



Mauldin Police Department



Chief George Miller

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Memorandum 26-03-005

To: Chief George Miller
From: Corporal Cecilio Reyes
Subject: 2026 EEO/Recruiting Plan
Date: March 31, 2026

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."

2026 Recruitment Objectives and Action Steps

The following objectives and steps should be taken during the 2026 calendar year in an attempt to achieve our goal for our sworn personnel workforce to resemble the relevant civilian labor market within Greenville County, South Carolina.

- 1) Continue to attract quality officer applicants. The department should continue to advertise job vacancies within community organizations and leagues that possess a high percentage of minority members.
 - a. Recruit more African American, Latino, and female applicants.
 - b. Continue meeting with our community partners in order to discuss strategy, changes, or overall progress.
 - c. Develop contacts and relationships with the leaders of these communities in order to bridge strong partnerships.

- 2) Continue the use of recruiting surveys 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) Review pay for the department and surrounding departments on a yearly basis to remain 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) Work with the Community Division to coordinate attending more events to increase recruiting opportunities within the Community.
 - a. Advertise within local businesses.
 - b. Advertise on social media along with community events.
 - c. Include road officers, dispatchers, and specialized unit officers during recruiting events.
 - d. Attend more recruitment events and job fairs.

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 2027 calendar year to determine if further revisions are needed to achieve our primary goals and objectives. A first quarter review will also allow for proper budgeting during the 2027-2028 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. I have reviewed our organization's employment policies.



[signature]

5-4-26

[date]