

As a recipient of federal grant funds, the United States Department of Justice (DOJ) requires the City of Tampa to submit an Equal Employment Opportunity Plan (EEOP).

The attached EEOP was prepared pursuant to DOJ guidelines, using data and methodologies required by the DOJ. It is not to be considered or used for any purpose other than that for which it was intended.

The City of Tampa is an equal opportunity employer that has not and will not discriminate against any one because of a protected status. Copies of the City's policies prohibiting discrimination are contained in the EEOP.

EEOP Short Form



City of Tampa, Florida
June 2015

Step 1: Introductory Information

Grant Title:	Edward Bryne Memorial Justice Assistance Grant Program	Grant Number:	2012-DJ-BX-0030
Grantee Name:	City of Tampa	Award Amount:	\$174,577.00
Grantee Type:	Local Government Agency		
Address:	306 E. Jackson Street Tampa, Florida 33602-4832		
Contact Person:	Deirdre Joseph	Telephone #:	813-276-3388
Contact Address:	411 N. Franklin Street, 10th Floor Tampa, Florida 33602		
DOJ Grant Manager:	Tarasa Yates	DOJ Telephone #:	202-305-1780

Grant Title:	Edward Byrne Memorial Justice Assistanct Grant Program	Grant Number:	2013-DJ-BX-0238
Grantee Name:	City of Tampa	Award Amount:	\$158,454.00
Grantee Type:	Local Government Agency		
Address:	306 East Jackson Street Tampa, Florida 33602-4832		
Contact Person:	Deirdre Joseph	Telephone #:	813-276-3388
Contact Address:	411 N. Franklin Street, 10th Floor Tampa, Florida 33602		
DOJ Grant Manager:	Tarasa Yates	DOJ Telephone #:	202-305-1780

Grant Title:	Edward Byrne Memorial Justice Assistance Grant Program	Grant Number:	2014-DJ-BX-0384
Grantee Name:	City of Tampa	Award Amount:	\$166,017.00
Grantee Type:	Local Government Agency		
Address:	306 E. Jackson Street Tampa, Florida 33602-4832		
Contact Person:	Deirdre Joseph	Telephone #:	813-276-3388
Contact Address:	411 N. Franklin Street, 10th Floor Tampa, Florida 33602		

DOJ Grant Manager: Tarasa Yates

DOJ Telephone #: 202-305-1780

Policy Statement:

The City of Tampa is committed to the policy of equal employment opportunity and to programs which fulfill that purpose. The City has adopted multiple policies, requirements, and union contract language that address equal opportunity and non-discrimination. Our Personnel Manual contains policies B1.1 and B1.2 (attached) which prohibit discrimination. Additionally, the City's four union contracts contain specific statements and requirements for non-discrimination (also attached).

As stated in policy B1.1, which is a mayoral executive order, "It is the policy of the City of Tampa to provide equal treatment of all persons without regard to race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status. The City endorses and requires compliance with applicable state and federal laws, including but not limited to the Civil Rights Act of 1991 and the Americans with Disabilities Act (ADA), to ensure equal employment opportunity and equal access to public services."

City of Tampa Personnel Manual
B. Directives and Benefits
B1.1 Equal Opportunity

Issue Date: 08/18/14

B1.1A Policy

1. It is the policy of the City of Tampa government to provide equal treatment of all persons without regard to race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status. The City endorses and requires compliance with applicable state and federal laws, including but not limited to the Civil Rights Act of 1991 and the Americans with Disabilities Act (ADA), to ensure equal employment opportunity and equal access to public services.
2. All managers and supervisors are expected and required to insure that this policy is fully implemented and vigorously enforced.
3. All department directors are responsible for verification that managers, supervisors, and employees attend mandatory training regarding discriminatory conduct including specific cultural diversity training and Americans With Disabilities Act training. As is always the case when failure to meet directives occurs, disciplinary action shall be considered when supervisors fail to attend scheduled training or fail to ensure that subordinate employees attend scheduled training.
4. Employment
 - a. It is the policy of the City of Tampa government to provide equal opportunity in employment for all qualified persons; to prohibit discrimination in employment because of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status, marital status, or membership/non-membership in any labor organization; and to promote the full realization of equal employment opportunity through positive and continuing programs.

