

EEOP Utilization Report



Wed Sep 17 12:14:13 EDT 2014

Step 1: Introductory Information

Grant Title:	2012 DNA Backlog Reduction Program	Grant Number:	2012-DN-BX-0048
Grantee Name:	California Department of Justice	Award Amount:	\$3,393,432.00
Grantee Type:	State Government Agency		
Address:	1300 I Street Sacramento, California 95814		
Contact Person:	Tammy Lopes	Telephone #:	916-324-4404
Contact Address:	1300 I Street Sacramento, California 95814		
DOJ Grant Manager:	Rhonda Clark	DOJ Telephone #:	916-324-4747

Grant Title:	2013 DNA Backlog Reduction Program	Grant Number:	2013-DN-BX-0074
Grantee Name:	California Department of Justice	Award Amount:	\$2,399,002.00
Grantee Type:	State Government Agency		
Address:	1300 I Street Sacramento, California 95814		
Contact Person:	Tammy Lopes	Telephone #:	916-324-4404
Contact Address:	1300 I Street Sacramento, California 95814		
DOJ Grant Manager:	Rhonda Clark	DOJ Telephone #:	916-324-4747

Grant Title:	Firearms and Toolmark Examiner Academy (FATME)	Grant Number:	2011-DN-BX-K565
Grantee Name:	California Department of Justice	Award Amount:	\$404,226.00
Grantee Type:	State Government Agency		
Address:	1300 I Street Sacramento, California 95814		
Contact Person:	Tammy Lopes	Telephone #:	916-324-4404
Contact Address:	1300 I Street Sacramento, California 95814		

DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: Intellectual Property Theft Enforcement Program **Grant Number:** 2012-DG-BX-0010

Grantee Name: California Department of Justice **Award Amount:** \$200,000.00

Grantee Type: State Government Agency

Address: 1300 I Street
Sacramento, California
95814

Contact Person: Tammy Lopes **Telephone #:** 916-324-4404

Contact Address: 1300 I Street
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95814

DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: CALMS - 2006 **Grant Number:** 2006-CK-WX-0437

Grantee Name: California Department of Justice **Award Amount:** \$1,480,842.00

Grantee Type: State Government Agency

Address: 1300 I Street
Sacramento, California
95814

Contact Person: Tammy Lopes **Telephone #:** 916-324-4404

Contact Address: 1300 I Street
Sacramento, California
95814

DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: CALMS - 2008 **Grant Number:** 2008-CK-WX-0115

Grantee Name: California Department of Justice **Award Amount:** \$257,208.00

Grantee Type: State Government Agency

Address: 1300 I Street
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95814

Contact Person: Tammy Lopes **Telephone #:** 916-324-4404

Contact Address: 1300 I Street
Sacramento, California
95814

DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: CALMS - 2008 **Grant Number:** 2008-CK-WX-0582

Grantee Name: California Department of Justice **Award Amount:** \$233,825.00

Grantee Type: State Government Agency

Address: 1300 I Street
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95814

Contact Person: Tammy Lopes **Telephone #:** 916-324-4404

Contact Address: 1300 I Street
Sacramento, California
95814

DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: CALMS - Merced County **Grant Number:** 2009-CK-WX-0353

Grantee Name: California Department of Justice **Award Amount:** \$300,000.00

Grantee Type: State Government Agency

Address: 1300 I Street
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95814

Contact Person: Tammy Lopes **Telephone #:** 916-324-4404

Contact Address: 1300 I Street
Sacramento, California
95814

DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: CALMS - Sac County **Grant Number:** 2009-CK-WX-0352

Grantee Name: California Department of Justice **Award Amount:** \$150,000.00

Grantee Type: State Government Agency

Address: 1300 I Street
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95814

