

# EEOP Short Form



Wed Sep 17 12:35:32 EDT 2012

## Step 1: Introductory Information

**Grant Title:** Vision 15 COPS Technology      **Grant Number:** 2009-CK-WX-0351  
**Grantee Name:** California DOJ      **Award Amount:** \$500,000.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell      **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell      **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** CALMS-2009      **Grant Number:** 2009-CK-WX-0353  
**Grantee Name:** California DOJ      **Award Amount:** \$300,000.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell      **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell      **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** CALMS-2004      **Grant Number:** 2004-CK-WX-0030  
**Grantee Name:** California DOJ      **Award Amount:** \$2,968,432.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 J Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell      **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell      **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** CALMS-2005 **Grant Number:** 2005-CK-WX-0399  
**Grantee Name:** California DOJ **Award Amount:** \$1,479,965.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** CALMS-2006 **Grant Number:** 2006-CK-WX-0437  
**Grantee Name:** California DOJ **Award Amount:** \$1,480,842.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** Forensic Training **Grant Number:** 2007-DN-BX-K206  
**Grantee Name:** California DOJ **Award Amount:** \$440,993.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** CALMS-2008 **Grant Number:** 2008-CK-WX-0115  
**Grantee Name:** California DOJ **Award Amount:** \$257,208.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** CALMS-2008 **Grant Number:** 2008-CK-WX-0582  
**Grantee Name:** California DOJ **Award Amount:** \$233,825.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** Child Sexual Predator **Grant Number:** 2008-CS-WX-0002  
**Grantee Name:** California DOJ **Award Amount:** \$403,641.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

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

**Grantee Name:** California DOJ **Award Amount:** \$150,000.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** GSET **Grant Number:** 2009-D1-BX-0123  
**Grantee Name:** California DOJ **Award Amount:** \$200,000.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** Missing Persons DNA II Backlog **Grant Number:** 2009-DN-BX-K032  
**Grantee Name:** California DOJ **Award Amount:** \$395,975.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** DNA Backlog Reduction IV 2009 **Grant Number:** 2009-DN-BX-K067  
**Grantee Name:** California DOJ **Award Amount:** \$2,237,690.00

**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** NCHIP (Yr 15) **Grant Number:** 2009-RU-BX-K003  
**Grantee Name:** California DOJ **Award Amount:** \$300,000.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** NCHIP (2010) **Grant Number:** 2010-RU-BX-K016  
**Grantee Name:** California DOJ **Award Amount:** \$105,128.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** NCHIP (Yr 17) 2011 **Grant Number:** 2011-MU-BX-K055  
**Grantee Name:** California DOJ **Award Amount:** \$411,285.00  
**Grantee Type:** State Government Agency

**Address:** 1300 I Street  
Sacramento, California  
95814

**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404

**Contact Address:** 1300 I Street  
Sacramento, California  
95814

**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** Combatting Mortgage Fraud **Grant Number:** 2009-SD-B9-0120

**Grantee Name:** California DOJ **Award Amount:** \$1,435,904.00

**Grantee Type:** State Government Agency

**Address:** 1300 I Street  
Sacramento, California  
95814

**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404

**Contact Address:** 1300 I Street  
Sacramento, California  
95814

**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** CALMS-2010 **Grant Number:** 2010-CK-WX-0440

**Grantee Name:** California DOJ **Award Amount:** \$600,000.00

**Grantee Type:** State Government Agency

**Address:** 1300 I Street  
Sacramento, California  
95814

**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404

**Contact Address:** 1300 I Street  
Sacramento, California  
95814

**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** CALMS-2010 **Grant Number:** 2010-CK-WX-0441

**Grantee Name:** California DOJ **Award Amount:** \$250,000.00

**Grantee Type:** State Government Agency

**Address:** 1300 I Street





**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** 2011 DNA Backlog Reduction **Grant Number:** 2011-DN-BX-K466  
**Grantee Name:** California DOJ **Award Amount:** \$4,128,355.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** Convicted Offender **Grant Number:** 2010-DN-BX-K023  
**Grantee Name:** California DOJ **Award Amount:** \$473,967.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404  
**Contact Address:** 1300 I Street  
Sacramento, California  
95814  
**DOJ Grant Manager:** Nancy Bell **DOJ Telephone #:** 916-324-4404

