

EEO Utilization Report

Organization Information

Name: Blount County Sheriff's Office

City: Maryville

State: TN

Zip: 37804

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

It is the continuing policy of the Blount County Sheriff's Office to afford equal employment opportunity to qualified individuals regardless of their sex, race, creed, disability, or national origin and to conform to applicable laws and regulations. Equal opportunity encompasses all aspects of employment practices to include, but not limited to, recruiting, hiring, training, compensation, benefits, promotions, transfers, layoffs, recall from layoffs, discipline and educational and social programs sponsored by the Sheriff's Office. Additionally it is the policy of the Sheriff's Office to provide its employees a viable means of communicating and resolving grievances and complaints regarding unlawful discriminatory employment practices. Any employee of the Blount County Sheriff's Office who fails to comply with this policy is subject to appropriate disciplinary action.

Following File has been uploaded:Equal Employment Opportunity Policy Statement.docx

Step 4b: Narrative of Interpretation

PLEASE SEE SUPPORTING "NARRATIVE OF INTERPRETATION" ATTACHED.

Following File has been uploaded:EEOP NARRATIVE MAY 6, 2019.docx

Step 5: Objectives and Steps

1. HIRE MORE MALES IN ADMINISTRATIVE SUPPORT

- a. SEE NARRATIVE OF INTERPRETATION UPLOADED TO THIS SITE

2. HIRE MORE MALES IN PROTECTIVE SERVICES - SWORN OFFICIALS (NEED HELP UNDERSTANDING THIS)

- a. --BCSO NEEDS HELP UNDERSTANDING THIS CATEGORY

3. HIRE MORE FEMALES AND BLACKS FOR PATROL OFFICER POSITIONS

- a. SEE NARRATIVE OF INTERPRETATION DOCUMENT UPLOADED TO THIS SITE

Step 6: Internal Dissemination

BCSO will disseminate its EEO Utilization Report within the organization as follows:

Post a copy of the report on all bulletin boards in BCSO by June 1, 2019.

Notify all BCSO Command Staff of the completion of the report and its availability on the shared document drive (intranet equivalent access).

Place a copy of the report in all BCSO break rooms by June 1, 2019.

Insert a copy of the report in BCSOs Human Resources manual as an Appendix.

Provide a copy of the report to the Sheriff (elected), Chief Deputy, all 3 Deputy Chiefs, the Public Information Officer, and the Captain having responsibility for recruitment efforts.

Provide a copy of the report to the Mayor of Blount County (elected), and to the Blount County Human Resources Director.

Step 7: External Dissemination

BCSO will disseminate its EEO Report externally as follows:

1. Provide a copy of the report to the Mayor of Blount County
2. Notify applicants and BCSO vendors and contractors in writing that BCSO has received funds from the Office of Justice Programs to fund the hiring of Patrol Officers, and that BCSO has developed an EEOP Report which is available on request for review;
3. Post a copy of the Report on www.BCSO.com, our public website; and
4. Make copies of the Report available in the reading rooms of the Blount County Public Library.

Utilization Analysis Chart
Relevant Labor Market: Blount County, Tennessee

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 #/%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,150/62%	20/0%	30/1%	0/0%	40/1%	0/0%	0/0%	0/0%	1,650/33%	40/1%	105/2%	0/0%	0/0%	0/0%	15/0%	0/0%
Utilization #/%	18%	-0%	-1%	0%	-1%	0%	0%	0%	-13%	-1%	-2%	0%	0%	0%	-0%	0%
Professionals																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,605/38%	45/1%	50/1%	0/0%	25/0%	0/0%	15/0%	4/0%	3,920/57%	30/0%	85/1%	4/0%	50/1%	0/0%	25/0%	0/0%
Utilization #/%	-38%	-1%	-1%	0%	-0%	0%	-0%	-0%	43%	-0%	-1%	-0%	-1%	0%	-0%	0%
Technicians																
Workforce #/%	4/100%	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 #/%	520/35%	10/1%	0/0%	0/0%	0/0%	0/0%	20/1%	10/1%	890/59%	0/0%	4/0%	0/0%	10/1%	0/0%	4/0%	30/2%
Utilization #/%	65%	-1%	0%	0%	0%	0%	-1%	-1%	-59%	0%	-0%	0%	-1%	0%	-0%	-2%
Protective Services: Sworn-Officials																
Workforce #/%	135/73%	1/1%	6/3%	0/0%	2/1%	0/0%	0/0%	0/0%	40/22%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	705/81%	0/0%	35/4%	0/0%	0/0%	0/0%	0/0%	0/0%	130/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-8%	1%	-1%	0%	1%	0%	0%	0%	7%	0%	1%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	80/82%	0/0%	3/3%	0/0%	2/2%	0/0%	0/0%	0/0%	12/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	3,395/53%	160/3%	60/1%	35/1%	65/1%	0/0%	70/1%	0/0%	2,365/37%	45/1%	70/1%	10/0%	90/1%	0/0%	0/0%	15/0%
Utilization #/%	29%	-3%	2%	-1%	1%	0%	-1%	0%	-25%	-1%	-1%	-0%	-1%	0%	0%	-0%
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	85/59%	0/0%	10/7%	0/0%	0/0%	0/0%	0/0%	0/0%	50/34%	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 #/%																
Administrative Support																
Workforce #/%	8/19%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	33/79%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,665/34%	115/1%	70/1%	10/0%	90/1%	0/0%	10/0%	0/0%	8,260/60%	145/1%	235/2%	20/0%	25/0%	0/0%	35/0%	25/0%
Utilization #/%	-15%	-1%	-1%	-0%	-1%	0%	-0%	0%	18%	-1%	1%	-0%	-0%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,010/87%	275/6%	90/2%	35/1%	0/0%	0/0%	20/0%	0/0%	185/4%	15/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	4/100%	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 #/%	7,340/49%	405/3%	325/2%	4/0%	140/1%	0/0%	140/1%	60/0%	5,700/38%	195/1%	255/2%	40/0%	150/1%	0/0%	105/1%	40/0%
Utilization #/%	51%	-3%	-2%	-0%	-1%	0%	-1%	-0%	-38%	-1%	-2%	-0%	-1%	0%	-1%	-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-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
Chief Deputy - Sworn																
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%
Deputy Chief - Other Sworn Officers																
Workforce #/%	2/100%	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%
Captain - Other Sworn Officers																
Workforce #/%	2/100%	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%
Lieutenant - Other Sworn Officers																
Workforce #/%	7/70%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant - Other Sworn Officers																
Workforce #/%	7/58%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/42%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Corporal - Other Sworn Officers																
Workforce #/%	6/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Service: Sworn - Other Officers																
Workforce #/%	94/73%	1/1%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%	29/23%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Chief - Patrol Sworn Officers																
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%
Captain - Patrol Sworn Officers																
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%
Lieutenant - Patrol Sworn Officers																
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%	0/0%	0/0%
Sergeant - Patrol 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
Officers																
Workforce #/%	3/75%	0/0%	0/0%	0/25%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Corporal - Patrol Sworn Officers																
Workforce #/%	5/71%	0/0%	1/14%	0/14%	1/14%	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 #/%	80/82%	0/0%	3/3%	0/2%	2/2%	0/0%	0/0%	0/0%	12/12%	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: William Rahner

Human Resources

05-06-2019

[signature]

[title]

[date]