

EEO Utilization Report

Organization Information

Name: Alabama Law Enforcement Agency

City: Montgomery

State: AL

Zip: 36104

Type: State Law Enforcement

Step 1: Introductory Information

Policy Statement:

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It is the policy of the Alabama Law Enforcement Agency (ALEA) to provide all individuals with an equal employment opportunity without discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, genetic information, pregnancy, or any other characteristic protected by law. No employment related practice or decision, shall in whole or in part, be based upon unlawful discrimination or harassment or any employee's opposition to such conduct. The Agency will take all reasonable steps to discourage unlawful discrimination and harassing behavior from occurring and will impose appropriate corrective action where occurrences are identified. All ALEA employees are provided viable means for communicating and resolving complaints regarding unlawful discriminatory practices. It is not the intent of this policy to permit or require the lowering of bona fide job requirements or qualifications standards to give preference to any employee or application for employment.

Step 4b: Narrative of Interpretation

See attachment

Following File has been uploaded: UNDERUTILIZATION NARRATIVE ANALYSIS - for merge.pdf

Step 5: Objectives and Steps

1. ALEAs objective is to ensure equal employment opportunities for African American, white, and Latino males and females, when it seeks to fill vacancies that become available in the Professionals job category.

- a. ALEA will continue to work with the Alabama State Personnel Department to identify effective strategies for recruiting African American, white, and Latino males and females that other state agencies use for underutilized positions.
- b. ALEA will utilize its recruitment program which includes a diverse recruitment team comprised of a designated Recruiting Director and Recruiting Coordinators to increase interactions between African American and Latino males and females by obtaining schedules of recruiting events and attending such events at educational institutions and professional organizations.
- c. ALEA will identify and consult with representative entities to discuss the best ways to advertise underutilized vacancies.
- d. ALEA will continue using social media resources to communicate with the public about vacancies of underutilized positions.
- e. ALEA will continue distributing posters and brochures which highlight minority male and female Troopers as an effort to attract more minorities to these underutilized positions.
- f. ALEA will continue posting vacant positions it intends to fill on ALEA Intranet ensuring African American, white, and Latino male and female employees have access to the information.
- g. ALEA will review all employment organizational data related to the Professional job categories to identify any issues that may pose barriers for African American or Latino men and women (e.g., review and analyze the records of exit interviews of former employees; examine applicant flow data for recent vacancies; review job posting and advertising practices; review promotion decisions and data; evaluate hiring, retention and attrition rates for particular positions, particular offices, or regions).

Step 6: Internal Dissemination

ALEA will post a copy of its EEO Utilization Report on its Intranet; making the report available for all ALEA employees.

Step 7: External Dissemination

ALEA will post its EEO Utilization Report on its public website which can be viewed by the general public, applicants, and all ALEA employees.

Utilization Analysis Chart
Relevant Labor Market: 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 #/%	19/19%	0/0%	4/4%	0/0%	0/0%	0/0%	0/0%	1/1%	49/50%	0/0%	24/24%	0/0%	0/0%	0/0%	0/0%	1/1%
CLS #/%	107,805/52%	1,880/1%	12,210/6%	520/0%	1,965/1%	100/0%	725/0%	220/0%	61,680/30%	1,090/1%	17,095/8%	375/0%	1,210/1%	0/0%	505/0%	140/0%
Utilization #/%	-33%	-1%	-2%	-0%	-1%	-0%	-0%	1%	20%	-1%	16%	-0%	-1%	0%	-0%	1%
Professionals																
Workforce #/%	19/44%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	2/5%	10/23%	0/0%	9/21%	0/0%	0/0%	0/0%	0/0%	1/2%
CLS #/%	112,685/34%	2,595/1%	16,420/5%	555/0%	4,335/1%	50/0%	885/0%	375/0%	145,690/44%	2,285/1%	38,025/12%	755/0%	3,425/1%	15/0%	1,170/0%	290/0%
Utilization #/%	10%	-1%	-0%	-0%	-1%	-0%	-0%	5%	-21%	-1%	9%	-0%	-1%	-0%	-0%	2%
Technicians																
Workforce #/%	9/15%	0/0%	5/8%	0/0%	0/0%	0/0%	0/0%	0/0%	25/42%	0/0%	20/33%	0/0%	0/0%	0/0%	0/0%	1/2%
CLS #/%	19,230/30%	205/0%	3,585/6%	230/0%	605/1%	0/0%	240/0%	60/0%	28,475/45%	335/1%	9,900/16%	105/0%	355/1%	4/0%	190/0%	85/0%
Utilization #/%	-15%	-0%	3%	-0%	-1%	0%	-0%	-0%	-3%	-1%	18%	-0%	-1%	-0%	-0%	2%
Protective Services: Sworn-Officials																
Workforce #/%	171/86%	0/0%	23/12%	0/0%	1/0%	0/0%	0/0%	0/0%	5/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	22,340/58%	495/1%	8,745/23%	105/0%	45/0%	0/0%	195/1%	75/0%	2,970/8%	30/0%	3,100/8%	95/0%	15/0%	20/0%	54/0%	0/0%
Utilization #/%	27%	-1%	-11%	-0%	0%	0%	-1%	-0%	-5%	-0%	-8%	-0%	-0%	-0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	486/74%	6/1%	135/21%	0/0%	0/0%	0/0%	0/0%	0/0%	17/3%	0/0%	11/2%	0/0%	0/0%	0/0%	0/0%	2/0%
Civilian Labor Force #/%	74,830/37%	9,745/5%	33,880/17%	630/0%	795/0%	80/0%	1,119/1%	230/0%	44,475/22%	3,350/2%	31,460/16%	320/0%	520/0%	25/0%	570/0%	154/0%
Utilization #/%	37%	-4%	4%	-0%	-0%	-0%	-1%	-0%	-19%	-2%	-14%	-0%	-0%	-0%	-0%	0%
Protective Services: Non-sworn																