---

**Grant Title:** PDMP Outreach **Grant Number:** 2010-PM-BX-0009  
**Grantee Name:** California DOJ **Award Amount:** \$400,000.00  
**Grantee Type:** State Government Agency  
**Address:** 1300 I Street  
Sacramento, California  
95814  
**Contact Person:** Nancy Bell **Telephone #:** 916-324-4404

**Contact Address:** 1300 I Street  
Sacramento, California  
95814

**DOJ Grant Manager:** Nancy Bell

**DOJ Telephone #:** 916-324-4404

---

**Grant Title:** Firearms and Toolmark Examiner Academy **Grant Number:** 2011-DN-BX-K565

**Grantee Name:** California DOJ

**Award Amount:** \$404,226.00

**Grantee Type:** State Government Agency

**Address:** 1300 I Street  
Sacramento, California  
95814

**Contact Person:** Nancy Bell

**Telephone #:** 916-324-4404

**Contact Address:** 1300 I Street  
Sacramento, California  
95814

**DOJ Grant Manager:** Nancy Bell

**DOJ Telephone #:** 916-324-4404

---

### **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, and 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 Office (EER&R) 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.

\* Department 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 departmental underutilizations with standard deviations greater than two (See Significant Underutilization Chart) indicates that there are eleven significant underutilizations in the Department. It is important to note that eight of the underutilizations are male, which is not surprising since the overall gender composition of the Department has historically remained at approximately 60% female. In recent years however, the Department has experienced an increase in male job applicants as well as an increase in male hiring, especially in our legal divisions.

Following a review of all underutilizations, the Department has identified several areas requiring additional examination:

\* Professionals- Asian Males are under-represented in this job classification group and show an underutilization rate of -3%.

\* Technicians- Hispanic Males are an under-represented group in the Technical group (-4%).

\* Protective Services (Sworn)- The Department has a significant underutilization of Black male (-7%) and Black female sworn officers (-3%).

\* Administrative Support- Hispanic Males are under-represented in the Administrative job classifications (-6%).

It is important to note that due to severe budget limitations in recent years the Department has experienced a dramatic reduction in hiring opportunities and has experienced layoffs and reassignments which have resulted in the loss of several hundred positions. In addition, when hiring opportunities are available, it is sometimes necessary to limit our candidate pool to displaced employees from other state agencies, which places limitations on our efforts to address areas of underutilization. In spite of these limitations, the Department is committed to addressing all areas of underutilization.

## **Step 5 & 6: Objectives and Steps**

### **1. Review the Professional job classifications to determine the reason for the underutilization of Asian Males**

- a. The underutilization of Asian Males in the Professional job classification group is a new development for the Department. Upon first examination, the Professional group is comprised of four major types of occupations: legal, analytical, data management, and accounting/budgets. The total number of employees in these classifications is approximately one thousand eight hundred, of which over one thousand are attorneys. We will examine each of these groups in an effort to determine the reason for this underutilization.
- b. It should be noted that when conducting a preliminary review of the Professional job classifications, it is apparent there are a large number of Asian Females in these job classifications, which may indicate a gender related issue. To determine what can be done about this underutilization, the Department will conduct a thorough examination of this classification group.
- c. The EER&R Office will assign a member of its office to work with the Department's Testing and Selection Office to review examination results to determine if there are any barriers to entry in any of the classifications in this group. This can be done through the evaluation of open and promotional exam applications and analysis of the success rate for Asian Males.
- d. If it is determined that the Department has an insufficient number of applications in specific classifications, the Department will determine appropriate recruitment measures to rectify the problem.

