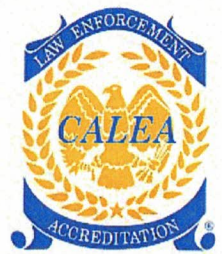




Mauldin Police Department

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

George Miller, Chief of Police



Phone (864) 289-8900

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Memorandum 23-04-002

TO: Chief George Miller
FROM: Lieutenant Charles Osborne
SUBJECT: 2023 EEOP/Recruiting Plan
DATE: April 13, 2023

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."

2023 Recruitment Objectives and Action Steps

The following objectives and steps should be taken during the 2023 calendar year in an attempt to achieve our goal that our sworn personnel workforce continues to resemble the relevant civilian labor market within Greenville County, South Carolina.

- 1) Continue 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.

- 2) Continue the use of recruiting survey for applicants, to identify which recruiting efforts are helping to achieve the overall recruiting goals.
 - a. Revise the current recruiting survey to make it easier to analyze. Continue to use a survey which is clear, concise, and easy for each applicant to complete.
 - b. Analyze the collected data to determine recruiting effectiveness.
 - c. Conduct periodic reviews of the recruitment surveys.
- 3) Increase pays for the department to be more competitive with other agencies in our service area.
 - a. Publish a current pay scale for the public to view.
 - b. Allow the recruitment team to have a copy of the pay scale to advertise at events.
 - c. Put the starting salary on recruitment pamphlets to be more transparent with the starting salary.
- 4) Continue using a Staffing Agency not associated with the police department to hire non-sworn personnel for Communications and other non-sworn positions.
 - a. Working together with the staffing agency to increase the quantity of applicants.
 - b. Hiring those applicants based on a temporary status to begin on-the-job training in the communications center, while the application process for full-time employment is completed.
 - c. By using this process, it allows applicants to see if this is the career path that they wish to further, and it allows our department time to evaluate the applicant's real-world performance before offering them full-time employment.

In a collaborative effort with the City of Mauldin Human Resources Department, the Chief of Police or his 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.

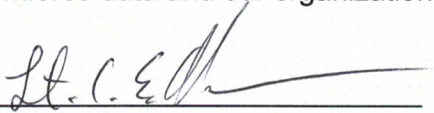
External Dissemination

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

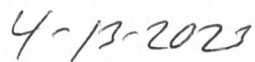
This EEOP/Recruiting Plan and practices will be analyzed again during the first quarter of 2024 calendar year to determine if further revisions are needed to achieve our primary goal and objectives. A first quarter review will also allow for proper budgeting during the 2024-2025 budget cycle.

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]