

CITY OF OKLAHOMA CITY EOP SHORT FORM

STEP 1: INTRODUCTORY INFORMATION

GRANTEE NAME: CITY OF OKLAHOMA CITY

Grant Number	Award Amount	Award Date	Grant Duration	Program of Award
2018-DJ-BX-0836 Direct Recipient	\$451,842	10/01/2018	10/01/2017--9/30/2021	Department of Justice/ Office of Justice Programs
<i>Department of Justice Grant Manager: Aja Pappas, 202-305-1671, Aja.C.Pappas@usdoj.gov City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				
2019-DJ-BX-0574 Direct Recipient	\$449,229	9/27/2019	10/1/2018--9/30/2022	Department of Justice/ Office of Justice Programs
<i>Department of Justice Grant Manager: Aja Pappas, 202-305-1671, Aja.C.Pappas@usdoj.gov City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				
2020-DJ-BX-0906 Direct Recipient	\$427,243	09/19/2020	10/01/2019--09/30/2023	Department of Justice/ Office of Justice Programs
<i>Department of Justice Grant Manager: Aja Pappas, 202-305-1671, Aja.C.Pappas@usdoj.gov City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				
15PBJA-21GG-01750- JAGX Direct Recipient	\$496,593	10/13/2021	10/01/2020--09/30/2024	Department of Justice/ Office of Justice Programs
<i>Department of Justice Grant Manager: Aja Pappas, 202-305-1671, Aja.C.Pappas@usdoj.gov City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				
2020-VD-BX-1777 Direct Recipient	\$1,330,769	06/30/2021	01/20/2020--01/31/2022	Department of Justice/ Office of Justice Programs
<i>Department of Justice Grant Manager: Aja Pappas, 202-305-1671, Aja.C.Pappas@usdoj.gov City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				

Grant Number	Award Amount	Award Date	Grant Duration	Program of Award
2020MHWXK014 Direct Recipient	\$111,724	09/10/2020	09/01/2020--08/31/2022	Department of Justice/ COPS Office
<i>Department of Justice Grant Manager: Jeremy Kommel-Bernstein, 202-305-1264, Jeremy.Kommel-Bernstein@usdoj.gov City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				
2019-DN-BX-0098 Direct Recipient	\$250,000	09/13/2019	01/01/2020--12/31/2021	Department of Justice/ National Institute of Justice
<i>Department of Justice Grant Manager: Kathryn Manning, 202-616-1722, Kathryn.Manning@ojp.usdoj.gov City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				
2020-DN-BX-0102 Direct Recipient	\$250,000	10/29/2020	10/01/2020--09/30/2022	Department of Justice/ National Institute of Justice
<i>Department of Justice Grant Manager: Kathryn Manning, 202-616-1722, Kathryn.Manning@ojp.usdoj.gov City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				
2020 VOCA OCPD 147 Direct Recipient	\$160,514	10/01/2020	10/01/2020--09/30/2021	Victims of Crime Act through District Attorney's Council
<i>Oklahoma District Attorneys Council Grant Manager: Susan Breedlove, 405-264-5006, Suzanne.Breedlove@doc.state.ok.us City of OKC PD Grant Manager: Sharon Oster, 405-316-4923, Sharon.Oster@okc.gov</i>				
OHSO-FFY2021-OCPD- 00104 Direct Recipient	\$120,000	10/01/2020	10/01/2020--09/30/2021	US DOT-OHSO
<i>Oklahoma Department of Public Safety Grant Manager: Jaclynn Frace, 405-523-1580, Jaclynn.Frace@dps.ok.gov City of Oklahoma City Police Department Grant Manager: David Roberts, 405-297-1145, David.Roberts@okc.gov</i>				
OHSO-FFY2021-OCPD- 00030 Direct Recipient	\$111,308	10/01/2020	10/01/2020--09/30/2021	US DOT-OHSO
<i>Oklahoma Department of Public Safety Grant Manager: Jaclynn Frace, 405-523-1580, Jaclynn.Frace@dps.ok.gov City of Oklahoma City Police Department Grant Manager: Patrick Stewart, 405-316-4879, Patrick.Stewart@okc.gov</i>				

