



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

August 11, 2022

Tina Curry
Equal Employment Compliance Officer
County of Los Angeles
500 W. Temple Street
Los Angeles, CA 90012

Re: Equal Employment Opportunity Plan (EEOP) Utilization Report for County of Los Angeles, 22-OCR-1191

Dear Ms. Curry,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the Equal Employment Opportunity Plan (EEOP) Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The approval of your EEOP Utilization Report is effective for two years from the date of this letter, and satisfies the EEOP reporting requirement for all open Department of Justice (DOJ) awards during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

X *Michael L. Alston*

Michael L. Alston

Director

Signed by: MICHAEL ALSTON

EEO Utilization Report

Organization Information

Name: County Of Los Angeles

City: Los Angeles

State: CA

Zip: 90012

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Policy Statement:

It is the policy of the County of Los Angeles to provide equal employment opportunity for all qualified persons, regardless of age (40 and over); ancestry; color; ethnicity; religious creed (including religious dress and grooming practices); denial of family and medical care leave; disability (including mental and physical disability); marital status; medical condition (cancer and genetic characteristics); genetic information; military and veteran status; national origin (including language use restrictions); race; sex (including pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth, or breastfeeding); gender; gender identity; gender expression; sexual orientation; and any other characteristic protected by state or federal employment law. Our commitment includes ensuring a non-discriminatory workplace where individuals are valued for their differences, as well as their similarities.

Every County of Los Angeles employee, and every person engaged in business with or on behalf of the County, has an ongoing responsibility to create a non-discriminatory work environment through their personal conduct.

Responsibility for the implementation of the County of Los Angeles Equal Employment Opportunity Non-Discrimination Policy rests with the Director of Personnel. However, all department heads are responsible for carrying out this policy within their department. The Board of Supervisors expects each department head, manager, and supervisor to ensure compliance with this policy.

Step 4b: Narrative of Interpretation

The Significant Underutilization Chart indicates White males are underutilized in six of the nine job categories as follows:

Officials/Administrators by -25%;

Professionals by -19%;

Technicians by -9%;

Protective Services: Non-sworn by -2%

Administrative Support by -11%; and

Service/Maintenance by -1%.

White females are underutilized in eight of the nine job categories as follows:

Officials/Administrators by -6%;

Professionals by -10%;

Technicians by -10%;

Protective Services: Sworn-Officials by -2%;

Protective Services: Non-sworn by -1%

Administrative Support by -6%;

Skilled Craft by -1%; and

Service/Maintenance by -4%.

Hispanic or Latino males are underutilized in seven of the nine job categories as follows:

Officials/Administrators by -2%;

Professionals by -1%;

Protective Services: Sworn-Officials by -6%;

Protective Services: Sworn-Patrol Officers by -20%;

Administrative Support by -7%;

Skilled Craft by -5%; and

Service/Maintenance by -15%.

Hispanic or Latino females are underutilized in four of the nine job categories as follows:

Technicians by -6%;

Protective Services: Sworn-Patrol Officers by -16%;

Skilled Craft by -3%; and

Service/Maintenance by -2%.

Black or African American males are underutilized in one of the nine job categories as follows:

Protective Services: Sworn-Officials by -1%; and

Protective Services: Non-sworn by -5%.

American Indian or Alaska Native males are underutilized in one of the nine job categories as follows:

Protective Services: Non-sworn by -1%.

Please see attached for full narrative.

Following File has been uploaded:Step 4b Narrative of Interpretation.pdf

Step 5: Objectives and Steps

- 1. Identify any barriers in the recruitment and selection process that may have caused an artificial barrier and/or underutilization of the identified racial/ethnic or gender groups in the above job categories.**

