

EEO Utilization Report

Organization Information

Name: City Of Broken Arrow

City: Broken Arrow

State: OK

Zip: 74013

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Eligibility for City employment will be based on merit, fitness, and qualifications established for the particular position that is open. No person shall be favored or discriminated against because of age, race, gender, political or religious affiliations, national origin or ancestry in any manner involving employment including recruitment, advertising, appointment, layoff, termination, promotion, transfer, compensation, training and selection for training or any other terms, conditions or privileges of employment.

Step 4b: Narrative of Interpretation

The City uses -5% or greater as a statistically significant difference in workforce in need of review. In reviewing the Utilization Analysis (comparing the City's workforce to the relevant labor market), we noted the following:

1. White females were significantly under-represented in the following job categories: Officials/ Administrators (-25%), Professionals (-30%), Technicians (-15%), Protective Services: Sworn - Officials (-5%), Protective Services: Sworn - Patrol Officers (-12%).
2. Black females were significantly under-represented in the following categories: Technicians (-6%), Protective Services: Sworn - Patrol Officers (-8%).
3. White males were significantly under-represented in the following job category: Administrative Support (-15%).
4. Hispanic or Latino males were significantly under-represented in the following job categories: Protective Services: Non-sworn (-12%), Administrative Support (-10%).
5. Black males were significantly under-represented in the following job categories: Protective Services: Sworn-Officials (-8%), Protective Services: Sworn-Patrol Officers (-11%), Administrative Support (-6%).

Step 5: Objectives and Steps

1. **As hiring opportunities arise the City will aggressively recruit white females, Black or African American males, and Hispanic or Latino males, the most under-represented groups.**
 - a. Identify any barriers in recruitment that might deter white females, Black or African American males, and Hispanic or Latino males from applying.
 - b. Target white females, Black or African American males, and Hispanic or Latino males in recruitment campaigns.

Step 6: Internal Dissemination

1. Distribute a hard copy of the EEOP to all hiring managers.
2. Keep a copy of the EEOP on file in the City Managers office.
3. Keep a copy of the EEOP on file in the City Attorneys office.
4. Post a copy of the EEOP on the City's intranet site.

Step 7: External Dissemination

1. Keep a copy of the EEOP in the City's Human Resources Department for review by persons seeking employment.
2. Post a PDF of the EEOP Short Form on the City's public website, available for access and download by any user.

**Utilization Analysis Chart
Relevant Labor Market: Tulsa County, Oklahoma**

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 #/%	48/81%	1/2%	3/5%	2/3%	1/2%	0/0%	0/0%	0/0%	4/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	21,335/51%	910/2%	955/2%	800/2%	325/1%	35/0%	1,080/3%	70/0%	13,385/32%	595/1%	1,035/2%	780/2%	165/0%	0/0%	529/1%	15/0%
Utilization #/%	31%	-0%	3%	1%	1%	-0%	-3%	-0%	-25%	-1%	-2%	-2%	-0%	0%	-1%	-0%
Professionals																
Workforce #/%	70/76%	0/0%	1/1%	5/5%	2/2%	0/0%	0/0%	0/0%	13/14%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	22,430/36%	830/1%	1,425/2%	785/1%	1,025/2%	0/0%	815/1%	95/0%	26,925/44%	1,190/2%	2,385/4%	1,680/3%	465/1%	35/0%	1,320/2%	125/0%
Utilization #/%	40%	-1%	-1%	4%	1%	0%	-1%	-0%	-30%	-2%	-4%	-3%	0%	-0%	-2%	-0%
Technicians																
Workforce #/%	10/71%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	3/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,100/37%	245/2%	275/2%	320/3%	95/1%	0/0%	340/3%	45/0%	4,075/36%	110/1%	680/6%	355/3%	95/1%	4/0%	320/3%	110/1%
Utilization #/%	35%	-2%	-2%	4%	-1%	0%	-3%	-0%	-15%	-1%	-6%	-3%	-1%	-0%	-3%	-1%
Protective Services: Sworn-Officials																
Workforce #/%	31/86%	0/0%	0/0%	2/6%	0/0%	0/0%	0/0%	0/0%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,925/60%	65/1%	400/8%	260/5%	0/0%	15/0%	200/4%	15/0%	660/14%	35/1%	105/2%	140/3%	4/0%	0/0%	50/1%	0/0%
Utilization #/%	26%	-1%	-8%	0%	0%	-0%	-4%	-0%	-5%	-1%	-2%	-3%	-0%	0%	-1%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	79/78%	0/0%	5/5%	5/5%	0/0%	0/0%	0/0%	0/0%	9/9%	1/1%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	175/41%	4/1%	70/16%	0/0%	0/0%	0/0%	0/0%	10/2%	90/21%	15/4%	35/8%	4/1%	0/0%	0/0%	15/4%	10/2%
Utilization #/%	37%	-1%	-11%	5%	0%	0%	0%	-2%	-12%	-3%	-8%	1%	0%	0%	-4%	-2%
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/

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
CLS #%	27,445/28%	1,295/1%	2,645/3%	1,610/2%	780/1%	0/0%	1,550/2%	115/0%	47,335/48%	2,805/3%	5,465/6%	3,575/4%	1,000/1%	60/0%	2,870/3%	295/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	113/68%	3/2%	2/1%	10/6%	0/0%	0/0%	1/1%	0/0%	31/19%	0/0%	3/2%	2/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	26,615/66%	5,440/14%	1,250/3%	2,265/6%	290/1%	0/0%	1,650/4%	170/0%	1,570/4%	305/1%	155/0%	115/0%	235/1%	0/0%	90/0%	10/0%
Utilization #/%	2%	-12%	-2%	0%	-1%	0%	-4%	-0%	15%	-1%	1%	1%	-1%	0%	-0%	-0%
Administrative Support																
Workforce #/%	15/20%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	48/65%	5/7%	2/3%	2/3%	1/1%	0/0%	0/0%	0/0%
CLS #/%	30,815/35%	8,615/10%	5,385/6%	3,030/3%	1,360/2%	0/0%	2,835/3%	155/0%	21,410/24%	4,585/5%	4,575/5%	2,180/2%	1,290/1%	30/0%	1,970/2%	175/0%
Utilization #/%	-15%	-10%	-6%	-3%	-0%	0%	-3%	-0%	41%	2%	-2%	0%	-0%	-0%	-2%	-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
Officials/Administrators									✓							
Professionals									✓							
Protective Services: Sworn-Patrol Officers			✓						✓							
Protective Services: Non-sworn		✓														
Administrative Support	✓	✓	✓													

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: Jannette McCormick

Human Resources Director

01-19-2018

[signature]

[title]

[date]