

EEOP Utilization Report



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Step 1: Introductory Information

Grant Title:	Juvenile Justice and Delinquency Prevention Allocation to States	Grant Number:	JJDPMETCBT/JJDPSAARP-2016
Grantee Name:	Clark County Department of Juvenile Justice Services	Award Amount:	\$167,554.00
Grantee Type:	Local Government Agency		
Address:	601 N. Pecos Road Las Vegas, Nevada 89101		
Contact Person:	Crystal Ylitalo	Telephone #:	702-455-6402
Contact Address:	601 N. Pecos Road Las Vegas, Nevada 89101		
State Granting Agency:	State of Nevada Department of Health and Human Services	Grant Number:	JJDPMETCBT/JJDPSAARP-2016
Contact Name:	Leslie Bittleston		
Contact Address:	4126 Technology Way Carson City, Nevada 89706		
Telephone #:	775-684-4448		

Policy Statement:

Clark County and the Department of Juvenile Justice Services is an equal opportunity employer and will not discriminate on the basis of race, color, religion, sex, age, national origin, disability status, sexual orientation, gender identity or expression, or genetic information in employment. In accordance with State and/or Federal laws, the Board of County Commissioners is committed to an Equal Opportunity, Affirmative Action and Sexual Harassment Policy, which prohibit unlawful discrimination in the workplace.

Step 4b: Narrative Underutilization Analysis

A comparison of the Clark County Department of Juvenile Justice Services workforce to the relevant labor market in Clark County concludes:

* White males are underutilized in the following job categories: Professionals (-19%); Protective Services- Sworn (-27%); and Administrative Support (-16%).

* White females are underutilized in the following job category:
Professionals (-17%).

The Clark County Department of Juvenile Justice Services remains committed to meeting utilization goals so that its workforce more closely reflects the available labor market in Clark County. It is the Clark County Department of Juvenile Justice Services goal to increase representation in these areas and ensure that the impacted groups receive equal opportunity to secure employment and advancement.

Step 5 & 6: Objectives and Steps

1. To encourage White males to apply for vacancies in the Professional, Protective Services- Sworn, and Administrative Support job categories. And, encourage White females to apply for vacancies in the Professional job category.

- a. The Clark County Department of Juvenile Justice Services will continue to work with the Clark County Human Resources Office in its recruitment efforts to recruit qualified and diverse applicants, it is our goal to work closely with the Human Resources Office to increase representation by evaluating our recruitment practices to ensure that White males and White females receive equal opportunity to secure employment in these job categories.
- b. The Clark County Department of Juvenile Justice Services will continue to work with the Clark County Human Resources Office in posting open/available positions on-line.

Step 7a: Internal Dissemination

The EEOP utilization report will be maintained in the Department of Juvenile Justice Services as well as in the Clark County Office of Diversity and the Clark County Human Resources Office. The EEOP Utilization report will be uploaded and available on the Department of Juvenile Justice Services Intranet and Internet webpages, accessible to employees. The Clark County Department of Juvenile Justice Services will send an email notification to Clark County Juvenile Justice Services employees notifying them that the EEOP Utilization report is accessible and available on the webpage (both internal and external). The webpages will have information on how to obtain a copy of the report including downloading a copy or by requesting a copy from the Department of Juvenile Justice Services, the Clark County Office of Diversity, and/or Clark County Human Resources Office.

Step 7b: External Dissemination

The EEOP Utilization report will be maintained in the Department of Juvenile Justice Services as well as in the Clark County Office of Diversity and the Clark County Human Resources Office. The EEOP Utilization report will be posted on the Department of Juvenile Justice Services Internet webpage that can be accessed by the public including contractors. The Department of Juvenile Justice Services will post notices in department bulletin boards throughout the department notifying employees and the public including contractors that the EEOP Utilization report is accessible and available on the Department of Juvenile Justice Services Internet webpage. And, that they can obtain a copy of the report by downloading a copy or in the alternative contacting the Department of Juvenile Justice Services, the Clark County Office of Diversity, and/or the Clark County Human Resources.

