

# EEO Utilization Report

## Organization Information

Name: Gulfport Police Department

City: Gulfport

State: MS

Zip: 39501

Type: County/Municipal Law Enforcement

Tue Mar 14 13:18:40 EDT 2017

## **Step 1: Introductory Information**

### **Policy Statement:**

The Gulfport Police Department is an Equal Opportunity Employer who fully supports the Americans with Disabilities Act, (ADA), and will respond to reason able requests for jobs accommodations and will take action to recruit, hire, reassign, compensate, train, demote, and to advance in employment qualified individuals with disabilities. The Gulfport Police Department is committed to making sustained, diligent efforts to identify and consider such individuals for employment and for opportunities arising during employment.

Harassment, in any form, against any applicant for employment is unacceptable and will not be tolerated. All employees must respect civil rights laws and refrain from discriminatory actions. It is everyone's responsibility to perform official duties in a way that maintains and fosters a non-hostile work environment free from discrimination. Prohibited discriminatory actions or conduct may include remarks and jokes regarding race, color, religion, sex, national origin, age, physical or mental ability, marital status, sexual orientation, etc.

The Gulfport Police Department prohibits any retaliatory action against an employee for opposing a practice, which he or she believes to be discriminatory. This includes the filing of an internal complaint or the filing of a complaint with a state or federal civil rights enforcement agency.

The Chief of Police or his designee will be responsible for educating employees on equal employment opportunity, discrimination, and harassment issues. He will also be responsible for ensuring that staff members at all levels carry out the intent of this equal employment action and take appropriate measures to correct any discrimination, which might occur.

#### **Step 4b: Narrative of Interpretation**

In keeping with the Gulfport Police commitment to having a workforce that reflects the community it serves, the Gulfport Police Dept. will examine its recruitment and retention practices to see if there may be ways to attract more White and African American females to apply for entry-level patrol officer positions.

Current female patrol officers are attending recruiting events in order to increase interest in applications in the Police Department.

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

**1. 2.GPD will continue to actively recruit African American and white females for Patrol Officers and Non Sworn.**

a. The GPD will continue to maintain its current relationship with the various community organizations that serve members of the underutilized categories. These include churches, community centers, fraternal organizations, and community outreach organizations. The Community Relations Division of the GPD will be supplied recruiting materials and will provide information to these groups whenever functions are sponsored by these groups. GPD will maintain the relationship with the various community colleges and universities in the recruiting area to identify viable candidates who are members of the underutilized categories. GPD will also continue to attend job fairs and career days at institutions that serve members of these underutilized categories.

**2. 1.The Gulfport Police Department will continue to identify those barriers that might deter African Americans.**

a. a.GPD will survey current members of the agency that belong to the underutilized categories and identify the attitudes and issues that tend to discourage African Americans and white females from applying with the department. The department will position more attractive to members of the underutilized categories. Based on this information the department will evaluate how the work environment, policies, benefit package and attitudes encourage or discourage employment by members of the underutilized categories.

#### **Step 6: Internal Dissemination**

The Gulfport Police Department (GPD) will provide an e-mail copy of the EEOP short form to all GPD personnel. GPD will notify all members of the department of the availability of a hard copy of the EEOP short form. GPD will provide a hard copy of the EEOP short form to the Human Resource Department of the City of Gulfport.

#### **Step 7: External Dissemination**

Gulfport Police Dept. will post a copy of the EEOP short form to the department's web site.

GPD will provide a copy to the local libraries in the area for public dissemination.

Post on all applications and recruiting posters that a copy of the EEOP short form is available for review.

Notify all vendors and contractors that a copy of the EEOP short form is available upon request.

**Utilization Analysis Chart**  
**Relevant Labor Market: Harrison County, Mississippi**

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 #/%	4,700/49 %	180/2%	520/5%	0/0%	145/2%	0/0%	0/0%	0/0%	3,100/33 %	75/1%	625/7%	10/0%	105/1%	0/0%	60/1%	15/0%
Utilization #/%																
<b>Professionals</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,730/35 %	180/1%	365/3%	0/0%	190/1%	0/0%	0/0%	4/0%	6,415/47 %	185/1%	1,180/9%	10/0%	175/1%	15/0%	60/0%	60/0%
Utilization #/%																
<b>Technicians</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	950/31%	25/1%	235/8%	0/0%	0/0%	0/0%	25/1%	0/0%	1,160/38 %	85/3%	445/15%	0/0%	140/5%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,715/64 %	35/1%	315/12%	0/0%	0/0%	0/0%	30/1%	0/0%	235/9%	20/1%	300/11%	0/0%	0/0%	0/0%	0/0%	10/0%
Utilization #/%																
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	126/79%	5/3%	15/9%	0/0%	0/0%	1/1%	0/0%	0/0%	10/6%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	1/1%
Civilian Labor Force #/%	3,245/39 %	415/5%	1,250/15 %	0/0%	150/2%	0/0%	4/0%	0/0%	1,860/22 %	195/2%	970/12%	30/0%	155/2%	0/0%	0/0%	70/1%
Utilization #/%	40%	-2%	-6%	0%	-2%	1%	-0%	0%	-16%	-2%	-12%	0%	-2%	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 #/%	50/33%	15/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	55/37%	0/0%	30/20%	0/0%	0/0%	0/0%	0/0%	
Utilization #/%																
<b>Administrative Support</b>																
Workforce #/%	10/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	33/66%	1/2%	6/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,850/25%	135/1%	960/4%	15/0%	400/2%	0/0%	160/1%	0/0%	12,020/51%	335/1%	3,275/14%	150/1%	340/1%	0/0%	75/0%	15/0%
Utilization #/%	-5%	-1%	-4%	-0%	-2%	0%	-1%	0%	15%	1%	-2%	-1%	-1%	0%	-0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,175/74%	1,030/9%	1,015/9%	30/0%	90/1%	0/0%	129/1%	20/0%	345/3%	75/1%	85/1%	0/0%	30/0%	0/0%	4/0%	40/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	5/100%	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 #/%	10,475/35%	1,200/4%	5,025/17%	30/0%	470/2%	0/0%	229/1%	0/0%	7,315/24%	590/2%	3,290/11%	90/0%	1,340/4%	0/0%	124/0%	0/0%
Utilization #/%	65%	-4%	-17%	-0%	-2%	0%	-1%	0%	-24%	-2%	-11%	-0%	-4%	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
<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>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	126/79%	5/3%	15/9%	0/0%	0/0%	1/1%	0/0%	0/0%	10/6%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	1/1%

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: Pamela Winston

Grant Coordinator

03-14-2017

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