190/6%	0/0%	20/1%	0/0%	1,450/44 %	10/0%	145/4%	0/0%	15/0%	0/0%	0/0%	0/0%
Utilization #/%	58%	-1%	-0%	0%	-6%	0%	-1%	0%	-44%	-0%	-4%	0%	-0%	0%	0%	0%
<b>Technicians</b>																
Workforce #/%	7/78%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	135/28%	0/0%	0/0%	0/0%	20/4%	0/0%	0/0%	0/0%	300/62%	15/3%	10/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	50%	11%	0%	0%	-4%	0%	0%	0%	-51%	-3%	-2%	0%	0%	0%	0%	0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	2/100%	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 #/%	180/90%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	20/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	0%	0%	0%	0%	0%	0%	0%	-10%	0%	0%	0%	0%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	38/83%	3/7%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	1,185/53 %	75/3%	50/2%	80/4%	0/0%	0/0%	80/4%	0/0%	740/33%	0/0%	30/1%	0/0%	0/0%	0/0%	4/0%	4/0%
Utilization #/%	30%	3%	4%	-4%	0%	0%	-4%	0%	-29%	0%	-1%	0%	0%	0%	-0%	-0%
<b>Protective Services: Non-sworn</b>																
Workforce #/%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/50%	0/0%	10/50%	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 #/%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	-50%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/67%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,725/37%	110/2%	120/3%	0/0%	10/0%	0/0%	0/0%	0/0%	2,465/53%	60/1%	105/2%	20/0%	30/1%	0/0%	4/0%	0/0%
Utilization #/%	-37%	-2%	-3%	0%	-0%	0%	0%	0%	14%	32%	-2%	-0%	-1%	0%	-0%	0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,120/83%	185/7%	55/2%	0/0%	15/1%	0/0%	15/1%	0/0%	120/5%	35/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	6,065/56%	520/5%	715/7%	65/1%	40/0%	0/0%	45/0%	35/0%	2,895/27%	85/1%	280/3%	0/0%	15/0%	0/0%	0/0%	4/0%
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
<b>Protective Services: Sworn-Patrol Officers</b>									✓							

### 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
<b>Chief</b>																
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%
<b>Assistant Chief</b>																
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%
<b>Captain</b>																
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%
<b>Lieutenant</b>																
Workforce #/%	5/100%	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%
<b>Sergeant</b>																
Workforce #/%	7/78%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	38/83%	3/7%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	2/4%	0/0%	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 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.

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[signature]

[title]

[date]