

# EEOP Utilization Report



Thursday December 14 3:00:00 EDT 2015

**Introductory Information:**

**Grant Title:** Body-Worn Camera Implementation Program      **Grant Number:** 2015-DE-BX-K027

**Grantee Name:** Hamilton County Sheriff's Office      **Award Amount:** \$139,500.00

**Grantee Type:** Local Government Agency

**Address:** 1000 Sycamore Street, Room 110  
Cincinnati, Ohio 45202

**Contact Person:** Captain Daniel Scheffler      **Telephone:** (513) 946-6702

**Address:** 1000 Sycamore Street, Room 110  
Cincinnati, Ohio 45202

**DOJ Grant Manager:** Stephen R. Fender      **Telephone:** (202) 532-0027

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**Policy Statement:**

In complying with federal civil rights laws, the Hamilton County Sheriff's Office provides equal employment opportunities to applicants and employees without regard to race, color, religion, creed, gender, national origin, age, disability, military status, sexual orientation, or any other legally protected status.

**Narrative Underutilization Analysis:**

Information from the analysis chart indicates that the Hamilton County Sheriff's Office is showing possible underutilization of qualified employees within two job categories in regards to sex and race. The job categories and groups identified are as follows:

<u>Job Categories</u>	<u>Groups Identified</u>
Protective Services (Sworn Officials)	African American Male(-9%), and White Female (-10%)
Protective Services (Sworn Patrol Officers)	Hispanic or Latino Male (-1%), White Female (-24%), and Hispanic or Latino Female (-1%)

However, promotion to these job categories is established and dictated by collective bargaining agreements through a competitive examination process that is developed, administered, and scored by an outside third party (University of Cincinnati's Criminal Justice Program).

**Objectives and Steps:**

None. See Narrative Underutilization Analysis statement above.

**Internal Dissemination:**

1. Distribute EEOP Utilization Report to all supervisors via Sheriff's Office e-mail system.
2. Distribute EEOP Utilization Report to all employees at briefing.