### **2. Review Technical classifications to determine possible reasons for the underutilization of Hispanic Males.**

- a. The primary occupational groups contained in the Technical group are: information systems technicians, criminal intelligence technicians, and criminal identification technicians. This group comprises nearly six hundred employees, of which approximately sixty percent are female.
- b. The underutilization of Hispanic Males in the Technical job classifications first came to the attention of the Department approximately one year ago while conducting our own internal evaluations. The Technical group is approximately 60% female which is consistent with the overall gender representation of the Department; however,

when specifically examining the Hispanic representation in this group it is notable that the representation of Hispanic Females is 75% and Hispanic Males 25% of total Hispanic representation. We are conducting an ongoing review of testing and application rates to determine the reason for this underutilization.

c. In an effort to provide open access to all potential candidates in the Technical job group the Department currently participates in nearly twenty statewide open examinations for positions in this group. These examinations are on-line and open to any individuals who meet the posted minimum requirements. A review of the composition of the persons who have taken these examinations is ongoing as a cooperative effort between the Department's Testing and Selection Unit and the EER&R Office.

### **3. Evaluate the reason for the underutilizations of Male and Female Black sworn officers.**

a. The issue of underutilization of Black sworn officers, male and female, is an issue that has been known to the department for several years. The Department has put in place a procedure to review the application and testing procedures for incoming officers to determine if there are possible barriers to entry. However, the Department has not been able to evaluate its hiring and selection procedures for two reasons: 1) The last examination for entry level sworn officers was conducted in 2010 and all Black applicants passed all levels of testing and were placed on the available list. Unfortunately, due to budget reductions, no individuals were appointed from that list. 2) Since that time, layoffs and demotions have taken place due to budget reductions, which has resulted in no hiring of entry level officers in several years. Currently, the Department does not have plans to conduct a new examination until budgets stabilize.

b. The EER&R Office has conducted exit interviews with departing and retiring Black sworn officers in an effort to gather feedback on their reasons for leaving the Department. These interviews have revealed a generally positive impression of the Department and in most cases an appreciation for the training and opportunities received while employed by the Department. We will continue to monitor the number of departing Black sworn officers.

### **4. Identify the reason for the underutilization for Hispanic Males in the Administrative Support group.**

a. The Administrative Support Classifications contain a total of twelve hundred and thirty four employees of which 86% are female. The major classification groups contained in Administrative Support are: legal secretaries, office technicians and assistants, and program technicians. All three of these classifications are predominantly female. It should also be noted that although Hispanic Males are underutilized by -6%, Hispanic Females show a +6% representation. A full examination of the Bottom Line Hiring Data for these classifications will be conducted by the EER&R Office in cooperation with the Department's Testing and Selection Unit to determine if the Department is receiving sufficient applications from Hispanic Males and whether there is any indication of disparate impact in the testing process.

## **Step 7a: Internal Dissemination**

The Department of Justice's Equal Employment Rights and Resolution Office Director will, upon the review and approval of the 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.
- \* Disseminate the approved EEO Plan to all Department division chiefs. The Department division chiefs will inform divisional staff of the EEO Plan, advising them that the EEO Plan is also available for their review on the Departmental Intranet web site.
- \* Convey EER&R Program policies to division chiefs who will ensure manager and supervisor implementation.
- \* Convey manager/supervisor responsibilities in preventing discrimination and ensure compliance with new policy requirements regarding compliance reporting and mandatory training.
- \* Report to the Attorney General and managers/supervisors implementation of program via statistics to identify potential barriers in examination, selection, and during employment.

**Step 7b: External Dissemination**

A complete copy of the Department's EEO Plan (Plan) will be made available to all persons outside the Department. This will be accomplished by posting the Plan on the Department's public web site at [www.ag.ca.gov](http://www.ag.ca.gov). The Plan will be located in the Civil Rights section of the California Attorney General's web site which contains the Department's employment policy information.