Contact Person: Tammy Lopes **Telephone #:** 916-324-4404

Contact Address: 1300 I Street
Sacramento, California
95814

DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: NCHIP Yr 17 2011/Ca. Court Protective Order Registry (CCPOR) **Grant Number:** 2011-MU-BX-K055
Grantee Name: California Department of Justice **Award Amount:** \$411,285.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: NCHIP 2013 YR 19 **Grant Number:** 2013-DG-BX-K061
Grantee Name: California Department of Justice **Award Amount:** \$298,932.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: SMART / Adam Walsh Act **Grant Number:** 2013-AW-BX-0001
Grantee Name: California Department of Justice **Award Amount:** \$400,000.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: FY 2013 BYRNE JAG - SORNA **Grant Number:** 2013-MU-BX-0015
Grantee Name: California Department of Justice **Award Amount:** \$789,879.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: PDMP 2010 **Grant Number:** 2010-PM-BX-0009
Grantee Name: California Department of Justice **Award Amount:** \$400,000.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: PDMP 2012 **Grant Number:** 2012-PM-BX-0005
Grantee Name: California Department of Justice **Award Amount:** \$375,295.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: CAMP USFS 2014 **Grant Number:** 14-LE-11051360-006
Grantee Name: California Department of Justice **Award Amount:** \$370,000.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: CALMS - San Bernardino Area **Grant Number:** 2010-CK-WX-0440
Grantee Name: California Department of Justice **Award Amount:** \$600,000.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: CALMS - San Diego Area **Grant Number:** 2010-CK-WX-0441
Grantee Name: California Department of Justice **Award Amount:** \$250,000.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: CALMS - San Jose/Santa Clara **Grant Number:** 2010-CK-WX-0442

Area

Grantee Name: California Department of Justice **Award Amount:** \$500,000.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Grant Title: BMFEA **Grant Number:** 01-1401-CA-5050
Grantee Name: California Department of Justice **Award Amount:** \$27,661,524.00
Grantee Type: State Government Agency
Address: 1300 I Street
Sacramento, California
95814
Contact Person: Tammy Lopes **Telephone #:** 916-324-4404
Contact Address: 1300 I Street
Sacramento, California
95814
DOJ Grant Manager: Rhonda Clark **DOJ Telephone #:** 916-324-4747

Policy Statement:

The Department of Justice (Department) actively and affirmatively pursues a course of equal employment opportunity by building and maintaining a workforce with high standards and expectations for excellence, which accurately reflects the diversity of the state and the public it serves. State and federal laws require a commitment to equal employment opportunity and a workplace that is free from any form of unlawful discrimination, including harassment and retaliation. Accordingly, the following policies and procedures govern our Department.

* The Equal Employment Rights & Resolution (EER&R) Office has statewide responsibility for administering the Department's Equal Employment Opportunity (EEO) Program, including reviewing employment policies, monitoring the selection process, recommending changes, and providing advice to executive staff, managers, and supervisors on important and sensitive issues which may have equal employment opportunity considerations.

* Unlawful discrimination or harassment, whether intentional or unintentional, is a violation of the civil rights of California citizens. The Department has a zero tolerance policy for all such

behavior.

- * The Department's hiring and promotional practices, without exception, shall ensure equal employment opportunity. This commitment is achieved through policies and practices of recruitment designed to broaden the pool of potential applicants. The Department's division chiefs, directors, hiring managers, and supervisors are directly responsible for implementing the Department's EEO Program. Moreover, hiring managers and supervisors are responsible for maintaining work environments free from any form of unlawful discrimination, including harassment and retaliation.

Step 4b: Narrative Underutilization Analysis

A review of the Department's underutilizations with standard deviations greater than two (See Significant Underutilization Chart) indicates that there are eighteen significant underutilizations in the Department. Six of the overall underutilizations were listed under the category Two or More Races. The Department records employees whom identify with more than one race, in the "Other" group. There are ten underutilizations identified under Male, which is not surprising since the overall gender composition of the department has historically remained at approximately 60% Female.

The following is a review of the significant underutilizations the Department has identified requiring additional examination:

- * Officials / Administrators: This category identified a significant underutilization of White Males at a rate of -16%.
- * Protective Services (Sworn Officials): This category identified a significant underutilization of Hispanic Males at a rate of -9%.
- * Protective Services (Sworn Patrol Officers): This category identified a significant underutilization of White and Asian Females at a rate of -17% and -11% respectively.
- * Protective Services (Non Sworn): This category identified a significant underutilization of White and Hispanic Males at a rate of -11% and -9% respectively in this category.
- * Administrative Support: This category identified a significant underutilization of White and Hispanic Males at a rate of -11% and -9% respectively.

The Utilization Analysis Chart identified the Skilled Craft category as significantly underutilized in Hispanic Males -31%. It is important to note that 24 employees are represented in this group and 42% of them are at retirement age. The Department will potentially have open positions to fill in the near future.

Step 5 & 6: Objectives and Steps

1. Review of the Officials / Administrators classifications to determine possible reasons for the underutilization of White Males.

