

EEOP Utilization Report



Thu Oct 09 14:41:55 EDT 2014

Step 1: Introductory Information

Grant Title: OJJDP FY14 INTERNET CRIMES AGAINST CHILDREN INVITED AWARDS **Grant Number:** 2014-MC-FX-K004

Grantee Name: Cuyahoga County Prosecutor's Office **Award Amount:** \$511,129.00

Grantee Type: Local Government Agency

Address: 1200 Ontario Street, Justice Center 9th Fl
Cleveland, Ohio
44113

Contact Person: Marvin J. Davies III **Telephone #:** 216-698-2222

Contact Address: 1200 Ontario Street, Justice Center 9th Fl
Cleveland, Ohio
44113

DOJ Grant Manager: Jacqueline O'Reilly **DOJ Telephone #:** 202-514-5024

Grant Title: OJJDP FY13 INTERNET CRIMES AGAINST CHILDREN INVITED AWARDS **Grant Number:** 2011-MC-CX-K026

Grantee Name: Cuyahoga County Prosecutor's Office **Award Amount:** \$1,462,706.00

Grantee Type: Local Government Agency

Address: 1200 Ontario Street, Justice Center 9th Fl
Cleveland, Ohio
44113

Contact Person: Marvin J. Davies III **Telephone #:** 216-698-2222

Contact Address: 1200 Ontario Street, Justice Center 9th Fl
Cleveland, Ohio
44113

DOJ Grant Manager: Jacqueline O'Reilly **DOJ Telephone #:** 202-514-5024

Policy Statement:

DIVERSITY STATEMENT

The CCPO recognizes the value of diversity and all the benefits of fostering an inclusive work environment. All CCPO employees should strive to create and support a work environment representative of the citizens we serve, reflective of the demographics of Cuyahoga County, and respectful of the civil rights of our co-workers and the members of the public with whom we interact.

Diversity incorporates the primary characteristics of age, ethnicity, gender, physical abilities and challenges, race, and sexual orientation. Diversity dimensions also include educational background, geographic location, parental status, military experience, religious beliefs, and social, economic and political affiliation.

(Section 3.01 of CCPO Policies and Procedures Manual)

Step 4b: Narrative Underutilization Analysis

Compared to the local labor market, white males are under represented in the administrative support category, and white women are under represented in the professional position category.

Step 5 & 6: Objectives and Steps

1. To create a diverse applicant pool focusing on underrepresented groups

a. Action Plans

Recruiting/Hiring

Challenge: To create a more diverse applicant pool at all levels of employment, while specifically focusing on underrepresented groups based on gender and/or race in higher job classifications.

Goal: As positions become available, the CCPO will be proactive in increasing the number of qualified minority applicants.

Strategies:

Advertise in minority publications and post professional/licensed jobs with the minority bar associations to find qualified applicants.

Enhance outreach efforts by attending conferences, and job fairs that target minorities.

Evaluate the utilization of the applicant tracking system to aid in analyzing success.

Results will be disseminated among supervisory and management staff.

Responsibility

The Department of Human Resources is responsible for the planning and carrying out the aforementioned strategic plan.

Step 7a: Internal Dissemination

The EEOP Utilization Report will be posted on the Agency's intranet (SharePoint) which is accessible to all employees.

Step 7b: External Dissemination

The EEOP Utilization Report will be posted to the agency's website.

Utilization Analysis Chart
Relevant Labor Market: Cuyahoga County, Ohio

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 #/%	17/55%	1/3%	2/6%	0/0%	0/0%	0/0%	0/0%	1/3%	7/23%	0/0%	3/10%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	46,955/51%	1,280/1%	4,000/4%	85/0%	1,380/1%	0/0%	185/0%	90/0%	30,085/33%	1,010/1%	5,985/6%	95/0%	805/1%	0/0%	330/0%	95/0%
Utilization #/%	4%	2%	2%	-0%	-1%	0%	-0%	3%	-10%	-1%	3%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	91/42%	5/2%	10/5%	1/0%	2/1%	0/0%	0/0%	1/0%	76/35%	1/0%	26/12%	0/0%	1/0%	0/0%	0/0%	1/0%
CLS #/%	54,090/37%	1,430/1%	5,505/4%	80/0%	4,390/3%	10/0%	395/0%	150/0%	62,655/43%	1,750/1%	12,505/8%	190/0%	3,395/2%	4/0%	500/0%	270/0%
Utilization #/%	6%	1%	1%	0%	-2%	-0%	-0%	0%	-7%	-1%	4%	-0%	-2%	-0%	-0%	0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,300/33%	255/1%	1,375/6%	10/0%	630/3%	0/0%	14/0%	35/0%	9,315/38%	455/2%	3,820/15%	10/0%	485/2%	0/0%	55/0%	25/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	8,660/59%	315/2%	2,945/20%	75/1%	50/0%	0/0%	80/1%	35/0%	1,070/7%	130/1%	1,170/8%	15/0%	10/0%	10/0%	20/0%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	540/38%	10/1%	70/5%	0/0%	0/0%	0/0%	10/1%	0/0%	610/43%	30/2%	140/10%	0/0%	0/0%	0/0%	15/1%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	17/18%	0/0%	14/14%	0/0%	0/0%	0/0%	0/0%	0/0%	43/44%	2/2%	19/20%	0/0%	1/1%	0/0%	0/0%	1/1%
CLS #/%	53,720/27%	1,965/1%	10,625/5%	40/0%	1,100/1%	0/0%	290/0%	135/0%	94,660/48%	3,440/2%	27,510/14%	150/0%	1,570/1%	0/0%	805/0%	520/0%

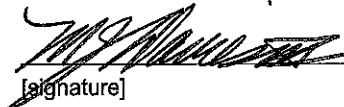
Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
	%		%						%		%					
Utilization #/%	-10%	-1%	9%	-0%	-1%	0%	-0%	-0%	-4%	0%	6%	-0%	0%	0%	-0%	1%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	39,970/76%	1,870/4%	6,610/13%	65/0%	340/1%	10/0%	360/1%	90/0%	2,260/4%	185/0%	885/2%	0/0%	40/0%	0/0%	0/0%	20/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	67,945/37%	6,220/3%	26,815/14%	210/0%	1,985/1%	10/0%	780/0%	230/0%	46,090/25%	4,485/2%	27,465/15%	65/0%	2,005/1%	0/0%	535/0%	180/0%
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
Professionals									✓							
Administrative Support	✓															

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] *DIRECTOR OF FINANCE AND OPERATIONS* [title] *10/9/14* [date]