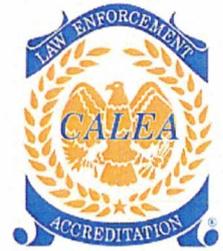




Mauldin Police Department

P.O. Box 249
5 East Butler Road
Mauldin, S.C. 29662



M. Bryan Turner, Chief of Police

Phone (864) 289-8900

Fax (864) 289-8912

Memorandum 19-09-007

TO: Chief M. Bryan Turner
FROM: Corporal Charles Osborne
SUBJECT: 2019 EEOP/Recruiting Plan
DATE: September 7, 2019

Introduction

The Mauldin Police Department believes a diverse workforce is a key foundation in building legitimacy between the police and the community we are entrusted to serve and protect. All department employees, while participating in the Department's recruiting or selection process will adhere to the following City of Mauldin policy:

"It is the policy of the City of Mauldin to foster, maintain, and promote equal employment opportunity. The City shall select employees based on applicants' qualifications and without regard to age, sex, race, color, creed, religion, political affiliation or national origin, except where specific age, sex, or physical requirements constitute a bona fide occupational qualification necessary for job performance. Applicants with physical handicaps shall be given equal consideration with other applicants for positions in which their physical handicaps do not represent an unreasonable barrier to satisfactory performance of duties."

2019 Recruitment Objectives and Action Steps

The following objectives and steps should be taken during the 2019 calendar year in an attempt to achieve our goal that our sworn personnel workforce resemble the relevant civilian labor market within Greenville County, South Carolina.

- 1) In an effort to attract more female sworn officer applicants, the department will advertise job vacancies at community events, colleges, and universities that have a high percentage of female and/or minority students.
 - a. Provide appropriate funds in the budget to participate in career fairs and to advertise police officer vacancies in college/university and military publications.
 - b. Modify promotional trinkets to include items which are beneficial to the applicants such as hand sanitizers, USB chargers, etc.
- 2) In an effort to attract more female minority sworn officer applicants, the department should continue to advertise job vacancies within community organizations and leagues that possess a high percentage of minority members.

- a. Develop contacts and relationships with the leaders of these communities in order to build strong partnerships.
 - b. Once relations are established, continue meeting with our partners in order to discuss strategy, changes, or overall progress.
 - c. Discuss the need of not only African American and Latino applicants, but specifically the need for minority female applicants.
- 3) The department may consider further modifications to the recruiting survey for applicants. This will assist in the overall evaluation of which recruiting efforts are helping to achieve the overall recruiting goals.
- a. Revise the current recruiting survey to make it easier to analyze.
 - b. Analyze the collected data to determine recruiting effectiveness.
 - c. Conduct periodic reviews of the recruiting surveys.
- 4) The department will incorporate other announcement methods in regards to advertising job announcements. This will assist with increased exposure of the department within the local community.
- a. Continue to utilize the Mauldin Website, Policeone.com, LinkedIn, and Mauldin Police Facebook Page and other social media outlets.
 - b. Create a Recruiting Video in order to manifest exposure and display the agency to potential applicants.
 - c. Begin to utilize other Law Enforcement Sources in regards to online postings.
 - d. Make contact with local radio stations in order to obtain air time advertising for the agency.
 - e. Make contact with the editor of the City Newsletter and input a hiring advertisement.

In a collaborative effort with the City of Mauldin Human Resources Department, the Chief of Police or designee will ensure this plan is administered throughout the year in efforts to reach the aforementioned goals.

Internal Dissemination

A written copy of this EEOP/Recruiting Plan will be distributed to all command staff members for review with their assigned employees. The plan will also be posted on the bulletin board, located in the employee break room, for future reference.

External Dissemination

A written copy of this EEOP/Recruiting Plan will be posted on the City of Mauldin and Mauldin Police Department websites. Upon request by a member of the public, this plan may be released through the Mauldin Police Department's records office.

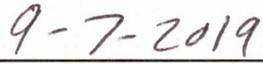
This EEOP/Recruiting Plan and practices will be analyzed again during the first quarter of 2020 calendar year to determine if further revisions are needed to achieve our primary goal and objectives. A first quarter review will also allow for proper budgeting during the 2020-2021 budget cycle.

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 forgoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.



[signature]



[date]