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# EEOP Utilization Report



Tue Sep 27 11:21:49 EDT 2016

## Step 1: Introductory Information

<b>Grant Title:</b>	Drug Court Discretionary Byrne Formula	<b>Grant Number:</b>	1604013
<b>Grantee Name:</b>	Montgomery County Texas	<b>Award Amount:</b>	\$79,025.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	501 N. Thompson St, Ste 401 Conroe, Texas 77301		
<b>Contact Person:</b>	Rebecca Ansley	<b>Telephone #:</b>	936-760-6964
<b>Contact Address:</b>	501 N. Thompson St, Ste 404 Conroe, Texas 77301		
<b>State Granting Agency:</b>	Office of the Governor Criminal Justice Division	<b>Grant Number:</b>	1604013
<b>Contact Name:</b>	Natasha Jackson		
<b>Contact Address:</b>	1100 San Jacinto Austin, Texas 78701		
<b>Telephone #:</b>	512-463-1919		

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<b>Grant Title:</b>	Drug Court Discretionary Byrne Formula	<b>Grant Number:</b>	1604014
<b>Grantee Name:</b>	Montgomery County Texas	<b>Award Amount:</b>	\$1,308.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	501 N. Thompson St, Ste 401 Conroe, Texas 77301		
<b>Contact Person:</b>	Rebecca Ansley	<b>Telephone #:</b>	936-760-6964
<b>Contact Address:</b>	501 N. Thompson St, Ste 404 Conroe, Texas 77301		
<b>State Granting Agency:</b>	Office of the Governor Criminal Justice Division	<b>Grant Number:</b>	1604014
<b>Contact Name:</b>	Natasha Jackson		
<b>Contact Address:</b>	1100 San Jacinto Austin, Texas 78701		
<b>Telephone #:</b>	512-463-1919		

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**Grant Title:** Drug Court Discretionary Bryne Formula  
**Grant Number:** 1604015  
**Grantee Name:** Montgomery County Texas  
**Award Amount:** \$111,717.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas

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**Contact Person:** Rebecca Ansley  
**Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301

**State Granting Agency:** Office of the Governor Criminal Justice Division  
**Grant Number:** 1604015  
**Contact Name:** Natasha Jackson  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

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**Grant Title:** Edward Byrne Memorial Justice Assistance  
**Grant Number:** 2012-DJ-DX-0112  
**Grantee Name:** Montgomery County Texas  
**Award Amount:** \$26,052.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301

**Contact Person:** Rebecca Ansley  
**Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301

**DOJ Grant Manager:** Carrie Booth  
**DOJ Telephone #:** 202-353-0019

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**Grant Title:** Edward Byrne Memorial Justice Assistance  
**Grant Number:** 2013-DJ-BX-0259  
**Grantee Name:** Montgomery County Texas  
**Award Amount:** \$9,811.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas



**Grant Title:** Domestic Violence Prosecutor **Grant Number:** 2485604  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$78,960.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301

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**Contact Person:** Rebecca Ansley **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301

**State Granting Agency:** Office of the Governor Criminal Justice Division **Grant Number:** 2485604  
**Contact Name:** Erica Ortega  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

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**Grant Title:** Domestic Violence Prosecutor **Grant Number:** 2485605  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$80,000.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301

**Contact Person:** Rebecca Ansley **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301

**State Granting Agency:** Office of the Governor Criminal Justice Division **Grant Number:** 2485605  
**Contact Name:** Donald Stout  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

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**Grant Title:** Child Victim Coordinator **Grant Number:** 2872001  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$156,826.00

**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301  
**Contact Person:** Rebecca Ansley **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301

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**State Granting Agency:** Office of the Governor Criminal Justice Division **Grant Number:** 2872001  
**Contact Name:** Jake Lira  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

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**Grant Title:** State Criminal Alien Assistance Program **Grant Number:** 2015-AP-BX-0239  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$113,661.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301  
**Contact Person:** Rebecca Ansley **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301  
**DOJ Grant Manager:** Help desk **DOJ Telephone #:** 202-353-4411

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**Grant Title:** State Criminal Alien Assistance Program **Grant Number:** 2014-AP-BX-0606  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$96,202.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301  
**Contact Person:** Rebecca Ansley **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas