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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	885/38%	20/1%	105/4%	0/0%	0/0%	0/0%	10/0%	0/0%	1,040/45%	45/2%	185/8%	25/1%	0/0%	0/0%	20/1%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	31/8%	1/0%	13/3%	0/0%	0/0%	0/0%	0/0%	0/0%	182/47%	2/1%	157/41%	0/0%	0/0%	0/0%	0/0%	1/0%
CLS #/%	134,270/26%	2,465/0%	31,335/6%	525/0%	1,705/0%	0/0%	1,355/0%	290/0%	249,350/48%	5,040/1%	82,065/16%	1,525/0%	2,395/0%	75/0%	2,370/0%	580/0%
Utilization #/%	-18%	-0%	-3%	-0%	-0%	0%	-0%	-0%	-1%	-0%	25%	-0%	-0%	-0%	-0%	0%
Skilled Craft																
Workforce #/%	19/100%	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%
CLS #/%	151,230/73%	13,630/7%	26,810/13%	1,260/1%	965/0%	80/0%	1,485/1%	360/0%	8,010/4%	530/0%	3,210/2%	15/0%	145/0%	0/0%	89/0%	15/0%
Utilization #/%	27%	-7%	-13%	-1%	-0%	-0%	-1%	-0%	-4%	-0%	-2%	-0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	9/56%	0/0%	4/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/19%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	210,990/36%	27,485/5%	101,355/17%	1,490/0%	2,900/0%	105/0%	2,900/0%	510/0%	129,965/22%	12,065/2%	89,505/15%	1,390/0%	3,315/1%	110/0%	1,995/0%	400/0%
Utilization #/%	20%	-5%	8%	-0%	-0%	-0%	-0%	-0%	-22%	-2%	3%	-0%	-1%	-0%	-0%	-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
Officials/Administrators	✓															
Professionals									✓							
Technicians	✓															
Protective Services: Sworn-Officials			✓						✓		✓					
Protective Services: Sworn-Patrol Officers		✓							✓	✓	✓					
Administrative Support	✓		✓													

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
ALEA Secretary																
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%
ALEA Deputy Secretary																
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%
ALEA Director																
Workforce #/%	1/50%	0/0%	1/50%	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%
ALEA Chief																
Workforce #/%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
ALEA Captain																
Workforce #/%	21/91%	0/0%	2/9%	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%
ALEA Lieutenant																
Workforce #/%	36/84%	0/0%	5/12%	0/0%	0/0%	0/0%	0/0%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
ALEA Sergeant																
Workforce #/%	32/89%	0/0%	4/11%	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%
ALEA Corporal																
Workforce #/%	76/84%	0/0%	11/12%	0/1%	1/1%	0/0%	0/0%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	486/74%	6/1%	135/21%	0/0%	0/0%	0/0%	0/0%	0/0%	17/3%	0/0%	11/2%	0/0%	0/0%	0/0%	0/0%	2/0%

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.

Certified As Final By: Keisha Crenshaw

Departmental Personnel Specialist

04-28-2020

[signature]

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[date]