

EEOP Utilization Report



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Step 1: Introductory Information

Grant Title:	The City of Flint Police Department Sexual Assault Kit Initiative	Grant Number:	2015-AK-BX-K016
Grantee Name:	City of Flint Police Department	Award Amount:	\$1,166,409.00
Grantee Type:	Local Government Agency		
Address:	210 E. Fifth St. Flint, Michigan 48502		
Contact Person:	Patrick Brady	Telephone #:	810-237-6856
Contact Address:	210 E. Fifth St. Flint, Michigan 48502		
DOJ Grant Manager:	Tamaro White	DOJ Telephone #:	202-353-3503

Policy Statement:

Equal Opportunity Employer The Flint and Genesee Area Human Resources Collaborative is an Equal Opportunity Employer. The Flint and Genesee Area Human Resources Collaborative ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. The Flint and Genesee Area Human Resources Collaborative has a policy of active recruitment of qualified minority employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Step 4b: Narrative Underutilization Analysis

Upon review of the Utilization Analysis Chart, the Flint Police Department understands the results. FPD seems to meet the threshold for utilization in all categories of hiring when compared to our county, with the exception of female white Sworn Employees.

While there is an adequate pool of female whites within our county, we see that less female whites apply for the position of police officer. We are cognizant of this and are looking at specifically ramping up our recruitment efforts to enhance the female white applicants. We strive to be representative of all categories of potential employees within our community makeup. We shall more actively pursue college students with a focus on female white applicants by increasing our recruitment and attendance at recruitment and job fairs with a strong focus on this demographic.

There are no barriers that we know of that contribute or prevent female white applicants from applying or being hired. There is a mandatory written and physical agility test that all recruits and potential new hires must complete prior to application and hire. This testing, both written and physical, is however administered by the State of Michigan through their Michigan Commission Of Law Enforcement Standards (MCOLES). The physical testing of candidates is completely handled by the MCOLES branch of the State of Michigan and we have no control over this process, we simply must comply with their assessment of potential candidates as having either passed or not passed these standards. The physical testing done by the State of Michigan does however have a male and female standard that are different so as not to be an unjust barrier for female applicants.

In Keeping with the Flint Police Department's commitment to having a workforce that reflects the community it serves, the FPD will examine its recruitment and retention practices to see if there may be ways to attract more females white candidates.

Step 5 & 6: Objectives and Steps

1. More aggressively target white females for entry-level police officer positions through recruitment

- a. The Flint Police Department in the past has not aggressively pursued job position openings for this position on social media. The FPD has a large following on our Facebook page. In the future the FPD shall make available all job postings on our public Facebook page. This will gather a larger pool of potential applicants, including those from the category of female white. This also allows for a larger and further reach of people geographically to also include potentially more female white candidates.
- b. The Flint Police Department has farther back in our past targeted potential applicants at local colleges and universities with criminal justice curriculums. The FPD has as of late been less focused on this part of our recruiting. Now that we know our recruitment efforts must be enhanced, the FPD fully intends to attend collegiate level job fairs and recruitment sessions, looking for qualified applicants, specifically more so in the category of female white applicants.
- c. The City of Flint Police Department recently (within the last 3 months) has hired two female white police officers. The FPD will speak with each of them and find out how they learned of, and ultimately applied for this position. They will also be consulted to ascertain ideas on how to actively pursue this demographic more aggressively in the future.
- d. The City of Flint Police Department is actively pursuing all ways to ramp up and improve our overall recruitment efforts. As we look to these necessary improvements, we shall also place a focus on an enhanced recruitment level towards this under utilized demographic within the rank of entry-level police officer. The recruiting department of the FPD shall be given a copy of the EEOP under-utilization report and it will be explained to them completely, with emphasis placed on our under-utilized hiring demographic of female whites.
- e. The Flint Police Department shall hang recruiting posters in public areas of our City Hall complex and our Police main headquarters and mini-stations.
- f. The City of Flint Human Resources department shall be made aware of this under-utilization demographic and we will also look to them and their office resources to obtain more candidates from the pool of female white applicants.

We shall ensure that the Human Resources department continues to make all police job posting available on outside sources, such as websites both internal and external, and placing flyers in public places announcing our potential hiring efforts.

Step 7a: Internal Dissemination

The City of Flint Police Department will disseminate our organization's EEOP Utilization Report within and outside our organization.

For internal distribution, we shall distribute a hard copy of the EEOP Utilization Report to all command level employees, at a minimum to include all Lieutenants, Captains and the Chief of Police. The report shall also be hung in visible areas of the building, including break and meeting rooms for all employees to see. An email shall also be sent to all employees within our organization, stating that a copy of this report is available upon request as well.

The FPD shall provide notice to all employees that this EEOP report is available for anyone to see at anytime. This notice shall occur in the form of a very predominant posting in our roll call room. This roll call room is where our sworn officers start their day and receive information. All shift changes occur in the meeting room. Every employee has cause and reason to be in this room and all shall see the posting reference the availability of the EEOP report. The posting shall include a single point of contact where a hard copy of this report can be obtained by any employee at anytime upon request.