77301

**DOJ Grant Manager:** Helpdesk

**DOJ Telephone #:** 202-353-4411

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**Grant Title:** State Drug Court Training      **Grant Number:** 2850801  
**Grantee Name:** Montgomery County Texas      **Award Amount:** \$146,590.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301

**Contact Person:** Rebecca Ansley      **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301

**State Granting Agency:** Office of the Governor Criminal Justice Division      **Grant Number:** 2850801  
**Contact Name:** Natasha Jackson  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

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**Grant Title:** Regional Communication Response Improvement Project      **Grant Number:** 2783101  
**Grantee Name:** Montgomery County Texas      **Award Amount:** \$122,583.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301

**Contact Person:** Rebecca Ansley      **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301

**State Granting Agency:** Office of the Governor Criminal Justice Division      **Grant Number:** 2783101  
**Contact Name:** Helen Martinez  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

**Grant Title:** Power Recovery Court **Grant Number:** 1947507  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$103,198.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301  
**Contact Person:** Rebecca Ansley **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301  
**State Granting Agency:** Office of the Governor Criminal Justice Division **Grant Number:** 1947507  
**Contact Name:** Kelly McBride  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

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**Grant Title:** Electric Monitoring **Grant Number:** 2468801  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$9,670.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301  
**Contact Person:** Rebecca Ansley **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301  
**State Granting Agency:** Office of the Governor Criminal Justice Division **Grant Number:** 2468801  
**Contact Name:** Kelly McBride  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

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**Grant Title:** DWI Court **Grant Number:** 2196105  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$119,684.00



**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301  
**Contact Person:** Rebecca Ansley **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 404  
Conroe, Texas  
77301  
**State Granting Agency:** Office of the Governor Criminal Justice Division **Grant Number:** 2196105  
**Contact Name:** Natasha Jackson  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

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**Grant Title:** DWI Court **Grant Number:** 2196106  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$6,937.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301  
**Contact Person:** Rebecca Ansley **Telephone #:** 936-760-6964  
**Contact Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas  
77301  
**State Granting Agency:** Office of the Governor Criminal Justice Division **Grant Number:** 2196106  
**Contact Name:** Natasha Jackson  
**Contact Address:** 1100 San Jacinto  
Austin, Texas  
78701  
**Telephone #:** 512-463-1919

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**Grant Title:** DWI Court **Grant Number:** 2196107  
**Grantee Name:** Montgomery County Texas **Award Amount:** \$135,465.00  
**Grantee Type:** Local Government Agency  
**Address:** 501 N. Thompson St, Ste 401  
Conroe, Texas

77301

<b>Contact Person:</b>	Rebecca Ansley	<b>Telephone #:</b>	936-760-6964
<b>Contact Address:</b>	501 N. Thompson St, Ste 404 Conroe, Texas 77301		
<b>State Granting Agency:</b>	Office of the Governor Criminal Justice Division	<b>Grant Number:</b>	2196107
<b>Contact Name:</b>	Natasha Jackson		
<b>Contact Address:</b>	1100 San Jacinto Austin, Texas 78701		
<b>Telephone #:</b>	512-463-1919		

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**Policy Statement:**

It is the policy of Montgomery County, Texas to recruit, hire, train, and promote persons in all job classifications without regard to race, color, religion, national origin, military status, disability, or sex, except where sex is a bona fide occupational qualification.

## **Step 4b: Narrative Underutilization Analysis**

After reviewing the Utilization Analysis Chart, the Human Resources Department made the following observations:

1. There has been an underutilization of Asian Females (-2%) in the job category of Professionals.
2. There has been an underutilization of Hispanic Males (-7%); Black or African American Males (-8%) and Black or African American Females (-4%) in the job category of Protective Services: Sworn- Officials.
3. There has been an underutilization of Hispanic Males (-11%); White Females (-13%); Hispanic Females (-9%) and Black or African American Females (-2%) in the job category of Protective Services: Sworn-Patrol Officers.
4. There has been an underutilization of White Females (-26%) and Hispanic Females (-7%) in the job category of Protective Services: Non-sworn.
5. There has been an underutilization of White Males (-15%); Hispanic Males (-4%); Black or African American Males (-1%) and Asian Males (-1%) in the job category of Administrative Support.
6. There has been an underutilization of Hispanic Males (-31%) and White Females (-3%) in the job category of Skilled Craft.

