



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

May 4, 2015

Carolyn Kozak
Principal Human Resources Specialist
Office of Policy and Management
450 Capitol Avenue
Hartford, CT 06106

Re: Equal Employment Opportunity Plan (EEOP) for Office of Policy and Management

Dear Ms. Carolyn Kozak,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the EEOP Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The plan that you submitted conforms to the online Guide to the Design and Development of an Equal Employment Opportunity Plan, which provides the essential information that the Department of Justice requires for our initial screening of your EEOP. The Department of Justice regulations for developing a comprehensive EEOP may be found at 28 CFR § 42.301 *et seq.* Your approved plan is effective for two years from the date of this letter, and satisfies the EEOP requirement for any subsequent grant awards received during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

X *Michael L. Alston*

Michael L. Alston

Director

Signed by: MICHAEL ALSTON

EEOP Utilization Report



Thu Feb 19 08:24:41 EST 2015

Step 1: Introductory Information

Grant Title: FY2011 Title II Formula Grants Program
Grant Number: 2011-JF-FX-0024
Grantee Name: Office of Policy and Management
Award Amount: \$600,000.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Valerie A LaMotte
Telephone #: 860-418-6316
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Gwendolyn Williams
DOJ Telephone #: 202-616-1611

Grant Title: Residential Substance Abuse Treatment (RSAT) for State Prisoners Program
Grant Number: 2011-RT-BX-0055
Grantee Name: Office of Policy and Management
Award Amount: \$262,409.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo
Telephone #: 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: LaShawn Benton
DOJ Telephone #: 202-514-5057

Grant Title: Reentry Safety for DV Victims
Grant Number: 2011-WE-AX-0008
Grantee Name: Office of Policy and Management
Award Amount: \$904,194.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo
Telephone #: 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Chanell Jones

DOJ Telephone #:

Grant Title: 2013 Improving the Completeness of Firearm Background Checks through Enhanced State Data Sharing **Grant Number:** 2013-DG-BX-K004

Grantee Name: Office of Policy and Management **Award Amount:** \$878,410.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: John Forbes **Telephone #:** 860-418-6271

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Erich Dietrich **DOJ Telephone #:** 202-616-1733

Grant Title: FY 2013 Justice Assistance Grant Program **Grant Number:** 2013-DJ-BX-0042

Grantee Name: Office of Policy and Management **Award Amount:** \$1,958,711.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Lisa Secondo **Telephone #:** 860-418-6391

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Linda Hill-Franklin **DOJ Telephone #:** 202-514-0712

Grant Title: FY 2010 Juvenile Accountability Block Grants Program **Grant Number:** 2010-JB-FX-0081

Grantee Name: Office of Policy and Management **Award Amount:** \$596,400.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Valerie A LaMotte **Telephone #:** 860-418-6316

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Gwendolyn Williams,

DOJ Telephone #: 202-616-1611

Grant Title: STOP VIOLENCE AGAINST
WOMEN FORMULA GRANT

Grant Number: 2010-WF-AX-0032

Grantee Name: Office of Policy and Management

Award Amount: \$1,756,936.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Lisa Secondo

Telephone #: 860-418-6391

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Omar Mohammed

DOJ Telephone #:

Grant Title: JAG 2011

Grant Number: 2011-DJ-BX-2308

Grantee Name: Office of Policy and Management

Award Amount: \$2,602,022.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Lisa Secondo

Telephone #: 860-418-6391

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Linda Hill-Franklin

DOJ Telephone #: 202-514-0712

Grant Title: FY 2011 Juvenile Accountability
Block Grants Program

Grant Number: 2011-JB-FX-0001

Grantee Name: Office of Policy and Management

Award Amount: \$464,185.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Valerie A LaMotte

Telephone #: 860-418-6316

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Gwendolyn Williams

DOJ Telephone #: 202-616-1611

Grant Title: FY 2013 Juvenile Accountability
Block Grants Program

Grant Number: 2013-JB-FX-0039

Grantee Name: Office of Policy and Management

Award Amount: \$214,798.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Valerie A LaMotte

Telephone #: 860-418-6316

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Gwendolyn Williams

DOJ Telephone #: 202-616-1611

Grant Title: Sexual Assault Services Program

Grant Number: 2013-KF-AX-0040

Grantee Name: Office of Policy and Management

Award Amount: \$270,978.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Lisa Secondo

Telephone #: 860-418-6391

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Kimberly Cortez

DOJ Telephone #: 860-418-6391

Grant Title: 2013 National Criminal History
Improvement Program (NCHIP)

