

EEOP Short Form



Fri Oct 14 16:08:42 EDT 2011

Step 1: Introductory Information

Grant Title: Other Victim's Assistance Grant **Grant Number:** 1226976
Grantee Name: Midland County Sheriff's Office **Award Amount:** \$42,000.00
Crisis Intervention Unit
Grantee Type: Local Government Agency
Address: 400 S. Main St.
Midland, Texas
79701
Contact Person: Gabriella Williams **Telephone #:** 432-688-4635
Contact Address: 400 S. Main
Midland, Texas
79701
DOJ Grant Manager: Lyndsay Ysla **DOJ Telephone #:** 512-463-9786

Grant Title: Victim Coordinator & Liason Grant **Grant Number:** 1226968
Grantee Name: Midland County District Attorney **Award Amount:** \$42,000.00
Office
Grantee Type: Local Government Agency
Address: 500 N. Loraine
Midland, Texas
79701
Contact Person: Sandra Edge **Telephone #:** 432-888-4421
Contact Address: 500 N. Loraine
Midland, Texas
79701
DOJ Grant Manager: Lyndsay Ysla **DOJ Telephone #:** 512-463-9786

Grant Title: 2009 Recovery Act JAG **Grant Number:** 2009-SB-B9-1725
Grantee Name: Midland County **Award Amount:** \$75.00
Grantee Type: Local Government Agency
Address: 400 S. Main St.
Midland, Texas
79701
Contact Person: Ed **Telephone #:** 432-688-4602
Contact Address: 400 S. Main St.
Midland, Texas
79701
DOJ Grant Manager: Esmeralda Womack **DOJ Telephone #:** 202-353-3450

Grant Title: 2010 JAG **Grant Number:** 2010-DJ-BX-0499
Grantee Name: Midland County **Award Amount:** \$54.00
Grantee Type: Local Government Agency
Address: 400 S. Main St.
Midland, Texas
79701
Contact Person: Ed Krevit **Telephone #:** 432-688-4602
Contact Address: 400 S. Main St.
Midland, Texas
79701
DOJ Grant Manager: Esmeralda Wornack **DOJ Telephone #:** 202-353-3450

Grant Title: 2011 JAG **Grant Number:** 2011-DJ-BX-2940
Grantee Name: Midland County **Award Amount:** \$14,500.00
Grantee Type: Local Government Agency
Address: 400 S. Main St.
Midland, Texas
79701
Contact Person: Ed Krevit **Telephone #:** 432-688-4602
Contact Address: 400 S. Main St.
Midland, Texas
79701
DOJ Grant Manager: Esmeralda Wornack **DOJ Telephone #:** 202-356-3450

Grant Title: 2008 JAG **Grant Number:** 2008-DJ-BX-0353
Grantee Name: Midland County **Award Amount:** \$570.00
Grantee Type: Local Government Agency
Address: 400 S. Main St.
Midland, Texas
79701
Contact Person: Ed Krevit **Telephone #:** 432-688-4602
Contact Address: 400 S. Main St.
Midland, Texas
79701
DOJ Grant Manager: Patrick Fines **DOJ Telephone #:** 202-353-0587

Grant Title:	2009 JAG	Grant Number:	2009-DJ-BX-1099
Grantee Name:	Midland County	Award Amount:	\$22.00
Grantee Type:	Local Government Agency		
Address:	400 S. Main St. Midland, Texas 79701		
Contact Person:	Ed Krevit	Telephone #:	432-688-4602
Contact Address:	400 S. Main St. Midland, Texas 79701		
DOJ Grant Manager:	Esmeralda Womack	DOJ Telephone #:	202-353-3450

Policy Statement:

IT IS THE POLICY OF MIDLAND COUNTY TO PROHIBIT DISCRIMINATION AGAINST ANY PERSON IN JOB STRUCTURING, RECRUITMENT, EXAMINATION, SELECTION, APPOINTMENT, PLACEMENT, TRAINING, UPWARD MOBILITY, DISCIPLINE, OR ANY OTHER ASPECT OF PERSONNEL ADMINISTRATION BASED ON RACE, AGE, GENDER, RELIGION, COLOR, DISABILITY, OR NATIONAL ORIGIN.

PERSONNEL DECISIONS WILL BE MADE ON THE BASIS OF OCCUPATIONAL QUALIFICATIONS AND JOB RELATED FACTORS SUCH AS SKILL, KNOWLEDGE, EDUCATION, EXPERIENCE AND ABILITY TO PERFORM A SPECIFIC JOB.

