

# EEOP Utilization Report



Fri Oct 03 15:06:33 EDT 2014

## Step 1: Introductory Information

**Grant Title:** Edward Byrne Memorial Justice Assistance Grant      **Grant Number:** 2014-H2835-AL-DJ

**Grantee Name:** Jefferson County Sheriff's Office      **Award Amount:** \$102,706.00

**Grantee Type:** Local Government Agency

**Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**Contact Person:** Darryl Tavel      **Telephone #:** 205-325-5069

**Contact Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**DOJ Grant Manager:**      **DOJ Telephone #:**

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**Grant Title:** Office of Community Oriented Policing Service      **Grant Number:** 2008CKWX0331

**Grantee Name:** Jefferson County Sheriff's Office      **Award Amount:** \$467,650.00

**Grantee Type:** Local Government Agency

**Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**Contact Person:** Darryl Tavel      **Telephone #:** 205-325-5069

**Contact Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**DOJ Grant Manager:**      **DOJ Telephone #:**

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**Grant Title:** Office of Community Oriented Policing Service      **Grant Number:** 2008CKWX0330

**Grantee Name:** Jefferson County Sheriff's Office      **Award Amount:** \$187,060.00

**Grantee Type:** Local Government Agency

**Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**Contact Person:** Darryl Tavel      **Telephone #:** 205-325-5069

**Contact Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**DOJ Grant Manager:**

**DOJ Telephone #:**

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**Grant Title:** Office of Community Oriented Policing Service      **Grant Number:** 2009CKWX0047

**Grantee Name:** Jefferson County Sheriff's Office      **Award Amount:** \$200,000.00

**Grantee Type:** Local Government Agency

**Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**Contact Person:** Darryl Tavel      **Telephone #:** 205-325-5069

**Contact Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**DOJ Grant Manager:**

**DOJ Telephone #:**

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**Grant Title:** Edward Byrne Memorial Justice Assistance Grant      **Grant Number:** 2011-DJ-BX-3327

**Grantee Name:** Jefferson County Sheriff's Office      **Award Amount:** \$190,290.00

**Grantee Type:** Local Government Agency

**Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**Contact Person:** Darryl Tavel      **Telephone #:** 205-325-5069

**Contact Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**DOJ Grant Manager:**

**DOJ Telephone #:**

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**Grant Title:** Edward Byrne Memorial Justice Assistance Grant      **Grant Number:** 2012-DJ-BX-1152

**Grantee Name:** Jefferson County Sheriff's Office      **Award Amount:** \$130,777.00

**Grantee Type:** Local Government Agency

**Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**Contact Person:** Darryl Tavel      **Telephone #:** 205-325-5069

**Contact Address:** 2200 Reverend Abraham Woods Jr. Blvd.

Birmingham, Alabama  
35203

**DOJ Grant Manager:**

**DOJ Telephone #:**

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**Grant Title:** Edward Byrne Memorial Justice Assistance Grant      **Grant Number:** 2013-DJ-BX-0616

**Grantee Name:** Jefferson County Sheriff's Office      **Award Amount:** \$95,816.00

**Grantee Type:** Local Government Agency

**Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

**Contact Person:** Darryl Tavel      **Telephone #:** 205-325-5069

**Contact Address:** 2200 Reverend Abraham Woods Jr. Blvd.  
Birmingham, Alabama  
35203

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**DOJ Grant Manager:**

**DOJ Telephone #:**

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**Policy Statement:**

It is the policy of the Jefferson County Sheriff's Office to provide equal opportunity in employment for all persons to prohibit discrimination in employment because of race, color, religion, sex, national origin, handicap, age or sexual orientation. This policy of equal employment opportunity applies to and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement and treatment of employees to the extent permitted by law. Employees who believe they have been discriminated against should file a grievance as provided for elsewhere in this Manual and according to the Jefferson County Personnel Board Rules.

