

# EEO Utilization Report

## Organization Information

Name: Town Of Derry, NH

City: Derry

State: NH

Zip: 03038

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

The Town of Derry, NH is an Equal Opportunity Employer. It is the policy and practice of the Town of Derry to recruit, select, promote, retain, assign and compensate individuals without regard to race, color, religion, national origin, sex, gender identity, sexual orientation, age, marital status, military or veteran status, physical or mental disability, pregnancy, genetic information, and any other characteristic protected by applicable federal, state, and local laws.

## **Step 4b: Narrative of Interpretation**

In reviewing the Utilization Analysis Chart, it was discovered that there is an underutilization of White Females (-19%) in the Protective Services: Sworn-Patrol Officers category, as compared to other agencies in our region. Rockingham County Labor Market Statistics show that White Females make up 36.3% of the labor force in that category, while only 17.5% of the Derry Police Departments Sworn Patrol Officers are White Females.

It is worth noting that in the previous fiscal year, 50% of our newly hired Patrol Officers were White Females. The Derry Police Department has made great strides in the previous year to attract female candidates. We will continue to examine recruiting, retention, and promotional practices to ensure that we are providing equal opportunities to White Females across the agency.

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

### **1. Identify opportunities within our recruitment practices that will target and attract White Females to apply for entry-level Police Officer positions.**

- a. Review current advertising methods and research alternative resources which will focus on expanding our reach to a national audience and specifically target groups for women in law enforcement.
- b. Continue to involve current female officers in recruiting activities by attending college and career fairs where potential female candidates can be found.

### **2. Identify potential barriers in the testing process that might hinder White Females in successfully competing for Police Officer Positions.**

- a. Review the testing process to identify segments with a high fail rate for female applicants. For example, in the last 12 months, nearly 30% of our female candidates were disqualified from the process during some portion the physical agility test.
- b. Once segments are identified, provide resources for female candidates which will enhance their success rate. For example, to combat a fail rate of nearly 30% on physical agility tests, the Department will create training videos and provide one-on-one coaching during recruitment information sessions.

## **Step 6: Internal Dissemination**

A copy of the EEO Utilization Report will be distributed in hard copy to our Recruitment Team and posted on internal bulletin boards, as well as on the Department Intranet.

## **Step 7: External Dissemination**

A copy of the EEO Utilization Report will be posted on the Employment Opportunities page of our website and made available in hard copy form upon request.

**Utilization Analysis Chart**  
**Relevant Labor Market: Rockingham County, New Hampshire**

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 #/%	11,445/62 %	185/1%	100/1%	0/0%	90/0%	0/0%	80/0%	0/0%	6,290/34 %	180/1%	10/0%	20/0%	110/1%	0/0%	45/0%	25/0%
Utilization #/%																
<b>Professionals</b>																
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	9,730/38 %	215/1%	85/0%	0/0%	190/1%	0/0%	150/1%	55/0%	14,530/57 %	105/0%	25/0%	40/0%	280/1%	0/0%	125/0%	0/0%
Utilization #/%	12%	-1%	-0%	0%	-1%	0%	-1%	-0%	-7%	-0%	-0%	-0%	-1%	0%	-0%	0%
<b>Technicians</b>																
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 #/%	1,575/39 %	55/1%	10/0%	0/0%	40/1%	0/0%	95/2%	0/0%	2,075/51 %	95/2%	10/0%	0/0%	60/1%	0/0%	65/2%	0/0%
Utilization #/%	-39%	-1%	-0%	0%	-1%	0%	-2%	0%	49%	-2%	-0%	0%	-1%	0%	-2%	0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	15/94%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,700/84 %	0/0%	55/3%	10/0%	0/0%	0/0%	45/2%	0/0%	205/10%	0/0%	10/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	0%	-3%	-0%	0%	0%	4%	0%	-10%	0%	-0%	0%	0%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	32/80%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	7/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	5,530/57 %	230/2%	40/0%	0/0%	65/1%	0/0%	95/1%	10/0%	3,525/36 %	65/1%	35/0%	0/0%	85/1%	0/0%	20/0%	15/0%
Utilization #/%	23%	-2%	2%	0%	-1%	0%	-1%	-0%	-19%	-1%	-0%	0%	-1%	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
Workforce #/%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	75/31%	25/10%	0/0%	0/0%	0/0%	0/0%	20/8%	0/0%	120/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	9%	-10%	0%	0%	0%	0%	-8%	0%	10%	0%	0%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15,920/36%	725/2%	105/0%	40/0%	240/1%	10/0%	70/0%	75/0%	25,090/57%	810/2%	155/0%	30/0%	245/1%	15/0%	200/0%	50/0%
Utilization #/%	-36%	-2%	-0%	-0%	-1%	-0%	-0%	-0%	43%	-2%	-0%	-0%	-1%	-0%	-0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	11,585/89%	290/2%	95/1%	45/0%	80/1%	0/0%	110/1%	35/0%	665/5%	0/0%	0/0%	0/0%	30/0%	0/0%	15/0%	0/0%
Utilization #/%																
<b>Service/Maintenance</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 #/%	17,345/50%	1,220/3%	305/1%	95/0%	790/2%	15/0%	120/0%	60/0%	13,360/38%	780/2%	135/0%	40/0%	595/2%	0/0%	40/0%	10/0%
Utilization #/%	50%	-3%	-1%	-0%	-2%	-0%	-0%	-0%	-38%	-2%	-0%	-0%	-2%	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>									✓							

### 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>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 #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
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%
<b>Sergeant</b>																
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%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	32/80%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	7/18%	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: Catherine St.Ledger

Human Resources Director

11-16-2020

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