AN EMPLOYEE WILL NOT ENGAGE IN CONDUCT AT WORK, WHICH INVOLVES THE USE OF RACIAL OR ETHNIC JOKING OR DEROGATORY REMARKS. REPORTS OF SUCH CONDUCT WILL BE INVESTIGATED, AND NECESSARY CORRECTIVE ACTION WILL BE TAKEN.

RETALIATION OR DISCRIMINATION AGAINST AN EMPLOYEE FOR ALLEGING DISCRIMINATION ON ANY OF THE BASIS COVERED IN THIS CHAPTER IS PROHIBITED.

MIDLAND COUNTY PERSONNEL POLICY - SECTION 1.08

Step 4b: Narrative Underutilization Analysis

A COMPARISON OF THE MIDLAND COUNTY WORKFORCE TO THE COMMUNITY LABOR STATISTICS FOR MIDLAND COUNTY INDICATES UNDERUTILIZATION OF WHITE MALES IN ADMINISTRATIVE SUPPORT ROLES, HISPANIC MEN IN NON-SWORN PROTECTIVE SERVICE ROLES, AND WHITE AND MINORITY WOMEN IN MAINTENANCE ROLES. ALTHOUGH EACH OF THESE GROUPS IS UNDERUTILIZED IN CERTAIN CATEGORIES, A REVIEW OF THE ANALYSIS SHOWS THAT EACH GROUP IS ALSO ADEQUATELY UTILIZED IN SEVERAL CATEGORIES. ALSO, COMMUNITY LABOR STATISTICS SHOW THAT ASIAN AND NATIVE AMERICAN POPULATIONS ARE VERY SMALL IN MIDLAND COUNTY (2.0% OR LESS). ALTHOUGH THESE POPULATIONS ARE VERY SMALL, MIDLAND COUNTY WOULD WELCOME THE OPPORTUNITY IN INCREASE ITS UTILIZATION OF ASIANS AND NATIVE AMERICANS.

Step 5 & 6: Objectives and Steps

1. MIDLAND COUNTY IS COMMITTED TO MAKING ITS WORKFORCE PROFILES MORE CLOSELY REFLECT THE AVAILABLE LABOR FORCE IN THE COMMUNITY. BECAUSE SOME CLASSIFICATIONS OF EMPLOYEES ARE UNDERREPRESENTED IN CERTAIN SPECIFIC CATEGORIES, IT IS OUR GOAL TO INCREASE REPRESENTATION BY EVALUATING OUR PROMOTIONAL AND RECRUITMENT PRACTICES TO INSURE THESE GROUPS RECEIVE EQUAL OPPORTUNITY TO SECURE EMPLOYMENT

a. THE DIRECTOR OF HUMAN RESOURCES WILL REVIEW THE MINIMUM QUALIFICATIONS AND SPECIFICATIONS FOR EACH JOB DESCRIPTION TO INSURE JOB DESCRIPTIONS ONLY CONTAIN JOB RELATED CRITERIA AND THERE ARE NO PRACTICES IN VIOLATION OF THE COUNTY'S EEO POLICY. SPECIFIC JOB QUALIFICATIONS WILL BE COMMUNICATED TO ALL EMPLOYEES OF THE COUNTY AS WELL AS THOSE EMPLOYEES INVOLVED IN RECRUITING, HIRING, AND PROMOTIONAL DECISIONS. MIDLAND COUNTY WILL BE IDENTIFIED AS AN EQUAL OPPORTUNITY EMPLOYER OR EOE WITHIN ALL EMPLOYMENT LISTINGS AND RECRUITMENT MATERIAL. MIDLAND COUNTY WILL INSURE COMPENSATION AND BENEFITS ARE EQUAL FOR ALL EMPLOYEES. ALL EMPLOYMENT OPPORTUNITIES WILL BE LISTED WITH THE LOCAL NEWSPAPER AND POSTED ON THE MIDLAND COUNTY WEBSITE TO INSURE A DIVERSE AUDIENCE IS INFORMED OF EMPLOYMENT OPPORTUNITIES WITH MIDLAND COUNTY. PREVENTING ALL FORMS OF HARASSMENT WHICH RESULT IN VIOLATION OF THE COUNTY'S POLICY BY REVIEWING THIS INFORMATION WITH ALL COUNTY EMPLOYEES.

Step 7a: Internal Dissemination

WE WILL INCLUDE THE EEO POLICY STATEMENT IN THE COUNTY'S EMPLOYEE PERSONNEL POLICY MANUAL, AND WE WILL DISTRIBUTE A SEPARATE COPY TO ALL DEPARTMENTS.