Grant Number	Award Amount	Award Date	Grant Duration	Program of Award
OHSO-FFY2021-OCPD-00111 Direct Recipient	\$121,952	10/01/2020	10/01/2020--09/30/2021	US DOT-OHSO
<i>Oklahoma Department of Public Safety Grant Manager: Jaclynn Frace, 405-523-1580, Jaclynn.Frace@dps.ok.gov</i> <i>City of Oklahoma City Police Department Grant Manager: Patrick Stewart, 405-316-4879, Patrick.Stewart@okc.gov</i>				
FY2020 EMPG Direct Recipient	\$70,000	10/1/2020	10/01/2020--09/30/2021	DHS-EMPG
<i>Department of Homeland Security Grant Manager: Bill Penka, 405-521-3072, Bill.Penka@oem.ok.gov</i> <i>City of Oklahoma City Police Department Grant Manager: Frank Barnes, 405-605-8981, Franklin.Barnes@okc.gov</i>				
2021 SAFE OK Direct Recipient	\$400,000	12/15/2020	12/15/2020--12/15/2021	OAG
<i>Office of the Attorney General: Sarah Gass, 405-522-2887, sarah.gass@oag.ok.gov</i> <i>City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				
2020-VT-BX-0040 Direct Recipient	\$500,000	08/04/2020	05/01/2020--04/30/2023	DOJ—Office for Victims of Crime
<i>Department of Justice Grant Manager: Kristin Weschler, 202-616-5127, Kristin.Weschler@usdoj.gov</i> <i>City of Oklahoma City Planning Department Grant Manager: Stacy Tarpley, 405-297-2128, Stacy.Tarpley@okc.gov</i>				
2021-VOCA-Oklahoma City PD-203	\$112,350	10/01/21	10/01/21--09/30/2022	Victims of Crime Act through District Attorney's Council
<i>Oklahoma District Attorneys Council Grant Manager: Jermaine Johnson, 405-264-5006, VOCAhelp@dac.state.ok.us</i> <i>City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, Michael.Stroope@okc.gov</i>				

ADDRESS: 420 W. Main, Suite 110
Oklahoma City, OK 73102

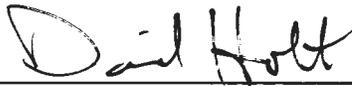
CONTACT PERSON: Trey Box
Interim Chief Human
Resources Officer
(405) 297-2760
Trey.Box@okc.gov

Date and effective duration of EEOP: November 1, 2021, to November 1, 2023

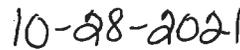
Policy Statement:

It is the policy of The City of Oklahoma City to represent the diversity of Oklahoma City and to provide equal employment opportunity to all persons on all matters affecting City employment. The City is committed to a policy of nondiscrimination in employment practices and reaffirms its commitment that no person shall benefit or be discriminated against in any manner inconsistent with the Constitution, federal or state statutes, the City Charter, ordinances, resolutions, policies, rules or regulations. The City recognizes and supports the policy of equal employment opportunity. Any employee or applicant for municipal employment shall be afforded equal opportunity without regard to race, creed, ethnic origin, color, religion, disability, sex (to include sexual orientation and gender identity and/or expression), age, or genetic information.

To achieve a successful program, the City requires the cooperation and full support of its appointed officers and employees in following both the spirit and intent of this policy.



David Holt, Mayor



Date

STEP 2: CITY OF OKLAHOMA CITY WORKFORCE

See Attachments A and A1.

STEP 3: RELEVANT LABOR MARKET

See Attachment B.

STEP 4a: UTILIZATION ANALYSIS

See Attachments C and C1.

STEP 4b: NARRATIVE UNDERUTILIZATION ANALYSIS

Based on the City of Oklahoma City's workforce statistics (Attachment C), females are underutilized in eight (8) of the eight (8) occupational categories. Underutilization of females occurs most in the Service Maintenance occupational category. Underutilization, to a smaller degree, occurs for males in eight (8) of the eight (8) occupational categories. Underutilization of males occurs most in the Administrative Support and Service Maintenance occupational categories. The City's goal is to improve utilization within these underutilized groups, by determining if recruitment, selection, and training opportunities have an exclusionary effect, particularly among the groups reflecting significant underutilization. If so, the City will take steps to better ensure the workforce is more reflective of the Oklahoma City Metropolitan Statistical Area (MSA) demographic statistics.