Utilization Analysis Chart
Relevant Labor Market: Clark County, Nevada

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 #/%	9/50%	1/6%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%	3/17%	0/0%	3/17%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	42,160/44%	6,080/6%	3,400/4%	355/0%	3,540/4%	135/0%	515/1%	335/0%	25,710/27%	5,700/6%	3,045/3%	205/0%	2,575/3%	150/0%	595/1%	320/0%
Utilization #/%	6%	-1%	8%	-0%	-4%	-0%	-1%	-0%	-10%	-6%	13%	-0%	-3%	-0%	-1%	-0%
Professionals																
Workforce #/%	18/13%	14/10%	29/21%	0/0%	2/1%	0/0%	0/0%	0/0%	26/19%	14/10%	31/22%	1/1%	4/3%	0/0%	0/0%	0/0%
CLS #/%	36,705/32%	4,740/4%	4,045/3%	120/0%	5,540/5%	200/0%	725/1%	435/0%	40,895/35%	6,790/6%	5,435/5%	275/0%	7,745/7%	290/0%	1,085/1%	780/1%
Utilization #/%	-19%	6%	17%	-0%	-3%	-0%	-1%	-0%	-17%	4%	18%	0%	-4%	-0%	-1%	-1%
Technicians																
Workforce #/%	0/0%	1/17%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	2/33%	1/17%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,220/31%	1,520/8%	775/4%	40/0%	1,330/7%	30/0%	155/1%	130/1%	5,345/27%	1,295/7%	1,215/6%	10/0%	1,500/8%	85/0%	105/1%	125/1%
Utilization #/%	-31%	9%	13%	-0%	-7%	-0%	-1%	-1%	6%	10%	11%	-0%	-8%	-0%	-1%	-1%
Protective Services:																
Sworn																
Workforce #/%	57/24%	20/9%	70/30%	3/1%	10/4%	0/0%	0/0%	0/0%	29/12%	16/7%	24/10%	0/0%	5/2%	0/0%	0/0%	0/0%
CLS #/%	13,900/51%	2,920/11%	3,200/12%	180/1%	1,200/4%	145/1%	400/1%	295/1%	2,980/11%	625/2%	820/3%	20/0%	235/1%	50/0%	90/0%	20/0%
Utilization #/%	-27%	-2%	18%	1%	-0%	-1%	-1%	-1%	1%	5%	7%	-0%	1%	-0%	-0%	-0%
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	655/29%	190/9%	230/10%	20/1%	85/4%	0/0%	0/0%	10/0%	605/27%	110/5%	205/9%	15/1%	80/4%	20/1%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	2/6%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	19/53%	6/17%	6/17%	1/3%	1/3%	0/0%	0/0%	0/0%
CLS #/%	53,410/22%	16,225/7%	8,525/3%	345/0%	7,730/3%	605/0%	1,280/1%	1,040/0%	87,385/36%	31,630/13%	15,995/7%	1,025/0%	13,600/6%	1,495/1%	2,150/1%	1,485/1%

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 #/%	-16%	-4%	-3%	-0%	-3%	-0%	-1%	-0%	17%	4%	10%	2%	-3%	-1%	-1%	-1%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	41,675/48%	32,650/38%	3,650/4%	600/1%	2,415/3%	505/1%	660/1%	375/0%	1,940/2%	1,050/1%	440/1%	15/0%	340/0%	40/0%	55/0%	15/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	6/55%	2/18%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	70,470/23%	72,370/23%	16,275/5%	695/0%	16,265/5%	1,240/0%	1,620/1%	1,730/1%	48,195/16%	49,555/16%	11,630/4%	535/0%	16,725/5%	710/0%	1,235/0%	1,155/0%
Utilization #/%	32%	-5%	4%	-0%	-5%	-0%	-1%	-1%	-16%	2%	-4%	-0%	-5%	-0%	-0%	-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
Professionals	✓								✓							
Protective Services: Sworn	✓															
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]

HR Director
[title]

September 7, 2016
[date]