The FPD shall also provide information about this report on our public website for all to see. The website shall articulate that this report is available for both the employees and the public for viewing at any time. A copy can also be requested by anyone at anytime and this will also be made known on our public website.

Step 7b: External Dissemination

The City of Flint Police Department shall make our EEOP Utilization Report available externally. A hard copy of this report shall be displayed for public viewing within the lobby of our police department. The FPD shall also notify all contractors and vendors that do business with the FPD that this report is available and a copy can be obtained upon request.

To make this report more accessible to the public, the FPD shall make this copy available on our public website. The website shall also indicate that a copy of this report can be obtained by anyone at anytime.

The FPD shall also post on our Facebook page the language that this report exists and that a copy can be obtained. Information shall be placed on Facebook that the report is available online and also how they can request a hard copy.

By making this report and its content known, we can actively pursue correcting our one identified under-utilization.

Utilization Analysis Chart
Relevant Labor Market: Genesee County, Michigan

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%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,765/47%	80/1%	515/4%	0/0%	50/0%	0/0%	35/0%	65/0%	5,730/40%	135/1%	875/6%	0/0%	0/0%	0/0%	135/1%	15/0%
Utilization #/%	-47%	-1%	-4%	0%	-0%	0%	-0%	-0%	-40%	-1%	94%	0%	0%	0%	-1%	-0%
Professionals																
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 #/%	8,020/31%	260/1%	950/4%	4/0%	490/2%	10/0%	75/0%	20/0%	13,140/50%	195/1%	2,210/8%	105/0%	315/1%	4/0%	170/1%	75/0%
Utilization #/%	69%	-1%	-4%	-0%	-2%	-0%	-0%	-0%	-50%	-1%	-8%	-0%	-1%	-0%	-1%	-0%
Technicians																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,345/29%	75/2%	135/3%	0/0%	10/0%	0/0%	15/0%	0/0%	2,510/54%	45/1%	405/9%	10/0%	40/1%	0/0%	35/1%	0/0%
Utilization #/%	-29%	-2%	-3%	0%	-0%	0%	-0%	0%	-21%	-1%	58%	-0%	-1%	0%	-1%	0%
Protective Services: Sworn-Officials																
Workforce #/%	21/58%	1/3%	8/22%	0/0%	0/0%	0/0%	0/0%	0/0%	2/6%	0/0%	4/11%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,500/55%	75/3%	480/18%	40/1%	0/0%	0/0%	30/1%	0/0%	295/11%	25/1%	235/9%	0/0%	0/0%	0/0%	35/1%	0/0%
Utilization #/%	3%	0%	5%	-1%	0%	0%	-1%	0%	-5%	-1%	2%	0%	0%	0%	-1%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	26/38%	3/4%	28/41%	0/0%	0/0%	0/0%	0/0%	0/0%	5/7%	0/0%	7/10%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	9,805/35%	550/2%	2,455/9%	80/0%	35/0%	4/0%	255/1%	55/0%	10,205/36%	545/2%	3,645/13%	55/0%	65/0%	4/0%	398/1%	55/0%
Utilization #/%	3%	2%	32%	-0%	-0%	-0%	-1%	-0%	-29%	-2%	-3%	-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 #/%	1/20%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	70/25%	15/5%	35/13%	0/0%	0/0%	0/0%	0/0%	0/0%	75/27%	0/0%	80/29%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-5%	-5%	7%	0%	0%	0%	0%	0%	13%	0%	-9%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	10,635/26%	425/1%	1,580/4%	80/0%	110/0%	35/0%	95/0%	10/0%	22,410/55%	595/1%	4,355/11%	115/0%	170/0%	0/0%	355/1%	120/0%
Utilization #/%	-26%	-1%	-4%	-0%	-0%	-0%	-0%	-0%	45%	-1%	-11%	-0%	-0%	0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	9,810/82%	295/2%	765/6%	10/0%	4/0%	0/0%	100/1%	20/0%	710/6%	35/0%	110/1%	0/0%	15/0%	0/0%	25/0%	0/0%
Utilization #/%	-82%	-2%	-6%	-0%	-0%	0%	-1%	-0%	27%	-0%	66%	0%	-0%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/25%	0/0%	5/62%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	20,290/41%	625/1%	4,275/9%	60/0%	270/1%	4/0%	365/1%	40/0%	17,275/35%	705/1%	4,985/10%	100/0%	285/1%	4/0%	265/1%	35/0%
Utilization #/%	-28%	-1%	-9%	-0%	-1%	-0%	-1%	-0%	-10%	-1%	52%	-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-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 #/%	0/0%	0/0%	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%
Captain																
Workforce #/%	1/50%	0/0%	0/0%	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%
Lieutenant																
Workforce #/%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	16/57%	1/4%	7/25%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	3/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	26/38%	3/4%	28/41%	0/0%	0/0%	0/0%	0/0%	0/0%	5/7%	0/0%	7/10%	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.

[signature]

[title]

[date]