Because the City had no data to enter for the Other demographic category, the Other category has not been calculated into the total number of demographic categories. This report discusses the underutilization of demographic groups in occupational categories of two or more standard deviations.

Male Utilization Analysis

Based on the Utilization Analysis reflecting two or more standard deviations (Attachment C-1), males were significantly underutilized in 9 (16.07%) of the 56 occupational categories, not including the Other demographic category.

- > White males were significantly underutilized in two (2) occupational categories: Protective Services Non-Sworn (-17%) and Administrative Support (-5%).
- > Hispanic or Latino males were significantly underutilized in one (1) occupational category: Skilled Craft (-14%).
- > Black or African American males were significantly underutilized in one (1) occupational category: Protective Services Sworn (-3%).
- > Asian males were significantly underutilized in three (3) occupational categories: Technicians (-1%), Administrative Support (-1%), and Service/Maintenance (-2%).
- > Two or More Races males were significantly underutilized in two (2) occupational categories: Protective Services Sworn (-1%) and Administrative Support (-1%).
- > American Indian/Alaskan Native and Native Hawaiian/Other Pacific Islander males were not significantly underutilized in any occupational category.

Female Utilization Analysis

Based on the Utilization Analysis reflecting two or more standard deviations (Attachment C-1), females were significantly underutilized in 17 (30.36%) of the 56 occupational categories, not including the Other demographic category.

- > White females were significantly underutilized in six (6) occupational categories: Officials/Administrators (-13%), Professionals (-20%), Technicians (-16%), Protective Services Sworn (-5%), Administrative Support (-8%), and Service/Maintenance (-17%).
- > Hispanic or Latino females were significantly underutilized in two (2) occupational categories: Protective Services Sworn (-2%) and Service/Maintenance (-7%).
- > Black or African American females were significantly underutilized in two (2) occupational categories: Protective Services Sworn (-4%) and Service/Maintenance (-6%).
- > Asian females were significantly underutilized in two (2) occupational categories: Technicians (-2%) and Service/Maintenance (-2%).
- > Two or More Races females were significantly underutilized in five (5) occupational categories: Professionals (-2%), Protective Services Sworn (0%), Protective Services Non-Sworn (-5%), Administrative Support (-1%), and Service Maintenance (-1%).
- > American Indian/Alaskan Native and Native Hawaiian/Other Pacific Islander females were not significantly underutilized in any occupational categories.

STEP 5: OBJECTIVES

The City's objective is to have a workforce that reflects the demographics of the community it serves, at all levels of employment. The City will continue to ensure proactive steps are taken to try and achieve this objective.

STEP 6: STEPS TO ACHIEVE OBJECTIVES

Talent Lifecycle

- > The Human Resources Department will hire a full-time Recruiter with responsibility for building a comprehensive recruitment program. A primary component of the program will be development of applicant pipelines through establishment of partnerships with universities, career technology centers, and high schools.

Additionally, the program will include a multi-faceted approach to promoting employment opportunities in an effort to ensure qualified females and males are aware of those opportunities for all occupational categories where underutilization exists. This will include, but is not limited to providing organizations serving underutilized groups with external recruitment notices, speaking to community groups, participating in career fairs, promoting

employment opportunities via social media and other advertising sources, and communicating internally within the organization, etc.

These efforts will continue to emphasize that equal employment opportunity is a fundamental element of this organization's Human Resources Administration Program and is administered in accordance with established laws, policies and collective bargaining agreements.

- > Career counseling will continue to be available to employees to identify advancement opportunities and training needs, and to reduce reluctance to apply for promotional opportunities.
- > City publications will continually be reviewed to ensure language and photographs do not imply inequality between men and women. Efforts will continue to be made to ensure photos and illustrations depict more than one demographic group in all job levels.
- > The employment application will continue to require only information necessary for the employment process.
- > Job announcements will continue to contain job-related information and be readable and understandable for prospective applicants.
- > Application completion assistance will continue to be available during business hours, upon request.
- > A comprehensive classification and compensation study is underway and will be completed to update job descriptions and confirm/revise the minimum qualifications and competencies necessary for successful job performance and to examine and provide compensation recommendations.
- > A review of employment-related competitive selection devices (e.g., written tests, job simulations) will be completed upon implementation of the classification and compensation study findings and thereafter as needed to ensure their relevance to the job classifications for which they are used.
- > City departments will cooperate with the Human Resources Department by collecting and furnishing data necessary to properly validate selection devices to ensure they are job-related.
- > A concerted effort will be made to ensure selection process evaluators are demographically diverse.

