

EEO Utilization Report

Organization Information

Name: City Of Huntsville, Alabama Police Department

City: Huntsville

State: AL

Zip: 35801

Type: County/Municipal Law Enforcement

Equal Employment Opportunity Non-Discrimination Policy Statement

The City of Huntsville recognizes that, as a public body, it is responsible for the general well being of its residents. As one of the major employers in Madison County, this responsibility extends to providing job opportunities and employment.

The City of Huntsville shall take necessary and affirmative action to eliminate equal opportunity barriers and to prohibit discrimination and/or preferred treatment concerning any individual on the basis of political or religious affiliations; on the basis of race, creed, color, disability, national origin, sex, or age (except where age or physical requirements constitute a bona fide occupational qualification necessary for proper and efficient functioning in the job); and, on the basis of any other non-merit factor.

Equal employment opportunity, free of discriminatory practices, shall be enforced in all facets of employment including, but not limited to, recruitment, appointment, testing, promotion, terms and conditions of employment, compensation, benefits, training, discipline, appeals, layoffs, and terminations.

It shall be the practice of the City of Huntsville, through the efforts of the Department of Human Resources, to apply modern management principles and procedures to operate, efficiently and economically, a sound human resources management program.

The Director of Human Resources and the Equal Employment Officer shall share responsibility for the distribution and discussion of this equal employment opportunity policy with Department Heads, Division Managers, supervisors, and other employees, to assure understanding and reasonable and consistent application.

Department Heads and Division Managers shall conduct personnel management operations in accordance with this equal employment opportunity policy. Department Heads and Division Managers shall provide employees and applicants alleging discrimination accessibility to those who can respond to and assist the individual, in order to ensure that their rights are not violated and to decrease the necessity to seek assistance through outside investigating agencies.

Step 4b: Narrative of Interpretation

In the Protective Services: Sworn-Patrol Officials job category, there is notable underrepresentation of Hispanic or Latino, Black or African American, and Asian males.

In the Protective Services: Sworn-Patrol Officials job category, there is notable underrepresentation of White, Hispanic or Latino, Black or African American, Two or more races, and other females.

In the Protective Services: Non-sworn job category, there is notable underrepresentation of Hispanic or Latino males and females.

In keeping with the Huntsville Police Department's commitment to establish and maintain a quality workforce reflective of the community it serves, the Huntsville Police Department will enhance its current recruitment practices already in force in an effort to attract more underrepresented individuals in the noted job categories.

Step 5: Objectives and Steps

1. OBJECTIVES/STEPS

2. Our objective is to provide equal employment opportunities for Hispanic or Latino, Black or African American, and Asian males in the in the Protective Services: Sworn-Patrol Officials job category .

- a. We will continue to encourage and assist Hispanic or Latinos, Black or African Americans, and Asian males in preparing themselves for employment in the Huntsville Police Department.
- b. We will continue to adjust our recruitment efforts with the goal of attracting qualified Hispanic or Latino, Black or African American, and Asian males.

3. Our objective is to provide equal employment opportunities for White, Hispanic or Latino, Black or African American, Two or more races, and other females in the in the Protective Services: Sworn-Patrol Officers job category.

- a. We will continue to encourage and assist female sworn patrol officers in preparing themselves for employment in the Huntsville Police Department. It continues to be our hope that if we can increase the female representation in the Protective Services: Sworn-Patrol Officers job category a direct result will be having an increasing number of females interested in and applying for more positions.
- b. We will continue to review and modify, as needed, our employment practices to attract the most qualified applicants, including females.

4. Our objective is to provide equal employment opportunities for Hispanic or Latino, males and females in the Protective Services: Non Sworn-Patrol Officer job category.

- a. We will continue to encourage and assist Hispanic or Latino individuals in preparing themselves for employment in the Huntsville Police Department.
- b. We will continue to review and modify, as needed, our selection practices to attract the most qualified applicants, including Hispanic or Latino, males, and females.
- c. We will continue to adjust our recruitment efforts with the goal of attracting qualified Hispanic or Latino individuals.

