

EEOP Utilization Report



Tue Jan 28 16:27:28 EST 2014

Step 1: Introductory Information

Grant Title:	2011 JAG	Grant Number:	2011-DJ-BX-2940
Grantee Name:	MIDLAND COUNTY	Award Amount:	\$12,970.00
Grantee Type:	Local Government Agency		
Address:	2110 N. A ST., RM. 154 MIDLAND, Texas 79705		
Contact Person:	VALERIE BRADY	Telephone #:	432-688-4865
Contact Address:	2110 N. A ST., RM. 154 MIDLAND, Texas 79705		
State Granting Agency:	CITY OF MIDLAND	Grant Number:	
Contact Name:	LEANN HADDEN		
Contact Address:	300 N. LORAIN MIDLAND, Texas 79701		
Telephone #:	432-685-7103		

Grant Title:	2012 JAG	Grant Number:	2012-DJ-BX-1054
Grantee Name:	MIDLAND COUNTY	Award Amount:	\$12,662.00
Grantee Type:	Local Government Agency		
Address:	2110 N. A ST., RM. 154 MIDLAND, Texas 79705		
Contact Person:	VALERIE BRADY	Telephone #:	432-688-4865
Contact Address:	2110 N. A ST., RM. 154 MIDLAND, Texas 79705		
State Granting Agency:	CITY OF MIDLAND	Grant Number:	
Contact Name:	LEANN HADDEN		
Contact Address:	300 N. LORAIN MIDLAND, Texas 79701		
Telephone #:	432-685-7587		

Grant Title:	FY2011-12 VICTIM	Grant Number:	1226976
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COORDINATOR LIAISON GRANT

Grantee Name: MIDLAND COUNTY SHERIFF'S OFFICE
Award Amount: \$38,225.00

Grantee Type: Local Government Agency

Address: 400 S. MAIN
MIDLAND, Texas
79701

Contact Person: GABRIELLA WILLIAMS
Telephone #: 432-688-4635

Contact Address: 400 S. MAIN
MIDLAND, Texas
79701

DOJ Grant Manager: MARIA ANDERSON
DOJ Telephone #: 202-514-7057

Grant Title: FY2012-13 VICTIM COORDINATOR AND LIAISON GRANT
Grant Number: 1333186

Grantee Name: MIDLAND COUNTY SHERIFF'S OFFICE
Award Amount: \$4,090.00

Grantee Type: Local Government Agency

Address: 400 S. MAIN
MIDLAND, Texas
79701

Contact Person: GABRIELLA WILLIAMS
Telephone #: 432-688-4635

Contact Address: 400 S. MAIN
MIDLAND, Texas
79701

DOJ Grant Manager: MARIA ANDERSON
DOJ Telephone #: 202-514-7057

Grant Title: FY2011-12 VICTIM COORDINATOR LIAISON GRANT
Grant Number: 1333178

Grantee Name: MIDLAND COUNTY DISTRICT ATTORNEYS OFFICE
Award Amount: \$37,983.00

Grantee Type: Local Government Agency

Address: 500 N. LORAIN
MIDLAND, Texas
79701

Contact Person: SANDRA EDGE
Telephone #: 432-688-4421

Contact Address: 500 N. LORAIN
MIDLAND, Texas

79701

DOJ Grant Manager: MARIA ANDERSON

DOJ Telephone #: 202-514-7057

Grant Title: FY 2012-13 VICTIM
COORDINATOR AND LIAISON
GRANT

Grant Number: 1442664

Grantee Name: MIDLAND COUNTY DISTRICT
ATTORNEYS OFFICE

Award Amount: \$3,632.00

Grantee Type: Local Government Agency

Address: 500 N. LORAIN
MIDLAND, Texas
79701

Contact Person: SANDRA EDGE

Telephone #: 432-688-4421

Contact Address: 500 N. LORAIN
MIDLAND, Texas
79701

DOJ Grant Manager: MARIA ANDERSON

DOJ Telephone #: 202-514-7057

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 BASES 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 AND HISPANIC MALES IN ADMINISTRATIVE SUPPORT ROLES AND WHITE AND MINORITY WOMEN IN PROTECTIVE SERVICES AND MAINTENANCE ROLES. THE DEMOGRAPHICS OF THE PERMIAN BASIN HAS MANY JOBS IN THE OILFIELD/ENERGY MARKET THAT ARE MAINLY SUITED FOR MALES, TAKING THEM EFFECTIVELY OUT OF THE ADMINISTRATIVE SUPPORT/CLERICAL ROLES IN COUNTY GOVERNMENT. MIDLAND COUNTY WELCOMES THE OPPORTUNITY TO HIRE MORE FEMALES IN THE PROTECTIVE SERVICES JOBS THE COUNTY OFFERS AND DOES OFFER THEM THE OPPORTUNITY TO ATTEND THE POLICE ACADEMY AT EVERY OPPORTUNITY.