- > Training will be developed and provided to those who serve on interview boards to improve objectivity in assessing applicants' qualifications.
- > Implementation of a new Human Resources Information System is underway and will include applicant tracking, learning management, and performance management components.
- > Training opportunities will continue to be available to employees for skill enhancement and advancement preparation. This effort will be enhanced with implementation of the new Human Resources Information System which will also include eLearning opportunities to make training more accessible.

Additionally, with implementation of the new system, a concerted effort will be made to encourage employees to update their talent profiles within the system when they acquire additional skills, on-the-job training, educational courses or work experience, etc.

- > City departments that offer training opportunities will be encouraged to make such training available to all employees.
- > The City's recently-hired Chief Diversity and Inclusion Officer and the Human Resources Department will collaborate to develop an inclusive leadership education catalog to equip leaders with the tools and resources needed to manage a diverse workforce.
- > The Chief Diversity and Inclusion Officer has created and will continue to offer a mentor circle program for employee networking, skill enhancement, and advancement preparation.
- > The City will distribute an Employee Engagement Survey for the purpose of measuring employee engagement and experience; gaining an in-depth understanding of the existing culture (strengths and opportunities for improvement); and providing support to leaders in creating action plans which help the organization continue to build a culture of accountability and achieve the organization's vision of becoming the most inclusive employer, as evidenced by excellent employee recruitment and retention, performance, development and positive employee relations.

Program Examination

- > The City's Chief Diversity and Inclusion Officer will continue to work to ensure an equitable workplace where all are welcomed and able to thrive and will collaborate with the Human Resources Department to develop a process for examining departmental underutilization and identifying opportunities and strategies for improvement.

- > Finally, the City's staff will continue to monitor the effectiveness of the City's EEOP and make necessary program adjustments that foster the City's commitment to equal employment opportunities.

STEP 7a: INTERNAL DISSEMINATION

1. Copies of the EEOP will be distributed to City Council members, department directors, and other appropriate City personnel.
2. City publications that affect employment or recruitment will bear the statement, "Equal Opportunity Employer."
3. The City's EEO policy will be discussed in new employee orientations and applicable supervisory training programs.
4. A copy of the EEOP will be posted on the City's Intranet.
5. A copy of the EEOP will be available in the Human Resources Department.

STEP 7b: EXTERNAL DISSEMINATION

1. The City of Oklahoma City's EEOP will be submitted via the U.S. Department of Justice, Office of Justice Programs, online EEOP Reporting Tool.
2. A copy will be mailed to the Attention of: EEOP Utilization Report Submission, Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 Seventh Street, NW, Washington, DC 20531.
3. Written job announcements, advertisements, bulletins or other communications for recruitment will indicate the City of Oklahoma City is an "Equal Opportunity Employer."
4. A copy of the EEOP will be posted on the City of Oklahoma City's website (www.okc.gov).
5. A copy of the EEOP will be available in the Human Resources Department.

EEO Short Form/City of Oklahoma City 2021

I, Trey Box, Interim Chief Human Resources Officer, certify that the City of Oklahoma City has formulated an equal employment program in accordance with 28 CFR 42.301, et seq., subpart E, and that it is on file in the Human Resources Department, 420 W Main, Oklahoma City, Oklahoma 73102, for review or audit by officials of the cognizant State planning agency or the Law Enforcement Assistance Administration as required by relevant laws and regulations.

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 the City of Oklahoma City may not use all 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 the City of Oklahoma City's employment policies.



