

EEOP Short Form



Fri May 21 12:01:47 EDT 2010

Step 1: Introductory Information

Grant Title:	Early Offender Program	Grant Number:	SU-09-A10-22653-01
Grantee Name:	Jackson County	Award Amount:	\$15,000.00
Grantee Type:	Local Government Agency		
Address:	115 W Main, Rm 209B Edna, Texas 77957		
Contact Person:	Michelle Darilek	Telephone #:	361-782-2072
Contact Address:	115 W Main, Rm 209B Edna, Texas 77957		
State Granting Agency:	Office of the Governor-Criminal Justice Division	Grant Number:	SU-16.803 Stimulus
Contact Name:	Kristopher Krueger		
Contact Address:	P O Box 12428 Austin, Texas 78711		
Telephone #:	512-463-1919		

Grant Title:	Edward Byrne Memorial JAG	Grant Number:	SU-09-A10-23257-01
Grantee Name:	Jackson County	Award Amount:	\$85,069.00
Grantee Type:	Local Government Agency		
Address:	115 W Main, Rm 209B Edna, Texas 77957		
Contact Person:	Michelle Darilek	Telephone #:	361-782-2072
Contact Address:	115 W Main, Rm 209B Edna, Texas 77957		
State Granting Agency:	Office of the Governor-Criminal Justice Division	Grant Number:	SU-16.803 Stimulus
Contact Name:	Helen Martinez		
Contact Address:	P O Box 12428 Austin, Texas 78711		
Telephone #:	512-463-1919		

Grant Title:	Bulletproof Vest Partnership	Grant Number:	2008-BVP
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employment practice, or for participating in an investigation of an allegation of discrimination. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of the supervisor or Jackson County Treasurer. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.

Step 4b: Narrative Underutilization Analysis

The Jackson County Commissioners' Court reviewed the Utilization Analysis (comparing the County's workforce to the relevant labor market). Due to the small number in most job categories, it is difficult to interpret the level of underutilization in the job categories as significant in relation to the relevant community labor market.

In job categories with more than ten full time and part time employees the following is an analysis of the underutilization, using a threshold of more than -10%:

1. White females were under-represented in the job category of Service/Maintenance.

Jackson County does not have a previous Utilization Analysis on file to compare or track any progress in demographic diversity at this time. This report will provide a baseline to track future progress against. Jackson County will review its current employment objectives and the means we use to achieve them to improve our recruitment efforts over the next two years.

Step 5 & 6: Objectives and Steps

1. To encourage white females to apply for vacancies in Service/Maintenance

- a. Jackson County's objective is to provide equal employment opportunities for all future employees and have non-discriminatory policy practices when vacancies that become available in all job categories are filled.
- b. Jackson County will review employment organizational data related to the job category to identify any issues that may pose barriers for certain races and/or genders; review job posting and advertising practices; evaluate the hiring, retention, and attrition rates for particular positions or for particular offices or regions.

Step 7a: Internal Dissemination

Jackson County will make the EEOP Short Form available on its website with a notation that copies are available at the County Treasurer's Office. It will also send a notice with payroll checks to all employees, as well as an electronic message to employees who are email subscribers, notifying them of the availability of the EEOP Short Form on the website. It will also be posted on the County's electronic timekeeping system website.

Step 7b: External Dissemination

Jackson County will post a public notice on the bulletin board notifying the public that the County has developed an EEOP Short Form and it is available for review upon request from the County Treasurer's Office. We will also post a notice on the County's website that the County's EEOP Short Form is available for review upon request with a link to request to review the document.

Utilization Analysis Chart
Relevant Labor Market: Jackson 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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	480/57%	40/5%	20/2%	0/0%	0/0%	0/0%	0/0%	245/29%	60/7%	4/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%														
Professionals														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	225/31%	19/3%	4/1%	0/0%	4/1%	0/0%	0/0%	430/60%	24/3%	15/2%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-31%	-3%	-1%	0%	-1%	0%	0%	40%	-3%	-2%	0%	0%	0%	0%
Technicians														
Workforce #/%	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%
CLS #/%	70/31%	10/4%	0/0%	0/0%	0/0%	0/0%	0/0%	115/50%	25/11%	4/2%	0/0%	4/2%	0/0%	0/0%
Utilization #/%	-31%	-4%	0%	0%	0%	0%	0%	50%	-11%	-2%	0%	-2%	0%	0%
Protective Services: Sworn														
Workforce #/%	19/68%	2/7%	2/7%	0/0%	0/0%	0/0%	0/0%	3/11%	1/4%	1/4%	0/0%	0/0%	0/0%	0/0%
CLS #/%	55/65%	8/9%	0/0%	0/0%	0/0%	0/0%	0/0%	10/12%	8/9%	0/0%	4/5%	0/0%	0/0%	0/0%
Utilization #/%	3%	-2%	7%	0%	0%	0%	0%	-1%	-6%	4%	-5%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	0/0%	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%
Utilization #/%														
Administrative Support														
Workforce #/%	4/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	36/72%	9/18%	1/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	190/16%	70/6%	10/1%	0/0%	0/0%	0/0%	0/0%	680/59%	155/13%	40/3%	4/0%	0/0%	0/0%	4/0%
Utilization #/%	-8%	-6%	-1%	0%	0%	0%	0%	13%	5%	-1%	-0%	0%	0%	-0%
Skilled Craft														
Workforce #/%	6/67%	2/22%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	665/69%	205/21%	55/6%	0/0%	0/0%	0/0%	4/0%	25/3%	4/0%	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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Utilization #/%	-3%	1%	5%	0%	0%	0%	-0%	-3%	-0%	0%	0%	0%	0%	0%
Service/Maintenance														
Workforce #/%	12/67%	2/11%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	1/6%	0/0%	0/0%	0/0%	0/0%
CLS #/%	810/36%	490/22%	115/5%	10/0%	10/0%	0/0%	0/0%	365/16%	345/15%	125/5%	4/0%	0/0%	0/0%	0/0%
Utilization #/%	31%	-10%	6%	-0%	-0%	0%	0%	-16%	-10%	0%	-0%	0%	0%	0%

