

EEO Utilization Report

Organization Information

Name: Office Of The District Attorney, 18th Judicial District

City: Centennial

State: CO

Zip: 80111

Type: County Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

It is the ongoing policy and practice of the Office of the District Attorney 18th Judicial District of Colorado (District Attorneys Office) to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex, religion, age, disability, sexual orientation, transgendered status, creed, and retaliation. This policy of equal employment opportunity shall apply to all terms, conditions and privileges of employment, including: hiring, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, discipline, terminations, layoffs, and social and recreation programs. The District Attorneys Office is committed to making employment decisions based on valid requirements and will analyze its personnel actions rigorously for compliance with this policy.

The purpose of the EEOP is to ensure full and equal participation of men and women, regardless of race or national origin, in the workforce of the District Attorneys Office. I personally endorse the EEOP, and I ask for employees continued assistance and support in maintaining an environment that reflects the District Attorneys Offices commitment to equal employment opportunity. All personnel with responsibility for employment and personnel decisions are directed to perform their duties in accordance with this policy. The Office has an EEOP Plan the current EEOP Utilization report is available by request from the HR Department.

Step 4b: Narrative of Interpretation

The Office of the District Attorney, 18th Judicial District Human Resources Department reviewed the Utilization Analysis and noted the following underutilization of two or more standard deviations:

1. White males were under-represented in the following category:
Administrative Support (-24%).

Step 5: Objectives and Steps

1. To ensure equal employment opportunities for White Males when our organization fills vacancies that become available in the Administrative Support job category

- a. The Office of the District Attorney 18th Judicial District will continue to include the Affirmative Action / Equal Opportunity Employer statement on all job postings.
- b. Specifically, The Office of the District Attorney 18th Judicial District will try and attract qualified white male applicants for Administrative Support classifications.
- c. Additionally, The Office of the District Attorney 18th Judicial District will provide recruitment tips and guidance to the Department Management who participate in recruitment and hiring in the 18th Judicial District underutilization and continue to train managers and Supervisors with regard to EEO policies and procedures.
- d. The Office of the District Attorney 18th Judicial District will review job requirements and hiring procedures to ensure no unnecessary barriers exist that would deny white males equal employment opportunity within the 18th Judicial District.

Step 6: Internal Dissemination

This report will be posted on the Office of the District Attorney 18th Judicial District's intranet, an in-house, electronic communication service that only employees can access.

Step 7: External Dissemination

A copy of this report will be posted on the Office of the District Attorney 18th Judicial District's website.

Utilization Analysis Chart
Relevant Labor Market: Arapahoe County, Colorado

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 #/%	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%
CLS #/%	22,335/50%	1,875/4%	945/2%	60/0%	565/1%	30/0%	199/0%	50/0%	15,635/35%	1,470/3%	1,125/2%	30/0%	415/1%	0/0%	310/1%	55/0%
Utilization #/%	0%	-4%	-2%	-0%	-1%	-0%	-0%	-0%	15%	-3%	-2%	-0%	-1%	0%	-1%	-0%
Professionals																
Workforce #/%	31/34%	1/1%	2/2%	0/0%	2/2%	0/0%	0/0%	0/0%	44/49%	3/3%	5/6%	0/0%	2/2%	0/0%	0/0%	0/0%
CLS #/%	23,980/40%	1,390/2%	1,250/2%	45/0%	1,485/2%	0/0%	320/1%	230/0%	26,440/44%	2,125/4%	1,055/2%	80/0%	1,110/2%	35/0%	325/1%	105/0%
Utilization #/%	-6%	-1%	0%	-0%	-0%	0%	-1%	-0%	5%	-0%	4%	-0%	0%	-0%	-1%	-0%
Technicians																
Workforce #/%	2/12%	1/6%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	12/71%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%
CLS #/%	3,330/46%	310/4%	115/2%	0/0%	215/3%	0/0%	55/1%	20/0%	2,455/34%	300/4%	170/2%	0/0%	190/3%	0/0%	24/0%	75/1%
Utilization #/%	-34%	2%	4%	0%	-3%	0%	-1%	-0%	37%	-4%	-2%	0%	3%	0%	-0%	-1%
Protective Services: Sworn-Officials																
Workforce #/%	2/100%	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 #/%	2,855/64%	330/7%	420/9%	20/0%	50/1%	0/0%	35/1%	0/0%	545/12%	140/3%	60/1%	0/0%	40/1%	0/0%	0/0%	0/0%
Utilization #/%	36%	-7%	-9%	-0%	-1%	0%	-1%	0%	-12%	-3%	-1%	0%	-1%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	7/70%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	4,020/44%	440/5%	365/4%	0/0%	380/4%	0/0%	44/0%	25/0%	3,125/34%	290/3%	115/1%	25/0%	310/3%	0/0%	30/0%	55/1%
Utilization #/%	26%	-5%	6%	0%	-4%	0%	-0%	-0%	-14%	-3%	-1%	-0%	-3%	0%	-0%	-1%
Protective Services: Non-sworn																

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
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	145/45%	30/9%	0/0%	0/0%	0/0%	0/0%	15/5%	0/0%	120/37%	15/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	28/74%	3/8%	1/3%	0/0%	2/5%	0/0%	2/5%	0/0%
CLS #/%	23,470/29%	3,215/4%	2,375/3%	285/0%	990/1%	0/0%	495/1%	230/0%	35,880/45%	6,830/9%	3,200/4%	390/0%	1,845/2%	45/0%	480/1%	290/0%
Utilization #/%	-24%	-4%	-3%	-0%	-1%	0%	-1%	-0%	29%	-1%	-1%	-0%	3%	-0%	5%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	11,565/59%	5,060/26%	765/4%	190/1%	270/1%	85/0%	230/1%	75/0%	855/4%	235/1%	60/0%	45/0%	45/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	14,105/28%	8,790/17%	2,030/4%	155/0%	1,330/3%	110/0%	375/1%	95/0%	12,250/24%	6,925/14%	2,045/4%	150/0%	1,710/3%	35/0%	455/1%	185/0%
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
Administrative Support	✓															

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 Investigator																
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%
Supervising Investigator																
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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	7/70%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the 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: Julie Lanier

Director of Human Resources

10-07-2021

[signature]

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