Trey Box, Interim Chief Human Resources Officer
Human Resources Department

10/29/2021

Date

City of Oklahoma City Workforce

	TOTAL	Males							Females						
		W	B	AI / AN	A	NH/OPI	H	T	W	B	AI / AN	A	NH/OPI	H	T
CITY Officials/Administrators	78	51	3	3	1	0	0	1	15	3	0	0	0	1	0
	100.00%	65.38%	3.85%	3.85%	1.28%	0.00%	0.00%	1.28%	19.23%	3.85%	0.00%	0.00%	0.00%	1.28%	0.00%
CITY Professionals	757	451	41	25	13	0	19	7	147	26	7	12	0	7	2
	100.00%	59.58%	5.42%	3.30%	1.72%	0.00%	2.51%	0.92%	19.42%	3.43%	0.92%	1.59%	0.00%	0.92%	0.26%
CITY Technicians	445	223	41	12	4	0	23	5	98	20	5	3	0	10	1
	100.00%	50.11%	9.21%	2.70%	0.90%	0.00%	5.17%	1.12%	22.02%	4.49%	1.12%	0.67%	0.00%	2.25%	0.22%
CITY Administrative Support	824	184	95	15	2	0	19	2	298	140	19	6	2	37	5
	100.00%	22.33%	11.53%	1.82%	0.24%	0.00%	2.31%	0.24%	36.17%	16.99%	2.31%	0.73%	0.24%	4.49%	0.61%
CITY Protective Services Sworn	1783	1333	95	90	14	4	97	8	119	7	5	1	1	7	2
	100.00%	74.76%	5.33%	5.05%	0.79%	0.22%	5.44%	0.45%	6.67%	0.39%	0.28%	0.06%	0.06%	0.39%	0.11%
CITY Protective Services Non-Sworn	179	47	12	1	1	0	2	0	76	18	8	2	1	10	1
	100.00%	26.26%	6.70%	0.56%	0.56%	0.00%	1.12%	0.00%	42.46%	10.06%	4.47%	1.12%	0.56%	5.59%	0.56%
CITY Skilled Craft	212	138	37	12	4	0	13	2	4	1	0	0	0	1	0
	100.00%	65.09%	17.45%	5.66%	1.89%	0.00%	6.13%	0.94%	1.89%	0.47%	0.00%	0.00%	0.00%	0.47%	0.00%
CITY Service/Maintenance	411	152	175	12	1	2	48	3	11	3	2	1	0	1	0
	100.00%	36.98%	42.58%	2.92%	0.24%	0.49%	11.68%	0.73%	2.68%	0.73%	0.49%	0.24%	0.00%	0.24%	0.00%

Key: W - White B - Black AI/AN - American Indian or Alaskan Native A - Asian NH/OPI - Native Hawaiian or Other Pacific Islander H - Hispanic T - Two or More Races

NOTES: Percentages indicate the total number in each ethnic/gender group as compared with total number in each occupational category. Totals include both full- and part-time employees.

Administrative Support includes Paraprofessionals. Analysis prior to 2006 grouped Paraprofessionals with the Technician occupational category.

City of Oklahoma City data compiled 10/01/2021.

EEO Categories and City Classification Examples

<u>Officials and Administrators</u>	<u>Professionals</u>	<u>Technicians</u>	<u>Office/Clerical, including Paraprofessionals</u>
Assistant Director	Administrative Specialist	Building Inspector	Customer Service Representative
Business Systems Manager	Architect	Code Inspector	Database Technician
City Clerk	Accounts Auditor	Fire Dispatcher	Executive Assistant
City Manager	Civil Engineer	GIS Analyst	Office Clerk
City Treasurer	DNA Manager	Mapping Technician	Law Clerk
Controller	Financial Specialist	Transit Meter Technician	Legal Secretary
Department Director	Financial Services Manager	Plumbing Inspector	Municipal Court Clerk
Deputy Police Chief	Management Specialist	Police Dispatcher	Office Assistant
Division Manager	Municipal Accountant	Polygraph Examiner	Police Report Clerk
Total Rewards Manager	Talent Acquisition Specialist/Analyst	Systems Support Technician	Record Control Technician
Fire Chief	Unit Operations Supervisor	Water Meter Technician	
Occupational Health Manager	Veterinarian		
Police Chief			
MAPS Program Manager			
<u>Protective Services Sworn</u>	<u>Protective Services Non-Sworn</u>	<u>Skilled Craft</u>	<u>Service Maintenance</u>
Fire Code Inspector	Ambassador	Building Heat and Air Mechanic	Custodian
Fire Fighter	Animal Welfare Officer	Carpenter	Grounds Maintenance Operator
Fire Investigator	Crime Analyst	Concrete Finisher	Horticulture Worker
Police Officer	Lifeguard	Construction Equipment Operator	Meter Reader
Senior Inspector/Investigator	Parking Enforcement Worker	Electrician	Nursery Worker
	Police Identification Technician	Fire Apparatus Mechanic	Refuse Collector
	Police Service Technician	Helicopter Mechanic	Tree Trimmer
	Probation Officer	Painter	Collection and Distribution Technician
	School Crossing Guard	Plumber	
		Welder	

