

EEO Utilization Report

Organization Information

Name: Mobile County Commission

City: Mobile

State: AL

Zip: 36644

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The Mobile County Commissioners, Department Heads and Managers are committed to making personnel decisions which support the goals of this Equal Employment Opportunity Plan. This plan has been initiated to assure fair and impartial treatment for all County employees, present and future.

To further this concept of Equal Employment Opportunity, the Mobile County Commission has adopted the following policy statement:

Equal Employment Opportunity Commitment. The County provides equal opportunity and equal treatment in all aspects of employment to all employees and to all applicants for employment. It is the policy of the County to comply with all applicable equal employment laws. The County therefore will not discriminate against applicants or employees on the basis of race, color, religion, gender, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, status as a veteran or current or prospective member of a uniformed service, family medical history or genetic information, workers compensation claims, or any other classification protected by federal, state, or local law. This policy prohibits treating an employee more favorably or less favorably with respect to employment decisions because of any legally protected activities or statuses. Violations of this policy will not be permitted and will result in disciplinary action

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart, we realize under-representation in the following areas: White males in three categories; Protective Services-sworn patrol officers, Administrative support and skilled craft. Hispanic in skilled craft and Black males in protective service-sworn and administrative support. White Females in five categories; Technicians, Protective Services-sworn, patrol officer-sworn and non-sworn and service maintenance. Black females are under-represented in three categories; Technicians, Protective Services-sworn and Service Maintenance.

Step 5: Objectives and Steps

1. 1. In following the County's policy to be free of discrimination against any employee or applicant, Mobile County will examine its recruitment and retention practices to see if there may be ways to attract more employees in the underutilized areas as mentioned in step 4b. a. The Human Resources Officer shall serve as the Equal Employment Opportunity Officer to carry out the Equal Employment Opportunity Plan. The Human Resources Officer or the Director of Human Resources shall be the focal point for the County's equal opportunity efforts and shall advise and assist department heads, managers, supervisors and employees in all matters regarding implementation of this plan. The Officer and/or Director will have the responsibility of examining existing internal policies and procedures which may serve as barriers to implementing the Equal Employment Opportunity Plan. b. To assure equal employment opportunity, workplace equity and inclusion, the Mobile County Commission (MCC) will observe the policies and practices as follows: - Inform department heads, managers, and supervisors who make personnel decisions of the County policies so that all applicants for hire, promotion, training and termination are given equal opportunity without regard to race, color, religion, sex, national origin, age, citizenship, physical or mental disability, or military obligation. -Provide employee briefings for all employees emphasizing how the MCC assures equal opportunity. Encourage employees to participate in training opportunities. - Follow the procedure for a prompt and thorough investigation. Take appropriate measures to provide remedy or relief to individuals who have been victims of illegal discrimination, harassment or false accusations. Provide additional supervisory and management training to all supervisors and department heads.

a. 2. To attract African American Males and Females, the County's HR Officer and the Employee Relations Manager, with the assistance of the Mobile County Personnel Board will send out job announcements to schools and organizations with a heavy African American Population. The County's HR department will attend additional job fairs in an effort to recruit more employees in the underutilized areas. The HR department has already increased efforts in this area.

- a. 1. Send Job Announcements to minority organizations, churches and schools within the County.
2. Attend more job fairs throughout the year to attract employees in the underutilized areas.

Step 6: Internal Dissemination

Post the EEOP Short Form on bulletin boards in all County Departments.

Post information on bulletin boards in employee break areas about how to obtain a copy of the EEOP Short Form;

Distributing a copy of the EEOP Short Form to all supervisors, department heads or elected officials.

Step 7: External Dissemination

Posting a copy of the EEOP Short Form on the County's public website; and provide the Personnel Director with the Mobile County Personnel Department a copy to post.

