

# 2021 EEO Utilization Report

## Organization Information

Name: Lincoln County

City: Newport

State: OR

Zip: 97365

Type: County/Municipal Government (not law enforcement)

and

Name: Lincoln County Law Enforcement

City: Newport

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## Organization Information

Name: Lincoln County

City: Newport

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Type: County/Municipal Government (not law enforcement)

## **Step 1: Introductory Information**

### **Policy Statement:**

It is the policy of Lincoln County to prohibit discrimination against any individual with regard to sex, race, color, age, religion, national origin, sexual orientation, gender expression, gender identity, marital status, military status, association with members of a protected class, membership in other protected groups, association or political affiliation, injured worker status, veteran status, non-supervisory family relationships, disability (except for bona fide occupational qualifications), genetic information, or any other protected class or work relationship relating to terms of employment recognized under Oregon or federal law. Lincoln County maintains, monitors and regularly updates the Equal Employment Opportunity Plan (EEO) to ensure non-discriminatory hiring practices. A copy of the EEO is available on the County website.

Lincoln County supports Oregon's Pay Equity Law and federal and Oregon laws prohibiting discrimination between employees on the basis of a protected class (as defined by Oregon law) in the payment of wages or other compensation for work of comparable character. Employees who believe they are receiving wages or other compensation at a rate less than that at which the County pays wages or other compensation to other employees for work of comparable character are encouraged to discuss the issue with the Lincoln County Human Resources Department.

## Step 4b: Narrative of Interpretation

The County's Human Resources department reviewed the Utilization Analysis (comparing the County's workforce to the relevant labor market), and noted the following:

White Males continue to be significantly under-represented in the following job categories:

Professionals: -28%

Administrative Support: -16%

Skilled Craft: -23%

Utilization of White Females in the same job groups exceeds representation in the recruitment area. Therefore, the County has determined there is no barrier to equal employment opportunity as it relates to White or Male job seekers in these job categories. As outlined in the Objectives and Steps below, the County will continue recruitment strategies designed to increase the number of applications from qualified White Males as jobs in these categories become available.

Hispanic or Latino Males were significantly under-represented in the following category:

Service/Maintenance: -12%

Utilization of White Females in the same job groups exceeds representation in the recruitment area. Therefore, the County has determined there is no barrier to equal employment opportunity as it relates to Hispanic or Latino or Male job seekers in these job categories. As outlined in the Objectives and Steps below, the County will continue recruitment strategies designed to increase the number of applications from qualified Hispanic or Latino Males as jobs in this category become available.

White Females were significantly under-represented in the following category:

Service/Maintenance: -22%

Utilization of White Males in the same job group exceeds representation in the recruitment area. Therefore, the County has determined there is no barrier to equal employment opportunity as it related to White Females in this job category. As outlined in the Objectives and Steps below, the County will formulate recruitment strategies designed to increase the number of applications from qualified White Females as jobs in this category become available. .

## Step 5: Objectives and Steps

### 1. To encourage Hispanic or Latino Males to apply for vacancies in the Service/Maintenance job category.

- a. Human Resources will continue to evaluate departments, offices, and jobs to determine whether any are underutilized for Hispanic or Latino Males. To the extent that job openings become available in the category noted above, Human Resources will ensure that all current employees, to include but not be limited to Hispanic or Latino Males, are made aware of these openings and are given opportunity to apply for them as a promotional opportunity or for skill development purposes.
- b. Human Resources will review each step in the selection process to ensure that it is job-related, consistent with business necessity, and does not have the effect of screening out qualified job seekers based upon race, gender or any other legally protected class. If a step in the selection process is determined to not be job-related or consistent with business necessity, the County will discontinue use of that step.
- c. Human Resources will continue to evaluate whether its recruitment efforts are effective. New recruitment efforts will include developing referral relationships with local community colleges and seeking input from the Oregon Employment Department for guidance on other strategies for creating diverse applicant pools as positions become available.
- d. Human Resources will continue to provide trainings to supervisory personnel on its Equal Employment Opportunity (EEO) policy and the duties and responsibilities that supervisors/managers have to support and further the County's EEO policy.
- e. Human Resources will review data collection on the applicant pool for all vacancies in the noted job category to determine whether qualified Hispanic or Latino Males are represented. To the extent that qualified Hispanic or Latino

Males do not appear in the applicant pool, Human Resources will consider other recruitment efforts that may yield a greater response from qualified job seekers who are Hispanic or Latino Males.

