

# EEO Utilization Report

## Organization Information

Name: State Of Hawaii Department Of Public Safety

City: Honolulu

State: HI

Zip: 96814

Type: State Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

See Attachment for Grant Information.

Following File has been uploaded:EQUAL OPPORTUNITY POLICY STATEMENT 2017 .docx

Grant Title: Residential Substance Abuse Treatment (RSAT) for State Prisoners  
(Bridge Expansion Continuation Project)

Grantee Name: Hawaii State Department of Public Safety

Grantee Type: State Government Agency

Address: 919 Ala Moana Boulevard  
Honolulu, Hawaii 96814

Contact Person: Dwayne Kojima, SAPM Telephone: (808) 587-1272

Contact Address: 919 Ala Moana Boulevard, Room 405  
Honolulu, Hawaii 96814

Grant Manager: Jennifer Cullen-Shintaku Telephone: (808) 586-1389

Agency: Hawaii State Department of the Attorney General

Grant Numbers	Grant Amounts
2013-RT-BX-0025	\$66,442.00
2014-RT-BX-0037	\$51,162.00
2015-RT-TBD	\$51,361.00
2016-RT-TBD	\$59,810.00
2017-RT-TBD	\$71,656.00

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Grant Title: Victim Restitution Collection Team for Public Safety  
(Victims of Crime Act)

Grantee Name: Hawaii State Department of Public Safety

Grantee Type: State Government Agency

Address: 919 Ala Moana Boulevard  
Honolulu, Hawaii 96814

Contact Person: Nona Lawrence, CPS Telephone: (808) 587-2560

Contact Address: 919 Ala Moana Boulevard, Room 401  
Honolulu, Hawaii 96814

Grant Manager: Randi Barretto Telephone: (808) 586-0888

Agency: Hawaii State Department of the Attorney General

Grant Number	Grant Amount
2015-VA-GX-0035	\$75,523

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Grant Title: Statewide Multijurisdictional Drug Task Force  
Grantee Name: Hawaii State Department of Public Safety  
Grantee Type: State Government Agency  
Address: 919 Ala Moana Boulevard  
Honolulu, Hawaii 96814  
Contact Person: Michael Hartsock Telephone: (808) 837-8481  
Contact Address: 919 Ala Moana Boulevard, Room 401  
Honolulu, Hawaii 96814  
Grant Manager: Dawn Martin Telephone: (808) 586-1164  
Agency: Hawaii State Department of the Attorney General  
Grant Number 2016-DJ-BX-0089 Grant Amount \$40,781

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Grant Title: Prison Rape Elimination Act (PREA) Reallocation Funds Program  
Grantee Name: Hawaii State Department of Public Safety  
Grantee Type: State Government Agency  
Address: 919 Ala Moana Boulevard  
Honolulu, Hawaii 96814  
Contact Person: Shelley Nobriga Telephone: (808) 587-1260  
Contact Address: 919 Ala Moana Boulevard, Room 401  
Honolulu, Hawaii 96814  
Grant Manager: Jennifer Cullen-Shintaku Telephone: (808) 586-1389  
Agency: Hawaii State Department of the Attorney General  
Grant Number 2016-XT-BX-0002 Grant Amount \$25,143

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Grant Title: OVW 2015 STOP Violence Against Women Formula Grant Program  
Grantee Name: Hawaii State Department of Public Safety  
Grantee Type: State Government Agency

Address: 919 Ala Moana Boulevard  
Honolulu, Hawaii 96814

Contact Person: Shelley Nobriga Telephone: (808) 587-1260

Contact Address: 919 Ala Moana Boulevard, Room 401  
Honolulu, Hawaii 96814

Grant Manager: Jennifer Cullen-Shintaku Telephone: (808) 586-1389

Agency: Hawaii State Department of the Attorney General

Grant Number	Grant Amount
2015-WF-AX-0024	\$50,445

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DAVID Y. IGE  
GOVERNOR



STATE OF HAWAII  
**DEPARTMENT OF PUBLIC SAFETY**  
919 Ala Moana Boulevard, 4th Floor  
Honolulu, Hawaii 96814