WE WILL POST THE EEO PLAN ON THE COUNTY'S INTRANET.

WE WILL CONSPICUOUSLY POST THE EEO POLICY ON BULLETIN BOARDS THROUGHOUT THE COUNTY.

WE WILL CONTINUE TO INFORM ALL NEW EMPLOYEES ABOUT THE EEO PLAN, AND HOW THEY MAY OBTAIN A COPY, AT THE NEW EMPLOYEE ORIENTATION.

Step 7b: External Dissemination

WE WILL POST THE EEO PLAN ON THE COUNTY'S WEB SITE.

WILL WILL INCLUDE ON ALL JOB ANNOUNCEMENTS, AND POST AT THE COUNTY'S JOB BOARD, INFORMATION EXPLAINING HOW APPLICANTS AND MEMBERS OF THE PUBLIC MAY OBTAIN A COPY OF THE EEO PLAN.

WILL WILL ANNUALLY INFORM RECRUITING SOURCES IN WRITING OF THE EEO PLAN AND COMMITMENT.

Utilization Analysis Chart
Relevant Labor Market: Midland 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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	26/58%	3/7%	1/2%	0/0%	0/0%	0/0%	0/0%	13/29%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,375/58%	660/9%	120/2%	35/0%	15/0%	0/0%	10/0%	1,715/23%	375/5%	200/3%	0/0%	10/0%	0/0%	4/0%
Utilization #/%	-0%	-2%	1%	-0%	-0%	0%	-0%	6%	-1%	-3%	0%	-0%	0%	-0%
Professionals														
Workforce #/%	20/34%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%	30/52%	6/10%	1/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,170/40%	485/5%	160/2%	35/0%	105/1%	0/0%	20/0%	4,420/42%	665/6%	270/3%	25/0%	70/1%	0/0%	25/0%
Utilization #/%	-5%	-5%	-2%	-0%	-1%	2%	-0%	9%	4%	-1%	-0%	-1%	0%	-0%
Technicians														
Workforce #/%	5/56%	2/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/22%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	610/40%	80/5%	45/3%	0/0%	4/0%	0/0%	0/0%	550/36%	150/10%	45/3%	4/0%	45/3%	0/0%	0/0%
Utilization #/%	16%	17%	-3%	0%	-0%	0%	0%	-36%	12%	-3%	-0%	-3%	0%	0%
Protective Services: Sworn														
Workforce #/%	64/68%	16/17%	3/3%	0/0%	0/0%	0/0%	0/0%	6/6%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	655/86%	140/14%	35/4%	0/0%	0/0%	0/0%	4/0%	115/12%	4/0%	35/4%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	2%	3%	-0%	0%	0%	0%	-0%	-5%	5%	-4%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	35/23%	28/18%	6/4%	0/0%	1/1%	0/0%	0/0%	33/21%	34/22%	16/10%	0/0%	1/1%	0/0%	0/0%
Civilian Labor Force #/%	15/18%	25/29%	0/0%	0/0%	0/0%	0/0%	0/0%	20/24%	25/29%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	5%	-11%	4%	0%	1%	0%	0%	-2%	-7%	10%	0%	1%	0%	0%
Administrative Support														
Workforce #/%	6/5%	4/3%	2/2%	0/0%	0/0%	0/0%	0/0%	78/62%	17/13%	18/14%	0/0%	0/0%	1/1%	0/0%
CLS #/%	2,860/20%	900/6%	230/2%	4/0%	35/0%	4/0%	10/0%	6,770/48%	2,420/17%	690/5%	40/0%	85/1%	0/0%	30/0%
Utilization #/%	-16%	-3%	-0%	-0%	-0%	-0%	-0%	14%	-4%	9%	-0%	-1%	1%	-0%
Skilled Craft														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	3,495/57%	2,125/34%	165/3%	35/1%	25/0%	0/0%	4/0%	170/3%	110/2%	30/0%	0/0%	4/0%	0/0%	0/0%

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Utilization #/%														
Service/Maintenance														
Workforce #/%	19/51%	17/46%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,900/30%	3,075/24%	730/6%	10/0%	50/0%	0/0%	10/0%	2,240/17%	2,280/18%	645/5%	50/0%	25/0%	0/0%	0/0%
Utilization #/%	21%	22%	-3%	-0%	-0%	0%	-0%	-17%	-18%	-5%	-0%	-0%	0%	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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Protective Services: Non-sworn		✓												
Administrative Support	✓							✓						
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 Short Form.