Grant Number: 2013-MU-BX-K012

Grantee Name: Office of Policy and Management

Award Amount: \$367,560.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: John Forbes

Telephone #: 860-418-6271

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Ronald Planty

DOJ Telephone #: 202-616-1758

Grant Title: FY 2013 Title II Formula Grants Program
Grant Number: 2013-MU-FX-0035

Grantee Name: Office of Policy and Management
Award Amount: \$820,527.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Valerie A LaMotte
Telephone #: 860-418-6316

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: Gwendolyn Williams

DOJ Telephone #: 202-616-1611

Grant Title: 2013 Residential Substance Abuse Treatment Program
Grant Number: 2013-RT-BX-0039

Grantee Name: Office of Policy and Management
Award Amount: \$119,656.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Lisa Secondo
Telephone #: 860-418-6391

Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106

DOJ Grant Manager: LaShawn Benton

DOJ Telephone #: 202-514-5057

Grant Title: 2013 Connecticut S.T.O.P Violence Against Women Grant
Grant Number: 2013-WF-AX-0032

Grantee Name: Office of Policy and Management
Award Amount: \$1,657,494.00

Grantee Type: State Government Agency

Address: 450 Capitol Avenue
Hartford, Connecticut
06106

Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Omar Mohammed **DOJ Telephone #:**

Grant Title: Effective School Staff Interactions with Students and Police: A Training Model **Grant Number:** 2014-CK-BX-0003
Grantee Name: Office of Policy and Management **Award Amount:** \$566,104.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Valerie LaMotte **Telephone #:** 860-418-6316
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Cathy Girouard **DOJ Telephone #:** 202-353-9244

Grant Title: 2014 Justice Assistance Formula Grant (JAG) **Grant Number:** 2014-DJ-BX-1214
Grantee Name: Office of Policy and Management **Award Amount:** \$1,890,018.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Linda Hill-Franklin **DOJ Telephone #:** 202-514-0712

Grant Title: Prison Rape Elimination Act Reallocation Funds **Grant Number:** 2014-JF-FX-0124
Grantee Name: Office of Policy and Management **Award Amount:** \$8,524.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue

Hartford, Connecticut
06106

Contact Person: Valerie A LaMotte **Telephone #:** 860-418-6316
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Elissa Rumsey **DOJ Telephone #:** 202-616-9279

Grant Title: STOP VAW FORMULA GRANT **Grant Number:** 2011-WF-AX-0016
Grantee Name: Office of Policy and Management **Award Amount:** \$1,762,722.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Omar Mohammed **DOJ Telephone #:**

Grant Title: 2012 Edward Byrne Memorial Justice Assistance (JAG) Grant **Grant Number:** 2012-DJ-BX-0504
Grantee Name: Office of Policy and Management **Award Amount:** \$2,022,466.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Linda Hill-Franklin **DOJ Telephone #:** 202-514-0712

Grant Title: 2012 Sex Offender Registration and Notification Act Project **Grant Number:** 2012-DS-BX-0111
Grantee Name: Office of Policy and Management **Award Amount:** \$419,043.00
Grantee Type: State Government Agency

(NARIP)

Grantee Name: Office of Policy and Management **Award Amount:** \$1,650,000.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: John Forbes **Telephone #:** 860-418-6271
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Ronald Planty **DOJ Telephone #:** 202-616-1758

Grant Title: Connecticut FY 2012 RSAT **Grant Number:** 2012-RT-BX-0048
Program
Grantee Name: Office of Policy and Management **Award Amount:** \$98,101.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: LaShawn Benton **DOJ Telephone #:** 202-514-5057

Grant Title: STOP Violence Against Women **Grant Number:** 2012-WF-AX-0015
Formula Grant
Grantee Name: Office of Policy and Management **Award Amount:** \$1,737,061.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Omar Mohammed **DOJ Telephone #:**

Grant Title: Sexual Assault Services Program (SASP) **Grant Number:** 2014-KF-AX-0038
Grantee Name: Office of Policy and Management **Award Amount:** \$305,059.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Kimberly Cortez **DOJ Telephone #:**

Grant Title: Residential Substance Abuse Treatment **Grant Number:** 2014-RT-BX-0032
Grantee Name: Office of Policy and Management **Award Amount:** \$95,409.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: LaShawn Benton **DOJ Telephone #:** 202-514-5057

