

EEO Utilization Report

Organization Information

Name: Wilkes-Barre City

City: Wilkes-Barre

State: PA

Zip: 18711-0455

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The City of Wilkes-Barre, Pennsylvania is and will continue to be committed to the principles that equal employment in the public sector of the city must be afforded to all persons, regardless of race, color, national origin, religion, sex, sexual orientation, gender identity, disability, age or veteran status as required by applicable federal and state law. No person shall suffer under discrimination with respect to employment or other conditions of employment by reason of such persons status as enumerated above.

The City of Wilkes-Barre recognizes that equal employment may be ensured only by a careful administered and practiced plan designed to eliminate any practices, standards, or conditions tending to result in discrimination, and by initiating positive efforts in recruitment, examination, selection, promotion, pay and training procedures to extend equal employment opportunities to all qualified person without limiting, segregating, or classifying employees and applicants for employment in any way which would deprive any individual of employment opportunities or otherwise affect his or her status as an employee because of such individuals race, color, national origin, religion, sex, sexual orientation, gender identity, disability, age or veteran status.

Step 4b: Narrative of Interpretation

The Utilization Analysis Chart identified females with an ethnic background of White being underutilized as Sworn Patrol Officers. Our police department does not receive a large number of female applicants for law enforcement job openings despite our efforts to reach out to this population.

Step 5: Objectives and Steps

1. To encourage White females to apply for job opportunities in the Protective Services Sworn Patrol category

- a. Enhance outreach efforts by having representatives from our police department attend job fairs along with provide informational presentations at colleges, universities, high schools and numerous other public events about a career in law enforcement to recruit more diversity for our police department

Step 6: Internal Dissemination

Post notice on bulletin board where employees can obtain a copy of the EEOP report

Distribute a copy of the EEOP report to supervisory level employees

Step 7: External Dissemination

Post a copy of the EEOP report on the city's website

Utilization Analysis Chart

Relevant Labor Market: Luzerne County, Pennsylvania

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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	7,675/57 %	170/1%	80/1%	15/0%	115/1%	0/0%	25/0%	25/0%	5,200/38 %	95/1%	25/0%	4/0%	80/1%	0/0%	15/0%	0/0%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,655/39 %	175/1%	185/1%	35/0%	250/1%	15/0%	55/0%	0/0%	12,185/55 %	125/1%	165/1%	0/0%	170/1%	10/0%	30/0%	0/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,720/35 %	15/0%	0/0%	0/0%	25/1%	0/0%	4/0%	0/0%	3,015/62 %	10/0%	55/1%	0/0%	20/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	15/100%	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 #/%	2,295/86 %	10/0%	10/0%	0/0%	0/0%	0/0%	44/2%	0/0%	255/10%	10/0%	30/1%	0/0%	30/1%	0/0%	0/0%	0/0%
Utilization #/%	14%	-0%	-0%	0%	0%	0%	-2%	0%	-10%	-0%	-1%	0%	-1%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	62/91%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	2/3%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	7,335/46 %	430/3%	110/1%	0/0%	125/1%	0/0%	150/1%	0/0%	7,050/44 %	460/3%	220/1%	0/0%	150/1%	0/0%	80/0%	0/0%
Utilization #/%	46%	0%	-1%	0%	-1%	0%	-1%	3%	-41%	-3%	-1%	0%	-1%	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 #/%	115/38%	0/0%	15/5%	0/0%	0/0%	0/0%	0/0%	0/0%	170/57%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
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%
CLS #/%	12,715/31%	495/1%	245/1%	30/0%	55/0%	0/0%	60/0%	65/0%	25,405/62%	875/2%	435/1%	30/0%	155/0%	0/0%	145/0%	115/0%
Utilization #/%	19%	-1%	49%	-0%	-0%	0%	-0%	-0%	-62%	-2%	-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 #/%	10,475/91%	325/3%	55/0%	0/0%	10/0%	0/0%	125/1%	4/0%	555/5%	10/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	25,135/52%	2,040/4%	705/1%	4/0%	235/0%	0/0%	105/0%	50/0%	17,240/36%	1,480/3%	455/1%	4/0%	365/1%	0/0%	59/0%	20/0%
Utilization #/%																

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									✓							

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
Sergeant																
Workforce #/%	8/100%	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																
Workforce #/%	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%
Captain																
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%
Police Chief																
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-Patrol Officers																
Workforce #/%	62/91%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	2/3%	2/3%	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: Mark T Barry

Grants Coordinator

03-28-2023

[signature]

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