**NOLAN P. ESPINDA**  
DIRECTOR

**Cathy Ross**  
Deputy Director  
Administration

**Jodie F. Maesaka-Hirata**  
Deputy Director  
Corrections

**Renee R. Sonobe Hong**  
Deputy Director  
Law Enforcement

No. \_\_\_\_\_

May 18, 2017

TO: All PSD Employees  
FROM: Nolan P. Espinda, Director  
SUBJECT: EQUAL OPPORTUNITY POLICY STATEMENT

It is the policy of the Department of Public Safety (PSD) to assure equal opportunity for all department employees, applicants for employment, and participants in PSD programs without discrimination on the basis of age, race, color, ancestry, national origin, citizenship status, religion, sex, sexual orientation, marital status, disability, arrest/court record, credit history/credit report, income assignment for child support, breastfeeding, genetic information, uniformed status, national guard absence, gender identity or expression, victim of sexual or domestic violence and political beliefs.

The PSD is committed to ensuring equal employment opportunity with respect to personnel practices including: recruitment, selection, upgrading and promotion, conditions and privileges in employment, training, compensation, benefits, transfers, discipline and termination of employment.

Similarly, no persons will be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any phase and level of PSD programs or activities.

Managers and supervisors of PSD shall ensure that these policies are carried out in accordance with applicable federal and state laws, state administrative policies, civil service rules, and collective bargaining agreements.

This amends and supersedes the Equal Opportunity Policy Statement signed January 7, 2015.

C: DEP-A  
DEP-C  
DEP-E

DAVID Y. IGE  
GOVERNOR



STATE OF HAWAII  
**DEPARTMENT OF PUBLIC SAFETY**  
919 Ala Moana Boulevard, 4th Floor  
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Law Enforcement

No. \_\_\_\_\_

May 18, 2017

TO: DAs, BAs, Wardens, and SOs

FROM: Nolan P. Espinda, Director

SUBJECT: POLICY STATEMENT REGARDING PERSONS WITH  
DISABILITIES

The Department of Public Safety (PSD) does not discriminate on the basis of disability in admission to, access to, or operation of its programs, services or activities. PSD does not discriminate on the basis of disability in its hiring or employment practices.

This notice is provided as required by Title II of the Americans with Disabilities Act of 1990.

Administrators, managers and supervisors are responsible for ensuring equal opportunity to all qualified employees, applicants for employment and participants with disabilities in PSD programs and activities.

Questions, concerns, complaints or request for additional information regarding the ADA may be forwarded to the PSD designated ADA Coordinator.

Name: Oscar Hernandez  
Title: ADA Coordinator  
Office Address: 919 Ala Moana Boulevard, Room 133  
Honolulu, HI 96814  
Phone Number: (808) 587-1228  
Fax Number: (808) 587-3483

This policy shall be displayed prominently on bulletin boards. This amends and supersedes the Policy Statement For Persons With Disabilities signed January 7, 2015.

DAVID Y. IGE  
GOVERNOR



STATE OF HAWAII  
**DEPARTMENT OF PUBLIC SAFETY**  
919 Ala Moana Boulevard, 4th Floor  
Honolulu, Hawaii 96814

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No. \_\_\_\_\_

May 18, 2017

TO: All PSD Employees  
FROM: Nolan P. Espinda, Director  
SUBJECT: EMPLOYMENT POLICY AGAINST HARASSMENT

PSD is committed to providing a work environment free of unlawful discrimination including protected-class harassment. Protected-class harassment, meaning harassment based on any of the following protected classes as defined by State and federal non-discrimination laws, is strictly prohibited and will not be tolerated:

- |                               |                                         |
|-------------------------------|-----------------------------------------|
| Age                           | Ancestry                                |
| Race                          | Color                                   |
| Sex                           | Breastfeeding or Expressing Breast Milk |
| Religion                      | Income Assignment for Child Support     |
| Marital Status                | National Guard Participation            |
| National Origin               | Arrest or Court Record                  |
| Disability                    | Citizenship Status                      |
| Sexual Orientation            | Uniformed Service                       |
| Gender Identity or Expression | Credit History or Credit Report         |
| Genetic Information           | Victim of Sexual or Domestic Violence   |

Any act of discrimination, including unwelcome and offensive speech or conduct based on one or more of the protected classes listed above, is prohibited under the Hawaii Revised Statutes Section 378, Part 1; Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act of 1990; State of Hawaii Department of Human Resource Development Policy No. 601.001; and other State and federal civil rights laws and Departmental employee policies and procedures.