## **Step 4b: Narrative Underutilization Analysis**

The Utilization Chart notes under-utilization of White Males and Black Males in the category of Administrative Support, though that is likely offset by the fact that the utilization of Black Females is 31% greater than the relevant civilian labor statistics and the utilization of White Females is 3% greater than the relevant civilian labor statistics.

The Utilization Chart notes under-utilization of White Females in the category of Protective Services: Non-Sworn, though that is likely offset by the fact that the utilization of Black Females is 30% greater than the relevant civilian labor statistics and the utilization of Black Males is 16% greater than the relevant civilian labor statistics.

While the Utilization Chart does not note under-utilization in Protective Services: Sworn Officials (i.e., the officer corps of the Jefferson County Sheriff's Office), it does note under-utilization of several demographics when it comes to Protective Services: Sworn Patrol Officers (i.e., Deputy Sheriffs): Hispanic Males (-6%); Black Males (-6%); White Females (-9%); Hispanic Females (-3%); and Black Females (-13%). It is important to note that the Jefferson County Sheriff's Office does not have the ability to directly hire someone interested in becoming a Deputy Sheriff. Instead, the Jefferson County Sheriff's Office hires Deputy Sheriffs from a list of certified applicants prepared by the Personnel Board of Jefferson County. The Jefferson County Sheriff's Office will examine its current recruitment efforts aimed at minorities, which are intended to encourage more minorities to apply with the Personnel Board of Jefferson County (and thus, hopefully, get put on the list of certified applicants from which the Jefferson County Sheriff's Office can hire).

## **Step 5 & 6: Objectives and Steps**

### **1. 1. Maintain a minority Deputy Sheriff as the Jefferson County Sheriff's Office's lead recruiter.**

a. A Black Female currently serves as the Jefferson County Sheriff's Office's lead recruiter for the Deputy Sheriff position. In that role, she attends career fairs and employment events, where she often gets a chance to share her experience as a minority Deputy Sheriff. During those events, she tells interested and potential candidates to submit an application with the Personnel Board of Jefferson County.

### **2. 2. Identify any barriers to recruitment that might deter minorities from applying with the Personnel Board of Jefferson County.**

a. The Jefferson County Sheriff's Office will try and determine how minority applicants that are put on a certification list for Deputy Sheriff learned about the opportunity to apply with the Personnel Board of Jefferson County. The Jefferson County Sheriff's Office will try and incorporate any significant findings into its recruitment efforts.

## **Step 7a: Internal Dissemination**

The Jefferson County Sheriff's Office will provide a copy of this Utilization Report to the Internal Affairs Division, which oversees the hiring process for Deputy Sheriffs. It will also publish this Utilization Report on the Jefferson County Sheriff's Office public website.

## **Step 7b: External Dissemination**

The Jefferson County Sheriff's Office will publish this Utilization Report on the Jefferson County Sheriff's Office public website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Jefferson 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
<b>Officials/Administrators</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	22,030/50%	305/1%	3,505/8%	35/0%	295/1%	0/0%	130/0%	35/0%	12,300/28%	250/1%	5,260/12%	20/0%	165/0%	0/0%	75/0%	20/0%
Utilization #/%																
<b>Professionals</b>																
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 #/%	22,840/32%	565/1%	4,165/6%	50/0%	1,100/2%	0/0%	100/0%	65/0%	29,220/41%	480/1%	10,500/15%	95/0%	1,225/2%	0/0%	180/0%	15/0%
Utilization #/%	68%	-1%	-6%	-0%	-2%	0%	-0%	-0%	-41%	-1%	-15%	-0%	-2%	0%	-0%	-0%
<b>Technicians</b>																
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 #/%	3,400/29%	24/0%	955/8%	0/0%	175/1%	0/0%	0/0%	0/0%	4,105/35%	35/0%	2,970/25%	0/0%	95/1%	0/0%	40/0%	25/0%
Utilization #/%	71%	-0%	-8%	0%	-1%	0%	0%	0%	-35%	-0%	-25%	0%	-1%	0%	-0%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	58/62%	0/0%	24/26%	0/0%	0/0%	0/0%	0/0%	0/0%	5/5%	0/0%	7/7%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,385/47%	120/2%	2,350/33%	0/0%	0/0%	0/0%	10/0%	0/0%	440/6%	0/0%	915/13%	0/0%	0/0%	0/0%	10/0%	0/0%
Utilization #/%	15%	-2%	-7%	0%	0%	0%	-0%	0%	-1%	0%	-5%	0%	0%	0%	-0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	226/63%	0/0%	73/20%	0/0%	0/0%	0/0%	0/0%	0/0%	21/6%	0/0%	37/10%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	6,880/25%	1,795/6%	7,195/26%	10/0%	75/0%	25/0%	65/0%	40/0%	4,105/15%	695/3%	6,530/24%	35/0%	135/0%	20/0%	20/0%	0/0%
Utilization #/%	38%	-6%	-6%	-0%	-0%	-0%	-0%	-0%	-9%	-3%	-13%	-0%	-0%	-0%	-0%	0%
<b>Protective Services: Non-sworn</b>																

