

EEOP Utilization Report



Tue Aug 16 16:36:15 EDT 2016

Step 1: Introductory Information

Grant Title: 2012 JAG - Training and Equipment
Grant Number: 202-DJ-BX-0285
Grantee Name: City of Joplin
Award Amount: \$37,818.00
Grantee Type: Local Government Agency
Address: 602 S. Main Street
Joplin, Missouri
64801
Contact Person: John Hollingsworth
Telephone #: 417-623-3131
Contact Address: 303 E. Third Street
Joplin, Missouri
64801
DOJ Grant Manager: Veronica Munson
DOJ Telephone #: 202-514-7710

Grant Title: 2015 JAG Equipment Project
Grant Number: 2015-Dj-BX-0780
Grantee Name: City of Joplin
Award Amount: \$31,541.00
Grantee Type: Local Government Agency
Address: 602 S. Main Street
Joplin, Missouri
64801
Contact Person: John Hollingsworth
Telephone #: 417-623-3131
Contact Address: 303 E. Third Street
Joplin, Missouri
64801
DOJ Grant Manager: Veronica Munson
DOJ Telephone #: 202-514-7710

Grant Title: Justice & Mental Health Collaboration
Grant Number: 2014-MO-BX-0015
Grantee Name: City of Joplin
Award Amount: \$250,000.00
Grantee Type: Local Government Agency
Address: 602 S. Main Street
Joplin, Missouri
64801
Contact Person: Shane Dotson
Telephone #: 417-623-3131
Contact Address: 303 E. Third Street
Joplin, Missouri
64801
DOJ Grant Manager: Veronica Munson
DOJ Telephone #: 205-514-7710

Grant Title: OCDEF **Grant Number:** WC-MOW-308
Grantee Name: City of Joplin **Award Amount:** \$25,000.00
Grantee Type: Local Government Agency
Address: 602 S. Main Street
Joplin, Missouri
64801
Contact Person: Trevor Duncan **Telephone #:** 417-623-3131
Contact Address: 303 E. Third Street
Joplin, Missouri
64801
DOJ Grant Manager: Joel Sheppard **DOJ Telephone #:** 314-768-3205

Grant Title: Bullet Proof Vest **Grant Number:** 2014-BUBX-14072689
Grantee Name: City of Joplin **Award Amount:** \$12,750.00
Grantee Type: Local Government Agency
Address: 602 S. Main Street
Joplin, Missouri
64801
Contact Person: John Hollingsworth **Telephone #:** 417-623-3131
Contact Address: 303 E, Third Street
Joplin, Missouri
64801
DOJ Grant Manager: Veronica Munson **DOJ Telephone #:** 202-514-7710

Policy Statement:

All employment by the City of Joplin will be on the basis of qualifications for vacant jobs, including education and experience as well as other job-related factors. All applicants and employees have equal opportunity in the application and employment process, including promotion, demotion, transfer, dismissal, performance measurement and pay increases without regard to race, color, religion, sex, national origin, age, disability, veteran, or status as a special disabled veteran.

Step 4b: Narrative Underutilization Analysis

The City of Joplin will continue to try and attract females in certain categories by participating in more job fairs and more diverse web sites and colleges for recruitment.

Step 5 & 6: Objectives and Steps

1. Our objective is to provide equal employment opportunities for white women when our organization fills vacancies that become available in the Professionals, Technicians, Protective Services: Sworn-Patrol Officers and non sworn job categories. We also will provide equal employment opportunities for white men in administrative support and skilled craft categories.

a. Our organization will review all applications that come in for our targeted job categories that were underutilized that we will make sure they are getting reviewed.

Our organization will reach out to educational institutions and professional organizations with those underutilized job categories in the next 12 months to make sure they fit within the categories listed.

Step 7a: Internal Dissemination

Send an email blast and a hard-copy memo to all employees in their next paycheck that a copy of the EEOP Short Form is available on request.

Step 7b: External Dissemination

The City of Joplin will place the EEOP on our website and make available upon request. We will also make sure the Library has it available upon request and make sure our Departments are aware of it in case they need to make it available upon request.