An incident of harassment by an employee or non-employee should be brought immediately to the attention of your supervisor, your branch administrator, or Oscar Hernandez, PSD's Civil Rights Compliance Officer. We will ensure that the incident is thoroughly investigated and that appropriate corrective action is taken to prevent future occurrences. Disciplinary action up to and including discharge will be taken against any employee who is found to have engaged in protected-class harassment. An employee

who has been found to have engaged in sexual harassment may also be barred from future promotion within, or re-hire with, PSD per the Prison Rape and Elimination Act.

From the time a complaint is filed and at any time thereafter, no one shall intimidate, coerce, or retaliate or further discriminate against the complainant, any witness or any other person involved in the investigation including by means of a third party.

Harassment may include many forms of behavior. The following is only a partial list:

1. Verbal harassment, such as offensive or derogatory remarks, jokes or slurs based on a protected class such as age, race, sex, sexual orientation, disability, etc.
2. Physical harassment, such as unnecessary or unwanted touching, patting, pinching, or brushing against the body.
3. Visual forms of harassment, such as leering, or derogatory or offensive displays of posters, computer downloads, Facebook posts or e-mails.
4. Unwelcome requests for sex, retaliating for a negative response to a sexual advance, discussing sex acts, repeated requests for dates, or sexual jokes or remarks.

Harassment is unlawful when submission to such conduct is made either explicitly or implicitly a term or condition of employment or is used as the basis for employment decisions; or, has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

I ask all administrators, managers, supervisors and employees for your active cooperation and support in the implementation, maintenance and success of this policy. Any questions concerning this policy or the filing of a harassment complaint should be directed to Oscar Hernandez, Civil Rights Compliance Officer at (808) 587-1341. Employees may also contact the State and federal enforcement agencies listed below:

Hawaii Civil Rights Commission  
830 Punchbowl Street, Room 411  
Honolulu, HI 96813  
Phone: (808) 586-8636  
State-wide toll-free 1-800-486-4644 extension 68636  
[www.hawaii.gov/labor/hcrc](http://www.hawaii.gov/labor/hcrc)

Equal Employment Opportunity Commission  
300 Ala Moana Blvd., Room 7-127  
Honolulu, HI 96850  
Phone: (808) 541-3118  
State-wide toll-free 1-800-669-4000  
[www.eeoc.gov](http://www.eeoc.gov)

This amends and supersedes the Employment Policy Against Harassment signed January 7, 2015.

C: DEP-A  
DEP-C  
DEP-E

Narrative of Utilization Analysis Chart

The State of Hawaii Department of Public Safety (PSD) reviewed the attached Utilization Analysis Chart and notes significant underutilization as follows:

1. White males are underutilized in Professionals (-7%), Protective Services: Sworn-Officials (-13%), Protective Services: Non-Sworn (-2%), Administrative Support (-7%) and Skilled Craft (-16%).
2. White females are underutilized in Professionals (-9%), Protective Services: Sworn-Patrol Officers (-4%) and Protective Services: Non-Sworn (-5%).
3. Hispanic or Latino males are underutilized in Protective Services: Sworn-Patrol Officers (-8%), Protective Services: Non-Sworn (-5%) and Skilled Craft (-6%).
4. Hispanic or Latino females are underutilized in Professionals (-2%) and Protective Services: Sworn-Patrol Officers (-4%).
5. Asian males are underutilized in Administrative Support (-10%).
6. Asian females are underutilized in Protective Services: Sworn-Patrol Officers (-10%), and Protective Services: Non-Sworn (-6%).
7. Native Hawaiian and Pacific Islander females are underutilized in Protective Services: Sworn-Patrol Officers (-5%), and Protective Services: Non-Sworn (-2%).
8. Two or More Races males are underutilized in Officials/Administrators (-3%), Protective Services: Sworn-Patrol Officers (-8%) Protective Services: Non-Sworn (-22%), Administrative Support (-5%), Skilled Craft (-11%) and Service/Maintenance (-8%).
9. Two or More Races females are underutilized in Professionals (-5%), Protective Services: Sworn-Patrol Officers (-11%) Protective Services: Non-Sworn (-5%) and Service/Maintenance (-6%).

