

UNDERUTILIZATION NARRATIVE ANALYSIS (Step 4b of 7)

In reviewing the Utilization Analysis Chart, the ALEA Personnel Division for the Alabama Law Enforcement Agency (ALEA) made the following observations:

I. Officials/Administrators

White Male (-33%): ALEA is a law enforcement agency which requires use of the Protective Services: Sworn-Officials (Supervisory Level) job category where a 27% utilization of white males is reflected. This reporting requirement significantly reduces the number of white males in the Officials/Administrators job category resulting in the underutilization.

II. Professionals

White Female (-21%): The Professional job category consists of a small portion of ALEA's workforce, (2.9%) which makes it difficult to interpret the level of underutilization as significant in relation to the relevant community labor market.

III. Technicians

White Male (-15%): ALEA is a law enforcement agency which requires use of the Protective Services: Sworn-Officials (Supervisory Level) job category where a 27% utilization of white males is reflected and the Sworn-Patrol Officers (Non-supervisory level) job category where 37% utilization of white males is reflected. This significantly reduces the number of white males in the Technicians job category resulting in the underutilization.

IV. Protective Services – Sworn Officials (Supervisory Level)

A comparison of ALEA's workforce to the labor market statistics indicates underutilization of Black Males (-11%), White Females (-5%), and Black Females (-8%) exist. By statute, the Alabama State Personnel Department is responsible for announcing job classifications, screening applicants, developing, and developing hiring registers for use by state agencies such as ALEA attempting to fill positions within the merit system. The Rules of the State Personnel Board specify the procedures ALEA must follow when filling vacant merit system positions for open-competitive and promotional opportunities to include certifying the agency with a list of eligible candidates. Consequently, ALEA is limited in its ability increase any area of underutilization, to specifically include Black Males and Females (without regard to race). ALEA will continue to work with the Alabama State Personnel Department to identify effective strategies for recruiting minorities that other state agencies use.

V. Protective Services – Sworn Officials – Patrol Officers (Non-Supervisory Level)

A comparison of ALEA's workforce to the labor market statistics indicates underutilization of Hispanic/Latino Males (-4%), White Female (-45%), Black Female (-8%), and Hispanic/Latino Female (-2%) – It is ALEA's policy to promote and encourage diversity in its workforce and to prohibit unlawful discrimination and harassment in employment practices. The Public Information Unit and ALEA's Recruitment Team continuously promote the agency in an effort to recruit diverse groups to apply for law enforcement positions with the agency. Resources used by agency officials included but are not limited to a recruitment program, social media, the Agency website, career fairs, and

civic organizations. Despite these efforts, potential candidates are still required to follow State Personnel Department guidelines for application which could prohibit desired levels of utilization across all race/gender groups.

In specifically addressing the underutilization of Hispanic/Latinos, it is important to point out the information from the U.S. Census Bureau, 2019 Population Estimates, indicates the Hispanic/Latino population in the State of Alabama is 4.4%. There has not been a noticeable interest in law enforcement positions with ALEA by Hispanics/Latinos as is indicated by the small number of candidates applying for entry-level law enforcement classifications

It is ALEA's position that the underutilization of Females in Protective Services-Sworn Officials job category is due to an overall lack of interest in the profession. Nonetheless, ALEA has committed to following effective strategies to increase utilization of Females as sworn officials.

VI. Administrative Support

White Male (-18%) and Black Male (-3%): Positions within this category are predominantly occupied by Females on the basis that males are not typically interested in this type of work and do not apply. Nonetheless, ALEA continues its recruitment efforts in an attempt to improve utilization.