City of Albuquerque

Human Resources Department

Richard J. Berry, Mayor

Interoffice Memorandum

January 31, 2012

To: **Robert J. Perry, Chief Administrative Officer**

From: **Vincent A. Yermal, Director, Human Resources**

Subject: **EEOP Short Form Reporting for U.S. DOJ Contracts**

BACKGROUND

An Equal Employment Opportunity Plan or EEOP is a workforce report that some organizations must complete as a condition for receiving Justice Department funding authorized by the Omnibus Crime Control and Safe Streets Act of 1968. The purpose of the EEOP is to make sure that recipients of financial assistance from the Justice Department are providing equal employment opportunities to men and women regardless of sex, race, or national origin. The federal regulations establishing the EEOP requirement also link a diverse workforce to effective law enforcement.

The requirement is for grantees to track and report on employee composition by ethnicity and gender under each job classification and compare to relevant labor market statistics. The results are reported, and where necessary, the Human Resources Department has identified intended plans to remedy the results.

ACTION REQUESTED

The EEOP Short Form submitted in 2009 was signed by the City's Chief Administrative Officer; therefore, I am requesting your signature on the attached EEOP so it can be submitted to the Office of Justice Programs.

Cc: Mary Scott, Deputy Director, Human Resources
Bill Slauson, Planning and Policy Division Director, APD

EEOP Short Form

Tue Jan 31 17:23:42 EST 2012

Step 1: Introductory Information

Grant Title:	2011 Forensic DNA Backlog Reduction Grant	**Grant Number:**	11-DNABK-NMDIS-SFY12
Grantee Name:	City of Albuquerque-Police Dept.	**Award Amount:**	$63,422.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Department of Public Safety	**Grant Number:**	11-DNABK-NMDIS-SFY12
Contact Name:	Zeke Parra		
Contact Address:	4491 Cerrillos Road Santa Fe, New Mexico 87504-1628		
Telephone #:	505-827-9114		

Grant Title:	2011 Forensic DNA Backlog Reduction Grant	**Grant Number:**	11-DNABK-NMDIS-SFY12
Grantee Name:	City of Albuquerque- Police Dept.	**Award Amount:**	$385,175.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Department of Public Safety	**Grant Number:**	11-DNABK-NMDIS-SFY12
Contact Name:	Zeke Parra		
Contact Address:	4491 Cerillos Road Santa Fe, New Mexico 87504-1628		
Telephone #:	505-827-9114		

Grant Title:	2008 COPS Technology Grant	**Grant Number:**	2008-CK-WX-0554
Grantee Name:	City of Albuquerque	**Award Amount:**	$222,134.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Shanelle Chambers	**DOJ Telephone #:**	202-353-9960

Grant Title:	2008 COPS Technology Grant	**Grant Number:**	2008-CK-WX-0553
Grantee Name:	City of Albuquerque	**Award Amount:**	$2,057,660.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Shanelle Chambers	**DOJ Telephone #:**	202-353-9960

Grant Title:	2009 Congressionally Selected Award: Forensic Interview Training	**Grant Number:**	2009-D1-BX-0283
Grantee Name:	City of Albuquerque	**Award Amount:**	$200,000.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Ave NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Melanie Davis	**DOJ Telephone #:**	202-305-7794

Grant Title:	2009 COPS Technology Grant	**Grant Number:**	2009-CK-WX-0441
Grantee Name:	City of Albuquerque	**Award Amount:**	$500,000.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Tammy Richardson	**DOJ Telephone #:**	202-307-3422

Grant Title:	2009 Edward Byrne Memorial Justice Assistance Grant	**Grant Number:**	2009-DJ-BX-0267
Grantee Name:	City of Albuquerque	**Award Amount:**	$797,215.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Melanie Davis	**DOJ Telephone #:**	202-305-7944

Grant Title:	2009 Recovery Act Edward Byrne Memorial Justice Assistance Grant	**Grant Number:**	2009-SB-B9-1052
Grantee Name:	City of Albuquerque	**Award Amount:**	$3,355,443.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Melanie Davis	**DOJ Telephone #:**	202-305-7794