The job categories of Protective Services: Sworn-Patrol Officers, and Protective Services: Non-Sworn reflect the highest levels of underutilization with significant underutilization in seven areas each. There is significant overutilization of Native Hawaiian and Pacific Islander males in both of these job categories.

Both males and females have the highest underutilization occurrences for individuals of Two or More Races. Further analysis needs to be conducted to determine whether the data used for these statistical comparisons are accurate. Current data-gathering tools for State of Hawaii employees do not include an independent category for "Two or More Races." Instead, individuals are permitted to choose more than one single race, and those choosing two or more single races are automatically assigned to "Two or More Races" in the database. Such assignment, however, is not visible to them on the form. It is possible that some applicants who might have normally chosen the "Two or More Races" option in other venues (such as the U.S. Census) may as a result only choose one race option, thereby creating employment data that are not of like comparison.

PSD is currently working with the State of Hawaii Department of Human Resources Development (DHRD) to examine whether an additional "Two or More Races" category can be added to the survey in order to develop a more accurate statistical analysis on a prospective basis.

## Step 4b: Narrative of Interpretation

See Attachment.

Following File has been uploaded:grant info.docx

Following File has been uploaded:EMPLOYMENT POLICY AGAINST HARASSMENT 2017.docx

Following File has been uploaded:POLICY STATEMENT REGARDING PERSONS WITH DISABILITIES 2017.docx

Following File has been uploaded:analysis narrative.docx

## Step 5: Objectives and Steps

### 1. Encourage more Asian males to apply for vacancies in the Administrative Support job categories.

- a. Communicate and address PSDs EEO goals and plans with hiring managers and supervisors.
- b. Actively assist hiring managers and supervisors to scrutinize and enhance job-related documented selection criteria in their interview process to ensure that the most qualified candidate is selected.
- c. Partner with various State and/or federal agencies, as appropriate, to focus on target recruitment areas when efforts through the central personnel agency for the State government, the Department of Human Resources Development (DHRD), have been exhausted.
- d. Review various publications with specialty audiences that focus on specific groups, as appropriate, when efforts through DHRD have been exhausted.
- e. Send uniformed employees of underutilized sex/race groups to represent PSD at job/career fairs.
- f. Consider aligning mass recruitments with the timing of job/career fairs.

### 2. Encourage more Asian females to apply for vacancies in the Protective Services: Sworn-Patrol Officers, and Protective Services: Non-Sworn job categories.

- a. Communicate and address PSDs EEO goals and plans with hiring managers and supervisors.
- b. Actively assist hiring managers and supervisors to scrutinize and enhance job-related documented selection criteria in their interview process to ensure that the most qualified candidate is selected.
- c. Partner with various State and/or federal agencies, as appropriate, to focus on target recruitment areas when efforts through the central personnel agency for the State government, the Department of Human Resources Development (DHRD), have been exhausted.
- d. Review various publications with specialty audiences that focus on specific groups, as appropriate, when efforts through DHRD have been exhausted.
- e. Send uniformed employees of underutilized sex/race groups to represent PSD at job/career fairs.
- f. Consider aligning mass recruitments with the timing of job/career fairs.

### 3. Encourage more Native Hawaiian and Pacific Islander females to apply for vacancies in the Protective Services: Sworn-Patrol Officers, and Protective Services: Non-Sworn job categories.

- a. Communicate and address PSDs EEO goals and plans with hiring managers and supervisors.
- b. Actively assist hiring managers and supervisors to scrutinize and enhance job-related documented selection criteria in their interview process to ensure that the most qualified candidate is selected.
- c. Partner with various State and/or federal agencies, as appropriate, to focus on target recruitment areas when efforts through the central personnel agency for the State government, the Department of Human Resources Development (DHRD), have been exhausted.
- d. Review various publications with specialty audiences that focus on specific groups, as appropriate, when efforts through DHRD have been exhausted.
- e. Send uniformed employees of underutilized sex/race groups to represent PSD at job/career fairs.
- f. Consider aligning mass recruitments with the timing of job/career fairs.

