

EEO Utilization Report

Organization Information

Name: Midland County

City: Midland

State: TX

Zip: 79705

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

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.

Step 4b: Narrative of Interpretation

A COMPARISON OF THE MIDLAND COUNTY WORKFORCE TO THE COMMUNITY LABOR STATISTICS FOR MIDLAND COUNTY INDICATES UNDERUTILIZATION WHITE AND HISPANIC MALES IN ADMINISTRATIVE 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: 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 CONTINUALLY 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 6: 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 COUNTY BUILDINGS.

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 7: 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 #/%	11/27%	23/56%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	3/7%	1/2%	1/2%	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 #/%	-30%	45%	3%	0%	-2%	0%	-0%	-0%	-12%	-4%	1%	0%	-0%	0%	0%	0%
Professionals																
Workforce #/%	22/34%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	24/38%	13/20%	2/3%	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%	-2%	-2%	-0%	-2%	0%	-1%	0%	-2%	11%	-0%	-0%	-1%	0%	-1%	0%
Technicians																
Workforce #/%	3/38%	2/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	2/25%	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%	795/36%	290/13%	85/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	4%	15%	-2%	0%	-1%	0%	0%	0%	-23%	12%	-4%	0%	0%	0%	0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	17/42%	9/22%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	5/12%	5/12%	1/2%	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 #/%	-7%	5%	5%	0%	0%	0%	-1%	0%	-7%	4%	1%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	37/49%	22/29%	5/7%	0/0%	0/0%	0/0%	0/0%	0/0%	3/4%	6/8%	1/1%	0/0%	1/1%	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 #/%	25%	-0%	3%	-1%	-0%	0%	0%	0%	-8%	-17%	-2%	-0%	1%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	32/20%	32/20%	7/4%	0/0%	0/0%	0/0%	0/0%	0/0%	37/23%	41/25%	11/7%	1/1%	1/1%	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 #/%	-9%	20%	4%	0%	0%	0%	0%	0%	9%	-10%	-15%	1%	1%	0%	0%	0%
Administrative Support																
Workforce #/%	6/4%	3/2%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	58/36%	78/48%	17/10%	0/0%	0/0%	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 #/%	-17%	-8%	-1%	-0%	-0%	0%	-0%	0%	-4%	25%	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 #/%	20/47%	21/49%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	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 #/%	24%	20%	-2%	-0%	-0%	0%	-0%	-0%	-13%	-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
Officials/Administrators	✓															
Protective Services: Sworn-Patrol Officers									✓	✓						
Protective Services: Non-sworn	✓									✓	✓					
Administrative Support	✓	✓														
Service/Maintenance									✓	✓						

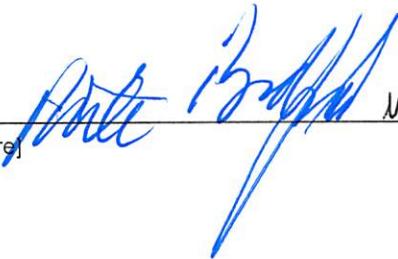
Law Enforcement Category Rank Chart

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
Chief Deputy																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	5/71%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	7/35%	6/30%	3/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/15%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%
Corporal																
Workforce #/%	3/30%	3/30%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/20%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	37/49%	22/29%	5/7%	0/0%	0/0%	0/0%	0/0%	0/0%	3/4%	6/8%	1/1%	0/0%	1/1%	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 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.

ⓧ



[signature]

Midland Co. Judge

[title]

ⓧ



[date]

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (Equal Employment Opportunity Program) Requirements

Recipient's Name:	Midland County		
Address:	2110 N. A Street, Room 167, Midland, TX, 79705		
Recipient Type:	Direct Recipient	Law Enforcement Agency:	Yes
DUNS Number:	087490751	Vendor Number (only if direct recipient):	756001069
Name of Contact Person:	Mitzi Baker	Title of Contact Person:	Midland County Treasurer
Telephone Number:	432-688-4880	E-Mail Address:	mitzi_baker@co.midland.tx.us
Subrecipients:	No		

Acknowledgement of EEOP Data Collection, Maintenance and Submission Requirements

I, **Michael Bradford** (*authorized official*), acknowledge that **Midland County** (*recipient organization*) has an obligation to develop and submit an EEOP Utilization Report to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice (OCR) for **2017** (*fiscal year*). I understand the regulatory obligations under 28 C.F.R. Section 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.

By accepting financial assistance subject to the civil rights provisions of the Safe Streets Act, **Midland County** (*organization*) is on notice that at some future date, during the active award period, the OCR may request any of the employment data noted in the EEOP regulations. I understand that in the context of an administrative investigation of an employment discrimination complaint, failure to produce employment data required for a comprehensive EEOP may allow the OCR to draw an adverse inference based on the data's absence.

