

EEO Utilization Report

Organization Information

Name: Youngstown Police Department

City: Youngstown

State: OH

Zip: 44503

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The city of Youngstown is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of race, sex, age, color, religion, national origin, marital status, disability status, or any other basis prohibited by federal, state, or local law.

The Youngstown Police Department will maintain its leadership role in striving for a diverse workforce to strengthen its relationship with the community it serves.

Please see attached hard copy of City of Youngstown Codified Ordinance 547.03 titled; Unlawful Discriminatory Practices: Employment.

Following File has been uploaded:City Ord 547_03.pdf

Step 4b: Narrative of Interpretation

Given our limited number of civilian positions, the low percentages in those categories are not statistically significant but we will however look at our job titles/descriptions to encourage more males (-25%) to apply to our administrative support team. This has been an issue since the department began.

In reviewing the utilization analysis report it shows that we are under utilized by more than 2 standard deviations on white females in the category of Sworn Patrol Officers in the Protective services Division. We have been recruiting on Facebook and other social media outlets that have been shown to be more frequented by females. 3 of the last 5 officers hired were Female, 2 white and one African-American. Women have been historically under-represented at peace officer training schools and historically the majority of the civil service applicants are male.

In addition, our entry level officers make \$30,000 per year compared to \$38,480 in 2008. It now takes 12 years to reach the top level and unfortunately officer retention is also an issue.

Our department will continue to maintain its leadership role in striving for a diverse workforce to strengthen its relationship with the community it serves.

Step 5: Objectives and Steps

1. Identify possible obstacles during recruitment that may deter white males from applying for Administrative Support positions.

- a. Meet and work with Civil Service on possible job title revisions to eliminate any bias.
- b. Employ same aggressive strategy to recruit male clerks as for police officer positions.
- c. Continue to learn and adapt from the Applicant survey on best practices for recruiting the target population and where they heard about the opening/exam.

2. Identify barriers in recruitment that possibly deter white females from applying to a sworn officer position.

- a. 1. YPD Internal affairs will continue to work with civil service on an aggressive outreach, specifically geared towards females. Since 2013, YPD Internal Affairs Division has worked with the Civil Service division on an aggressive recruitment/outreach campaign to attract more individuals to take the civil service exam. Ongoing recruitment will be continued with brochures and posters being distributed to various organizations such as YPD Chaplains Corp, community members, career fairs, job recruitment centers, online employment sites, Facebook, local talk radio, colleges and high schools.
- b. YPD is one of the few departments that is willing to pay for Ohio Peace Officers Training Academy to remove this obstacle as a deterrent for some to apply. There potential applicants will get the required training and certification to be a police officer.
- c. Continue to use and analyze applicant surveys given to all civil service applicants which asks how they learned of the position/exam.

Step 6: Internal Dissemination

1. The police department will give a hard copy of the EEOP Utilization Report to the City of Youngstown Human Relations Department, the Civil Service Commission, the Law Department, all labor union officials and the recruitment team of the police department.

2. The Chief of Police will issue a General Memorandum to all unit commanders of the Police Department to inform all those under their command of the availability of the current EEOP Utilization Report on the city's website in order for it to be reviewed on the internet internally.