### 4. Encourage more Two or More Races males to apply for vacancies in the Officials/Administrators, Protective Services: Sworn-Patrol Officers Protective Services: Non-Sworn, Administrative Support, Skilled Craft and

**Service/Maintenance job categories.**

- a. Communicate and address PSDs EEO goals and plans with hiring managers and supervisors.
- b. Actively assist hiring managers and supervisors to scrutinize and enhance job-related documented selection criteria in their interview process to ensure that the most qualified candidate is selected.
- c. Partner with various State and/or federal agencies, as appropriate, to focus on target recruitment areas when efforts through the central personnel agency for the State government, the Department of Human Resources Development (DHRD), have been exhausted.
- d. Review various publications with specialty audiences that focus on specific groups, as appropriate, when efforts through DHRD have been exhausted.
- e. Send uniformed employees of underutilized sex/race groups to represent PSD at job/career fairs.
- f. Consider aligning mass recruitments with the timing of job/career fairs.

**5. Encourage more Two or More Races females to apply for vacancies in the Professionals, Protective Services: Sworn-Patrol Officers, Protective Services: Non-Sworn and Service/Maintenance job categories.**

- a. Communicate and address PSDs EEO goals and plans with hiring managers and supervisors.
- b. Actively assist hiring managers and supervisors to scrutinize and enhance job-related documented selection criteria in their interview process to ensure that the most qualified candidate is selected.
- c. Partner with various State and/or federal agencies, as appropriate, to focus on target recruitment areas when efforts through the central personnel agency for the State government, the Department of Human Resources Development (DHRD), have been exhausted.
- d. Review various publications with specialty audiences that focus on specific groups, as appropriate, when efforts through DHRD have been exhausted.
- e. Send uniformed employees of underutilized sex/race groups to represent PSD at job/career fairs.
- f. Consider aligning mass recruitments with the timing of job/career fairs.

**6. Encourage more Hispanic or Latino males to apply for vacancies in the Protective Services: Sworn-Patrol Officers, Protective Services: Non-Sworn and Skilled Craft job categories.**

- a. Send uniformed employees of underutilized sex/race groups to represent PSD at job/career fairs.
- b. Consider aligning mass recruitments with the timing of job/career fairs.
- c. Communicate and address PSDs EEO goals and plans with hiring managers and supervisors.
- d. Actively assist hiring managers and supervisors to scrutinize and enhance job-related documented selection criteria in their interview process to ensure that the most qualified candidate is selected.
- e. Partner with various State and/or federal agencies, as appropriate, to focus on target recruitment areas when efforts through the central personnel agency for the State government, the Department of Human Resources Development (DHRD), have been exhausted.
- f. Review various publications with specialty audiences that focus on specific groups, as appropriate, when efforts through DHRD have been exhausted.

**7. Encourage more Hispanic or Latino females to apply for vacancies in the Professionals and Protective Services: Sworn-Patrol Officers job categories.**

- a. Actively assist hiring managers and supervisors to scrutinize and enhance job-related documented selection criteria in their interview process to ensure that the most qualified candidate is selected.
- b. Partner with various State and/or federal agencies, as appropriate, to focus on target recruitment areas when efforts through the central personnel agency for the State government, the Department of Human Resources Development (DHRD), have been exhausted.
- c. Review various publications with specialty audiences that focus on specific groups, as appropriate, when efforts through DHRD have been exhausted.
- d. Send uniformed employees of underutilized sex/race groups to represent PSD at job/career fairs.
- e. Consider aligning mass recruitments with the timing of job/career fairs.
- f. Communicate and address PSDs EEO goals and plans with hiring managers and supervisors.

**8. Encourage more White males to apply for vacancies in the Professionals, Protective Services: Sworn-Officials, Protective Services: Non-Sworn, Administrative Support and Skilled Craft job categories.**

- a. Send uniformed employees of underutilized sex/race groups to represent PSD at job/career fairs.
- b. Consider aligning mass recruitments with the timing of job/career fairs.
- c. Communicate and address PSDs EEO goals and plans with hiring managers and supervisors.
- d. Actively assist hiring managers and supervisors to scrutinize and enhance job-related documented selection criteria in their interview process to ensure that the most qualified candidate is selected.
- e. Partner with various State and/or federal agencies, as appropriate, to focus on target recruitment areas when efforts through the central personnel agency for the State government, the Department of Human Resources Development (DHRD), have been exhausted.
- f. Review various publications with specialty audiences that focus on specific groups, as appropriate, when efforts through DHRD have been exhausted.

