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MARGARET DARTER
FAULKNER COUNTY CLERK

BY *B. Walls* DC

EEO Utilization Report

Organization Information

Name: Faulkner County Sheriff's Department

City: Conway

State: AR

Zip: 72034

Type: County/Municipal Law Enforcement

Tue 11-16-2021 14:57:13 EST

Step 1: Introductory Information

Policy Statement:

On December 16, 2014, the Quorum Court of Faulkner County passed Ordinance 14-31 adopting the Faulkner County Personnel Manual 2015. Amendments have been made to the Employment and Grievance sections which include Ordinances 15-21, 15-30, & 15-36. In accordance with federal, state, and local laws, Faulkner County is committed to maintaining a workforce that is free of unlawful discrimination on the basis of race, color, national origin, sex, religion, disability, age, sexual orientation or preference, marital or family status, or political affiliation. Faulkner County publishes the complete Personnel Manual on their website (www.faulknercounty.org) which allows for all to access the employment policies set forth by the County. All Faulkner County Sheriff's Office employees are covered by the Faulkner County Personnel Manual. The Faulkner County Sheriff's Office published Policy, Harassment in the Workplace, Section 42 in 2015 setting forth in-house procedures for preventing, filing, investigating, resolving, and the appeals process for harassment/discrimination. An updated and revised version of Harassment in the Workplace, Section 42 will be published January 1st 2022.

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart, the Administration for the Faulkner County Sheriff's Office (FCSO) made the following observations:

In the job category of Protective Services: Sworn-Patrol Officers there is an underutilization of White females (-15%). More significant, is the underutilization of White females (-70%) in the job category of Protective Services: Non-sworn.

In keeping with the FCSO's commitment to having a workforce that reflects the community it serves, the FCSO will examine its recruitment and retention practices to see if there may be ways to attract more White females to apply for Protective Services positions- both sworn and non-sworn.

Step 5: Objectives and Steps

1. Our objective is to provide equal employment opportunities for White females when our organization fills vacancies that become available in the Protective Services: Sworn-Patrol Officers and Non-Sworn job categories.

- a. To attract White female recruits, the FCSO's public information officer plans to send a recruitment team to participate in job fairs and career days at any local high schools and colleges.
- b. To attract White female recruits, the FCSO will send a recruitment team (including, if possible, at least one female officer) to career days and job fairs at any local public venues. The recruitment team will make presentations that will highlight career opportunities for women as both Sworn-Patrol Officers and Non-Sworn Officers at FCSO.

Step 6: Internal Dissemination

1. Distribute a hard copy of the EEOP Utilization Report to all employees in a supervisory position.
2. Send an e-mail to all employees, to let them know that a copy of the EEOP Utilization Report is available on request.
3. Post a copy of the EEOP Utilization Report in the common areas at all three FCSO office locations: Unit 1 Jail/Admin., Unit 2 Jail, CID, and Dispatch.

Step 7: External Dissemination

1. Post a copy of the EEOP Utilization Report on the FCSO's public website.
2. Distribute a bound copy of the EEOP Utilization Report to the Faulkner County Judge's Office.
3. Distribute a bound copy of the EEOP Utilization Report to the Faulkner County Clerk's Office where it will be filed and accessible by the public.