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

[signature] [title] [date]

CERTIFICATION FORM

Recipient Name and Address: MIDLAND COUNTY

Grant Title: OTHER VICTIM'S ASSISTANCE GRANT Grant Number: 1226976 Award Amount: \$42,000

Contact Person Name and Title: GABRIELLA WILLIAMS Phone Number: () 432-688-4535

Federal regulations require recipients of financial assistance from the Office of Justice Programs (OJP), its component agencies, and the Office of Community Oriented Policing Services (COPS) to prepare, maintain on file, submit to OJP for review, and implement an Equal Employment Opportunity Plan (EEO) in accordance with 28 C.F.R §§ 42.301-.308. The regulations exempt some recipients from all of the EEO requirements. Other recipients, according to the regulations, must prepare, maintain on file and implement an EEO, but they do not need to submit the EEO to OJP for review. Recipients that claim a complete exemption from the EEO requirement must complete Section A below. Recipients that claim the limited exemption from the submission requirement, must complete Section B below. A recipient should complete *either* Section A or Section B, not both. If a recipient receives multiple OJP or COPS grants, please complete a form for each grant, ensuring that any EEO recipient certifies as completed and on file (if applicable) has been prepared within two years of the latest grant. Please send the completed form(s) to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 7th Street, N.W., Washington, D.C. 20531. For assistance in completing this form, please call (202)307-0690 or TTY (202) 307-2027.

Section A- Declaration Claiming Complete Exemption from the EEO Requirement. Please check all the boxes that apply.

- | | |
|------------------------------------------------------------------|-----------------------------------------------------------------------------|
| <input type="checkbox"/> Recipient has less than 50 employees, | <input type="checkbox"/> Recipient is an Indian tribe, |
| <input type="checkbox"/> Recipient is a non-profit organization, | <input type="checkbox"/> Recipient is an educational institution, or |
| <input type="checkbox"/> Recipient is a medical institution, | <input type="checkbox"/> Recipient is receiving an award less than \$25,000 |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEO for the reason(s) checked above, pursuant to 28 C.F.R §42.302. I further certify that _____ [recipient] will comply with applicable Federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

Print or type Name and Title _____ Signature _____ Date _____

Section B- Declaration Claiming Exemption from the EEO Submission Requirement and Certifying That an EEO Is on File for Review.

If a recipient agency has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEO to OJP for review as long as it certifies the following (42 C.F.R. § 42.305):

I, MIKE BRADFORD, MIDLAND COUNTY JUDGE [responsible official], certify that the MIDLAND COUNTY [recipient], which has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEO in accordance with 28 CFR §42.301, *et seq.*, subpart E. I further certify that the EEO has been formulated and signed into effect within the past two years by the proper authority and that it is available for review. The EEO is on file in the office of: MIDLAND COUNTY TREASURER [organization], at 2110 N. A STREET, ROOM 167, MIDLAND, TEXAS 79705 [address], for review by the public and employees or for review or audit by officials of the relevant state planning agency or the Office for Civil Rights, Office of Justice Programs, U. S. Department of Justice, as required by relevant laws and regulations.

MIKE BRADFORD, MIDLAND COUNTY JUDGE _____
Print or type Name and Title _____ Signature _____ Date 11/1/11

CERTIFICATION FORM

Recipient Name and Address: MIDLAND COUNTY

Grant Title: VICTIM COORDINATOR & LIASON GRANT Grant Number: 1226968 Award Amount: \$42,000

Contact Person Name and Title: SANDRA EDGE Phone Number: () 432-688-4421

Federal regulations require recipients of financial assistance from the Office of Justice Programs (OJP), its component agencies, and the Office of Community Oriented Policing Services (COPS) to prepare, maintain on file, submit to OJP for review, and implement an Equal Employment Opportunity Plan (EEO) in accordance with 28 C.F.R §§ 42.301-308. The regulations exempt some recipients from all of the EEO requirements. Other recipients, according to the regulations, must prepare, maintain on file and implement an EEO, but they do not need to submit the EEO to OJP for review. Recipients that claim a complete exemption from the EEO requirement must complete Section A below. Recipients that claim the limited exemption from the submission requirement, must complete Section B below. A recipient should complete *either* Section A or Section B, not both. If a recipient receives multiple OJP or COPS grants, please complete a form for each grant, ensuring that any EEO recipient certifies as completed and on file (if applicable) has been prepared within two years of the latest grant. Please send the completed form(s) to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 7th Street, N.W., Washington, D.C. 20531. For assistance in completing this form, please call (202)307-0690 or TTY (202) 307-2027.