Grant Title:	2010 COPS Technology Grant	**Grant Number:**	2010-CK-WX-0033
Grantee Name:	City of Albuquerque	**Award Amount:**	$400,000.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Tammy Richardson	**DOJ Telephone #:**	202-307-3422

Grant Title:	2010 Edward Byrne Memorial Justice Assistance Grant	**Grant Number:**	2010-DJ-BX-0329
Grantee Name:	City of Albuquerque	**Award Amount:**	$755,341.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Melanie Davis	**DOJ Telephone #:**	202-305-7944

Grant Title:	2010 Forensic DNA Backlog Reduction Program	**Grant Number:**	2010-DN-BX-K107
Grantee Name:	City of Albuquerque	**Award Amount:**	$182,756.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Mark Nelson	**DOJ Telephone #:**	202-616-1960

Grant Title:	2010 Paul Coverdell Forensic Science Improvement Grant	**Grant Number:**	2010-PC-APD-SFY11
Grantee Name:	City of Albuquerque Police Department	**Award Amount:**	$15,000.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Department of Public Safety	**Grant Number:**	2010-PC-APD-SFY11
Contact Name:	Zeke Parra		
Contact Address:	4491 Cerrillos Road Santa Fe, New Mexico 87504-1628		
Telephone #:	505-827-9114		

Grant Title:	2011 Edward Byrne Memorial Justice Assistance Grant	**Grant Number:**	2011-DJ-BX-3379
Grantee Name:	City of Albuquerque	**Award Amount:**	$605,476.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Melanie Davis	**DOJ Telephone #:**	202-305-7794

Grant Title:	2011 GREAT Grant	**Grant Number:**	2010-JV-FX-0011
Grantee Name:	City of Albuquerque	**Award Amount:**	$100,000.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico		

	87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
DOJ Grant Manager:	Lucia Turck	**DOJ Telephone #:**	202-305-1619

Grant Title:	2011 HIDTA	**Grant Number:**	G10SN0014A
Grantee Name:	City of Albuquerque Police Department	**Award Amount:**	$19,718.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	HIDTA	**Grant Number:**	G10SN0014A
Contact Name:	Ernie Ortiz		
Contact Address:	2450 Lakeside Dr Bldg A Las Cruces, New Mexico 88007		
Telephone #:	575-541-7501		

Grant Title:	2012 Drunkbusters Overtime Enforcement	**Grant Number:**	12-AL-64-P10
Grantee Name:	City of Albuquerque Police Department	**Award Amount:**	$75,000.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting	NM Department of Transportation	**Grant Number:**	12-AL-64-P10

Agency:	
Contact Name:	Cindy Abeyta
Contact Address:	604 W. San Mateo Rd Santa Fe, New Mexico 87504-1149
Telephone #:	505-827-0490

Grant Title:	2011 Operation Buckle Down	**Grant Number:**	11/12-OP-RF-002
Grantee Name:	City of Albuquerque Police Department	**Award Amount:**	$63,800.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Department of Transportation	**Grant Number:**	11/12-OP-RF-002
Contact Name:	Cindy Abeyta		
Contact Address:	604 W. San Mateo Rd Santa Fe, New Mexico 87504-1149		
Telephone #:	505-827-0490		

Grant Title:	2011 Operation DWI	**Grant Number:**	11/12-OP-RF-002
Grantee Name:	City of Albuquerque Police Department	**Award Amount:**	$901,910.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Department of Transportation	**Grant Number:**	11/12-OP-RF-002

Contact Name:	Cindy Abeyta
Contact Address:	604 W. San Mateo Rd Santa Fe, New Mexico 87504-1149
Telephone #:	505-827-0490

Grant Title:	2011 Project Safe Neighborhoods	**Grant Number:**	11-PSN-APD-SFY12
Grantee Name:	City of Albuquerque Police Department	**Award Amount:**	$8,000.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Department of Public Safety	**Grant Number:**	11-PSN-APD-SFY12
Contact Name:	Zeke Parra		
Contact Address:	4491 Cerrillos Rd Santa Fe, New Mexico 87504-1628		
Telephone #:	505-827-9114		