In keeping with the commitment of Montgomery County, Texas to have a workforce that reflects its community, we will strive to examine our recruitment and our retention practices in the Sheriff's Department and the Human Resources Department to attract more Hispanic Males, Asian Males, Black or African American Males and White Males, and White Females, Hispanic Females, Asian Females and Black or African American Females.

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

### **1. Our objective is to identify any barriers in recruitment that might hinder Hispanic and White women from applying for Non-Sworn Protective Service positions.**

- a. The HR Department will review the Sheriff Department Job Descriptions (Position Description Questionnaires).
- b. The HR Department will review the Sheriff's Department recruitment office hiring practices.
- c. The HR Department will review job postings of the Sheriff's Department.

### **2. Our objective is to provide equal employment opportunities for Asian Females when our organization fills vacancies that become available in the Professionals job category.**

- a. Check our job postings for Professional positions and ensure that qualified Asian Female applicants are forwarded to departments for consideration.
- b. Continue to educate managers in all departments on equal employment hiring practices.

### **3. Our objective is to examine Sheriff Department recruitment policies and procedures to determine if there may be any hindrances to hiring Hispanic Males, White, Hispanic and Black or African American women as sworn patrol officers.**

- a. The Human Resources Department will review job postings of the Sheriff's Department.
- b. The Human Resources Department will review Job Postings (Position Description Questionnaires) for Sheriff Department positions.
- c. The Human Resources Department will review the Sheriff's Department recruitment office hiring practices.

### **4. Our objective is to examine the number of White, Hispanic, Black and Asian male applications for Administrative Support positions by our Applicant Tracking System.**

- a. Human Resources will check our job postings for Administrative Support positions and ensure that qualified White, Hispanic, Black and Asian Male applicants are forwarded to departments for consideration.
- b. Human Resources will continue to educate managers in all departments on equal employment hiring practices.

### **5. Our objective is to examine the number of Hispanic Male and White Female applicants for Skilled Craft positions by our Applicant Tracking system.**

- a. Check our job postings for Skilled Craft positions and ensure that qualified Hispanic Males and White Female applicants are forwarded to departments for consideration.
- b. Continue to educate managers in all departments on equal employment hiring practices.

**6. Our objective is to identify any barriers in recruitment that might deter Hispanic and Black Males from applying for entry-level law enforcement positions.**

- a. The HR Department will review job postings of the Sheriff's Department.
- b. The HR Department will review the Sheriff Department Job Descriptions (Position Description Questionnaires).
- c. The HR Department will review the Sheriff's Department recruitment office hiring practices.

**Step 7a: Internal Dissemination**

Montgomery County, Texas will disseminate our EEO Plan by posting it on our County website, thereby making it available for all employees. Also, Montgomery County, Texas will make available a copy of the Equal Employment Opportunity Plan to any employee who requests a hard copy.

**Step 7b: External Dissemination**

Montgomery County, Texas will make available to all external sources a copy of the Equal Employment Opportunity Plan, by posting it on our County website.

Montgomery County, Texas will inform recruitment entities within the county of our commitment to equal employment opportunity, as it will be posted on our County website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Montgomery County, Texas**

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
<b>Officials/Administrators</b>																
Workforce #/%	29/45%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	28/43%	4/6%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	10,060/50%	1,415/7%	490/2%	15/0%	360/2%	0/0%	50/0%	10/0%	6,015/30%	925/5%	480/2%	15/0%	270/1%	0/0%	80/0%	4/0%
Utilization #/%	-5%	-2%	-2%	-0%	-2%	0%	-0%	-0%	13%	2%	-2%	1%	-1%	0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	101/37%	5/2%	8/3%	0/0%	4/1%	0/0%	0/0%	0/0%	140/51%	10/4%	7/3%	0/0%	1/0%	0/0%	0/0%	0/0%
CLS #/%	8,340/31%	990/4%	285/1%	35/0%	605/2%	10/0%	70/0%	25/0%	13,195/49%	1,395/5%	1,030/4%	30/0%	650/2%	0/0%	115/0%	0/0%
Utilization #/%	5%	-2%	2%	-0%	-1%	-0%	-0%	-0%	1%	-2%	-1%	-0%	-2%	0%	-0%	0%
<b>Technicians</b>																
Workforce #/%	3/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/56%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,425/33%	180/4%	225/5%	0/0%	165/4%	0/0%	0/0%	0/0%	1,695/39%	395/9%	145/3%	10/0%	110/3%	0/0%	24/1%	10/0%
Utilization #/%	1%	-4%	-5%	0%	-4%	0%	0%	0%	17%	2%	-3%	-0%	-3%	0%	-1%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	125/83%	6/4%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%	14/9%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,305/64%	215/11%	200/10%	10/0%	0/0%	0/0%	0/0%	0/0%	230/11%	10/0%	75/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	20%	-7%	-8%	-0%	0%	0%	0%	0%	-2%	1%	-4%	0%	0%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	348/75%	33/7%	19/4%	1/0%	3/1%	0/0%	0/0%	2/0%	50/11%	3/1%	1/0%	2/0%	0/0%	0/0%	0/0%	1/0%
Civilian Labor Force #/%	7,260/42%	3,115/18%	430/2%	30/0%	45/0%	0/0%	110/1%	10/0%	4,170/24%	1,735/10%	400/2%	10/0%	45/0%	0/0%	35/0%	30/0%
Utilization #/%	33%	-11%	2%	0%	0%	0%	-1%	0%	-13%	-9%	-2%	0%	-0%	0%	-0%	0%
<b>Protective Services: Non-sworn</b>																