## **2. To encourage White Females to apply for vacancies in the Service/Maintenance job category.**

- a. Human Resources will continue to evaluate departments, offices, and jobs to determine whether any are underutilized for White Females. To the extent that job openings become available in the category noted above, Human Resources will ensure that all current employees, to include but not be limited to White Females, are made aware of these openings and are given opportunity to apply for them as a promotional opportunity or for skill development purposes.
- b. Human Resources will review each step in the selection process to ensure that it is job-related, consistent with business necessity, and does not have the effect of screening out qualified job seekers based upon race, gender or any other legally protected class. If a step in the selection process is determined to not be job-related or consistent with business necessity, the County will discontinue use of that step.
- c. Human Resources will continue to evaluate whether its recruitment efforts are effective. New recruitment efforts will include developing referral relationships with local community colleges and seeking input from the Oregon Employment Department for guidance on other strategies for creating diverse applicant pools as positions become available.
- d. Human Resources will continue to provide trainings to supervisory personnel on its Equal Employment Opportunity (EEO) policy and the duties and responsibilities that supervisors/managers have to support and further the County's EEO policy.
- e. Human Resources will review data collection on the applicant pool for all vacancies in the noted job category to determine whether qualified White Females are represented. To the extent that qualified White Females do not appear in the applicant pool, Human Resources will consider other recruitment efforts that may yield a greater response from qualified job seekers who are White Female.

## **3. To encourage White Males to apply for vacancies in the Professionals, Administrative Support and Skilled Craft job categories.**

- a. Human Resources will continue to evaluate departments, offices, and jobs to determine whether any are underutilized for White Males. To the extent that job openings become available in any of the three categories noted above, Human Resources will ensure that all current employees, to include but not be limited to White Males, are made aware of these openings and are given opportunity to apply for them as a promotional opportunity or for skill development purposes.
- b. Human Resources will review each step in the selection process to ensure that it is job-related, consistent with business necessity, and does not have the effect of screening out qualified job seekers based upon race, gender or any other legally protected class. If a step in the selection process is determined to not be job-related or consistent with business necessity, the County will discontinue use of that step.
- c. Human Resources will continue to evaluate whether its recruitment efforts are effective. New recruitment efforts will include developing referral relationships with local community colleges and seeking input from the Oregon Employment Department for guidance on other strategies for creating diverse applicant pools as positions become available.
- d. Human Resources will continue to provide trainings to supervisory personnel on its Equal Employment Opportunity (EEO) policy and the duties and responsibilities that supervisors/managers have to support and further the County's EEO policy.
- e. Human Resources will review data collection on the applicant pool for all vacancies in the three noted job categories to determine whether qualified White Males are represented. To the extent that qualified White Males do not appear in the applicant pool, Human Resources will consider other recruitment efforts that may yield a greater response from qualified job seekers who are White Males.

## **Step 6: Internal Dissemination**

1. Distribute electronic copies of the EEOP Utilization Report to all employees in a supervisory position.
2. Post a copy of the EEOP Utilization Report on Lincoln County Human Resources' intranet site.
3. Notify via email all County employees that the County's EEOP Utilization Report is available to them on the Lincoln County Human Resources' intranet site.
4. Place a hard copy of the EEOP Utilization Report in the Lincoln County Human Resources lobby.

## **Step 7: External Dissemination**

1. Post a copy of the EEO Utilization Report on the Lincoln County public website.
2. Distribute copies of the EEO Utilization Report to local public libraries.
3. Include on all job announcements for County positions that the EEO Utilization Report is available on the Lincoln County public website and include a link to that report.
4. Notify all contractors and vendors that do business with Lincoln County that the EEO Utilization Report is available on the Lincoln County public website.
5. Notify pertinent NGAs who assist their clients that may be searching for employment opportunities of all Lincoln County job openings as they become available.
6. Include the County's Equal Employment Opportunity tag-line in all job advertisements.