Grant Title:	2011 STOP Violence Against Women	**Grant Number:**	2010-WF-AX-0047
Grantee Name:	City of Albuquerque Police Department	**Award Amount:**	$80,612.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Crime Victims Reparation Commission	**Grant Number:**	2010-WF-AX-0047

Contact Name:	Sheila Allen
Contact Address:	8100 Mountain Rd NE Albuquerque, New Mexico 87110
Telephone #:	505-222-6440

Grant Title:	2011 STOP Violence Against Women	**Grant Number:**	2010-WF-AX-0047
Grantee Name:	City of Albuquerque Police Department	**Award Amount:**	$5,000.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Crime Victims Reparation Commission	**Grant Number:**	2010-WF-AX-0047
Contact Name:	Sheila Allen		
Contact Address:	8100 Mountain Rd NE Albuquerque, New Mexico 87110		
Telephone #:	505-222-6440		

Grant Title:	2012 Paul Coverdell Forensic Science Improvement Grant	**Grant Number:**	2011-PC-APD-SFY12
Grantee Name:	City of Albuquerque	**Award Amount:**	$20,000.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Department of Public Safety	**Grant Number:**	2011-PC-APD-SFY12

Contact Name:	Zeke Parra
Contact Address:	4491 Cerrillos Rd Santa Fe, New Mexico 87504-1628
Telephone #:	505-827-9114

Grant Title:	2012/13 Drug Recognition Expert Grant	**Grant Number:**	12/13-AL-K8-P23
Grantee Name:	City of Albuquerque	**Award Amount:**	$170,000.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Department of Transportation	**Grant Number:**	12/13-AL-K8-P23
Contact Name:	Cindy Abeyta		
Contact Address:	604 W. San Mateo Rd Santa Fe, New Mexico 87504-1149		
Telephone #:	505-827-0490		

Grant Title:	2012 Selective Traffic Enforcement Program	**Grant Number:**	12-RF-01-002
Grantee Name:	City of Albuquerque Police Department	**Award Amount:**	$25,000.00
Grantee Type:	Local Government Agency		
Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
Contact Person:	Bill Slauson	**Telephone #:**	505-768-2427
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	NM Department of Transportation	**Grant Number:**	12-RF-01-002

Contact Name:	Cindy Abeyta
Contact Address:	604 W. San Mateo Rd Santa Fe, New Mexico 87504-1149
Telephone #:	505-827-0490

Grant Title:	2011 HIDTA Investigative Support Center Grant	**Grant Number:**	G11SN0014A
Grantee Name:	City of Albuquerque	**Award Amount:**	$207,342.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette NW Albuquerque, New Mexico 87102		
Contact Person:	Aubrey Thompson	**Telephone #:**	505-768-2469
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	HIDTA	**Grant Number:**	G11SN0014A
Contact Name:	Sandra Avalos		
Contact Address:	2450 Lakeside Dr Las Cruces, New Mexico 88007		
Telephone #:	575-541-7501		

Grant Title:	2011 HIDTA Edward Byrne Memorial Justice Assistance Grant	**Grant Number:**	G11SN0014A
Grantee Name:	City of Albuquerque	**Award Amount:**	$136,113.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette Av NW Albuquerque, New Mexico 87102		
Contact Person:	Aubrey Thompson	**Telephone #:**	505-768-2469
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	HIDTA	**Grant Number:**	G11SN0014A
Contact Name:	Sandra Avalos		

Contact Address:	2450 Lakeside Dr Las Cruces, New Mexico 88007
Telephone #:	575-541-7501

Grant Title:	2011 HIDTA Middle Rio Grande Task Force	**Grant Number:**	G11SN0014A
Grantee Name:	City of Albuquerque	**Award Amount:**	$446,643.00
Grantee Type:	Local Government Agency		
Address:	400 Marquette NW Albuquerque, New Mexico 87102		
Contact Person:	Aubrey Thompson	**Telephone #:**	505-768-2469
Contact Address:	400 Roma Av NW Albuquerque, New Mexico 87102		
State Granting Agency:	HIDTA	**Grant Number:**	G11SN0014A
Contact Name:	Sandra Avalos		
Contact Address:	2450 Lakeside Dr Las Cruces, New Mexico 88007		
Telephone #:	575-541-7501		

Policy Statement:

The City of Albuquerque acknowledges its continuing commitment to protecting individual rights and privileges. In accordance with this commitment, the City prohibits discrimination in the operation of City government on the basis or race, color, religion, national orgin or ancestry, disability, age, gender, Vietnam Era or disabled vetern status, sexual orientation or medical condition.

