

# 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**

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. 2 of the last 6 officers hired were Female, 1 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. On the previous EEOP we were underutilized in white male clerks. As of this report, we have rectified that representation. However, our white female officers, patrol and brass are now the under represented categories. The best known reason for the drop in female administrators, sworn is due to retirements and resignations. The country as a whole is seeing the attrition of peace officers due to the current climate around law enforcement. Officers are leaving the force for higher paying, less visible, positions outside of law enforcement.

We have no real control over promotions as they follow civil service testing and is already fair and equitable. We can encourage our female officers to strive for advancement and brainstorm ideas as to helping them succeed in the testing process.

A change in the advancement process will be the exploring of utilizing assessment centers for the top performers on the written exams for promotion. We will spend more money and put more resources on minority recruitment and targeting qualified students at our local police academies.

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

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

- a. 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.

### **2. Identify possible obstacles during recruitment that may deter white female sworn patrol officers from taking and passing promotional exams.**

- a. Spend more money and resources on minority recruitment, mainly females.
- b. Explore utilization of assessment center to look at the top 3 or 4 performers on written promotion exams to aid in mitigating test taking anxiety poor performance.

## **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 EEO Utilization Report will be posted on the City's website: [www.cityofyoungstownoh.com](http://www.cityofyoungstownoh.com)
2. The city will notify applicants, vendors, and contractors in writing that the Police Department has developed an EEO Utilization Report and that it is available on request, for review.

**Utilization Analysis Chart**  
**Relevant Labor Market: Mahoning County, 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
<b>Officials/Administrators</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	5,525/55%	145/1%	160/2%	0/0%	35/0%	0/0%	30/0%	0/0%	3,675/37%	80/1%	275/3%	0/0%	80/1%	0/0%	59/1%	0/0%
Utilization #/%																
<b>Professionals</b>																
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 #/%	5,670/35%	90/1%	420/3%	10/0%	155/1%	0/0%	0/0%	35/0%	8,800/54%	145/1%	710/4%	0/0%	55/0%	0/0%	90/1%	25/0%
Utilization #/%	-35%	-1%	-3%	-0%	-1%	0%	0%	-0%	-54%	-1%	96%	0%	-0%	0%	-1%	-0%
<b>Technicians</b>																
Workforce #/%	3/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/33%	1/6%	8/44%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	880/28%	0/0%	25/1%	0/0%	0/0%	0/0%	15/0%	0/0%	1,920/60%	50/2%	280/9%	15/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-11%	0%	-1%	0%	0%	0%	-0%	0%	-27%	4%	36%	-0%	0%	0%	0%	0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	35/81%	1/2%	4/9%	0/0%	0/0%	1/2%	0/0%	0/0%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,315/61%	55/3%	185/9%	0/0%	0/0%	0/0%	0/0%	35/2%	470/22%	30/1%	30/1%	20/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	20%	-0%	1%	0%	0%	2%	0%	-2%	-20%	-1%	1%	-1%	0%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	59/63%	5/5%	17/18%	0/0%	0/0%	0/0%	0/0%	0/0%	6/6%	2/2%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	4,775/45%	385/4%	945/9%	30/0%	0/0%	0/0%	90/1%	15/0%	3,060/29%	245/2%	1,140/11%	0/0%	35/0%	0/0%	4/0%	0/0%
Utilization #/%	18%	2%	9%	-0%	0%	0%	-1%	-0%	-22%	-0%	-5%	0%	-0%	0%	-0%	0%
<b>Protective Services: Non-sworn</b>																

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 #/%	45/29%	15/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	70/45%	0/0%	10/6%	0/0%	0/0%	0/0%	15/10%	0/0%
Utilization #/%																
<b>Administrative Support</b>																
Workforce #/%	3/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	12/55%	1/5%	5/23%	0/0%	1/5%	0/0%	0/0%	0/0%
CLS #/%	8,325/29%	245/1%	590/2%	4/0%	20/0%	0/0%	20/0%	0/0%	17,255/60%	480/2%	1,590/6%	30/0%	40/0%	0/0%	110/0%	20/0%
Utilization #/%	-15%	-1%	-2%	-0%	-0%	0%	-0%	0%	-6%	3%	17%	-0%	4%	0%	-0%	-0%
<b>Skilled Craft</b>																
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 #/%	7,980/87%	150/2%	485/5%	30/0%	15/0%	0/0%	65/1%	0/0%	415/4%	20/0%	35/0%	0/0%	15/0%	0/0%	0/0%	15/0%
Utilization #/%	13%	-2%	-5%	-0%	-0%	0%	-1%	0%	-4%	-0%	-0%	0%	-0%	0%	0%	-0%
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	14,295/44%	820/3%	2,265/7%	40/0%	60/0%	0/0%	80/0%	50/0%	11,070/34%	750/2%	2,660/8%	80/0%	85/0%	0/0%	35/0%	0/0%
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-Officials</b>									✓							
<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 #/%	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%
<b>Captain</b>																
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%
<b>Lieutenant</b>																
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%
<b>Detective Sergeant</b>																
Workforce #/%	24/80%	1/3%	2/7%	0/0%	0/0%	1/3%	0/0%	0/0%	1/3%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	59/63%	5/5%	17/18%	0/0%	0/0%	0/0%	0/0%	0/0%	6/6%	2/2%	5/5%	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.

Certified As Final By: Carl Davis

Chief of Police

09-29-2021

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[signature]

[title]

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