**Utilization Analysis Chart**  
**Relevant Labor Market: Lincoln County, Oregon**

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
<b>Officials/Administrators</b>																
Workforce #/%	12/44%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	13/48%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%
CLS #/%	960/48%	10/1%	0/0%	0/0%	55/3%	0/0%	20/1%	0/0%	815/41%	19/1%	0/0%	40/2%	60/3%	20/1%	0/0%	0/0%
Utilization #/%	-4%	-1%	0%	0%	1%	0%	-1%	0%	7%	-1%	0%	-2%	1%	-1%	0%	0%
<b>Professionals</b>																
Workforce #/%	34/16%	3/1%	0/0%	1/0%	2/1%	0/0%	1/0%	0/0%	131/62%	26/12%	0/0%	3/1%	2/1%	0/0%	7/3%	0/0%
CLS #/%	1,280/44%	15/1%	45/2%	0/0%	10/0%	4/0%	10/0%	0/0%	1,470/51%	25/1%	0/0%	0/0%	4/0%	0/0%	40/1%	4/0%
Utilization #/%	-28%	1%	-2%	0%	1%	-0%	0%	0%	12%	12%	0%	1%	1%	0%	2%	-0%
<b>Technicians</b>																
Workforce #/%	10/100%	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%
CLS #/%	195/32%	45/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	300/50%	35/6%	0/0%	15/2%	15/2%	0/0%	0/0%	0/0%
Utilization #/%	68%	-7%	0%	0%	0%	0%	0%	0%	-50%	-6%	0%	-2%	-2%	0%	0%	0%
<b>Protective Services: Sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	230/73%	0/0%	0/0%	10/3%	0/0%	0/0%	0/0%	10/3%	65/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Protective Services: Non-sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	45/85%	4/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Administrative Support</b>																
Workforce #/%	10/7%	0/0%	0/0%	0/0%	0/0%	0/0%	3/2%	0/0%	102/76%	10/7%	2/1%	2/1%	0/0%	0/0%	5/4%	0/0%
CLS #/%	1,340/24%	95/2%	0/0%	105/2%	20/0%	0/0%	4/0%	0/0%	3,565/64%	205/4%	0/0%	105/2%	10/0%	0/0%	135/2%	20/0%
Utilization #/%	-16%	-2%	0%	-2%	-0%	0%	2%	0%	13%	4%	1%	-0%	-0%	0%	1%	-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
<b>Skilled Craft</b>																
Workforce #/%	27/60%	0/0%	0/0%	0/0%	0/0%	0/0%	2/4%	0/0%	14/31%	0/0%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,715/83 %	125/6%	0/0%	70/3%	30/1%	0/0%	40/2%	0/0%	85/4%	4/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-23%	-6%	0%	-3%	-1%	0%	3%	0%	27%	-0%	0%	4%	0%	0%	0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	31/84%	0/0%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	4/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,005/46 %	755/12%	0/0%	85/1%	30/0%	4/0%	35/1%	0/0%	2,135/33 %	250/4%	0/0%	100/2%	40/1%	4/0%	70/1%	0/0%
Utilization #/%	38%	-12%	0%	4%	-0%	-0%	-1%	0%	-22%	-4%	0%	-2%	-1%	-0%	-1%	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
<b>Professionals</b>	✓															
<b>Administrative Support</b>	✓															
<b>Skilled Craft</b>	✓															
<b>Service/Maintenance</b>		✓							✓							

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.

Certified As Final By: David Collier

Human Resources Director

11-19-2021

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[signature]

[title]

[date]

# EEO Utilization Report

## Organization Information

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City: Newport

State: OR

Zip: 97365

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

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## **Step 4b: Narrative of Interpretation**

The County's Human Resources department reviewed the Utilization Analysis (comparing the County's workforce to the relevant labor market), and noted the following:

White Females were significantly under-represented in the following category:

Protective Services: Sworn Patrol Officers: -14%

Utilization of White Males in the same job group exceeds the representation in the recruitment area. Therefore, the County has determined that there is no barrier to equal employment opportunity as it related to White Females in this job category. As outlined in the Objectives and Steps below, the County will formulate recruitment strategies designed to increase the number of applications from qualified White Females.

## **Step 5: Objectives and Steps**

### **1. To encourage White Females to apply for vacancies in the Protective Services: Sworn Patrol Officers job category.**

- a. Human Resources will continue to evaluate departments, offices, and jobs to determine whether any are underutilized for White Females. To the extent that job openings become available in the category noted above, Human Resources will ensure that all current employees, to include but not be limited to White Females, are made aware of these openings and are given opportunity to apply for them as a promotional opportunity or for skill development purposes.
- b. Human Resources will review each step in the selection process to ensure that it is job-related, consistent with business necessity, and does not have the effect of screening out qualified job seekers based upon race, gender or any other legally protected class. If a step in the selection process is determined to not be job-related or consistent with business necessity, the County will discontinue use of that step.
- c. Human Resources will continue to evaluate whether its recruitment efforts are effective. New recruitment efforts will include developing referral relationships with local community colleges and seeking input from the Oregon Employment Department for guidance on other strategies for creating diverse applicant pools as positions become available.
- d. Human Resources will continue to provide trainings to supervisory personnel on its Equal Employment Opportunity (EEO) policy and the duties and responsibilities that supervisors/managers have to support and further the County's EEO policy.
- e. Human Resources will review data collection on the applicant pool for all vacancies in the noted job category to determine whether qualified White Females are represented. To the extent that qualified White Females do not appear in the applicant pool, Human Resources will consider other recruitment efforts that may yield a greater response from qualified job seekers who are White Females.