b. This policy of equal employment opportunity applies to every aspect of the City of Tampa employment policies and practices. It includes providing reasonable accommodations to the known physical and mental limitations of qualified disabled applicants and employees in order for them to perform the essential functions of the job in question. Any and all such reasonable accommodations will be provided on an individual basis in the most cost effective manner available unless the provision of such accommodations would create an undue hardship.

c. It is also the intent of the City of Tampa to comply in all respects with equal opportunity laws and provisions and to establish affirmative action plans to accomplish the City's goals of hiring and promoting when there is minority or female underutilization.

d. Inappropriate behavior or harassment on the job because of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status, is prohibited by state and federal laws and/or by this directive of the City of Tampa. This includes actions ranging from blatant physical or verbal aggression to subtle coercion through touching or in any manner seeking sexual favors. Sexual advances and other offensive verbal or physical conduct which is discriminatory will not be condoned when such interferes with the individual's work performance, is either explicitly or inexplicably made a term or condition of employment or other job related decisions.

e. The City of Tampa ADA Grievance Procedure is available to employees with discrimination complaints. The City of Tampa's Office of Human Rights investigates employee complaints regarding race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status, or marital status. The Human Resources Department conducts management investigations regarding allegations of violations (see B1.1, B1.2, B23.1, B23.2) and is responsible for the City's response to complaints filed with local, state or federal agencies.

5. Services

a. Employees have the responsibility to provide services to the public without regard to the person's race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status.

b. Assistance for providing reasonable accommodations for the delivery of services in accordance with the Americans With Disabilities Act is provided by the Human Resources Department. Complaints regarding violations of the Americans With Disabilities Act are processed through the City of Tampa ADA Grievance procedure. All complaints will be thoroughly investigated by the Human Resources Department.

Issue Date: 08/18/14

City of Tampa Personnel Manual
B. Directives and Benefits
B1.2 Discriminatory Conduct

Issue Date: 08/18/14

B1.2 Policy

1. The City of Tampa is committed to the equal treatment of all persons, without regard to race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status. As part of that commitment, the City has forbidden its employees the use of slurs, derogatory comments, or any other physical or verbal conduct directed at or based upon another person's race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status.
2. Such incidents threaten the safety, security and well being of not only those against whom they are directed, but all who live and work here as well. They give the erroneous impression that the City of Tampa and its officials and employees do not accept the concepts of equal opportunity and treatment under the law. For these reasons, the City considers these incidents to be among the most serious violations of City policy which an employee can commit and deserving of serious disciplinary action up to and including dismissal.
3. This policy will be stringently and uniformly applied. The words and conduct treated in this policy have no place in the City of Tampa and will not be tolerated.
4. Employees shall not engage in offensive verbal or physical conduct directed against an employee, a citizen, or any other person or member of the public based upon race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status or marital status. Employees shall not engage in such conduct at any time during working hours or on any City premises. Employees are also forbidden from such conduct while off duty, if such conduct adversely affects the employee's ability to perform his or her City duties.
5. All managers and supervisors are expected and required to insure that this policy is fully implemented and vigorously enforced.

6. Any complaints concerning employee violations will be thoroughly investigated by the Human Resources Department for immediate and corrective action as warranted.
7. Violation of this policy shall be grounds for immediate dismissal in the absence of extenuating circumstances, but in no case shall the disciplinary action for a violation be less than a suspension without pay for fifteen working days.
8. Investigations and disciplinary action administered shall continue to be conducted in accordance with any applicable federal, state, or local laws regarding the methods of investigations, complaint reviews, and employee rights of appeal.

Issue Date: 08/18/14

**Collective Bargaining Agreement – City of Tampa and Tampa Police
Benevolent Association (Officers through Sergeants unit):**

ARTICLE 7
NO DISCRIMINATION

7.1 The City and the PBA specifically agree that the provisions of this Agreement shall be equally applicable to all employees covered herein without regard to race, color, religion, creed, sex, national origin, marital status, sexual preference, membership or nonmembership in labor organization, age or disability, as provided by law; except that the PBA shall not be required to process grievances or provide services for employees who are not members of the organization.