Section A- Declaration Claiming Complete Exemption from the EEO Requirement. Please check all the boxes that apply.

- | | |
|------------------------------------------------------------------|-----------------------------------------------------------------------------|
| <input type="checkbox"/> Recipient has less than 50 employees, | <input type="checkbox"/> Recipient is an Indian tribe, |
| <input type="checkbox"/> Recipient is a non-profit organization, | <input type="checkbox"/> Recipient is an educational institution, or |
| <input type="checkbox"/> Recipient is a medical institution, | <input type="checkbox"/> Recipient is receiving an award less than \$25,000 |

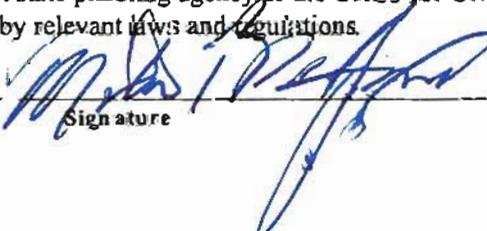
I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEO for the reason(s) checked above, pursuant to 28 C.F.R §42.302. I further certify that _____ [recipient] will comply with applicable Federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

Print or type Name and Title _____ Signature _____ Date _____

Section B- Declaration Claiming Exemption from the EEO Submission Requirement and Certifying That an EEO Is on File for Review.

If a recipient agency has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEO to OJP for review as long as it certifies the following (42 C.F.R. § 42.305):

I, MIKE BRADFORD, MIDLAND COUNTY JUDGE [responsible official], certify that the MIDLAND COUNTY [recipient], which has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEO in accordance with 28 CFR §42.301, *et seq.*, subpart E. I further certify that the EEO has been formulated and signed into effect within the past two years by the proper authority and that it is available for review. The EEO is on file in the office of: MIDLAND COUNTY TREASURER [organization], at 2110 N. A STREET, ROOM 167, MIDLAND, TEXAS 79705 [address], for review by the public and employees or for review or audit by officials of the relevant state planning agency or the Office for Civil Rights, Office of Justice Programs, U. S. Department of Justice, as required by relevant laws and regulations.

MIKE BRADFORD, MIDLAND COUNTY JUDGE
Print or type Name and Title _____ Signature  Date 11/1/11

CERTIFICATION FORM

Recipient Name and Address: MIDLAND COUNTY

Grant Title: 2008 JAG

Grant Number: 2008-DJ-BX-0353

Award Amount: \$570.82

Contact Person Name and Title: ED KREVIT

Phone Number: () 432-688-4602

Federal regulations require recipients of financial assistance from the Office of Justice Programs (OJP), its component agencies, and the Office of Community Oriented Policing Services (COPS) to prepare, maintain on file, submit to OJP for review, and implement an Equal Employment Opportunity Plan (EEOP) in accordance with 28 C.F.R §§ 42.301-.308. The regulations exempt some recipients from all of the EEOP requirements. Other recipients, according to the regulations, must prepare, maintain on file and implement an EEOP, but they do not need to submit the EEOP to OJP for review. Recipients that claim a complete exemption from the EEOP requirement must complete Section A below. Recipients that claim the limited exemption from the submission requirement, must complete Section B below. A recipient should complete *either* Section A or Section B, not both. If a recipient receives multiple OJP or COPS grants, please complete a form for each grant, ensuring that any EEOP recipient certifies as completed and on file (if applicable) has been prepared within two years of the latest grant. Please send the completed form(s) to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 7th Street, N.W., Washington, D.C. 20531. For assistance in completing this form, please call (202)307-0690 or TTY (202) 307-2027.

Section A- Declaration Claiming Complete Exemption from the EEOP Requirement. Please check all the boxes that apply.

- Recipient has less than 50 employees,
- Recipient is a non-profit organization,
- Recipient is a medical institution,
- Recipient is an Indian tribe,
- Recipient is an educational institution, or
- Recipient is receiving an award less than \$25,000

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R §42.302. I further certify that _____ [recipient] will comply with applicable Federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

Print or type Name and Title

Signature

Date

Section B- Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review.