- a. The Officials / Administrators classifications represent a small group in the Department and number fifty five. Although White Males are underutilized by -16%, White Females represent a utilization of 20%.
- b. The Department has a stronger representation of Males in minority groups such as, Black, American Indian and Asian.
- c. Recruitment efforts have been revamped to include resources for hiring authorities. Hiring authorities have access to the contact information of associations for recruitment purposes. All Freeze Exemption Requests require a recruitment plan for advertised vacancy. The Recruitment Unit has hired additional staff to assist in recruitment efforts.
- d. Automated reporting has been developed to monitor the composition of all exam panels to identify any potential barriers to the examination process. The EER&R Office monitors the demographics of all classifications through the use of a form that is used to gather employee and applicant data in the hiring process.

2. Review of the Protective Services (Sworn Officials) classifications to determine possible reasons for the underutilization of Hispanic Males.

- a. There have been significant budget constraints to the Protective Services: Sworn Officials & Sworn-Patrol Officers group. In the past year there has been only one new hire of a sworn official.
- b. It is important to note that the Department has an equal representation of Asian Females and Asian Males to the Relevant Labor Market. In addition, the Department has a higher representation of White Males, White and Native Hawaiian and Pacific Islander Females than the Relevant Labor Market.
- c. Recruitment efforts have been revamped to include resources for hiring authorities. Hiring authorities have access to the contact information of peace officer associations for recruitment purposes. All Freeze Exemption Requests require a recruitment plan for every advertised vacancy. The Recruitment Unit has hired additional staff to assist in expanding recruitment efforts.
- d. Automated reporting has been developed to monitor the composition of all exam panels to identify any potential barriers to the examination process. The EER&R Office monitors the demographics of all classifications through the use of a form that is used to gather employee and applicant data in the hiring process.

3. Review of the Protective Services (Sworn Patrol Officers) classifications to determine possible reasons for the underutilization of White and Asian Females.

- a. There have been significant budget constraints to the Protective Services: Sworn Officials & Sworn-Patrol Officers group. In the past year there have been eighteen rehires and no new hires in the Sworn Patrol Officers group.
- b. In the 2012 EEO Plan, Black Male and Female groups were under-represented by a significant underutilization rate of -7% and -3% respectively. According to this year's report, Black Male and Female sworn officers have experienced an increase in representation, to a utilization rate of 0% and -1% respectively.
- c. Recruitment efforts have been revamped to include resources for hiring authorities. Hiring authorities have access to the contact information of peace officer associations for recruitment purposes. All Freeze Exemption Requests require a recruitment plan for every advertised vacancy. The Recruitment Unit has hired additional staff to assist in expanding recruitment efforts.
- d. Automated reporting has been developed to monitor the composition of all exam panels to identify any potential barriers to the examination process. The EER&R Office monitors the demographics of all classifications through the use of a form that is used to gather employee and applicant data in the hiring process.

4. Review of the Protective Services (Non Sworn) classifications to determine possible reasons for the underutilization of White and Hispanic Males.

- a. The overall Protective Services non-sworn classifications have also experienced budget constraints along with sworn officials & sworn patrol officers. Females represent 66% of the employees in non-sworn classifications. Review of the Department's hiring data identifies that 60% of applicants are female.
- b. It should be noted that although White and Hispanic Males are underutilized by -11% and -9% respectively, White, Black and Asian Females in the same groups are represented at a higher rate than the Relevant Labor Market.
- c. Recruitment efforts have been revamped and the Recruitment Unit has hired additional staff to assist in the expansion of the Department's recruitment efforts. Hiring authorities now have access to the contact information of minority associations, college career offices and student associations, support staff and peace officer associations for recruitment purposes.
- d. Automated reporting has been developed to monitor the composition of all exam panels to identify any potential barriers to the examination process. The EER&R Office will monitor the demographics of all classifications through Department's automated form that is used to gather employee and applicant data.

5. Review of the Administrative Support classifications to determine possible reasons for the underutilization of White and Hispanic Males.

- a. The Administrative Support Classifications contain a total of twelve hundred and forty employees of which 81% are female. The major classification groups contained in Administrative Support are: Executive Assistants, Legal Analysts, Legal Secretaries, Office Technicians and Assistants, and Program Technicians. These professions have historically been predominately female and are classifications in which the Department has very few male applicants. Lower level classifications that provide training and experience for the higher level classifications are also predominately female.
- b. It is important to note that the Department and the Relevant Labor Force reflect an equal representation of Black and Asian Males. In addition, the Department has a higher representation of White, Hispanic, Black, Asian, and Native Hawaiian or Other Pacific Islander Females than the Relevant Labor Force.

