

EEO Utilization Report

Organization Information

Name: City of Jasper

City: Jasper

State: AL

Zip: 35501

Type: County/Municipal Law Enforcement

Section 1: EEO Policy Statement

Policy Statement:

The City of Jasper is an equal employment opportunity employer. We hire, promote, pay, discipline, and take all other personnel actions without regard to one's race, color, sex (including sexual identity, sexual orientation and gender expression, and transgender status), pregnancy or maternity, religion, national origin, citizenship, disability, age, genetic information, or military service or veteran status. These are known collectively as the "protected groups" or one's "protected status" under our policies.

We will provide reasonable accommodation to the known limitations of applicants and practices of our employees or applicants, provided that such accommodations do not work an undue hardship upon the City.

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 #/%	15/58%	0/0%	2/8%	0/0%	0/0%	0/0%	0/0%	9/35%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,920/84%	20/1%	155/7%	0/0%	0/0%	0/0%	0/0%	155/7%	25/1%	20/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-26%	-1%	1%	0%	0%	0%	28%	-1%	-1%	-1%	0%	0%	0%	0%
Service/Maintenance														
Workforce #/%	62/59%	1/1%	4/4%	0/0%	0/0%	0/0%	33/31%	0/0%	0/0%	5/5%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,710/46%	260/4%	145/2%	15/0%	30/1%	0/0%	2,380/40%	10/0%	275/5%	0/0%	10/0%	0/0%	0/0%	40/1%
Utilization #/%	13%	-3%	1%	-0%	-1%	0%	-9%	-0%	0%	0%	-0%	-0%	0%	-1%

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
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%
Assistant 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%
Detective														
Workforce #/%	6/86%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain														
Workforce #/%	3/100%	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%
Sergeant														
Workforce #/%	6/86%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant														
Workforce #/%	6/100%	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 #/%	14/78%	1/6%	1/6%	0/0%	0/0%	0/0%	2/11%	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 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.

Kelley Chason City Clerk 9-10-2024
[signature] [title] [date]

Utilization Analysis Chart
Relevant Labor Market: Walker County
, Alabama

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 #/%	3/50%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	2/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	915/58%	0/0%	4/0%	0/0%	15/1%	0/0%	0/0%	535/34%	0/0%	85/5%	0/0%	15/1%	0/0%	0/0%
Utilization #/%	-8%	0%	16%	0%	-1%	0%	0%	-1%	0%	-5%	0%	-1%	0%	0%
Professionals														
Workforce #/%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	925/31%	40/1%	20/1%	4/0%	0/0%	0/0%	0/0%	1,850/62%	45/2%	100/3%	0/0%	0/0%	0/0%	4/0%
Utilization #/%	-31%	32%	-1%	-0%	0%	0%	5%	-2%	-3%	-3%	0%	0%	0%	-0%
Technicians														
Workforce #/%	12/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	960/50%	60/3%	80/4%	0/0%	0/0%	0/0%	0/0%	715/37%	0/0%	45/2%	4/0%	25/1%	0/0%	30/2%
Utilization #/%	25%	-3%	-4%	0%	0%	0%	-12%	0%	-2%	-2%	-0%	-1%	0%	-2%
Protective Services:														
Sworn														
Workforce #/%	37/86%	1/2%	2/5%	0/0%	0/0%	0/0%	0/0%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	320/80%	0/0%	40/10%	0/0%	0/0%	0/0%	0/0%	25/6%	0/0%	0/0%	0/0%	0/0%	0/0%	15/4%
Utilization #/%	6%	2%	-5%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	-4%
Protective Services: Non-sworn														
Workforce #/%	28/100%	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 #/%	75/95%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	5%	0%	0%	0%	0%	0%	-5%	0%	0%	0%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	1/7%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	8/53%	1/7%	4/27%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,265/24%	20/0%	20/0%	0/0%	0/0%	0/0%	0/0%	3,440/68%	95/2%	280/5%	30/1%	60/1%	0/0%	30/1%
Utilization #/%	-17%	-0%	6%	0%	0%	0%	-12%	5%	21%	-1%	-1%	-1%	0%	-1%
Skilled Craft														

Section 5: Narrative Interpretation of Data

In terms of City of Jasper's demographics, Jasper should work towards advertising and employing additional white male workers in skilled crafts and white female workers in the areas of service/maintenance.

The skilled crafts include some traditional jobs such as instructors in art and crafts as well as library services and park and recreation activities. These roles are currently held by more female workers but could be performed by male. An awareness of the deficiency in diversity in this job classification will help in solving this in the future. The lack of female workers in the areas of service/maintenance will continue to be a challenge as the majority of these positions require physical challenges.

Section 6: Objectives and Steps

1. Increase White female workers in service/maintenance roles

- a. advertise job opening on social media and other female platforms.

2. Increase Male skilled crafts employment

- a. Encourage department managers to hire males in these roles as they are available.

Section 7: Dissemination Strategy: Internal

The EEO Utilization Report will be disseminated to all department managers in supervisory positions and will be posted on the bulletin board used for public communications.

A copy of the report will be placed in the Human Resource Department.

Section 7: Dissemination Strategy: External

A copy of the Utilization Report will be placed on the City's website and posted for public view at Jasper City Hall's public information board.