If a recipient agency has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to OJP for review as long as it certifies the following (42 C.F.R. § 42.305):

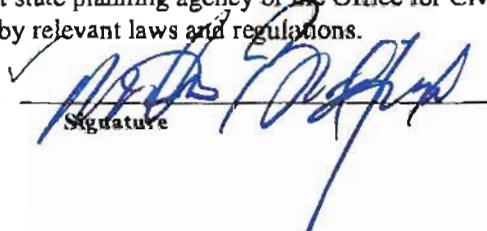
I, MIKE BRADFORD, MIDLAND COUNTY JUDGE [responsible official], certify that the MIDLAND COUNTY [recipient], which has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR §42.301, *et seq.*, subpart E. I further certify that the EEOP has been formulated and signed into effect within the past two years by the proper authority and that it is available for review. The EEOP is on file in the office of: MIDLAND COUNTY TREASURER [organization], at 2110 N. A STREET, ROOM 167, MIDLAND, TEXAS 79705 [address], for review by the public and employees or for review or audit by officials of the relevant state planning agency or the Office for Civil Rights, Office of Justice Programs, U. S. Department of Justice, as required by relevant laws and regulations.

MIKE BRADFORD, MIDLAND COUNTY JUDGE

Print or type Name and Title

Signature

Date

 11/1/11

CERTIFICATION FORM

Recipient Name and Address: MIDLAND COUNTY

Grant Title: 2009 RECOVERY ACT JAG Grant Number: 2009-S8-89-1725 Award Amount: \$75.34

Contact Person Name and Title: ED KREVIT Phone Number: () 432-688-4802

Federal regulations require recipients of financial assistance from the Office of Justice Programs (OJP), its component agencies, and the Office of Community Oriented Policing Services (COPS) to prepare, maintain on file, submit to OJP for review, and implement an Equal Employment Opportunity Plan (EEOP) in accordance with 28 C.F.R §§ 42.301-.308. The regulations exempt some recipients from all of the EEOP requirements. Other recipients, according to the regulations, must prepare, maintain on file and implement an EEOP, but they do not need to submit the EEOP to OJP for review. Recipients that claim a complete exemption from the EEOP requirement must complete Section A below. Recipients that claim the limited exemption from the submission requirement, must complete Section B below. A recipient should complete *either* Section A or Section B, not both. If a recipient receives multiple OJP or COPS grants, please complete a form for each grant, ensuring that any EEOP recipient certifies as completed and on file (if applicable) has been prepared within two years of the latest grant. Please send the completed form(s) to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 7th Street, N.W., Washington, D.C. 20531. For assistance in completing this form, please call (202)307-0690 or TTY (202) 307-2027.

Section A- Declaration Claiming Complete Exemption from the EEOP Requirement. Please check all the boxes that apply.

- | | |
|------------------------------------------------------------------|-----------------------------------------------------------------------------|
| <input type="checkbox"/> Recipient has less than 50 employees, | <input type="checkbox"/> Recipient is an Indian tribe, |
| <input type="checkbox"/> Recipient is a non-profit organization, | <input type="checkbox"/> Recipient is an educational institution, or |
| <input type="checkbox"/> Recipient is a medical institution, | <input type="checkbox"/> Recipient is receiving an award less than \$25,000 |

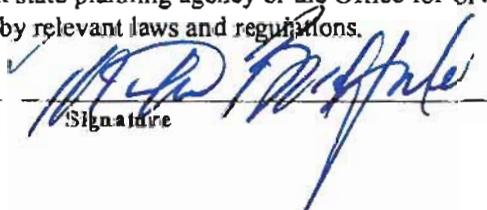
I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R §42.302. I further certify that _____ [recipient] will comply with applicable Federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

Print or type Name and Title _____ Signature _____ Date _____

Section B- Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review.

If a recipient agency has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to OJP for review as long as it certifies the following (42 C.F.R. § 42.305):

I, MIKE BRADFORD, MIDLAND COUNTY JUDGE [responsible official], certify that the MIDLAND COUNTY [recipient], which has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR §42.301, *et seq.*, subpart E. I further certify that the EEOP has been formulated and signed into effect within the past two years by the proper authority and that it is available for review. The EEOP is on file in the office of: MIDLAND COUNTY TREASURER [organization], at 2110 N. A STREET, ROOM 167, MIDLAND, TEXAS 79705 [address], for review by the public and employees or for review or audit by officials of the relevant state planning agency or the Office for Civil Rights, Office of Justice Programs, U. S. Department of Justice, as required by relevant laws and regulations.