Utilization Analysis Chart
Relevant Labor Market: Jasper County, Missouri

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 #/%	18/78%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	4/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,840/58%	10/0%	0/0%	45/1%	30/1%	0/0%	75/2%	0/0%	1,715/35%	50/1%	10/0%	15/0%	40/1%	0/0%	75/2%	0/0%
Utilization #/%	20%	-0%	4%	-1%	-1%	0%	-2%	0%	-18%	-1%	-0%	-0%	-1%	0%	-2%	0%
Professionals																
Workforce #/%	59/62%	0/0%	1/1%	2/2%	0/0%	1/1%	0/0%	0/0%	30/32%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,150/38%	120/1%	20/0%	35/0%	125/2%	0/0%	45/1%	4/0%	4,495/55%	50/1%	10/0%	85/1%	30/0%	0/0%	48/1%	15/0%
Utilization #/%	24%	-1%	1%	2%	-2%	1%	-1%	-0%	-23%	0%	1%	-1%	-0%	0%	-1%	-0%
Technicians																
Workforce #/%	22/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/30%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	740/45%	10/1%	0/0%	4/0%	30/2%	0/0%	4/0%	0/0%	790/48%	14/1%	0/0%	15/1%	35/2%	0/0%	14/1%	0/0%
Utilization #/%	22%	-1%	0%	-0%	-2%	0%	-0%	0%	-17%	2%	0%	-1%	-2%	0%	-1%	0%
Protective Services:																
Sworn-Officials																
Workforce #/%	25/89%	1/4%	0/0%	2/7%	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 #/%	560/80%	10/1%	0/0%	4/1%	10/1%	0/0%	20/3%	0/0%	80/11%	0/0%	15/2%	0/0%	0/0%	0/0%	4/1%	0/0%
Utilization #/%	10%	2%	0%	7%	-1%	0%	-3%	0%	-11%	0%	-2%	0%	0%	0%	-1%	0%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	62/87%	0/0%	1/1%	3/4%	0/0%	0/0%	0/0%	0/0%	5/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	2,840/48%	120/2%	120/2%	59/1%	0/0%	0/0%	49/1%	0/0%	2,415/41%	85/1%	105/2%	35/1%	0/0%	0/0%	74/1%	0/0%
Utilization #/%	39%	-2%	-1%	3%	0%	0%	-1%	0%	-34%	-1%	-2%	-1%	0%	0%	-1%	0%
Protective Services: Non-sworn																
Workforce #/%	7/44%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	8/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	70/100%	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
Utilization #/%	44%	0%	0%	6%	0%	0%	0%	0%	-50%	0%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	9/13%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	55/79%	1/1%	2/3%	2/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,940/32%	150/1%	75/0%	145/1%	20/0%	0/0%	114/1%	0/0%	9,075/60%	275/2%	65/0%	215/1%	0/0%	0/0%	165/1%	0/0%
Utilization #/%	-20%	0%	-0%	-1%	-0%	0%	-1%	0%	19%	-0%	2%	1%	0%	0%	-1%	0%
Skilled Craft																
Workforce #/%	71/64%	2/2%	0/0%	3/3%	0/0%	0/0%	0/0%	0/0%	29/26%	2/2%	4/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,250/84%	290/5%	115/2%	185/3%	10/0%	0/0%	40/1%	25/0%	270/4%	30/0%	0/0%	4/0%	10/0%	0/0%	24/0%	0/0%
Utilization #/%	-20%	-3%	-2%	-0%	-0%	0%	-1%	-0%	22%	1%	4%	-0%	-0%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	59/86%	0/0%	1/1%	2/3%	0/0%	0/0%	0/0%	0/0%	7/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	10,535/50%	965/5%	335/2%	270/1%	35/0%	25/0%	214/1%	40/0%	7,285/35%	730/3%	100/0%	165/1%	130/1%	10/0%	155/1%	4/0%
Utilization #/%	35%	-5%	-0%	2%	-0%	-0%	-1%	-0%	-25%	-3%	-0%	-1%	-1%	-0%	-1%	-0%

Significant Underutilization Chart

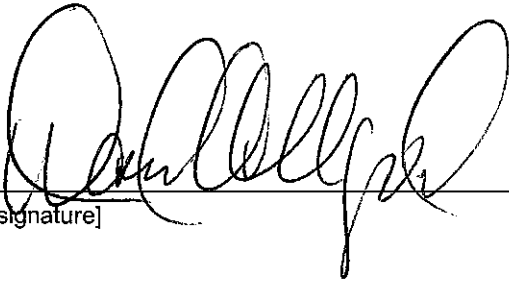
Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Professionals									✓							
Technicians									✓							
Protective Services: Sworn-Patrol Officers									✓							
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
Police 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%	0/0%	0/0%
Assistant Police Chief																
Workforce #/%	0/0%	0/0%	0/0%	1/0%	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 Sergeant																
Workforce #/%	10/91%	0/0%	0/0%	1/0%	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 Corporal																
Workforce #/%	10/91%	1/9%	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 Captain																
Workforce #/%	4/100%	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: Sworn-Patrol Officers																
Workforce #/%	62/87%	0/0%	1/1%	3/0%	0/0%	0/0%	0/0%	0/0%	5/7%	0/0%	0/0%	0/0%	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 EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.


[signature] Dir of HR [title] 8-16-16 [date]