**Utilization Analysis Chart
Relevant Labor Market: Mobile County, 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 #/%	71/46%	0/0%	16/10%	0/0%	0/0%	0/0%	0/0%	34/22%	0/0%	30/19%	1/1%	0/0%	0/0%	2/1%	0/0%	0/0%
CLS #/%	9,520/53%	215/1%	1,185/7%	60/0%	60/0%	10/0%	49/0%	5,165/29%	120/1%	1,495/8%	30/0%	120/1%	0/0%	0/0%	44/0%	10/0%
Utilization #/%	-7%	-1%	4%	-0%	-0%	-0%	-0%	-6%	-1%	11%	0%	-1%	1%	-0%	-0%	-0%
Professionals																
Workforce #/%	35/32%	0/0%	12/11%	0/0%	0/0%	1/1%	0/0%	25/23%	0/0%	35/32%	0/0%	2/2%	0/0%	0/0%	1/1%	0/0%
CLS #/%	8,965/31%	200/1%	1,420/5%	70/0%	345/1%	0/0%	105/0%	12,820/44%	205/1%	4,705/16%	25/0%	205/1%	0/0%	0/0%	165/1%	0/0%
Utilization #/%	1%	-1%	6%	-0%	-1%	1%	-0%	-21%	-1%	15%	-0%	1%	0%	0%	0%	0%
Technicians																
Workforce #/%	71/45%	0/0%	30/19%	1/1%	0/0%	0/0%	0/0%	25/16%	0/0%	28/18%	0/0%	1/1%	0/0%	0/0%	1/1%	0/0%
CLS #/%	1,805/32%	0/0%	240/4%	15/0%	65/1%	0/0%	0/0%	1,985/35%	24/0%	1,445/26%	0/0%	40/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	13%	0%	15%	0%	-1%	0%	0%	-19%	-0%	-8%	0%	-0%	0%	0%	1%	0%
Protective Services: Sworn-Officials																
Workforce #/%	165/70%	3/1%	44/19%	2/1%	3/1%	1/0%	0/0%	14/6%	0/0%	4/2%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,070/54%	105/3%	1,005/26%	0/0%	0/0%	0/0%	50/1%	255/7%	0/0%	345/9%	0/0%	0/0%	0/0%	0/0%	35/1%	0/0%
Utilization #/%	16%	-1%	-7%	1%	1%	0%	-1%	-1%	0%	-7%	0%	0%	0%	0%	-1%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	8/15%	0/0%	23/44%	0/0%	2/4%	0/0%	0/0%	3/6%	0/0%	16/31%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	10,275/33%	395/1%	3,700/12%	10/0%	85/0%	0/0%	160/1%	9,475/30%	120/0%	6,515/21%	55/0%	155/0%	0/0%	0/0%	83/0%	25/0%
Utilization #/%	-18%	-1%	32%	-0%	4%	0%	-1%	-25%	-0%	10%	-0%	-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 #/%	37/26%	0/0%	32/22%	0/0%	0/0%	0/0%	0/0%	0/0%	27/19%	0/0%	49/34%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	30/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	90/64%	0/0%	20/14%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	4%	0%	22%	0%	0%	0%	0%	0%	-46%	0%	20%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	14/4%	2/1%	11/3%	0/0%	0/0%	1/0%	0/0%	0/0%	183/49%	1/0%	156/42%	1/0%	3/1%	0/0%	2/1%	0/0%
CLS #/%	12,740/25%	135/0%	2,975/6%	30/0%	210/0%	0/0%	140/0%	30/0%	22,610/45%	545/1%	10,090/20%	120/0%	190/0%	0/0%	205/0%	60/0%
Utilization #/%	-22%	0%	-3%	-0%	-0%	0%	-0%	-0%	4%	-1%	22%	0%	0%	0%	0%	-0%
Skilled Craft																
Workforce #/%	81/58%	1/1%	48/35%	0/0%	0/0%	0/0%	0/0%	0/0%	6/4%	0/0%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	13,580/70%	885/5%	3,470/18%	155/1%	230/1%	15/0%	165/1%	75/0%	605/3%	29/0%	160/1%	0/0%	10/0%	0/0%	35/0%	0/0%
Utilization #/%	-12%	-4%	17%	-1%	-1%	-0%	-1%	-0%	1%	-0%	1%	0%	-0%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	71/39%	2/1%	54/30%	0/0%	0/0%	0/0%	0/0%	0/0%	19/10%	23/13%	11/6%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	15,720/32%	1,920/4%	10,700/22%	250/1%	865/2%	40/0%	325/1%	55/0%	9,190/19%	490/1%	9,065/18%	90/0%	680/1%	20/0%	160/0%	10/0%
Utilization #/%	8%	-3%	8%	-1%	-2%	-0%	-1%	-0%	-8%	12%	-12%	-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
Professionals									✓							
Technicians									✓							
Protective Services: Sworn-Officials			✓								✓					
Protective Services: Sworn-Patrol Officers	✓								✓							
Protective Services: Non-sworn									✓							
Administrative Support	✓		✓													
Skilled Craft	✓	✓														
Service/Maintenance									✓							

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
Sheriff's Captain																
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%
Sergeant																
Workforce #/%	25/81%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/10%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	6/67%	0/0%	2/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Warrant Officer I/Juvenile Court Officer/Probation Officer																
Workforce #/%	5/50%	0/0%	3/30%	0/20%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Warrant Officer II																
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%
Police Officer																
Workforce #/%	9/50%	0/0%	4/22%	1/0%	0/0%	0/0%	0/0%	0/0%	2/11%	0/0%	1/6%	0/0%	1/6%	0/0%	0/0%	0/0%
Chief Warrant Officer																
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%
Deputy Sheriff																
Workforce #/%	89/68%	1/1%	31/24%	0/1%	1/1%	1/1%	0/0%	0/0%	7/5%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Corporal																
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%
Sheriff's Corporal																
Workforce #/%	22/81%	0/0%	3/11%	1/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Community Corrections Center Director																
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%
Chief of Police/Chief Deputy																
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%
Protective Services:																

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
Sworn-Patrol Officers																
Workforce #/%	165/70%	3/1%	44/19%	2/1%	3/1%	1/0%	0/0%	14/6%	0/0%	4/2%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%

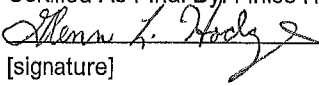
I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

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: Finise Howard-Burnett

Human Resources Officer

05-10-2022



County Administrator

5/10/2022

[signature]

[title]

[date]