MIKE BRADFORD, MIDLAND COUNTY JUDGE
Print or type Name and Title _____ Signature  Date 11/1/14

CERTIFICATION FORM

Recipient Name and Address: MIDLAND COUNTY

Grant Title: 2009 JAG

Grant Number: 2009-DJ-BX-1099

Award Amount: \$22.05

Contact Person Name and Title: ED KREVIT

Phone Number: () 432-688-4602

Federal regulations require recipients of financial assistance from the Office of Justice Programs (OJP), its component agencies, and the Office of Community Oriented Policing Services (COPS) to prepare, maintain on file, submit to OJP for review, and implement an Equal Employment Opportunity Plan (EEOP) in accordance with 28 C.F.R §§ 42.301-.308. The regulations exempt some recipients from all of the EEOP requirements. Other recipients, according to the regulations, must prepare, maintain on file and implement an EEOP, but they do not need to submit the EEOP to OJP for review. Recipients that claim a complete exemption from the EEOP requirement must complete Section A below. Recipients that claim the limited exemption from the submission requirement, must complete Section B below. A recipient should complete *either* Section A or Section B, not both. If a recipient receives multiple OJP or COPS grants, please complete a form for each grant, ensuring that any EEOP recipient certifies as completed and on file (if applicable) has been prepared within two years of the latest grant. Please send the completed form(s) to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 7th Street, N.W., Washington, D.C. 20531. For assistance in completing this form, please call (202)307-0690 or TTY (202) 307-2027.

Section A- Declaration Claiming Complete Exemption from the EEOP Requirement. Please check all the boxes that apply.

- Recipient has less than 50 employees,
- Recipient is a non-profit organization,
- Recipient is a medical institution,
- Recipient is an Indian tribe,
- Recipient is an educational institution, or
- Recipient is receiving an award less than \$25,000

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R §42.302. I further certify that _____ [recipient] will comply with applicable Federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

Print or type Name and Title	Signature	Date
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Section B- Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review.

If a recipient agency has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to OJP for review as long as it certifies the following (42 C.F.R. § 42.305):

I, MIKE BRADFORD, MIDLAND COUNTY JUDGE [responsible official], certify that the MIDLAND COUNTY [recipient], which has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR §42.301, *et seq.*, subpart E. I further certify that the EEOP has been formulated and signed into effect within the past two years by the proper authority and that it is available for review. The EEOP is on file in the office of: MIDLAND COUNTY TREASURER [organization], at 2110 N. A STREET, ROOM 167, MIDLAND, TEXAS 79705 [address], for review by the public and employees or for review or audit by officials of the relevant state planning agency or the Office for Civil Rights, Office of Justice Programs, U. S. Department of Justice, as required by relevant laws and regulations.

Print or type Name and Title	Signature	Date
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Mike Bradford
11/1/11

CERTIFICATION FORM

Recipient Name and Address: MIDLAND COUNTY

Grant Title: 2010 JAG Grant Number: 2010-DJ-BX-0499 Award Amount: \$54.30

Contact Person Name and Title: ED KREVIT Phone Number: () 432-688-4602

Federal regulations require recipients of financial assistance from the Office of Justice Programs (OJP), its component agencies, and the Office of Community Oriented Policing Services (COPS) to prepare, maintain on file, submit to OJP for review, and implement an Equal Employment Opportunity Plan (EEOP) in accordance with 28 C.F.R §§ 42.301-.308. The regulations exempt some recipients from all of the EEOP requirements. Other recipients, according to the regulations, must prepare, maintain on file and implement an EEOP, but they do not need to submit the EEOP to OJP for review. Recipients that claim a complete exemption from the EEOP requirement must complete Section A below. Recipients that claim the limited exemption from the submission requirement, must complete Section B below. A recipient should complete *either* Section A or Section B, not both. If a recipient receives multiple OJP or COPS grants, please complete a form for each grant, ensuring that any EEOP recipient certifies as completed and on file (if applicable) has been prepared within two years of the latest grant. Please send the completed form(s) to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 7th Street, N.W., Washington, D.C. 20531. For assistance in completing this form, please call (202)307-0690 or TTY (202) 307-2027.

Section A- Declaration Claiming Complete Exemption from the EEOP Requirement. Please check all the boxes that apply.

- | | |
|------------------------------------------------------------------|-----------------------------------------------------------------------------|
| <input type="checkbox"/> Recipient has less than 50 employees, | <input type="checkbox"/> Recipient is an Indian tribe, |
| <input type="checkbox"/> Recipient is a non-profit organization, | <input type="checkbox"/> Recipient is an educational institution, or |
| <input type="checkbox"/> Recipient is a medical institution, | <input type="checkbox"/> Recipient is receiving an award less than \$25,000 |

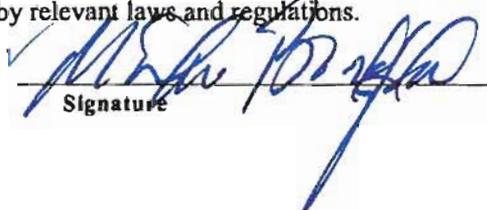
I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R §42.302. I further certify that _____ [recipient] will comply with applicable Federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

Print or type Name and Title _____ Signature _____ Date _____

Section B- Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review.