Step 7: External Dissemination

1. The EEOP Utilization Report will be posted on the City's website: www.cityofyoungstownoh.com

2. The city will notify applicants, vendors, and contractors in writing that the Police Department has developed an EEOP

Utilization Analysis Chart
Relevant Labor Market: Ohio

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 #/%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	335,300/5 5%	5,605/1%	16,475/3 %	460/0%	7,800/1%	40/0%	1,855/0%	625/0%	213,120/3 5%	4,205/1%	21,535/4 %	350/0%	3,915/1%	50/0%	1,660/0%	495/0%
Utilization #/%	-5%	-1%	-3%	-0%	-1%	-0%	-0%	-0%	-10%	24%	-4%	-0%	-1%	-0%	-0%	-0%
Professionals																
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 #/%	349,540/3 7%	6,910/1%	24,270/3 %	430/0%	22,115/2 %	40/0%	2,425/0%	1,230/0%	467,095/5 0%	8,240/1%	40,970/4 %	685/0%	14,130/1 %	15/0%	4,065/0%	1,385/0%
Utilization #/%	-37%	-1%	-3%	-0%	-2%	-0%	-0%	-0%	-50%	-1%	96%	-0%	-1%	-0%	-0%	-0%
Technicians																
Workforce #/%	1/6%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/50%	7/39%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	55,950/34 %	1,105/1%	4,380/3%	80/0%	2,535/2%	0/0%	660/0%	85/0%	85,615/52 %	1,510/1%	10,875/7 %	190/0%	2,220/1%	0/0%	620/0%	175/0%
Utilization #/%	-28%	5%	-3%	-0%	-2%	0%	-0%	-0%	-2%	38%	-7%	-0%	-1%	0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	34/79%	0/0%	4/9%	1/2%	0/0%	0/0%	1/2%	0/0%	2/5%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	63,810/70 %	1,375/2%	9,680/11 %	165/0%	250/0%	0/0%	690/1%	215/0%	11,245/12 %	335/0%	3,400/4%	65/0%	75/0%	45/0%	125/0%	95/0%
Utilization #/%	9%	-2%	-1%	2%	-0%	0%	2%	-0%	-8%	-0%	-1%	-0%	-0%	-0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	70/64%	4/4%	21/19%	0/0%	0/0%	0/0%	0/0%	0/0%	8/7%	1/1%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	249,805/4 9%	13,540/3 %	35,400/7 %	710/0%	1,930/0%	114/0%	3,325/1%	755/0%	159,055/3 1%	7,565/1%	34,220/7 %	340/0%	1,945/0%	30/0%	2,380/0%	855/0%
Utilization #/%	15%	1%	12%	-0%	-0%	-0%	-1%	-0%	-24%	-1%	-2%	-0%	-0%	-0%	-0%	-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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	3,650/40%	95/1%	155/2%	0/0%	0/0%	0/0%	90/1%	20/0%	4,310/48%	60/1%	480/5%	10/0%	25/0%	0/0%	150/2%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	14/64%	0/0%	6/27%	0/0%	1/5%	0/0%	0/0%	0/0%
CLS #/%	414,360/30%	8,875/1%	41,510/3%	490/0%	5,700/0%	50/0%	3,930/0%	1,080/0%	779,225/56%	16,765/1%	97,055/7%	1,180/0%	8,280/1%	125/0%	7,055/1%	2,285/0%
Utilization #/%	-25%	-1%	-3%	-0%	-0%	-0%	-0%	-0%	7%	-1%	20%	-0%	4%	-0%	-1%	-0%
Skilled Craft																
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 #/%	385,660/85%	11,530/3%	22,720/5%	790/0%	1,625/0%	75/0%	3,030/1%	665/0%	23,500/5%	765/0%	3,170/1%	25/0%	460/0%	0/0%	135/0%	60/0%
Utilization #/%	15%	-3%	-5%	-0%	-0%	-0%	-1%	-0%	-5%	-0%	-1%	-0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	3/100%	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 #/%	729,380/46%	39,085/2%	104,895/7%	1,510/0%	10,625/1%	170/0%	7,035/0%	2,050/0%	545,985/34%	22,235/1%	100,170/6%	1,400/0%	11,830/1%	80/0%	5,905/0%	1,915/0%
Utilization #/%	54%	-2%	-7%	-0%	-1%	-0%	-0%	-0%	-34%	-1%	-6%	-0%	-1%	-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									✓							

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 #/%	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%
Captain																
Workforce #/%	4/100%	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%
Lieutenant																
Workforce #/%	7/88%	0/0%	1/12%	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%
Detective Sergeant																
Workforce #/%	22/73%	0/0%	3/10%	1/0%	0/0%	0/0%	1/3%	0/0%	2/7%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	70/64%	4/4%	21/19%	0/0%	0/0%	0/0%	0/0%	0/0%	8/7%	1/1%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%



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EEO Utilization Report

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Congratulations, you have completed the EEO Utilization Report! You can download the PDF below as confirmation that utilization report has been completed and to archive.

The form was certified by **Robin Lees, Chief**, Email=chieflees@youngstownohio.gov, Phone=**330-742-8921**, on Wed Aug 01 15:24:09 EDT 2018

EEO Utilization Reports must be signed and certified by a responsible official who has the authority to implement your Equal Employment Opportunity Program. Electronic submission of this report constitutes a signature and certification.



To open, review and print your complete EEO Utilization Report click here.

The documents you uploaded for this EEO Utilization Report can be viewed/downloaded by clicking the documents' name links below:

Documents Uploaded	
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City Ord 547_03.pdf	Replace Delete

If you still require **programmatic assistance** with your submission, please call the Office for Civil Rights at 202-616-1771 and leave a detailed message, or email EEOPForms@usdoj.gov. If you have **IT or system related problems** with your submission, please call the EEOP Service Desk at 202-307-0627 and leave a detailed message, or email EEOPITSupport@usdoj.gov.

Utilization Report and that it is available on request, for review.

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.

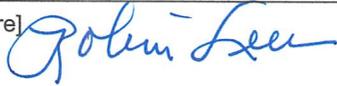
I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Robin Lees

Chief

08-01-2018

[signature]



[title]

[date]