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
<b>Administrative Support</b>																
Workforce #/%	120/32%	32/9%	27/7%	1/0%	3/1%	0/0%	3/1%	1/0%	135/36%	20/5%	29/8%	1/0%	1/0%	0/0%	0/0%	0/0%
CLS #/%	40/20%	10/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	125/62%	25/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	12%	4%	7%	0%	1%	0%	1%	0%	-26%	-7%	8%	0%	0%	0%	0%	0%
<b>Skilled Craft</b>																
Workforce #/%	88/11%	9/1%	5/1%	0/0%	2/0%	0/0%	0/0%	0/0%	591/72%	87/11%	31/4%	2/0%	6/1%	0/0%	3/0%	1/0%
CLS #/%	10,255/25%	1,960/5%	805/2%	4/0%	420/1%	0/0%	0/0%	10/0%	20,370/50%	3,875/10%	1,840/5%	45/0%	455/1%	10/0%	295/1%	90/0%
Utilization #/%	-15%	-4%	-1%	-0%	-1%	0%	-0%	-0%	21%	1%	-1%	0%	-0%	-0%	-0%	-0%
<b>Service/Maintenance</b>																
Workforce #/%	133/84%	11/7%	10/6%	1/1%	0/0%	0/0%	0/0%	1/1%	1/1%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,445/54%	5,815/37%	235/2%	30/0%	120/1%	0/0%	0/0%	20/0%	565/4%	135/1%	4/0%	30/0%	4/0%	10/0%	20/0%	0/0%
Utilization #/%	30%	-31%	5%	0%	-1%	0%	1%	1%	-3%	-1%	-0%	0%	-0%	-0%	-0%	0%
<b>Administrative Support</b>																
Workforce #/%	64/33%	38/20%	9/5%	2/1%	0/0%	0/0%	0/0%	0/0%	35/18%	38/20%	2/1%	1/1%	0/0%	0/0%	1/1%	0/0%
CLS #/%	10,510/26%	9,840/25%	1,630/4%	60/0%	360/1%	0/0%	0/0%	4/0%	9,560/24%	5,950/15%	1,370/3%	10/0%	515/1%	0/0%	175/0%	30/0%
Utilization #/%	7%	-5%	1%	1%	-1%	0%	0%	1%	-6%	5%	-2%	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													✓			
Protective Services: Sworn-Officials		✓	✓								✓					
Protective Services: Sworn-Patrol Officers		✓							✓	✓	✓					
Protective Services: Non-sworn									✓	✓						
Administrative Support	✓	✓	✓		✓											
Skilled Craft		✓							✓							

**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
<b>Chief Deputy</b>																
Workforce #/%	6/100%	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%
<b>Captain</b>																
Workforce #/%	10/91%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	73/82%	5/6%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	8/9%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
Workforce #/%	27/90%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Corporal</b>																
Workforce #/%	9/64%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/21%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	348/75%	33/7%	19/4%	1/1%	3/1%	0/0%	0/0%	2/0%	50/11%	3/1%	1/0%	2/0%	0/0%	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 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.

Dodi Shaw

HR Director

10/1/16

[signature]

[title]

[date]