**Collective Bargaining Agreement – City of Tampa and Tampa Police
Benevolent Association (Lieutenants unit):**

ARTICLE 7
NO DISCRIMINATION

7.1 The City and the PBA specifically agree that the provisions of this Agreement shall be equally applicable to all employees covered herein without regard to race, color, religion, creed, sex, national origin, marital status, sexual preference, membership or nonmembership in labor organization, age or disability, as provided by law; except that the PBA shall not be required to process grievances or provide services for employees who are not members of the organization.

Collective Bargaining Agreement – City of Tampa and International Association of Firefighters, Local 754:

ARTICLE 6
NO DISCRIMINATION

6.1 The City and the Union specifically agree that the provisions of this Agreement shall be equally applicable to all employees covered herein without regard to race, color, religion, creed, sex, national origin, marital status, sexual preference, membership or nonmembership in a labor organization or age or disability as provided by law; except that the certified employee organization shall not be required to process grievances for employees who are not members of the organization.

Collective Bargaining Agreement – City of Tampa and Amalgamated Transit Union, Local 1464:

ARTICLE 2
NON-DISCRIMINATION

2.1 The parties specifically agree that all provisions of this Agreement shall be applied in accordance with applicable law to all employees in the bargaining unit without regard to race, creed, color, national origin, religious affiliation, age, sex, disability, marital status, sexual preference or membership/non-membership in any labor organization; except that the certified employee organization shall not be required to process grievances or provide services for employees who are not members of the organization.

2.2 It is agreed that no employee shall be required as a condition of employment or promotion within the bargaining unit to join or refrain from joining the Union. Furthermore, it is agreed that neither Union officers or representatives nor the City shall discriminate, interfere, or coerce any employees into joining or not joining the Union.

2.3 Employee allegations of discrimination may be filed through the grievance procedure (Article 6), the Federal Equal Employment Opportunity Commission, the State's Florida Commission on Human Rights, the City's Department of Community Affairs (Office of Human Rights/Community Services) and/or any other procedure provided by law.

2.4 A copy of B1.2, Discriminatory Conduct, Personnel Manual, shall be reprinted in the appendix of this Agreement.

Step 4b: Narrative Underutilization Analysis

The Utilization Analysis Chart for the Tampa Police Department provided by the Office of Justice specifies which job categories show underutilization of two or more standard deviations. Accordingly, the job categories and information identified are as follows:

Category 400 - Protective Services: Sworn Officials. Underutilization is indicated only for Black/African American Females by 3%.

Category 400 - Protective Services: Sworn-Patrol Officers. Underutilization is indicated only for White Females - 17%, Hispanic Females - 9%, Black/African American Females - 8%, Asian Females - 1%, and Two or More Races Females - 1%.

Category 500 - Protective Services: Non-Sworn. Underutilization is only indicated for White Males by 12%.

Category 600 - Administrative Support. Underutilization is only indicated for White Males by 20%.

All other race/sex utilization within the job categories do not indicate underutilization according to the Office of Justice calculations.

Step 5 & 6: Objectives and Steps

1. Continue to target in police recruitment programs Hispanic/Latino, Black/African American, and Asian applicants, especially females, as indicated in the underutilization figures.

a. The Tampa Police Department and the City's Human Resources Department will continue to target underutilized populations. This has been accomplished through specialized recruitment tools such as media spotlights, video promotions, and written materials. Representation of police department females and minority representatives at job fairs and other law enforcement recruiting functions will also continue.

Step 7a: Internal Dissemination

1. The Tampa Police Department will continue to post a copy of the current EEOP on its internal (iNet) web site for employee awareness and access.
2. The City's Department of Human Resources will continue to post a copy of the current EEOP on the internal employee (iNet) departmental web site for employee awareness and access.

Step 7b: External Dissemination

A current copy of the EEOP will continue to be posted on the City of Tampa's website, with various locations including the Employee's Guide section for employment applicants and citizen information.