Step 4b: Narrative Underutilization Analysis

In reviewing the Utilization Chart, The City of Albuquerque's Human Resources Department made the following observation(s):

Hispanic or Latino males are underutilized in the Protective Services Non-Sworn job category (-14%)

Hispanic or Latino females are underutilized in the Protective Services Sworn job category (-17%)

Step 5 & 6: Objectives and Steps

1. **1. Identify any barriers in recruitment that might deter Hispanic or Latino males for applying for and being selected for Protective Services non-sworn positions within the City of Albuquerque.**
   a. The City will monitor processes to capture recruitment/retention data and analyze that data to identify any factors that contribute to under representation of hispanic or latino males in the job category identified.
2. **2. Identify any barriers in recruitment that might deter Hispanic or Latino females from applying for or being selected for Protective Services Sworn Patrol Officers.**
   a. The City will monitor processes to capture recruitment/retention data and analyze that data to identify any factors that contribute to under representation of hispanic or latino females in the job category identified.

Step 7a: Internal Dissemination

The City will distribute the plan to all department directors to make the EEOP available to employees in City Departments.

The EEOP will be posted on the City's employee intranet.

Step 7b: External Dissemination

The City of Albuquerque's Equal Employment Opportunity Plan (EEOP) is a public document and will be provided upon request to interested individuals, community and civic organizations, educational institutions, and public and private sector employers.

The EEOP will posted on the City's public web page.

The City will distribute a copy to each of the seven (7) labor organizations that represent City employees.

Utilization Analysis Chart

Relevant Labor Market: Bernalillo County, New Mexico

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	11/23%	18/38%	1/2%	0/0%	0/0%	0/0%	0/0%	12/26%	5/11%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15,360/40%	6,020/16%	415/1%	305/1%	400/1%	15/0%	205/1%	9,380/24%	5,245/14%	330/1%	430/1%	250/1%	10/0%	130/0%
Utilization #/%	-16%	23%	1%	-1%	-1%	-0%	-1%	1%	-3%	-1%	-1%	-1%	-0%	-0%
Professionals														
Workforce #/%	269/23%	263/23%	16/1%	6/1%	1/0%	8/1%	2/0%	266/23%	287/25%	13/1%	12/1%	5/0%	8/1%	10/1%
CLS #/%	21,220/35%	5,600/9%	485/1%	560/1%	895/1%	25/0%	280/0%	21,680/36%	7,065/12%	610/1%	745/1%	675/1%	4/0%	240/0%
Utilization #/%	-12%	13%	1%	-0%	-1%	1%	-0%	-13%	13%	0%	-0%	-1%	1%	0%
Technicians														
Workforce #/%	30/29%	54/52%	1/1%	1/1%	0/0%	0/0%	1/1%	4/4%	12/12%	0/0%	0/0%	1/1%	0/0%	0/0%
CLS #/%	2,625/32%	1,565/19%	140/2%	145/2%	55/1%	4/0%	30/0%	2,005/24%	1,055/13%	155/2%	300/4%	50/1%	4/0%	95/1%
Utilization #/%	-3%	33%	-1%	-1%	-1%	-0%	1%	-21%	-1%	-2%	-4%	0%	-0%	-1%
Protective Services: Sworn-Officials														
Workforce #/%	187/48%	165/42%	10/3%	1/0%	0/0%	3/1%	1/0%	14/4%	7/2%	1/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,215/40%	1,940/35%	245/4%	170/3%	25/0%	15/0%	40/1%	350/6%	380/7%	75/1%	80/1%	0/0%	0/0%	4/0%
Utilization #/%	8%	7%	-2%	-3%	-0%	1%	-0%	-3%	-5%	-1%	-1%	0%	0%	-0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	628/42%	619/41%	27/2%	19/1%	7/0%	12/1%	13/1%	82/5%	81/5%	0/0%	5/0%	0/0%	0/0%	1/0%
Civilian Labor Force #/%	715/19%	1,085/28%	80/2%	70/2%	10/0%	10/0%	20/1%	675/18%	865/23%	100/3%	150/4%	30/1%	0/0%	20/1%
Utilization #/%	23%	13%	-0%	-1%	0%	1%	0%	-12%	-17%	-3%	-4%	-1%	0%	-0%
Protective Services: Non-sworn														
Workforce #/%	40/24%	33/20%	3/2%	1/1%	0/0%	0/0%	1/1%	26/16%	61/37%	0/0%	1/1%	0/0%	1/1%	0/0%
CLS #/%	80/18%	150/34%	20/4%	10/2%	0/0%	0/0%	0/0%	80/18%	85/19%	10/2%	0/0%	10/2%	0/0%	0/0%
Utilization #/%	6%	-14%	-3%	-2%	0%	0%	1%	-2%	17%	-2%	1%	-2%	1%	0%