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
<b>Workforce #/%</b>	22/29%	0/0%	12/16%	0/0%	0/0%	0/0%	0/0%	0/0%	16/21%	0/0%	27/35%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>CLS #/%</b>	160/35%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	270/59%	0/0%	25/5%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Utilization #/%</b>	-7%	0%	16%	0%	0%	0%	0%	0%	-39%	0%	30%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																
<b>Workforce #/%</b>	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	23/43%	0/0%	29/54%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>CLS #/%</b>	27,215/26%	660/1%	9,385/9%	95/0%	460/0%	0/0%	105/0%	45/0%	40,950/39%	665/1%	24,110/23%	110/0%	370/0%	40/0%	340/0%	65/0%
<b>Utilization #/%</b>	-22%	-1%	-9%	-0%	-0%	0%	-0%	-0%	3%	-1%	31%	-0%	-0%	-0%	-0%	-0%
<b>Skilled Craft</b>																
<b>Workforce #/%</b>	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
<b>CLS #/%</b>	23,055/67%	3,020/9%	6,070/18%	110/0%	140/0%	50/0%	190/1%	115/0%	830/2%	45/0%	665/2%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Utilization #/%</b>	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Service/Maintenance</b>																
<b>Workforce #/%</b>	5/100%	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%
<b>CLS #/%</b>	26,695/31%	4,705/5%	21,355/25%	105/0%	500/1%	0/0%	240/0%	190/0%	13,005/15%	2,295/3%	17,025/20%	80/0%	505/1%	20/0%	129/0%	90/0%
<b>Utilization #/%</b>	69%	-5%	-25%	-0%	-1%	0%	-0%	-0%	-15%	-3%	-20%	-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
<b>Protective Services: Sworn-Patrol Officers</b>		✓	✓						✓	✓	✓					
<b>Protective Services: Non-sworn</b>									✓							
<b>Administrative Support</b>	✓		✓													



### 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
<b>Sheriff</b>																
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%
<b>Chief Deputy</b>																
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%
<b>Major</b>																
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%
<b>Deputy Chief</b>																
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%
<b>Captain</b>																
Workforce #/%	6/55%	0/0%	4/36%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
Workforce #/%	11/61%	0/0%	3/17%	0/0%	0/0%	0/0%	0/0%	0/0%	2/11%	0/0%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	37/61%	0/0%	17/28%	0/0%	0/0%	0/0%	0/0%	0/0%	2/3%	0/0%	5/8%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services:</b>																
<b>Sworn-Patrol Officers</b>																
Workforce #/%	226/63%	0/0%	73/20%	0/0%	0/0%	0/0%	0/0%	0/0%	21/6%	0/0%	37/10%	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.

Alex A. Chretien      CHIEF DEPUTY      10/7/14  
[signature]                      [title]                      [date]