Utilization Analysis Chart
Relevant Labor Market: Hillsborough County, Florida

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 #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	39,170/45%	6,610/8%	2,935/3%	105/0%	1,530/2%	25/0%	260/0%	275/0%	26,675/31%	4,705/5%	3,675/4%	165/0%	925/1%	15/0%	250/0%	120/0%
Utilization #/%	-45%	-8%	-3%	-0%	-2%	-0%	-0%	-0%	69%	-5%	-4%	-0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	3/43%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/29%	0/0%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	36,600/32%	5,500/5%	4,205/4%	30/0%	3,255/3%	0/0%	235/0%	275/0%	41,940/37%	8,525/8%	8,280/7%	85/0%	3,055/3%	0/0%	615/1%	345/0%
Utilization #/%	10%	-5%	-4%	-0%	-3%	0%	-0%	-0%	-9%	-8%	21%	-0%	-3%	0%	-1%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	5,075/28%	1,325/7%	860/5%	15/0%	735/4%	0/0%	23/0%	40/0%	5,920/33%	1,710/9%	1,645/9%	20/0%	450/2%	0/0%	80/0%	110/1%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	170/60%	33/12%	28/10%	0/0%	0/0%	0/0%	1/0%	0/0%	34/12%	6/2%	8/3%	1/0%	2/1%	0/0%	0/0%	0/0%
CLS #/%	6,210/53%	1,605/14%	1,295/11%	70/1%	85/1%	0/0%	85/1%	85/1%	1,305/11%	225/2%	665/6%	25/0%	40/0%	0/0%	30/0%	15/0%
Utilization #/%	7%	-2%	-1%	-1%	-1%	0%	-0%	-1%	1%	0%	-3%	0%	0%	0%	-0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	404/59%	86/13%	70/10%	3/0%	12/2%	2/0%	3/0%	0/0%	67/10%	20/3%	17/2%	1/0%	0/0%	0/0%	1/0%	0/0%
Civilian Labor Force #/%	19,620/25%	8,985/12%	6,180/8%	89/0%	1,020/1%	60/0%	770/1%	195/0%	20,645/27%	9,305/12%	8,350/11%	115/0%	755/1%	60/0%	810/1%	200/0%
Utilization #/%	33%	1%	2%	0%	0%	0%	-1%	-0%	-17%	-9%	-8%	-0%	-1%	-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 #/%	46/22%	11/5%	13/6%	0/0%	2/1%	0/0%	0/0%	0/0%	82/39%	24/11%	22/11%	2/1%	2/1%	0/0%	5/2%	0/0%
CLS #/%	295/34%	75/9%	25/3%	0/0%	0/0%	0/0%	0/0%	0/0%	345/39%	45/5%	95/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-12%	-3%	3%	0%	1%	0%	0%	0%	0%	6%	-0%	1%	1%	0%	2%	0%
Administrative Support																
Workforce #/%	2/6%	0/0%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	15/44%	3/9%	11/32%	1/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	49,625/25%	13,730/7%	9,155/5%	45/0%	1,890/1%	80/0%	560/0%	555/0%	75,170/38%	23,000/12%	16,685/9%	190/0%	2,715/1%	105/0%	1,360/1%	495/0%
Utilization #/%	-20%	-7%	1%	-0%	-1%	-0%	-0%	-0%	6%	-3%	24%	3%	-1%	-0%	-1%	-0%
Skilled Craft																
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%
CLS #/%	29,690/56%	14,745/28%	4,400/8%	85/0%	715/1%	20/0%	470/1%	220/0%	1,640/3%	865/2%	220/0%	0/0%	140/0%	0/0%	10/0%	25/0%
Utilization #/%	44%	-28%	-8%	-0%	-1%	-0%	-1%	-0%	-3%	-2%	-0%	0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	39,360/27%	28,675/20%	13,540/9%	140/0%	2,580/2%	80/0%	655/0%	250/0%	28,610/19%	18,660/13%	10,990/7%	60/0%	2,135/1%	65/0%	575/0%	385/0%
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
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
Police Chief																
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%
Assistant Chief of Police																
Workforce #/%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Major																
Workforce #/%	3/75%	0/0%	1/25%	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%
Police Captain																
Workforce #/%	6/50%	4/33%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Lieutenant																
Workforce #/%	8/44%	4/22%	3/17%	0/0%	0/0%	0/0%	0/0%	0/0%	2/11%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Sergeant																
Workforce #/%	47/70%	4/6%	8/12%	0/0%	0/0%	0/0%	1/1%	0/0%	4/6%	1/1%	0/0%	0/0%	2/3%	0/0%	0/0%	0/0%
Police Corporal/Detective																
Workforce #/%	106/59%	20/11%	14/8%	0/0%	0/0%	0/0%	0/0%	0/0%	27/15%	3/2%	8/4%	1/1%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	404/59%	86/13%	70/10%	3/2%	12/2%	2/0%	3/0%	0/0%	67/10%	20/3%	17/2%	1/0%	0/0%	0/0%	1/0%	0/0%