Grant Title: 2014 National Criminal History Improvement Program (NCHIP) **Grant Number:** 2014-RU-BX-K009
Grantee Name: Office of Policy and Management **Award Amount:** \$1,931,188.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: John Forbes **Telephone #:** 860-418-6271
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Ronald Planty **DOJ Telephone #:** 202-616-1758

Grant Title: STOP VAW Formula Grant **Grant Number:** 2014-WF-AX-0028
Grantee Name: Office of Policy and Management **Award Amount:** \$1,817,273.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford, Connecticut
06106
Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford, Connecticut
06106
DOJ Grant Manager: Omar Mohammed **DOJ Telephone #:**

Grant Title: PREA JAG Reallocation Grant **Grant Number:** 2014-XT-BX-0032
Grantee Name: Office of Policy and Management **Award Amount:** \$69,335.00
Grantee Type: State Government Agency
Address: 450 Capitol Avenue
Hartford
06106
Contact Person: Lisa Secondo **Telephone #:** 860-418-6391
Contact Address: 450 Capitol Avenue
Hartford
06106
DOJ Grant Manager: Linda Hill-Franklin **DOJ Telephone #:** 202-514-0712

Policy Statement:

It is the continuing policy of the Office of Policy and Management (OPM) to achieve equal employment of individuals without consideration of race, color, religious creed, age, gender, gender identity or expression, marital status, sexual orientation, national origin, ancestry, intellectual disability, physical disability (including blindness), learning disability, past or present history of mental disability, or a criminal record unless the provisions of Sections 46a-60(b), 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups. OPM shall not deprive an employee of employment, penalize or threaten or otherwise coerce an employee with respect to employment because the employee is a victim of family violence, as defined in Section 46b-38a of the Connecticut General Statutes. OPM will not request nor require genetic information from job applicants or employees, or otherwise discriminate against any person in employment conditions on the basis of genetic information. In order to continue to make every good faith effort to achieve parity in the workforce, the agency utilizes affirmative action measures in the areas of recruitment, training, tuition reimbursement, compensation, benefits, promotions, employee evaluations, transfers, layoffs and terminations. To ensure employee well-being, OPM has established the Human Rights Complaint Procedure for any employee who believes they have been discriminated against with regard to employment or to any program, service, or activity at the agency.

Copies of pertinent policies are available upon request.

Step 4b: Narrative Underutilization Analysis

A review of the Utilization Analysis (comparing the agency's workforce to the relevant labor market), reflects the following:

1. White females were significantly under-represented in the following job categories: Officials (-18%) and Administrative Support (-7%).
2. White males were significantly under-represented in the following job categories: Professionals (-12%) and Administrative Support (-14%).
3. Black males and females were not represented at all in the Officials category. In comparison to the relevant labor market the under-representation was (-3%).
4. Hispanic males were not represented at all in the Administrative Support category. In comparison to the relevant labor market the under-representation was (-3%).

Step 5 & 6: Objectives and Steps

1. OPM is committed to making its workforce more representative of the labor force in the community. Based on the results of the underutilization analysis, OPM has established the following objectives. To address the largest areas of underutilization, it is a goal of OPM to increase representation of white females in the Officials and Administrative Support categories, and white males in the Professionals and Administrative Support categories.

- a. Intensify recruitment efforts to attract underrepresented groups in OPM's workforce as applicants.
- b. Review job specifications to assure that they accurately reflect the duties and responsibilities of the job.
- c. Review the validity of the Department of Administrative Services' examinations when used in the recruitment process.
- d. Monitor and guide the agency's interview hiring process to determine the viability of its procedures.
- e. Maintain increased involvement of the designated Equal Employment Opportunity Officer / Human Resources representative in the applicant flow process i.e., review résumé/application packages and make recommendations for candidates to be interviewed.
- f. Continue to reach out to underutilized groups on the employment and re-employment lists.

2. To further address the underutilization of minorities, it is a goal of OPM to increase the representation of black or African American males and females in the Officials category and Hispanic or Latino males in the Administrative Support category.

- a. Review job specifications to assure that they accurately reflect the duties and responsibilities of the job.
- b. Intensify recruitment efforts to attract under-represented groups in OPM's workforce as applicants and when opportunities arise for open recruitment, place job announcements in minority news outlets.
- c. Continue contacts with the NAACP and the Urban League in an effort to cultivate a successful outreach recruitment program.
- d. Review the validity of the Department of Administrative Services' examinations when used in the recruitment process.
- e. Monitor and guide the agency's interview hiring process to determine the viability of its procedures.
- f. Maintain increased involvement of the designated Equal Employment Opportunity Officer / Human Resources representative in the applicant flow process i.e. review résumé/application packages and make recommendations for candidates to be interviewed.
- g. Continue to reach out to underutilized groups on the employment and/or re-employment lists.

