

EEO Utilization Report

Organization Information

Name: City Of Americus

City: Americus

State: GA

Zip: 31709

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

See Attachment

Following File has been uploaded:EEO Policy.pdf

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart for the City of Americus, we have made the following observations:

Under the category of (Protective Services: Sworn) there is an underutilization of white females. The Americus Police Department has a written recruitment plan and actively recruits female officers. We have been successful in recruiting female officers in general, as reflected in the number of black female sworn police officers currently employed. In keeping with the Americus Police Departments commitment to having a workforce that reflects the community it serves, the APD will examine its recruitment and retention practices to see if there may be ways to attract more white females to apply for entry-level patrol officer positions.

Under the category of (Protective Services Non-Sworn) there is an underutilization of black males and black females. This category is comprised exclusively of employees of the Americus Fire Department. The fire department has a recruitment plan which includes measurable goals of recruiting minority employees. The department actively engages in recruitment activities designed to identify and attract both black male and black female applicants. The AFD will examine its recruitment and retention practices to see if there may be ways to attract more black males and females to apply for entry-level firefighter positions.

Following File has been uploaded:Recruitment Plan Analysis 2020.pdf

Step 5: Objectives and Steps

1. Objective 1 - Human Resources Personnel will develop job announcements that specify the duties, responsibilities, requisite skills, educational level, and other minimum qualifications or requirements of the open position. All job announcements will include a statement that the City of Americus is an equal opportunity employer and will include the official application filing deadline, if applicable.

- a. Send recruitment notifications to Georgia Law Enforcement Academies; Georgia Southwestern State University in Americus, Georgia, Valdosta State University in Valdosta, Georgia. Florida State University in Tallahassee, Florida, Abraham Agricultural College in Tifton, Georgia, Fort Valley State University in Fort Valley, Georgia The University of Georgia in Athens, Georgia, and other schools of higher education will be contacted
- b. Human Resources will post notices on the citys web page, with the Georgia Department of Labor, the Georgia Local Government (GLGA) Marketplace website, the Georgia Local Government Personnel Association (GLGPA) website, and with other online job search pages, as deemed appropriate.
- c. The Police and Fire Departments will ensure that printed and electronically posted recruitment materials include Department members representing the diversity of the department.
- d. Notice of job openings will be sent to:

The Americus Times Enterprise
Columbus Enterprise
Lake Blackshear Library
NAACP
Ministerial Association

Step 6: Internal Dissemination

The EEO Utilization Report will be distributed within the city to all department heads with instructions to post the information on employee bulletin boards.

Step 7: External Dissemination

The EEO Utilization Report will be posted on the City of Americus web site as a downloadable PDF file.

Utilization Analysis Chart
Relevant Labor Market: Sumter County, Georgia

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 #/%	6/43%	0/0%	4/29%	0/0%	0/0%	0/0%	0/0%	0/0%	1/7%	0/0%	3/21%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	520/41%	4/0%	95/8%	0/0%	0/0%	0/0%	0/0%	0/0%	355/28%	24/2%	240/19%	20/2%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	2%	-0%	21%	0%	0%	0%	0%	0%	-21%	-2%	2%	-2%	0%	0%	0%	0%
Professionals																
Workforce #/%	1/10%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	5/50%	0/0%	3/30%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	535/23%	0/0%	205/9%	0/0%	100/4%	0/0%	10/0%	30/1%	980/43%	0/0%	390/17%	0/0%	50/2%	0/0%	0/0%	0/0%
Utilization #/%	-13%	0%	1%	0%	-4%	0%	-0%	-1%	7%	0%	13%	0%	-2%	0%	0%	0%
Technicians																
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%
CLS #/%	60/25%	0/0%	30/12%	0/0%	4/2%	0/0%	0/0%	0/0%	65/27%	0/0%	55/23%	0/0%	0/0%	0/0%	0/0%	30/12%
Utilization #/%	25%	0%	38%	0%	-2%	0%	0%	0%	-27%	0%	-23%	0%	0%	0%	0%	-12%
Protective Services: Sworn																
Workforce #/%	14/40%	1/3%	14/40%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	5/14%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	210/53%	0/0%	80/20%	0/0%	0/0%	0/0%	0/0%	0/0%	45/11%	0/0%	60/15%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-13%	3%	20%	0%	3%	0%	0%	0%	-11%	0%	-1%	0%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	39/70%	0/0%	17/30%	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%
Civilian Labor Force #/%	0/0%	0/0%	25/56%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	20/44%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	70%	0%	-25%	0%	0%	0%	0%	0%	0%	0%	-44%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	2/7%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	9/33%	1/4%	13/48%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	645/19%	100/3%	285/9%	0/0%	45/1%	0/0%	0/0%	0/0%	990/30%	125/4%	1,075/32%	0/0%	30/1%	0/0%	25/1%	0/0%
Utilization #/%	-12%	-3%	-1%	0%	-1%	0%	0%	0%	4%	-0%	16%	0%	-1%	0%	-1%	0%
Skilled Craft																

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 #/%	5/45%	0/0%	6/55%	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 #/%	785/56%	65/5%	405/29%	0/0%	0/0%	0/0%	0/0%	0/0%	75/5%	0/0%	70/5%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-11%	-5%	26%	0%	0%	0%	0%	0%	-5%	0%	-5%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	3/23%	0/0%	10/77%	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 #/%	970/19%	290/6%	1,460/29%	0/0%	0/0%	0/0%	0/0%	0/0%	690/14%	155/3%	1,470/29%	0/0%	30/1%	0/0%	0/0%	0/0%
Utilization #/%	4%	-6%	48%	0%	0%	0%	0%	0%	-14%	-3%	-29%	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									✓							
Protective Services: Non-sworn			✓								✓					

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: Mark A. Scott

Chief of Police

08-27-2021

[signature]

[title]

[date]