Step 4b: Narrative Underutilization Analysis

City of Tampa Utilization Analysis City Wide:

The Utilization Analysis Chart provided by the Office of Justice specifies which job categories show underutilization of two or more standard deviations. Accordingly, the job categories and information identified are as follows:

Category 200 Professionals: Underutilization is indicated only for White Females 9%.

Category 300 Technicians: Underutilization is indicated for Asian Males 3%, White Females 24%, Hispanic Females 6%, Black/African American Females 5%, and Asian Females 2%.

Category 400 Protective Services Sworn: Underutilization is indicated only for Other Males 1%, White Females 3%, and Black/African American Females 4%.

Category 500 Protective Services Non Sworn: Underutilization is indicated only for White Males 9%.

Category 600 Administrative Support: Underutilization is indicated only for White Males 18% and Hispanic Males 4%.

Category 700 Skilled Craft: Underutilization is indicated only for White Males 16%, Hispanic Males 8%, White Females 2%, and Hispanic Females 1%.

Category 800 Service/Maintenance: Underutilization is indicated only for White Males 12%, Hispanic Males 4%, Asian Males 2%, White Females 9%, Hispanic Females 9%, Asian Females 1%.

Step 5 & 6: Objectives and Steps

1. Continue to target in all recruitment programs applications for positions in the job categories that indicate underutilization.

- a. The City of Tampa Human Resources Department will continue to target underutilized populations, particularly in non-traditional jobs such as skilled craft and technicians. With the elimination of positions over the last few years due to budget constraints, recruiting for some positions in the job categories has not occurred due to the lack of vacancies. Impact for utilization is restricted unless there are future job vacancies.

Step 7a: Internal Dissemination

The city of Tampa Human Resources Department will continue to post a copy of the current EEOP on its internal (iNet) web site for employee awareness and access.

Step 7b: External Dissemination

A current copy of the EEOP will continue to be posted on the City of Tampa's website, with various locations including the Employee's Guide section for employment applicants and citizen information.