**9. Encourage more White females to apply for vacancies in the Professionals, Protective Services: Sworn-Patrol Officers and Protective Services: Non-Sworn job categories.**

- a. Send uniformed employees of underutilized sex/race groups to represent PSD at job/career fairs.
- b. Consider aligning mass recruitments with the timing of job/career fairs.
- c. Communicate and address PSD's EEO goals and plans with hiring managers and supervisors.
- d. Actively assist hiring managers and supervisors to scrutinize and enhance job-related documented selection criteria in their interview process to ensure that the most qualified candidate is selected.
- e. Partner with various State and/or federal agencies, as appropriate, to focus on target recruitment areas when efforts through the central personnel agency for the State government, the Department of Human Resources Development (DHRD), have been exhausted.
- f. Review various publications with specialty audiences that focus on specific groups, as appropriate, when efforts through DHRD have been exhausted.

**Step 6: Internal Dissemination**

1. PSD will provide each of our branch and staff offices with a copy of the EEO Utilization Report.
2. PSD will post a PDF copy of the EEO Utilization Report on our Departmental intra-net site.
3. PSD will maintain a copy of the EEO Utilization Report in our main administrative office at 919 Ala Moana Boulevard, Room 400, Honolulu, Hawaii, 96814.
4. PSD will maintain a copy of the EEO Utilization Report in our Civil Rights Compliance Office at 919 Ala Moana Boulevard, Room 133, Honolulu, Hawaii, 96814.
5. PSD will inform employees how to individually obtain a copy of the EEO Utilization report.

**Step 7: External Dissemination**

1. PSD will post a downloadable PDF copy of the EEO Utilization Report on its public-facing website.
2. PSD will submit copies of the EEO Utilization Report to the Hawaii State Library System to make available to its patrons.