## **Step 6: Internal Dissemination**

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the Lincoln County public website.

5. Notify pertinent NGAs who assist their clients that may be searching for employment opportunities of all Lincoln County job openings as they become available.

6. Include the County's Equal Employment Opportunity tag-line in all job advertisements.

**Utilization Analysis Chart**  
**Relevant Labor Market: Lincoln County, Oregon**

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
<b>Officials/Administrators</b>																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	960/48%	10/1%	0/0%	0/0%	55/3%	0/0%	20/1%	0/0%	815/41%	19/1%	0/0%	40/2%	60/3%	20/1%	0/0%	0/0%
Utilization #/%	-48%	-1%	0%	0%	-3%	0%	-1%	0%	59%	-1%	0%	-2%	-3%	-1%	0%	0%
<b>Professionals</b>																
Workforce #/%	3/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,280/44 %	15/1%	45/2%	0/0%	10/0%	4/0%	10/0%	0/0%	1,470/51 %	25/1%	0/0%	0/0%	4/0%	0/0%	40/1%	4/0%
Utilization #/%	-11%	-1%	-2%	0%	-0%	-0%	-0%	0%	16%	-1%	0%	0%	-0%	0%	-1%	-0%
<b>Technicians</b>																
Workforce #/%	7/39%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/50%	1/6%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	195/32%	45/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	300/50%	35/6%	0/0%	15/2%	15/2%	0/0%	0/0%	0/0%
Utilization #/%	7%	-7%	0%	0%	0%	0%	0%	0%	0%	-0%	6%	-2%	-2%	0%	0%	0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	15/75%	1/5%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	3/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	230/73%	0/0%	0/0%	10/3%	0/0%	0/0%	0/0%	10/3%	65/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	2%	5%	0%	-3%	0%	5%	0%	-3%	-6%	0%	0%	0%	0%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	37/66%	2/4%	1/2%	1/2%	0/0%	2/4%	0/0%	0/0%	12/21%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	620/37%	190/11%	0/0%	120/7%	0/0%	0/0%	4/0%	0/0%	595/36%	60/4%	0/0%	49/3%	0/0%	0/0%	24/1%	4/0%
Utilization #/%	29%	-8%	2%	-5%	0%	4%	-0%	0%	-14%	-4%	0%	-1%	0%	0%	-1%	-0%
<b>Protective Services: Non-sworn</b>																
Workforce #/%	7/35%	1/5%	1/5%	1/5%	0/0%	0/0%	0/0%	0/0%	9/45%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%
CLS #/%	45/85%	4/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-50%	-3%	5%	5%	0%	0%	0%	0%	37%	0%	0%	0%	0%	5%	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
<b>Administrative Support</b>																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/80%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,340/24%	95/2%	0/0%	105/2%	20/0%	0/0%	4/0%	0/0%	3,565/64%	205/4%	0/0%	105/2%	10/0%	0/0%	135/2%	20/0%
Utilization #/%	-24%	-2%	0%	-2%	-0%	0%	-0%	0%	16%	16%	0%	-2%	-0%	0%	-2%	-0%
<b>Skilled Craft</b>																
Workforce #/%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,715/83%	125/6%	0/0%	70/3%	30/1%	0/0%	40/2%	0/0%	85/4%	4/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-58%	-6%	0%	-3%	-1%	0%	-2%	0%	71%	-0%	0%	0%	0%	0%	0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	3,005/46%	755/12%	0/0%	85/1%	30/0%	4/0%	35/1%	0/0%	2,135/33%	250/4%	0/0%	100/2%	40/1%	4/0%	70/1%	0/0%
Utilization #/%																



### Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
<b>Protective Services: Sworn-Patrol Officers</b>									✓							

### 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
<b>Corporal</b>																
Workforce #/%	5/83%	0/0%	0/0%	0/0%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Detective</b>																
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%
<b>Sheriff</b>																
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%
<b>Lieutenant</b>																
Workforce #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sergeant</b>																
Workforce #/%	6/75%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	37/66%	2/4%	1/2%	1/0%	0/0%	2/4%	0/0%	0/0%	12/21%	0/0%	0/0%	1/2%	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 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.

Certified As Final By: David Collier

Human Resources Director

11-19-2021

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[signature]

[title]

[date]