Relevant Labor Market Statistics Oklahoma – Oklahoma City MSA

Job Category	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 and Managers	21,380/46.2%	1,595/3.5%	1,330/2.9%	775/1.7%	520/1.1%	15/0%	770/1.7%	35/0.1%	14,945/32.3%	1,045/2.3%	1,810/3.9%	705/1.5%	385/0.8%	60/0.1%	705/1.5%	155/0.3%
Professional	25,255/37.7%	1,025/1.5%	2,255/3.4%	600/0.9%	1,825/2.7%	0/0%	960/1.4%	190/0.3%	26,710/39.9%	1,240/1.9%	3,145/4.7%	825/1.2%	1,455/2.2%	50/0.1%	1,280/1.9%	120/0.2%
Technicians	4,855/37.6%	210/1.6%	440/3.4%	215/1.7%	305/2.4%	15/0.1%	174/1.3%	0/0%	4,925/38.1%	285/2.2%	855/6.6%	140/1.1%	330/2.6%	0/0%	150/1.2%	25/0.2%
Protective Service: Sworn	4,270/63.5%	250/3.7%	550/8.2%	250/3.7%	0/0%	0/0%	110/1.6%	0/0%	815/12.1%	175/2.6%	270/4%	0/0%	0/0%	0/0%	35/0.5%	0/0%
Protective Service: Non-Sworn	165/43%	10/2.6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	150/39.1%	4/1%	25/6.5%	0/0%	10/2.6%	0/0%	20/5.2%	0/0%
Administrative Support	28,105/27.7%	2,495/2.5%	4,115/4.1%	675/0.7%	920/0.9%	0/0%	1,370/1.4%	185/0.2%	45,200/44.5%	4,555/4.5%	7,755/7.6%	2,095/2.1%	1,505/1.5%	60/0.1%	2,135/2.1%	300/0.3%
Skilled Craft	23,475/61.7%	7,625/20%	1,890/5%	875/2.3%	600/1.6%	10/0%	975/2.6%	180/0.5%	1,725/4.5%	185/0.5%	325/0.9%	90/0.2%	55/0.1%	0/0%	30/0.1%	25/0.1%
Service Maintenance	28,850/33.2%	11,275/13%	7,880/9.1%	1,740/2%	1,905/2.2%	0/0%	1,570/1.8%	295/0.3%	16,910/19.5%	6,395/7.4%	5,760/6.6%	940/1.1%	1,795/2.1%	50/0.1%	1,145/1.3%	260/0.3%
Totals	136,355/38%	24,485/7%	18,460/5%	5,130/1%	6,075/2%	40/0%	5,929/2%	885/0%	111,380/31%	13,884/4%	19,945/6%	4,795/1%	5,535/2%	220/0%	5,500/2%	885/0%

NOTE: Chart generated by U.S. Department of Justice, Office of Justice Programs, EEO Reporting Tool.