**Utilization Analysis Chart  
Relevant Labor Market: Hawaii**

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 #/%	3/10%	0/0%	0/0%	0/0%	9/29%	5/16%	1/3%	2/6%	1/3%	0/0%	0/0%	0/0%	8/26%	1/3%	0/0%	1/3%
CLS #/%	16,270/22%	2,515/3%	685/1%	80/0%	15,830/21%	1,715/2%	4,740/6%	275/0%	8,475/12%	1,665/2%	360/0%	60/0%	13,480/18%	2,005/3%	5,025/7%	485/1%
Utilization #/%	-12%	-3%	-1%	-0%	8%	14%	-3%	6%	-8%	-2%	-0%	-0%	8%	1%	-7%	3%
<b>Professionals</b>																
Workforce #/%	46/10%	4/1%	8/2%	1/0%	83/19%	29/7%	10/2%	16/4%	43/10%	6/1%	7/2%	0/0%	94/21%	66/15%	12/3%	18/4%
CLS #/%	19,545/17%	1,910/2%	695/1%	50/0%	20,660/18%	2,040/2%	5,030/4%	405/0%	20,620/18%	3,540/3%	980/1%	180/0%	25,815/23%	3,085/3%	7,555/7%	605/1%
Utilization #/%	-7%	-1%	1%	0%	0%	5%	-2%	3%	-9%	-2%	1%	-0%	-2%	12%	-4%	4%
<b>Technicians</b>																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	3/27%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	5/45%	0/0%	0/0%	2/18%
CLS #/%	1,720/12%	385/3%	160/1%	4/0%	3,180/22%	310/2%	1,138/8%	170/1%	1,465/10%	525/4%	220/2%	0/0%	3,695/26%	465/3%	955/7%	25/0%
Utilization #/%	-12%	-3%	-1%	-0%	5%	-2%	-8%	-1%	-10%	5%	-2%	0%	20%	-3%	-7%	18%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	2/5%	1/2%	0/0%	0/0%	8/18%	21/48%	4/9%	5/11%	0/0%	1/2%	0/0%	0/0%	0/0%	2/5%	0/0%	0/0%
CLS #/%	3,155/18%	1,140/6%	300/2%	25/0%	4,065/23%	2,280/13%	3,304/19%	315/2%	650/4%	250/1%	155/1%	10/0%	540/3%	740/4%	665/4%	90/1%
Utilization #/%	-13%	-4%	-2%	-0%	-5%	35%	-10%	10%	-4%	1%	-1%	-0%	-3%	0%	-4%	-1%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	38/14%	2/1%	10/4%	2/1%	74/28%	88/33%	20/8%	21/8%	2/1%	0/0%	0/0%	0/0%	4/2%	5/2%	0/0%	0/0%
Civilian Labor Force #/%	5,955/10%	5,235/8%	525/1%	10/0%	9,450/15%	5,955/10%	9,780/16%	930/1%	3,235/5%	2,775/4%	135/0%	30/0%	7,140/11%	4,330/7%	6,615/11%	525/1%
Utilization #/%	5%	-8%	3%	1%	13%	24%	-8%	6%	-4%	-4%	-0%	-0%	-10%	-5%	-11%	-1%
<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
Workforce #/%	114/9%	41/3%	30/2%	3/0%	223/17%	545/42%	81/6%	72/6%	23/2%	8/1%	7/1%	0/0%	16/1%	113/9%	11/1%	11/1%
CLS #/%	150/11%	110/8%	0/0%	0/0%	160/12%	100/7%	394/29%	40/3%	95/7%	0/0%	4/0%	0/0%	100/7%	145/10%	79/6%	4/0%
Utilization #/%	-2%	-5%	2%	0%	6%	35%	-22%	3%	-5%	1%	0%	0%	-6%	-2%	-5%	1%
<b>Administrative Support</b>																
Workforce #/%	3/1%	0/0%	1/0%	0/0%	9/4%	11/5%	0/0%	0/0%	17/8%	4/2%	0/0%	1/0%	79/39%	61/30%	7/3%	11/5%
CLS #/%	14,175/8%	3,035/2%	950/1%	70/0%	24,500/14%	3,830/2%	8,054/5%	660/0%	21,720/13%	8,520/5%	915/1%	95/0%	52,290/31%	10,425/6%	20,775/12%	1,410/1%
Utilization #/%	-7%	-2%	-0%	-0%	-10%	3%	-5%	-0%	-4%	-3%	-1%	0%	8%	24%	-9%	5%
<b>Skilled Craft</b>																
Workforce #/%	6/6%	2/2%	6/6%	0/0%	47/47%	15/15%	7/7%	7/7%	5/5%	1/1%	0/0%	0/0%	4/4%	0/0%	1/1%	0/0%
CLS #/%	12,350/21%	4,820/8%	725/1%	140/0%	19,600/34%	6,010/10%	10,420/18%	705/1%	780/1%	150/0%	70/0%	0/0%	995/2%	155/0%	575/1%	35/0%
Utilization #/%	-16%	-6%	5%	-0%	12%	4%	-11%	6%	4%	1%	-0%	0%	2%	-0%	-0%	-0%
<b>Service/Maintenance</b>																
Workforce #/%	7/12%	0/0%	2/3%	0/0%	19/32%	9/15%	1/2%	6/10%	3/5%	0/0%	0/0%	0/0%	4/7%	7/12%	0/0%	2/3%
CLS #/%	15,930/9%	7,875/5%	1,280/1%	80/0%	42,095/25%	12,080/7%	16,120/9%	1,415/1%	12,695/7%	6,310/4%	325/0%	120/0%	36,455/21%	6,680/4%	10,905/6%	965/1%
Utilization #/%	2%	-5%	3%	-0%	7%	8%	-8%	9%	-2%	-4%	-0%	-0%	-15%	8%	-6%	3%

### 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	✓	✓														
Service/Maintenance													✓		✓	

### Law Enforcement Category Rank Chart

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	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>Sheriff</b>																
Workforce #/%	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%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
Workforce #/%	0/0%	0/0%	0/0%	0/20%	2/20%	5/50%	1/10%	1/10%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	2/6%	1/3%	0/0%	0/18%	6/18%	15/45%	3/9%	4/12%	0/0%	0/0%	0/0%	0/0%	0/0%	2/6%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	38/14%	2/1%	10/4%	2/28%	74/28%	88/33%	20/8%	21/8%	2/1%	0/0%	0/0%	0/0%	4/2%	5/2%	0/0%	0/0%

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 EEO Utilization Report.

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

Certified As Final By: Nolan P. Espinda

Director

03-07-2018

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[signature]

[title]

[date]