**External Dissemination:**

1. Upload to Hamilton County Sheriff's Office website.

Utilization Analysis Chart  
Relevant Labor Market: Ohio

Job Categories	Male								Female							
	White	Hispanic Or Latino	African American	American Indian or Alaska Native	Asian	Native Hawaiian Or Other Pacific Islander	Two Or More Races	Other	White	Hispanic Or Latino	African American	American Indian Or Alaska Native	Asian	Native Hawaiian Or Other Pacific Islander	Two Or More Races	Other
<b>Officials/Administrators</b>																
Workforce	8/98%	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%	0/0%	0/0%
Ohio	335,300/55%	5,605/1%	16,475/3%	460/0%	7,800/1%	40/0%	1,855/0%	625/0%	213,120/35%	4,205/1%	21,535/4%	350/0%	3,915/1%	50/0%	1,660/0%	495/0%
Utilization	34%	-1%	-3%	-0%	-1%	-0%	-0%	-0%	-24%	-1%	-4%	-0%	-1%	-0%	-0%	-0%
<b>Professionals</b>																
Workforce	8/73%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/27%	0/0%	0/0%	0/0%	0/0%	0/0%
Ohio	349,540/37%	6,910/1%	24,270/3%	430/0%	22,115/2%	40/0%	2,425/0%	1,230/0%	467,095/50%	8,240/1%	40,970/4%	685/0%	14,130/1%	15/0%	4,065/0%	1,385/0%
Utilization	36%	-1%	-3%	-0%	-2%	-0%	-0%	-0%	-50%	-1%	23%	-0%	-1%	-0%	-0%	-0%
<b>Technicians</b>																
Workforce	11/65%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/35%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Ohio	55,950/34%	1,105/1%	4,380/3%	80/0%	2,535/2%	0/0%	660/0%	85/0%	85,615/52%	1,510/1%	10,875/7%	190/0%	2,220/1%	0/0%	620/0%	175/0%
Utilization	31%	-1%	-3%	-0%	-2%	0%	-0%	-0%	-16%	-1%	-7%	-0%	-1%	0%	-0%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce	143/93%	1/1%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%	4/3%	0/0%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Ohio	63,810/70%	1,375/2%	9,680/11%	165/0%	250/0%	0/0%	690/1%	215/0%	11,245/12%	335/0%	3,400/4%	65/0%	75/0%	45/0%	125/0%	95/0%
Utilization	23%	-1%	-9%	-0%	-0%	0/0%	-1%	-0%	-10%	-0%	-2%	-0%	-0%	-0%	-0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce	417/75%	7/1%	54/10%	0/0%	3/1%	0/0%	0/0%	0/0%	41/7%	0/0%	31/6%	0/0%	0/0%	1/0%	0/0%	0/0%
Ohio	249,805/49%	13,540/3%	35,400/7%	710/0%	1,930/0%	114/0%	3,325/1%	755/0%	159,055/31%	7,565/1%	34,220/7%	340/0%	1,945/0%	30/0%	2,380/0%	855/0%
Utilization	26%	-1%	3%	-0%	0%	-0%	-1%	-0%	-24%	-1%	-1%	-0%	-0%	0%	-0%	-0%
<b>Protective Services: Non-Sworn</b>																
Workforce	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Ohio	3,650/40%	95/1%	155/2%	0/0%	0/0%	0/0%	90/1%	20/0%	4,310/48%	60/1%	480/5%	10/0%	25/0%	0/0%	150/2%	0/0%
Utilization																
<b>Administrative Support</b>																
Workforce	39/25%	0/0%	6/4%	0/0%	0/0%	0/0%	0/0%	0/0%	93/59%	4/3%	15/10%	0/0%	0/0%	0/0%	0/0%	0/0%
Ohio	414,360/30%	8,875/1%	41,510/3%	490/0%	5,700/0%	50/0%	3,930/0%	1,080/0%	779/225/56%	16,765/1%	97,055/7%	1,180/0%	8,280/1%	125/0%	7,035/1%	2,285/0%
Utilization	-5%	-1%	1%	-0%	-0%	-0%	-0%	-0%	3%	1%	3%	-0%	-1%	-0%	-1%	-0%
<b>Skilled Craft</b>																
Workforce	17/85%	0/0%	3/15%	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%
Ohio	385,660/85%	11,530/3%	22,720/5%	790/0%	1,625/0%	75/0%	3,030/1%	665/0%	23,500/5%	765/0%	3,170/1%	25/0%	460/0%	0/0%	135/0%	60/0%
Utilization	0%	-3%	10%	-0%	-0%	-0%	-1%	-0%	-5%	-0%	-1%	-0%	-0%	0/0%	-0%	-0%
<b>Service/Maintenance</b>																
Workforce	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Ohio	729,380/46%	39,085/2%	104,895/7%	1,510/0%	10,625/1%	170/0%	7,035/0%	2,050/0%	545,985/34%	22,235/1%	100,170/6%	1,400/0%	11,830/1%	80/0%	5,905/0%	1,915/0%
Utilization																

Law Enforcement Category Rank Chart

Job Categories	T O T A L S	Male								Female							
		White	Hispanic Or Latino	African American	American Indian or Alaska Native	Asian	Native Hawaiian Or Other Pacific Islander	Two Or More Races	Other	White	Hispanic Or Latino	African American	American Indian Or Alaska Native	Asian	Native Hawaiian Or Other Pacific Islander	Two Or More Races	Other
Corporal	68	64	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0
Sergeant	55	52	0	0	0	0	0	0	0	1	0	2	0	0	0	0	0
Lieutenant	23	20	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Captain	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Services: Sworn-Patrol Officers	554	417	7	54	0	3	0	0	0	41	0	31	1	0	1	0	0

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic Or Latino	African American	American Indian or Alaska Native	Asian	Native Hawaiian Or Other Pacific Islander	Two Or More Races	Other	White	Hispanic Or Latino	African American	American Indian Or Alaska Native	Asian	Native Hawaiian Or Other Pacific Islander	Two Or More Races	Other
<b>Protective Services: Sworn-Officials</b>			X						X							
<b>Protective Services: Sworn-Patrol Officers</b>		X							X	X						

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.

Jim Neil Sheriff 01.21.2016

[Signature]

[Title]

[date]