**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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Officials/Administrators</b>														
Workforce #/%	28/37%	4/5%	4/5%	1/1%	2/3%	0/0%	1/1%	27/36%	5/7%	1/1%	0/0%	2/3%	0/0%	0/0%
CLS #/%	968,410/42%	189,795/8%	48,075/2%	5,245/0%	155,370/7%	2,950/0%	23,215/1%	589,775/26%	139,040/6%	51,985/2%	4,550/0%	101,075/4%	2,425/0%	13,540/1%
Utilization #/%	-5%	-3%	3%	1%	-4%	-0%	0%	10%	1%	-1%	-0%	-2%	-0%	-1%
<b>Professionals</b>														
Workforce #/%	552/30%	79/4%	34/2%	3/0%	104/6%	4/0%	17/1%	665/36%	131/7%	65/4%	0/0%	152/8%	3/0%	17/1%
CLS #/%	1,030,045/34%	148,090/5%	63,930/2%	5,290/0%	255,440/8%	2,585/0%	24,420/1%	988,015/32%	183,810/6%	91,605/3%	6,805/0%	223,490/7%	2,830/0%	21,340/1%
Utilization #/%	-4%	-1%	-0%	-0%	-3%	0%	0%	4%	1%	1%	-0%	1%	0%	0%
<b>Technicians</b>														
Workforce #/%	115/20%	27/5%	28/5%	0/0%	65/11%	1/0%	6/1%	139/24%	75/13%	50/9%	2/0%	58/10%	2/0%	4/1%
CLS #/%	83,445/27%	28,670/9%	9,360/3%	640/0%	29,165/9%	570/0%	3,000/1%	82,695/27%	27,125/9%	14,190/5%	1,085/0%	28,255/9%	585/0%	3,070/1%
Utilization #/%	-7%	-4%	2%	-0%	2%	-0%	0%	-2%	4%	4%	0%	1%	0%	-0%
<b>Protective Services: Sworn</b>														
Workforce #/%	132/47%	58/21%	8/3%	0/0%	22/8%	1/0%	3/1%	32/11%	12/4%	2/1%	0/0%	7/2%	1/0%	4/1%
CLS #/%	133,515/47%	51,590/18%	27,730/10%	1,990/1%	14,320/5%	975/0%	4,105/1%	26,115/9%	11,130/4%	10,185/4%	555/0%	2,170/1%	270/0%	780/0%
Utilization #/%	0%	2%	-7%	-1%	3%	0%	-0%	2%	0%	-3%	-0%	2%	0%	1%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	2/25%	2/25%	0/0%	0/0%	2/25%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%
Civilian Labor Force #/%	4,365/33%	1,335/10%	520/4%	85/1%	225/2%	30/0%	170/1%	4,065/30%	1,550/12%	570/4%	55/0%	280/2%	4/0%	120/1%
Utilization #/%	-8%	15%	-4%	-1%	23%	-0%	11%	-30%	-12%	-4%	-0%	-2%	-0%	12%
<b>Administrative Support</b>														
Workforce #/%	75/6%	37/3%	23/2%	2/0%	58/5%	4/0%	1/0%	360/29%	272/22%	159/13%	4/0%	203/17%	11/1%	21/2%
CLS #/%	715,295/18%	338,360/9%	92,765/2%	6,025/0%	165,335/4%	5,015/0%	27,390/1%	1,386,390/35%	648,805/17%	194,500/5%	15,900/0%	262,105/7%	10,085/0%	41,740/1%

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
Utilization #/%	-12%	-6%	-1%	0%	0%	0%	-1%	-6%	6%	8%	-0%	10%	1%	1%
<b>Skilled Craft</b>														
Workforce #/%	8/40%	2/10%	2/10%	0/0%	4/20%	0/0%	1/5%	2/10%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	664,630/48%	446,490/32%	48,055/3%	8,785/1%	82,395/6%	4,440/0%	21,010/2%	40,110/3%	34,385/2%	5,510/0%	755/0%	23,715/2%	570/0%	1,885/0%
Utilization #/%	-8%	-22%	7%	-1%	14%	-0%	3%	7%	3%	-0%	-0%	-2%	-0%	-0%
<b>Service/Maintenance</b>														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	811,010/19%	1,302,185/31%	135,915/3%	14,150/0%	203,035/5%	8,230/0%	36,690/1%	591,835/14%	772,540/18%	101,385/2%	10,370/0%	191,380/5%	5,800/0%	25,665/1%
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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Professionals</b>	✓				✓						✓			
<b>Technicians</b>	✓	✓												
<b>Protective Services: Sworn</b>			✓							✓				
<b>Administrative Support</b>	✓	✓					✓	✓						