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. 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. MIDLAND COUNTY WILL INSURE COMPENSATION AND BENEFITS ARE EQUAL FOR ALL EMPLOYEES. ALL EMPLOYMENT OPPORTUNITIES WILL BE LISTED WITH THE LOCAL NEWSPAPER AS NECESSARY AND POSTED ON THE MIDLAND COUNTY WEBSITE TO INSURE A DIVERSE AUDIENCE IS INFORMED OF EMPLOYMENT OPPORTUNITIES WITH MIDLAND COUNTY.

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 WEBSITE.

WE 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.

WE 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	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 #/%	27/61%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	12/27%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,275/57%	825/11%	115/2%	0/0%	140/2%	0/0%	30/0%	20/0%	1,425/19%	510/7%	100/1%	0/0%	30/0%	0/0%	0/0%	0/0%
Utilization #/%	4%	-6%	-2%	0%	-2%	0%	-0%	-0%	8%	-0%	-1%	0%	-0%	0%	0%	0%
Professionals																
Workforce #/%	22/34%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	31/48%	8/12%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,500/35%	640/6%	230/2%	15/0%	160/2%	0/0%	50/1%	0/0%	3,925/40%	875/9%	355/4%	30/0%	65/1%	0/0%	60/1%	0/0%
Utilization #/%	-1%	-5%	-2%	1%	-2%	0%	-1%	0%	9%	4%	-2%	-0%	-1%	0%	-1%	0%
Technicians																
Workforce #/%	3/43%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	750/34%	230/10%	40/2%	0/0%	25/1%	0/0%	0/0%	0/0%	795/35%	290/13%	85/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	9%	4%	-2%	0%	-1%	0%	0%	0%	-22%	15%	-4%	0%	0%	0%	0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	33/59%	5/10%	3/6%	0/0%	0/0%	0/0%	0/0%	0/0%	4/8%	3/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	430/50%	150/17%	25/3%	0/0%	0/0%	0/0%	10/1%	0/0%	165/19%	75/9%	10/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	19%	-7%	3%	0%	0%	0%	-1%	0%	-11%	-2%	-1%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	29/60%	11/23%	3/6%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	3/6%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	1,525/24%	1,860/30%	245/4%	60/1%	10/0%	0/0%	0/0%	0/0%	760/12%	1,550/25%	235/4%	25/0%	15/0%	0/0%	0/0%	0/0%
Utilization #/%	36%	-7%	2%	-1%	-0%	0%	0%	0%	-10%	-18%	-2%	-0%	-0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	31/22%	28/20%	8/6%	1/1%	0/0%	0/0%	0/0%	0/0%	23/16%	38/27%	10/7%	1/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	20/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/14%	25/36%	15/21%	0/0%	0/0%	0/0%	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	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 #/%	20%	6%	1%	0%	0%	0%	0%	2%	-9%	-14%	1%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	3/2%	3/2%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	67/41%	70/43%	17/10%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	3,985/21%	1,885/10%	365/2%	50/0%	10/0%	0/0%	45/0%	0/0%	7,605/39%	4,405/23%	890/5%	50/0%	70/0%	0/0%	55/0%	20/0%
Utilization #/%	-19%	-8%	-1%	-0%	-0%	0%	-0%	0%	2%	21%	6%	-0%	0%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,500/46%	4,685/47%	220/2%	85/1%	55/1%	0/0%	15/0%	10/0%	110/1%	130/1%	15/0%	10/0%	25/0%	0/0%	20/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	14/42%	18/55%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,300/23%	5,470/29%	890/5%	25/0%	70/0%	0/0%	30/0%	10/0%	2,820/15%	4,330/23%	645/3%	30/0%	65/0%	0/0%	15/0%	10/0%
Utilization #/%	19%	25%	-2%	-0%	-0%	0%	-0%	-0%	-15%	-23%	-3%	-0%	-0%	0%	-0%	-0%

Significant Underutilization Chart

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Patrol Officers									✓	✓						
Protective Services: Non-sworn										✓	✓					
Administrative Support	✓															
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
SWORN OFFICIALS																
Workforce #/%	33/69%	5/10%	3/6%	0/0%	0/0%	0/0%	0/0%	0/0%	4/8%	3/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	29/60%	11/23%	3/6%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	3/6%	1/2%	0/0%	0/0%	0/0%	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 EEOP Utilization Report.

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

 _____
[signature]

 _____
[title]

 _____
[date]