Utilization Analysis Chart
Relevant Labor Market: Faulkner County, Arkansas

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 #/%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,530/59%	50/1%	75/2%	4/0%	10/0%	0/0%	0/0%	0/0%	1,405/33%	45/1%	115/3%	0/0%	25/1%	0/0%	30/1%	0/0%
Utilization #/%	-26%	-1%	-2%	-0%	-0%	0%	0%	0%	34%	-1%	-3%	0%	-1%	0%	-1%	0%
Professionals																
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%
CLS #/%	2,485/34%	30/0%	90/1%	10/0%	85/1%	0/0%	35/0%	20/0%	4,100/57%	100/1%	225/3%	0/0%	60/1%	0/0%	15/0%	0/0%
Utilization #/%	66%	-0%	-1%	-0%	-1%	0%	-0%	-0%	-57%	-1%	-3%	0%	-1%	0%	-0%	0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	420/34%	0/0%	0/0%	0/0%	15/1%	0/0%	0/0%	0/0%	695/57%	35/3%	30/2%	0/0%	30/2%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	8/80%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	260/70%	0/0%	20/5%	0/0%	0/0%	0/0%	0/0%	0/0%	90/24%	0/0%	0/0%	4/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	0%	5%	0%	0%	0%	0%	0%	-14%	0%	0%	-1%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	34/81%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	6/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	3,380/53%	255/4%	395/6%	0/0%	0/0%	0/0%	15/0%	45/1%	1,910/30%	115/2%	245/4%	0/0%	30/0%	0/0%	0/0%	35/1%
Utilization #/%	28%	-4%	-1%	0%	0%	0%	-0%	-1%	-15%	-2%	-4%	0%	-0%	0%	0%	-1%
Protective Services: Non-sworn																
Workforce #/%	16/46%	0/0%	6/17%	0/0%	1/3%	0/0%	0/0%	0/0%	3/9%	0/0%	9/26%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/79%	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 #/%	25%	0%	17%	0%	3%	0%	0%	0%	-70%	0%	25%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/90%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%
CLS #/%	3,190/31%	110/1%	280/3%	45/0%	15/0%	0/0%	60/1%	0/0%	5,495/53%	95/1%	870/8%	20/0%	40/0%	0/0%	84/1%	0/0%
Utilization #/%	-31%	-1%	-3%	-0%	-0%	0%	-1%	0%	37%	-1%	-8%	-0%	10%	0%	-1%	0%
Skilled Craft																
Workforce #/%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/79%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%
CLS #/%	4,025/60%	560/11%	170/3%	20/0%	0/0%	0/0%	40/1%	0/0%	140/3%	35/1%	10/0%	4/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-66%	-11%	-3%	-0%	0%	0%	-1%	0%	76%	-1%	-0%	-0%	7%	0%	0%	0%
Service/Maintenance																
Workforce #/%	28/50%	3/5%	6/11%	0/0%	0/0%	0/0%	0/0%	0/0%	15/27%	1/2%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,340/46%	280/2%	1,045/6%	4/0%	70/1%	4/0%	45/0%	45/0%	4,510/33%	240/2%	1,090/8%	10/0%	55/0%	4/0%	0/0%	35/0%
Utilization #/%	4%	3%	3%	-0%	-1%	-0%	-0%	-0%	-6%	0%	-3%	-0%	-0%	-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
Protective Services: Sworn-Patrol Officers									✓							
Protective Services: Non-sworn									✓							

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
Skilled Craft:																
Workforce #/%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/79%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%
Protective Services: Non-Sworn																
Workforce #/%	16/46%	0/0%	6/17%	0/3%	1/3%	0/0%	0/0%	0/0%	3/9%	0/0%	9/26%	0/0%	0/0%	0/0%	0/0%	0/0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/90%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%
Officials/Administrators																
Workforce #/%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Service/Maintenance																
Workforce #/%	28/50%	3/5%	8/11%	0/0%	0/0%	0/0%	0/0%	0/0%	15/27%	1/2%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%
Professionals																
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%
Protective Services: Sworn-Official																
Workforce #/%	8/80%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	34/81%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	6/14%	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.

Certified As Final By: Tim Ryals

Sheriff

11-16-2021

[signature]

[title]

[date]



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

January 3, 2022

Angie Wooley
Fiscal Officer
Faulkner County Sheriff's Office
801 Locust St
Conway, AR 72034

Re: Equal Employment Opportunity Plan (EEO) Utilization Report for Faulkner County Sheriff's Office, 21-OCR-1241

Dear Ms. Wooley,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the Equal Employment Opportunity Plan (EEO) Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The approval of your EEO Utilization Report is effective for two years from the date of this letter, and satisfies the EEO reporting requirement for all open Department of Justice (DOJ) awards during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

X *Michael L. Alston*

Michael L. Alston
Director
Signed by: MICHAEL ALSTON