Step 7a: Internal Dissemination

- a. Continue to make available to all employees affirmative action policy statements, the complaint procedure and annual hiring, promotion and program objectives via the agency's Intranet.
- b. Continue to advise all employees of their right to review the agency's Affirmative Action Plan and to encourage them to submit written comments. Employees are notified that copies of the agency's Affirmative Action Plan are available in each

of the agency's divisions that make up OPM as well as in the Affirmative Action Office / Human Resources Unit.

- c. Continue to provide information to staff about job vacancies, whether internal or external, via e-mail and posting on the agency's Intranet.
- d. Continue to provide the Secretary, Deputy Secretary, Division Heads, and key personnel with a monthly report assessing the agency's achievement of objectives and other relevant information regarding affirmative action.
- e. Continue to post the Equal Employment Opportunity Plan approved by the US Department of Justice on OPM's Intranet and distribute the approved plan to all staff via email.

Step 7b: External Dissemination

- a. Continue expanded recruitment practices including targeted news media and professional journals, and one-on-one communication with representatives of the NAACP and the Urban League to cultivate a successful outreach program.
- b. Continue to update the agency's listing of minority recruitment resources.
- c. Continue to provide a copy of OPM's Affirmative Action Plan to unions which represent OPM's employees and invite such unions to review and comment on the plan.
- d. Continue to include the statement "OPM is an Equal Opportunity Employer" on all job applications, job announcements and envelopes.
- e. Continue to post the Equal Employment Opportunity Plan approved by the US Department of Justice on OPM's Internet and will distribute the approved plan to all staff via email.

**Utilization Analysis Chart
Relevant Labor Market: Hartford County, Connecticut**

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 #/%	16/73%	1/5%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	4/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	35,580/49%	1,455/2%	1,810/3%	10/0%	1,950/3%	0/0%	190/0%	155/0%	25,990/36%	1,545/2%	2,215/3%	875/1%	20/0%	200/0%	185/0%	
Utilization #/%	23%	3%	-3%	-0%	2%	0%	-0%	-0%	-18%	-2%	-3%	-0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	18/26%	1/1%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%	36/52%	4/6%	7/10%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	41,970/38%	2,100/2%	3,405/3%	55/0%	3,815/3%	0/0%	400/0%	355/0%	47,995/43%	2,745/2%	4,430/4%	25/0%	2,445/2%	0/0%	525/0%	180/0%
Utilization #/%	-12%	-0%	-2%	-0%	-2%	0%	-0%	-0%	9%	3%	6%	-0%	-1%	0%	-0%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	6,000/38%	525/3%	380/2%	40/0%	645/4%	0/0%	20/0%	10/0%	6,295/40%	535/3%	875/5%	10/0%	485/3%	45/0%	48/0%	10/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	5,185/61%	865/10%	945/11%	0/0%	50/1%	0/0%	49/1%	10/0%	755/9%	320/4%	355/4%	25/0%	0/0%	0/0%	0/0%	4/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	495/46%	24/2%	40/4%	0/0%	0/0%	0/0%	15/1%	0/0%	380/35%	20/2%	100/9%	0/0%	0/0%	0/0%	0/0%	10/1%
Utilization #/%																
Administrative Support																
Workforce #/%	2/13%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	6/40%	1/7%	5/33%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	38,510/28%	4,115/3%	5,425/4%	160/0%	1,520/1%	0/0%	335/0%	280/0%	65,185/47%	9,975/7%	10,325/7%	115/0%	1,925/1%	30/0%	720/1%	370/0%

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 #/%	%	-3%	3%	-0%	-1%	0%	-0%	-0%	-7%	-1%	26%	-0%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	28,750/76%	3,710/10%	1,985/5%	20/0%	620/2%	0/0%	420/1%	160/0%	1,495/4%	290/1%	225/1%	0/0%	115/0%	0/0%	0/0%	0/0%
Utilization #/%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	41,450/36%	12,850/11%	8,300/7%	90/0%	1,950/2%	15/0%	275/0%	405/0%	28,805/25%	10,070/9%	7,995/7%	40/0%	1,785/2%	65/0%	520/0%	485/0%
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
Professionals	✓															

