

EEO Utilization Report

Organization Information

Name: Allentown, City Of

City: Allentown

State: PA

Zip: 18015

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

See attachment.

Following File has been uploaded:Nondiscrimination Policy.pdf

Step 4b: Narrative of Interpretation

The Utilization Analysis Chart depicts an underutilization of qualified females as Sworn Patrol Officers, overall, including the ethnic backgrounds of white, Hispanic/Latino, and Black/African American. In general, our Police Department does not see a high number of female applicants. All applicants are then required to successfully complete the required physical agility testing.

The Analysis also depicts an underutilization of Hispanic males as Sworn Patrol Officers, which was somewhat surprising to see. Our recruitment efforts are vast and cover not only the City, but also the entire county and nearby areas in the region. Recruitment efforts include guest appearances on local Television Hispanic News Show and local Hispanic Radio Station. A sample of the Department's recruitment efforts is outlined on the attached document.

It is worth noting that only 12% of the population in Allentown is between the ages of 18 and 24, the age in which many make career decisions. Much of the workforce that may be represented County and Statewide includes much older qualified persons who are unlikely to decide to become police officers at the age of 40 or 50.

Following File has been uploaded:RECRUITMENT.doc

Step 5: Objectives and Steps

1. To provide equal employment opportunities to hispanic males.

- a. Partner with local schools, organizations, and institutions to assure marketing and recruitment efforts reach all audiences.

2. To provide equal employment opportunities to females of all races and ethnicities.

- a. Partner with local schools, organizations, and institutions to assure that marketing and recruitment efforts reach all audiences.

Step 6: Internal Dissemination

1 - Notice will be posted on bulletin board informing employees of where they can obtain a copy of the EEO Report.

2 - Email to all police department workforce informing them that a copy of EEO Report can be obtained at request.

Step 7: External Dissemination

Link to EEO report will be posted on Police Department website.

Utilization Analysis Chart
Relevant Labor Market: Lehigh County, Pennsylvania

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 #/%	11,015/57 %	455/2%	220/1%	0/0%	285/1%	0/0%	45/0%	10/0%	6,380/33 %	280/1%	245/1%	0/0%	190/1%	0/0%	115/1%	0/0%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	13,300/37 %	490/1%	375/1%	15/0%	860/2%	0/0%	85/0%	40/0%	18,685/52 %	1,140/3%	285/1%	0/0%	640/2%	0/0%	40/0%	45/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,260/37 %	110/2%	45/1%	0/0%	85/1%	0/0%	0/0%	0/0%	2,910/47 %	270/4%	210/3%	0/0%	210/3%	0/0%	35/1%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	40/89%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,650/73 %	60/3%	100/4%	0/0%	0/0%	0/0%	0/0%	0/0%	230/10%	130/6%	75/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	15%	-0%	-4%	0%	0%	0%	0%	0%	-1%	-6%	-3%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	133/81%	17/10%	6/4%	0/0%	1/1%	0/0%	0/0%	0/0%	7/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	5,175/37 %	2,355/17 %	575/4%	0/0%	40/0%	0/0%	90/1%	10/0%	3,480/25 %	1,765/12 %	405/3%	0/0%	95/1%	0/0%	120/1%	10/0%
Utilization #/%	44%	-6%	-0%	0%	0%	0%	-1%	-0%	-20%	-12%	-3%	0%	-1%	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 #/%	2/40%	2/40%	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%
CLS #/%	130/32%	25/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	250/62%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	8%	34%	0%	0%	0%	0%	0%	0%	-62%	0%	20%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/56%	4/25%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%
CLS #/%	15,040/30%	1,650/3%	550/1%	10/0%	390/1%	0/0%	44/0%	55/0%	27,285/54%	3,015/6%	1,250/2%	0/0%	610/1%	0/0%	175/0%	70/0%
Utilization #/%	-17%	-3%	-1%	-0%	-1%	0%	-0%	-0%	2%	19%	-2%	0%	-1%	0%	6%	-0%
Skilled Craft																
Workforce #/%	14/58%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	5/21%	3/12%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,680/83%	1,140/8%	215/2%	15/0%	130/1%	0/0%	45/0%	0/0%	680/5%	60/0%	105/1%	0/0%	40/0%	0/0%	0/0%	0/0%
Utilization #/%	-24%	-8%	3%	-0%	-1%	0%	-0%	0%	16%	12%	3%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	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%	0/0%
CLS #/%	19,560/42%	4,590/10%	1,230/3%	0/0%	355/1%	0/0%	245/1%	105/0%	14,385/31%	4,515/10%	1,050/2%	55/0%	355/1%	0/0%	180/0%	15/0%
Utilization #/%	-42%	90%	-3%	0%	-1%	0%	-1%	-0%	-31%	-10%	-2%	-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
Police Chief																
Workforce #/%	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%	0/0%	0/0%
Assistant Police Chief																
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%
Captain																
Workforce #/%	6/100%	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 #/%	3/60%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	30/97%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	133/81%	17/10%	6/4%	0/1%	1/1%	0/0%	0/0%	0/0%	7/4%	0/0%	0/0%	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.

[signature]

[title]

[date]