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Administrative Support														
Workforce #/%	23/3%	52/7%	1/0%	4/1%	0/0%	0/0%	0/0%	153/22%	442/63%	8/1%	13/2%	1/0%	1/0%	1/0%
CLS #/%	12,775/18%	8,700/12%	885/1%	645/1%	305/0%	10/0%	265/0%	24,600/34%	20,380/28%	1,150/2%	2,135/3%	685/1%	40/0%	395/1%
Utilization #/%	-14%	-4%	-1%	-0%	-0%	-0%	-0%	-12%	35%	-0%	-1%	-1%	0%	-0%
Skilled Craft														
Workforce #/%	91/15%	435/74%	4/1%	7/1%	0/0%	2/0%	2/0%	25/4%	24/4%	0/0%	1/0%	0/0%	0/0%	0/0%
CLS #/%	9,920/39%	11,600/46%	415/2%	900/4%	165/1%	25/0%	220/1%	840/3%	895/4%	25/0%	150/1%	95/0%	0/0%	4/0%
Utilization #/%	-24%	28%	-1%	-2%	-1%	0%	-1%	1%	1%	-0%	-0%	-0%	0%	-0%
Service/Maintenance														
Workforce #/%	111/14%	493/61%	18/2%	9/1%	0/0%	1/0%	4/0%	35/4%	123/15%	3/0%	9/1%	0/0%	0/0%	2/0%
CLS #/%	12,510/20%	19,740/31%	1,185/2%	2,020/3%	570/1%	35/0%	315/0%	9,625/15%	14,430/23%	725/1%	1,425/2%	675/1%	30/0%	305/0%
Utilization #/%	-6%	30%	0%	-2%	-1%	0%	-0%	-11%	-7%	-1%	-1%	-1%	-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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators	✓													
Professionals	✓				✓			✓				✓		
Technicians								✓						
Protective Services: Sworn-Officials				✓				✓	✓		✓			
Protective Services: Sworn-Patrol Officers								✓	✓	✓	✓	✓		✓
Protective Services: Non-sworn		✓												
Administrative Support	✓	✓	✓					✓				✓		
Skilled Craft	✓			✓										
Service/Maintenance	✓			✓	✓			✓	✓	✓	✓	✓		

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Chief														
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%
Deputy Chief														
Workforce #/%	11/55%	5/25%	2/10%	0/0%	0/0%	0/0%	0/0%	1/5%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%
Commander														
Workforce #/%	7/44%	8/50%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain														
Workforce #/%	20/42%	24/50%	0/0%	0/0%	0/0%	2/4%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant														
Workforce #/%	77/42%	92/50%	7/4%	1/0%	0/0%	1/1%	1/1%	2/1%	2/1%	1/1%	0/0%	0/0%	0/0%	0/0%
Sergeant														
Workforce #/%	71/59%	36/30%	0/0%	0/0%	0/0%	0/0%	0/0%	9/8%	4/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	628/42%	619/41%	27/2%	19/0%	7/0%	12/1%	13/1%	82/5%	81/5%	0/0%	5/0%	0/0%	0/0%	1/0%

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 EEOP Short Form.

I have reviewed the foregoing EEOP Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.

[signature]	[title]	[date]
		2/2/12