



City of Springfield Affirmative Action Plan Summary

1/1/2016

- Affirmative Action is a workplace equity program driven by law and aimed at anti-discrimination. It is a remedial approach, righting past wrongs of previously disadvantaged groups such as women and people of color. It is numbers-oriented and establishes quantifiable goals in an effort to change the demographics within an organization.
- The City of Springfield’s Affirmative Action Plan is voluntary. In other words, the City was not mandated by a court of law to correct prior discrimination nor is it a federal subcontractor required to comply by the Office of Federal Contractor Compliance Programs (OFCCP).
- Placement goals are determined by comparing City incumbents in the eight (8) EEO-4 job codes to the percentage of available qualified workers in the relevant labor market (RLM), which is the Sangamon County Metropolitan Statistical Area.
- Current employee composition –
 - Women = 20.38% (289) of overall workforce, fairly stable trend over the last three-year time period
 - People of Color = 10.7% (151) of overall workforce, an average increase of 21.5% over the last three-year time period

- All Hires in last four full years:

	<u>Female</u>	<u>People of Color</u>
2012	25.2% (27)	19.6% (21)
2013	14.3% (12)	15.5% (13)
2014	26.0% (32)	25.2% (31)
2015	20.1% (27)	30.6% (41)

- Hires Excluding Tested Positions and Recalls in last three full years and 2015 year-to-date:

	<u>Female</u>	<u>People of Color</u>
2012	38.6% (22)	24.6% (14)
2013	15.7% (8)	17.6% (9)
2014	34.4% (31)	31.1% (28)
2015	25.3% (25)	33.3% (33)

- Progress has been made toward the AAP goals in the following job categories: Officials and Administrators – white females; Protective Service Workers – minority females; Paraprofessionals – minority males; and Skilled Craft Workers – minority males.
- There is no disproportionate percentage in the turnover rate for females or people of color. In other words, the number of separations is in direct proportion with the representation in the current workforce.