Utilization Analysis: Relevant Labor Market: Oklahoma City MSA, Oklahoma

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 #/%	51/65%	0/0%	3/4%	3/4%	1/1%	0/0%	1/1%	0/0%	15/19%	1/1%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	21,380/46%	1,595/3%	1,330/3%	775/2%	520/1%	15/0%	770/2%	35/0%	14,945/32%	1,045/2%	1,810/4%	705/2%	385/1%	60/0%	705/2%	155/0%
Utilization #/%	19%	-3%	1%	2%	0%	0%	0%	0%	-13%	-1%	0%	-2%	-1%	0%	-2%	0%
Professionals																
Workforce #/%	451/60%	19/3%	41/5%	25/3%	13/2%	0/0%	7/1%	0/0%	147/19%	7/1%	26/3%	7/1%	12/2%	0/0%	2/0%	0/0%
CLS #/%	25,255/38%	1,025/2%	2,255/3%	600/1%	1,825/3%	0/0%	960/1%	190/0%	26,710/40%	1,240/2%	3,145/5%	825/1%	1,455/2%	50/0%	1,280/2%	120/0%
Utilization #/%	22%	1%	2%	2%	-1%	0%	-1%	0%	-20%	-1%	-1%	0%	-1%	0%	-2%	0%
Technicians																
Workforce #/%	223/50%	23/5%	41/9%	12/3%	4/1%	0/0%	5/1%	0/0%	98/22%	10/2%	20/4%	5/1%	3/1%	0/0%	1/0%	0/0%
CLS #/%	4,855/38%	210/2%	440/3%	215/2%	305/2%	15/0%	174/1%	0/0%	4,925/38%	285/2%	855/7%	140/1%	330/3%	0/0%	150/1%	25/0%
Utilization #/%	13%	4%	6%	1%	-1%	0%	0%	0%	-16%	0%	-2%	0%	-2%	0%	-1%	0%
Protective Services: Sworn																
Workforce #/%	1333/75%	97/5%	95/5%	90/5%	14/1%	4/0%	8/0%	0/0%	119/7%	7/0%	7/0%	5/0%	1/0%	1/0%	2/0%	0/0%
CLS #/%	4,270/63%	250/4%	550/8%	250/4%	0/0%	0/0%	110/2%	0/0%	815/12%	175/3%	270/4%	0/0%	0/0%	0/0%	35/1%	0/0%
Utilization #/%	11%	2%	-3%	1%	1%	0%	-1%	0%	-5%	-2%	-4%	0%	0%	0%	0%	0%
Protective Services: Non-Sworn																
Workforce #/%	47/26%	2/1%	12/7%	1/1%	1/1%	0/0%	0/0%	0/0%	76/42%	10/6%	18/10%	8/4%	2/1%	1/1%	1/1%	0/0%
Civilian Labor Force #/%	165/43%	10/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	150/39%	4/1%	25/7%	0/0%	10/3%	0/0%	20/5%	0/0%
Utilization #/%	-17%	-1%	7%	1%	1%	0%	0%	0%	3%	5%	4%	4%	-1%	1%	-5%	0%
Administrative Support																
Workforce #/%	184/22%	19/2%	95/12%	15/2%	2/0%	0/0%	2/0%	0/0%	298/36%	37/4%	140/17%	19/2%	6/1%	2/0%	5/1%	0/0%
CLS #/%	28,105/28%	2,495/2%	4,115/4%	675/1%	920/1%	0/0%	1,370/1%	185/0%	45,200/45%	4,555/4%	7,755/8%	2,095/2%	1,505/1%	60/0%	2,135/2%	300/0%
Utilization #/%	-5%	0%	7%	1%	-1%	0%	-1%	0%	-8%	0%	9%	0%	-1%	0%	-1%	0%
Skilled Craft																
Workforce #/%w	138/65%	13/6%	37/17%	12/6%	4/2%	0/0%	2/1%	0/0%	4/2%	1/0%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	23,475/62%	7,625/20%	1,890/5%	875/2%	600/2%	10/0%	975/3%	180/0%	1,725/5%	185/0%	325/1%	90/0%	55/0%	0/0%	30/0%	25/0%
Utilization #/%	3%	-14%	12%	3%	0%	0%	-2%	0%	-3%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	152/37%	48/12%	175/43%	12/3%	1/0%	2/0%	3/1%	0/0%	11/3%	1/0%	3/1%	2/0%	1/0%	0/0%	0/0%	0/0%
CLS #/%	28,850/33%	11,275/13%	7,880/9%	1,740/2%	1,905/2%	0/0%	1,570/2%	295/0%	16,910/19%	6,395/7%	5,760/7%	940/1%	1,795/2%	50/0%	1,145/1%	260/0%
Utilization #/%	4%	-1%	33%	1%	-2%	0%	-1%	0%	-17%	-7%	-6%	-1%	-2%	0%	-1%	0%

NOTE: Chart generated by U.S. Department of Justice, Office of Justice Programs, EEO Reporting Tool

Utilization Analysis: Two or More Standard Deviations

Job Category	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									✓							
Professionals									✓						✓	
Technicians					✓				✓				✓			
Protective Services: Sworn			✓				✓		✓	✓	✓				✓	
Protective Services: Non-sworn	✓														✓	
Administrative Support	✓				✓		✓		✓						✓	
Skilled Craft		✓														
Service/Maintenance					✓				✓	✓	✓		✓		✓	

NOTE: Chart generated by U.S. Department of Justice, Office of Justice Programs, EEO Reporting Tool.