Step 6: Internal Dissemination

We plan to disseminate our EEO Utilization Report internally by placing it on the City of Huntsville, Alabama's Employee-Intranet webpage.

Step 7: External Dissemination

We plan to disseminate our EEO Utilization Report externally by placing it on the City of Huntsville, Alabama's Internet Website.

Utilization Analysis Chart
Relevant Labor Market: Huntsville city, 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 #/%	8,735/53 %	150/1%	745/5%	40/0%	270/2%	0/0%	100/1%	40/0%	4,810/29 %	70/0%	1,160/7%	25/0%	220/1%	0/0%	30/0%	15/0%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	14,055/43 %	280/1%	1,895/6%	95/0%	675/2%	40/0%	155/0%	120/0%	11,610/35 %	120/0%	2,910/9%	85/0%	470/1%	10/0%	140/0%	50/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,910/35 %	4/0%	395/7%	15/0%	75/1%	0/0%	54/1%	10/0%	2,230/41 %	20/0%	585/11%	10/0%	60/1%	0/0%	15/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	45/75%	0/0%	9/15%	2/3%	0/0%	0/0%	0/0%	0/0%	3/5%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,255/56 %	0/0%	490/22%	15/1%	0/0%	0/0%	50/2%	0/0%	295/13%	0/0%	100/4%	0/0%	0/0%	20/1%	0/0%	0/0%
Utilization #/%	19%	0%	-7%	3%	0%	0%	-2%	0%	-8%	0%	-3%	0%	0%	-1%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	292/71%	6/1%	59/14%	2/0%	1/0%	1/0%	8/2%	0/0%	32/8%	0/0%	6/1%	0/0%	1/0%	0/0%	1/0%	0/0%
Civilian Labor Force #/%	1,570/27 %	325/6%	1,210/21 %	10/0%	85/1%	0/0%	55/1%	15/0%	985/17%	195/3%	1,200/20 %	4/0%	30/1%	0/0%	139/2%	65/1%
Utilization #/%	45%	-4%	-6%	0%	-1%	0%	1%	-0%	-9%	-3%	-19%	-0%	-0%	0%	-2%	-1%
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 #/%	29/17%	0/0%	6/3%	0/0%	0/0%	1/1%	3/2%	0/0%	82/47%	2/1%	46/27%	0/0%	1/1%	0/0%	3/2%	0/0%
CLS #/%	20/10%	10/5%	10/5%	0/0%	0/0%	0/0%	0/0%	0/0%	60/30%	45/22%	55/28%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	7%	-5%	-2%	0%	0%	1%	2%	0%	17%	-21%	-1%	0%	1%	0%	2%	0%
Administrative Support																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,215/25%	195/1%	2,450/8%	40/0%	195/1%	0/0%	139/0%	30/0%	14,585/45%	555/2%	5,095/16%	120/0%	275/1%	35/0%	325/1%	105/0%
Utilization #/%																
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	6,845/65%	1,190/11%	1,125/11%	70/1%	105/1%	0/0%	180/2%	70/1%	690/7%	105/1%	170/2%	10/0%	35/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,730/30%	1,705/6%	4,585/16%	110/0%	185/1%	0/0%	295/1%	55/0%	6,870/24%	745/3%	4,975/17%	120/0%	315/1%	4/0%	270/1%	45/0%
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
Protective Services: Sworn-Patrol Officers		✓	✓		✓				✓	✓	✓				✓	✓
Protective Services: Non-sworn		✓								✓						

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
Police 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%
Deputy Police Chief																
Workforce #/%	1/50%	0/0%	1/50%	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%
Police Lieutenant																
Workforce #/%	12/86%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Captain																
Workforce #/%	4/67%	0/0%	2/33%	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%
Police Sergeant																
Workforce #/%	27/73%	0/0%	5/14%	2/0%	0/0%	0/0%	0/0%	0/0%	2/5%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	292/71%	6/1%	59/14%	2/0%	1/0%	1/0%	8/2%	0/0%	32/8%	0/0%	6/1%	0/0%	1/0%	0/0%	1/0%	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: KeAirra M. Green

Equal Employment Officer

11-17-2022

[signature]

[title]

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