- c. The Department has revamped the Upward Mobility Program which assists employees in their planned development and advancement by providing training, consultation, career counseling, and other services.
- d. Recruitment efforts have been revamped to include resources for hiring authorities. Hiring authorities have access to the contact information of minority associations, college career offices and student associations for recruitment purposes.
- e. Automated reporting has been developed to monitor the composition of all exam panels to identify any potential barriers to the examination process. The EER&R Office monitors the demographics of all classifications through the use of a form that is used to gather employee and applicant data in the hiring process.

Step 7a: Internal Dissemination

The Department of Justice's Equal Employment Rights & Resolution (EER&R) Office Director will, upon the U.S. DOJ's Office of Justice Programs' review and approval of the Equal Employment Opportunity (EEO) Plan, implement the following:

- * Post the EEO Plan on the Department's Intranet web site, so that it is available for review by all employees.
- * Convey manager/supervisor responsibilities in preventing discrimination and ensuring compliance with state and federal EEO requirements.

Step 7b: External Dissemination

A complete copy of the Department's EEO Plan will be made available to all persons outside of the Department. This will be accomplished by posting the EEO Plan on the California Attorney General's Office public web site at www.ag.ca.gov. The EEO Plan will be located in the Civil Rights section.

Utilization Analysis Chart
Relevant Labor Market: California

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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	12/22%	3/5%	2/4%	1/2%	7/13%	0/0%	0/0%	0/0%	24/44%	2/4%	1/2%	0/0%	3/5%	0/0%	0/0%	0/0%
CLS #/%	805,425/3 8%	204,270/1 0%	45,140/2 %	3,660/0% %	172,275/8 %	3,150/0% %	14,500/1 %	7,790/0% %	503,630/2 4%	157,390/7 %	52,335/2 %	3,720/0% %	130,970/6 %	3,225/0% %	12,650/1 %	6,925/0% %
Utilization #/%	-16%	-4%	2%	2%	5%	-0%	-1%	-0%	20%	-4%	-1%	-0%	-1%	-0%	-1%	-0%
Professionals																
Workforce #/%	526/31%	59/3%	25/1%	4/0%	99/6%	2/0%	0/0%	18/1%	584/35%	132/8%	64/4%	0/0%	159/9%	3/0%	0/0%	16/1%
CLS #/%	909,825/2 9%	180,800/6 %	66,290/2 %	3,860/0% %	325,070/1 0%	3,435/0% %	21,155/1 %	12,085/0 %	921,400/2 9%	247,345/8 %	87,830/3 %	4,685/0% %	319,465/1 0%	3,520/0% %	24,155/1 %	13,155/0 %
Utilization #/%	2%	-2%	-1%	0%	-4%	0%	-1%	1%	5%	-0%	1%	-0%	-1%	0%	-1%	1%
Technicians																
Workforce #/%	83/25%	17/5%	14/4%	0/0%	63/19%	0/0%	0/0%	7/2%	63/19%	27/8%	23/7%	0/0%	33/10%	2/1%	0/0%	2/1%
CLS #/%	104,665/2 6%	40,410/10 %	10,250/3 %	665/0% %	48,385/12 %	945/0% %	3,275/1% %	1,575/0% %	84,105/21 %	43,270/11 %	14,765/4 %	735/0% %	47,255/12 %	665/0% %	3,385/1% %	2,085/1% %
Utilization #/%	-1%	-5%	2%	-0%	7%	-0%	-1%	2%	-2%	-3%	3%	-0%	-2%	0%	-1%	0%
Protective Services: Sworn-Officials																
Workforce #/%	71/58%	17/14%	7/6%	0/0%	7/6%	0/0%	0/0%	1/1%	13/11%	3/2%	0/0%	0/0%	1/1%	1/1%	0/0%	2/2%
CLS #/%	131,560/4 0%	75,870/23 %	30,035/9 %	1,925/1% %	19,875/6 %	2,060/1% %	3,780/1% %	1,985/1% %	24,965/8 %	17,345/5 %	9,995/3% %	485/0% %	3,605/1% %	495/0% %	1,205/0% %	730/0% %
Utilization #/%	17%	-9%	-4%	-1%	-0%	-1%	-1%	0%	3%	-3%	-3%	-0%	-0%	1%	-0%	1%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	79/41%	50/26%	4/2%	0/0%	18/9%	1/1%	0/0%	6/3%	17/9%	13/7%	2/1%	0/0%	4/2%	0/0%	0/0%	1/1%
Civilian Labor Force #/%	305,305/2 5%	95,160/8 %	23,600/2 %	1,170/0% %	142,740/1 2%	1,535/0% %	11,670/1 %	5,925/0% %	314,015/2 6%	120,045/1 0%	27,740/2 %	1,035/0% %	158,810/1 3%	1,500/0% %	14,865/1 %	6,065/0% %
Utilization #/%	16%	18%	0%	-0%	-2%	0%	-1%	3%	-17%	-3%	-1%	-0%	-11%	-0%	-1%	0%
Protective Services: Non-sworn																