Michael Bradford, Midland County Judge *Michael Bradford*

10/16/2018

Print or Type Name and Title

Signature

Date

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: <u>Midland County D.A. Grant # 1881333 VCL6 P.A</u>	
Address: <u>210 N. A St. Rm 154, Midland, Tx. 79705</u>	
Is agency a; <input checked="" type="checkbox"/> Direct or <input type="checkbox"/> Sub recipient of OJP, OVW or COPS funding? Law Enforcement Agency? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
DUNS Number:	Vendor Number (only if direct recipient)
Name and Title of Contact Person: <u>Stephanie Martinez</u>	
Telephone Number: <u>432-688-4869</u>	E-Mail Address: <u>smartinez@mccounty.com</u>

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- Less than fifty employees.
- Nonprofit Organization
- Indian Tribe
- Educational Institution
- Medical Institution.
- Receiving a single award(s) 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.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

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

I, Mike Bradford, Midland Co. Judge. [responsible official], certify that Midland County [recipient], which has fifty 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 pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:

Midland County Treasurer
 [organization],
210 N. A St., Rm. 167, Midland, Tx 79705
 [address].

Mike Bradford, Midland Co. Judge. (x) _____ (x) _____ [Signature] _____ [Date] 11/17/18

Print or Type Name and Title _____ Signature _____ Date _____

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title _____ Signature _____ Date _____

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Midland County D.A. Grant #1772482 VCLG D.A.
 Address: 2110 N. A St, Rm 154, Midland, Tx. 79703
 Is agency a: Direct or Sub recipient of OJP, OVW or COPS funding? Law Enforcement Agency? Yes No
 DUNS Number: _____ Vendor Number (only if direct recipient) _____
 Name and Title of Contact Person: Stephanie Martinez
 Telephone Number: 432-688-4869 E-Mail Address: smartinez@midcountycad.com

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- Less than fifty employees.
- Indian Tribe
- Medical Institution.
- Nonprofit Organization
- Educational Institution
- Receiving a single award(s) 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.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

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 fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR 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 Midland County [recipient], which has fifty 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 pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:

Midland County Treasurer
 [organization],
2110 N. A St., Rm. 167, Midland, Tx. 79705
 [address].

Mike Bradford, Midland Co. Judge (X) _____ (X) _____
 Print or Type Name and Title _____ Signature _____ Date 11/7/18

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title _____ Signature _____ Date _____

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: <u>Midland County S.O. Grant #1881432 VCLG Sheriff</u>	
Address: <u>2110 N. A St., Rm 154 Midland, Tx. 79705</u>	
Is agency a: <input checked="" type="checkbox"/> Direct or <input type="checkbox"/> Sub recipient of OJP, OVW or COPS funding? Law Enforcement Agency? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
DUNS Number:	Vendor Number (only if direct recipient)
Name and Title of Contact Person: <u>Stephanie Martinez</u>	
Telephone Number: <u>432-688-4869</u>	E-Mail Address: <u>smartinez@mccounty.com</u>

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- Less than fifty employees.
- Nonprofit Organization
- Indian Tribe
- Educational Institution
- Medical Institution.
- Receiving a single award(s) 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.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

 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 fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR 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 Midland County [recipient], which has fifty 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 pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:

Midland County Treasurer
 [organization],
2110 N. A St., Rm 167, Midland, Tx. 79705
 [address].

Mike Bradford, Midland Co. Judge (x) _____ (x) 11/17/12
 Print or Type Name and Title Signature Date

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

 Print or Type Name and Title Signature Date

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: <u>Midland County</u>	Grant# <u>2015-DJ-BX-0638</u>	<u>JAG</u>
Address: <u>2110 N. A Street, Room 154, Midland, Tx. 79705</u>		
Is agency a; <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding? Law Enforcement Agency? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
DUNS Number:	Vendor Number (only if direct recipient)	
Name and Title of Contact Person: <u>Stephanie Martinez</u>		
Telephone Number: <u>432-688-4869</u>	E-Mail Address: <u>smartinez@mccounty.com</u>	

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- | | | |
|-----------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------------------|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) 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.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

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 fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR 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 Midland County [recipient], which has fifty 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 pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:

Midland County Treasurer
[organization],

2110 N. A. St., Rm. 167, Midland, Tx. 79705
[address].

Mike Bradford, Midland Co. Judge (X) _____ (X) _____
Print or Type Name and Title Signature Date

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: <u>Midland County</u>	Grant# <u>2016-DJ-BX-0502</u>	<u>JAG</u>
Address: <u>2110 N. A. Street, Rm 154 Midland, Tx. 79705</u>		
Is agency a: <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding? Law Enforcement Agency? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
DUNS Number:	Vendor Number (only if direct recipient)	
Name and Title of Contact Person: <u>Stephanie Martinez</u>		
Telephone Number: <u>432-688-4869</u>	E-Mail Address: <u>smartinez@mccounty.com</u>	

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- | | | |
|-----------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------------------|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) 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.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

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 fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR 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 Midland County [recipient], which has fifty 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 pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:

Midland County Treasurer

[organization],

2110 N. A. St., Rm. 167 Midland, Tx. 79705

[address].

Mike Bradford, Midland Co. Judge. (X)

Signature

Date

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date