

31.2.3

EEOP Short Form



Sun Apr 26 12:25:38 EDT 2009

Step 1: Introductory Information

Policy Statement:

The Village of Bradley is an Equal Opportunity employer. The Village complies with all local, state and Federal laws and regulations in regard to recruitment, hiring, employment, and termination procedures for all persons seeking employment with and/or employed by this local government body. The Village will not knowingly engage in unlawful discrimination in employment against any person because of race, color, religion, sex, sexual orientation, national origin, marital status, age, disabling condition, or veteran status or any other category protected by law.

Step 4b: Narrative Underutilization Analysis

In reviewing the Utilization Analysis Chart, The Bradley Police Department (BPD) made the following Observations:

Given the small numbers in the job categories there is an underutilization of African American Males (-2%) as well as white females (-30%) in the job category of Protective Services: Sworn-Patrol Officers

In keeping with the BPDs commitment to having a workforce that reflects the community it services, the BPD will examine its recruitment and retention practices to see if there may be ways to attract more African American males and White women to apply for entry-level patrol officers position.

Step 5 & 6: Objectives and Steps

1. Identify any barriers in recruitment that might deter African American males and White women from applying for entry-level police officer positions

- a. The BPD will arrange to meet separately with African American recruits and female recruits to find out how they learned about the opportunity to become a BPD officer. The BPD will also inquire as to whether anything in the recruitment or training process might be changed to encourage more African American males and more females to become BPD officers. Based on their feedback, the BPD will reexamine its outreach and training efforts and develop a revised outreach program.

Step 7a: Internal Dissemination

1. Distribute a hard copy of the EEOP to all employees in a supervisory position.
2. Send an e-mail memo to all employees, to let them know that a copy of the EEOP Short Form is available on request.
3. Post a copy of the EEOP Short Form on the BPDs intranet service

Step 7b: External Dissemination

1. Post a copy of the EEOP Short Form on the BPD Public website

Utilization Analysis Chart
Relevant Labor Market: Kankakee County, Illinois

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,975/52%	85/1%	175/3%	0/0%	10/0%	0/0%	10/0%	2,230/39%	65/1%	155/3%	0/0%	15/0%	0/0%	15/0%
Utilization #/%														
Professionals														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,215/32%	70/1%	130/2%	0/0%	75/1%	0/0%	4/0%	3,820/55%	85/1%	420/6%	20/0%	35/1%	0/0%	10/0%
Utilization #/%														
Technicians														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	420/30%	30/2%	45/3%	0/0%	0/0%	0/0%	0/0%	700/50%	8/1%	180/13%	0/0%	0/0%	15/1%	0/0%
Utilization #/%														
Protective Services: Sworn-Officials														
Workforce #/%	9/100%	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%
CLS #/%	710/70%	20/2%	125/12%	0/0%	0/0%	0/0%	4/0%	65/6%	8/1%	80/8%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	30%	-2%	-12%	0%	0%	0%	-0%	-6%	-1%	-8%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	18/82%	1/5%	1/5%	0/0%	0/0%	0/0%	0/0%	2/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	1,065/45%	45/2%	145/6%	0/0%	4/0%	0/0%	4/0%	930/39%	24/1%	135/6%	0/0%	0/0%	15/1%	0/0%
Utilization #/%	37%	3%	-2%	0%	-0%	0%	-0%	-30%	-1%	-6%	0%	0%	-1%	0%
Protective Services: Non-sworn														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	10/16%	0/0%	4/6%	0/0%	0/0%	0/0%	0/0%	35/55%	0/0%	15/23%	0/0%	0/0%	0/0%	0/0%
Utilization #/%														
Administrative Support														

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,935/23%	140/1%	460/4%	35/0%	20/0%	0/0%	40/0%	7,695/62%	180/1%	885/7%	20/0%	50/0%	0/0%	40/0%
Utilization #/%														
Skilled Craft														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,965/85%	255/4%	235/4%	0/0%	15/0%	0/0%	10/0%	300/5%	0/0%	15/0%	0/0%	15/0%	0/0%	0/0%
Utilization #/%														
Service/Maintenance														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	7,935/45%	1,055/6%	1,505/9%	40/0%	90/1%	0/0%	30/0%	4,895/28%	340/2%	1,505/9%	25/0%	30/0%	0/0%	65/0%
Utilization #/%														

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Sgt														
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%
Lt														
Workforce #/%	2/100%	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 Chief														
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%
Chief														
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%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	18/82%	1/5%	1/5%	0/0%	0/0%	0/0%	0/0%	2/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