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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Workforce #/%	120/18%	31/5%	21/3%	1/0%	43/7%	3/0%	0/0%	4/1%	218/33%	83/13%	45/7%	2/0%	71/11%	6/1%	0/0%	9/1%
CLS #/%	6,110/30%	2,820/14%	1,035/5%	135/1%	1,315/6%	0/0%	185/1%	190/1%	4,750/23%	2,590/13%	725/4%	15/0%	455/2%	90/0%	129/1%	150/1%
Utilization #/%	-11%	-9%	-2%	-1%	0%	0%	-1%	-0%	10%	0%	3%	0%	9%	0%	-1%	1%
Administrative Support																
Workforce #/%	94/8%	39/3%	25/2%	3/0%	69/6%	5/0%	0/0%	4/0%	359/29%	255/21%	143/12%	3/0%	207/17%	13/1%	0/0%	21/2%
CLS #/%	789,770/18%	508,135/12%	95,030/2%	5,310/0%	242,305/6%	6,390/0%	21,875/1%	13,905/0%	1,208,745/28%	844,810/20%	166,325/4%	11,800/0%	321,240/7%	12,235/0%	37,235/1%	22,025/1%
Utilization #/%	-11%	-9%	-0%	0%	-0%	0%	-1%	-0%	1%	1%	8%	-0%	9%	1%	-1%	1%
Skilled Craft																
Workforce #/%	9/38%	3/12%	3/12%	0/0%	3/12%	1/4%	0/0%	1/4%	2/8%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	502,010/39%	565,860/44%	38,845/3%	5,035/0%	85,055/7%	4,685/0%	10,830/1%	7,120/1%	26,515/2%	28,545/2%	3,635/0%	325/0%	16,650/1%	365/0%	670/0%	515/0%
Utilization #/%	-1%	-31%	10%	-0%	6%	4%	-1%	4%	6%	6%	-0%	-0%	-1%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	667,880/15%	1,570,385/35%	117,095/3%	8,375/0%	235,965/5%	10,670/0%	22,085/0%	17,055/0%	526,735/12%	940,885/21%	97,565/2%	7,585/0%	239,870/5%	7,910/0%	19,360/0%	13,320/0%
Utilization #/%																

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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators	✓															
Professionals		✓			✓		✓								✓	
Technicians		✓														
Protective Services: Sworn-Officials		✓														
Protective Services: Sworn-Patrol Officers								✓					✓			
Protective Services: Non-sworn	✓	✓	✓				✓								✓	
Administrative Support	✓	✓					✓								✓	

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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Senior Assistant Attorney General																
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%	0/0%	0/0%
Career Executive Assignment																
Workforce #/%	3/100%	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%	0/0%	0/0%
Director of Law Enforcement																
Workforce #/%	0/0%	0/0%	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%
Special Agent In-Charge																
Workforce #/%	8/47%	1/6%	1/6%	0/6%	1/6%	0/0%	0/0%	0/0%	4/24%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%
Special Agent Supervisor																
Workforce #/%	46/61%	12/16%	1/1%	0/5%	4/5%	0/0%	0/0%	0/0%	8/11%	2/3%	0/0%	0/0%	1/1%	1/1%	0/0%	0/0%
Assistant Bureau Chief / DLE																
Workforce #/%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Security Officer II																
Workforce #/%	1/25%	0/0%	2/50%	0/25%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Security Officer I																
Workforce #/%	9/50%	4/22%	2/11%	0/6%	1/6%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	79/41%	50/26%	4/2%	0/9%	18/9%	1/1%	0/0%	6/3%	17/9%	13/7%	2/1%	0/0%	4/2%	0/0%	0/0%	1/1%