Utilization Analysis Chart
Relevant Labor Market: Hillsborough County, Florida

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 #/%	34/42%	5/6%	8/10%	0/0%	0/0%	0/0%	0/0%	0/0%	20/25%	2/2%	10/12%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	39,170/45%	6,610/8%	2,935/3%	105/0%	1,530/2%	25/0%	260/0%	275/0%	26,675/31%	4,705/5%	3,675/4%	165/0%	925/1%	15/0%	250/0%	120/0%
Utilization #/%	-2%	-1%	7%	-0%	-2%	-0%	-0%	-0%	-6%	-3%	8%	-0%	0%	-0%	-0%	-0%
Professionals																
Workforce #/%	139/36%	22/6%	31/8%	0/0%	12/3%	2/1%	0/0%	0/0%	109/29%	19/5%	37/10%	1/0%	9/2%	0/0%	1/0%	0/0%
CLS #/%	36,600/32%	5,500/5%	4,205/4%	30/0%	3,255/3%	0/0%	235/0%	275/0%	41,940/37%	8,525/8%	8,280/7%	85/0%	3,055/3%	0/0%	615/1%	345/0%
Utilization #/%	4%	1%	4%	-0%	0%	1%	-0%	-0%	-9%	-3%	2%	0%	-0%	0%	-0%	-0%
Technicians																
Workforce #/%	194/59%	33/10%	37/11%	1/0%	4/1%	1/0%	2/1%	0/0%	28/9%	11/3%	13/4%	0/0%	1/0%	1/0%	1/0%	0/0%
CLS #/%	5,075/28%	1,325/7%	860/5%	15/0%	735/4%	0/0%	23/0%	40/0%	5,920/33%	1,710/9%	1,645/9%	20/0%	450/2%	0/0%	80/0%	110/1%
Utilization #/%	31%	3%	7%	0%	-3%	0%	0%	-0%	-24%	-6%	-5%	-0%	-2%	0%	-0%	-1%
Protective Services: Sworn																
Workforce #/%	938/59%	240/15%	174/11%	6/0%	18/1%	4/0%	5/0%	0/0%	131/8%	31/2%	30/2%	4/0%	3/0%	0/0%	1/0%	0/0%
CLS #/%	6,210/53%	1,605/14%	1,295/11%	70/1%	85/1%	0/0%	85/1%	85/1%	1,305/11%	225/2%	665/6%	25/0%	40/0%	0/0%	30/0%	15/0%
Utilization #/%	6%	1%	-0%	-0%	0%	0%	-0%	-1%	-3%	0%	-4%	0%	-0%	0%	-0%	-0%
Protective Services: Non-sworn																
Workforce #/%	58/24%	12/5%	13/5%	0/0%	2/1%	0/0%	0/0%	0/0%	93/39%	26/11%	23/10%	2/1%	3/1%	0/0%	5/2%	0/0%
Civilian Labor Force #/%	295/34%	75/9%	25/3%	0/0%	0/0%	0/0%	0/0%	0/0%	345/39%	45/5%	95/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-9%	-3%	3%	0%	1%	0%	0%	0%	0%	6%	-1%	1%	1%	0%	2%	0%
Administrative Support																
Workforce #/%	27/7%	11/3%	19/5%	0/0%	1/0%	1/0%	0/0%	0/0%	126/34%	53/14%	125/34%	5/1%	2/1%	0/0%	1/0%	0/0%
CLS #/%	49,625/25%	13,730/7%	9,155/5%	45/0%	1,890/1%	80/0%	560/0%	555/0%	75,170/38%	23,000/12%	16,685/9%	190/0%	2,715/1%	105/0%	1,360/1%	495/0%

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	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
	%	%							%	%	%					
Utilization #/%	-18%	-4%	0%	-0%	-1%	0%	-0%	-0%	-5%	3%	25%	1%	-1%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	201/40%	97/19%	179/36%	3/1%	4/1%	2/0%	3/1%	0/0%	4/1%	2/0%	9/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	29,690/56%	14,745/28%	4,400/8%	85/0%	715/1%	20/0%	470/1%	220/0%	1,640/3%	865/2%	220/0%	0/0%	140/0%	0/0%	10/0%	25/0%
Utilization #/%	-16%	-8%	27%	0%	-1%	0%	-0%	-0%	-2%	-1%	1%	0%	-0%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	92/14%	96/15%	269/42%	2/0%	1/0%	1/0%	2/0%	0/0%	69/11%	26/4%	73/11%	1/0%	0/0%	2/0%	2/0%	0/0%
CLS #/%	39,360/27%	28,675/20%	13,540/9%	140/0%	2,580/2%	80/0%	655/0%	250/0%	28,610/19%	18,660/13%	10,990/7%	60/0%	2,135/1%	65/0%	575/0%	385/0%
Utilization #/%	-12%	-4%	33%	0%	-2%	0%	-0%	-0%	-9%	-9%	4%	0%	-1%	0%	-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	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
Professionals									✓							
Technicians					✓				✓	✓	✓		✓			
Protective Services: Sworn								✓	✓		✓					
Protective Services: Non-sworn	✓															
Administrative Support	✓	✓														
Skilled Craft	✓	✓							✓	✓						
Service/Maintenance	✓	✓			✓				✓	✓			✓			

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 Utilization Report.

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

[signature] *Shak May* *Manager,
Employee Relations* *6/23/15* [title] [date]