If a recipient agency has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to OJP for review as long as it certifies the following (42 C.F.R. § 42.305):

I, MIKE BRADFORD, MIDLAND COUNTY JUDGE [responsible official], certify that the MIDLAND COUNTY [recipient], which has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR §42.301, *et seq.*, subpart E. I further certify that the EEOP has been formulated and signed into effect within the past two years by the proper authority and that it is available for review. The EEOP is on file in the office of: MIDLAND COUNTY TREASURER [organization], at 2110 N. A STREET, ROOM 167, MIDLAND, TEXAS 79705 [address], for review by the public and employees or for review or audit by officials of the relevant state planning agency or the Office for Civil Rights, Office of Justice Programs, U. S. Department of Justice, as required by relevant laws and regulations.

MIKE BRADFORD, MIDLAND COUNTY JUDGE
Print or type Name and Title _____ Signature  Date 11/1/11

CERTIFICATION FORM

Recipient Name and Address: MIDLAND COUNTY

Grant Title: 2011 JAG

Grant Number: 2011-DJ-BX-2940

Award Amount: \$14,500

Contact Person Name and Title: ED KREVIT

Phone Number: () 432-688-4602

Federal regulations require recipients of financial assistance from the Office of Justice Programs (OJP), its component agencies, and the Office of Community Oriented Policing Services (COPS) to prepare, maintain on file, submit to OJP for review, and implement an Equal Employment Opportunity Plan (EEO) in accordance with 28 C.F.R §§ 42.301-.308. The regulations exempt some recipients from all of the EEO requirements. Other recipients, according to the regulations, must prepare, maintain on file and implement an EEO, but they do not need to submit the EEO to OJP for review. Recipients that claim a complete exemption from the EEO requirement must complete Section A below. Recipients that claim the limited exemption from the submission requirement, must complete Section B below. A recipient should complete either Section A or Section B, not both. If a recipient receives multiple OJP or COPS grants, please complete a form for each grant, ensuring that any EEO recipient certifies as completed and on file (if applicable) has been prepared within two years of the latest grant. Please send the completed form(s) to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 7th Street, N.W., Washington, D.C. 20531. For assistance in completing this form, please call (202)307-0690 or TTY (202) 307-2027.

Section A- Declaration Claiming Complete Exemption from the EEO Requirement. Please check all the boxes that apply.

- Recipient has less than 50 employees,
- Recipient is a non-profit organization,
- Recipient is a medical institution,
- Recipient is an Indian tribe,
- Recipient is an educational institution, or
- Recipient is receiving an award less than \$25,000

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEO for the reason(s) checked above, pursuant to 28 C.F.R §42.302. I further certify that _____ [recipient] will comply with applicable Federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

Print or type Name and Title	Signature	Date
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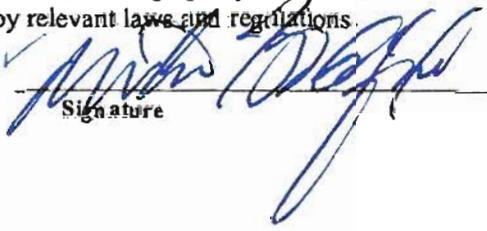
Section B- Declaration Claiming Exemption from the EEO Submission Requirement and Certifying That an EEO Is on File for Review.

If a recipient agency has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEO to OJP for review as long as it certifies the following (42 C.F.R. § 42.305):

I, MIKE BRADFORD, MIDLAND COUNTY JUDGE [responsible official], certify that the MIDLAND COUNTY [recipient], which has 50 or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEO in accordance with 28 CFR §42.301, et seq., subpart E. I further certify that the EEO has been formulated and signed into effect within the past two years by the proper authority and that it is available for review. The EEO is on file in the office of: MIDLAND COUNTY TREASURER [organization], at 2110 N. A STREET, ROOM 167, MIDLAND, TEXAS 79705 [address], for review by the public and employees or for review or audit by officials of the relevant state planning agency or the Office for Civil Rights, Office of Justice Programs, U. S. Department of Justice, as required by relevant laws and regulations.

MIKE BRADFORD, MIDLAND COUNTY JUDGE

Print or type Name and Title


Date