- a. Review employment announcement to ensure minimum requirements and desirable qualifications for the job classification are valid and are representative of the education, skills and experience required to perform the essential duties of the job.
- b. Review classification specifications to ensure the definition/standards, examples of duties, training and experience for the job classification are valid to perform the essential duties of the job.
- c. Review and analyze how the County recruits, selects and retains employees to determine if any practice, procedure or test used in the selection or promotion process is causing an artificial barrier and/or underutilization of a racial/ethnic or gender group.
- d. Review and analyze applicant flow data to determine if adverse impact exists for any racial/ethnic and/or gender groups in any aspect of the selection process.
- e. Review Candidate Experience and Data to inform us on the impact our exam tools are having on candidates.
- f. Review appeals data to identify concerns and issues associated with past hiring practices.
- g. Conduct workforce utilization analysis for each County department to determine if racial/ethnic and/or gender groups are hired and/or promoted at a rate commensurate with their internal and external availability in the relevant area labor force.
- h. Assist departments in the development of their Equal Employment Opportunity Plans (EEO) to address underutilization of racial/ethnic and gender groups identified in the department workforce. Departmental EEOs will address identification of problem areas and the development of action-oriented programs.
- i. Partner with DHR IT to develop easier access to equity related metrics around hiring, transfers, promotions, terminations, trainings, etc.
- j. Establish Countywide HR Policy steering committee to ensure all policies are reviewed with an Anti-Racism and Diversity lens.
- k. Re-examine and strengthen county code antidiscrimination policies.

2. Enhance outreach and recruitment activities to increase the participation of job applicants in the identified underutilized racial/ethnic and gender groups.

- a. Continue and develop new partnerships and relationships with recruitment sources that can provide qualified candidates to promote a diverse workforce to include underutilized racial/ethnic and gender groups, veterans, and individuals with disabilities.
- b. Increase partnerships with Historically Black Colleges (HBCUs), Community Based Organizations.
- c. Using Pipeline Programs to address the County Board of Supervisors goal of providing at risk communities with employment opportunities in the following programs Career Development Intern (CDI), LA County Bridges, Student Worker and TempLA Program.
- d. Review Candidate experience and data to receive information on the impact County exam tools are having on candidates.
- e. Continue job marketing group meetings and engage departmental Human Resource Analysts to attract the best and brightest candidates.
- f. Partner with Countywide Talent Assessment Division and County departments to use recruitment to drive an increase of diverse individuals to our exam process.
- g. Develop Talent Acquisition database that identifies, interacts with and provide information for qualified diverse individuals for both classified and unclassified positions.
- h. Increase participation in Information Technology and Tech Career Fairs.
- i. Review communications (e.g., internal and external printed publications, consumer advertisements, and websites) to ensure all racial/ethnic and gender groups including individuals with disabilities are featured.
- j. Monitor departmental action-oriented programs to measure the effectiveness of recruitment, outreach and training efforts in addressing underutilized racial/ethnic and gender groups.
- k. Ensure employment announcements are posted on the Countywide Department of Human Resources website for public view. In addition, ensure employment announcements for open-competitive examinations are circulated to community, professional, educational and employee organizations.
- l. Ensure the identified underutilized racial/ethnic and gender groups are represented in the Countys succession planning efforts. Along these lines, the County established an Executive Leadership Development Program in conjunction with the University of Southern Californias Sol Price School of Public Policy. This program is designed to

enhance current and future leadership performance of mid-to senior-level County managers and strives to be inclusive of all racial/ethnic and gender groups that meet the program criteria.

m. Continue to implement innovative programs such as Los Angeles Countys Equity Summit which unites Los Angeles Countys workforce to examine how implicit bias and cultural competency affect our society. The Summit features interactive workshops led by subject-matter experts, engaging panel discussions with department heads and community leaders, and speeches from County Supervisors.

n. Continue to implement Los Angeles Countys DIALOGUE Series: Advancing Diversity, Inclusion & Acceptance. The DIALOGUE series brings together informed speakers and audiences to explore societal topics that impact the workplace and the public it serves. This series is created to engage, inform, and provide an interactive experience for its workforce.

o. Introduce Los Angeles Countys revised Employment Discrimination Prevention web-based training which will assist county managers and supervisors in identifying their roles, rights, and responsibilities under federal, State and County Policy. The training focuses on the measures that supervisors and managers should implement to prevent and eliminate discriminatory practices.

p. Expand the Countys Implicit Bias and Cultural Competency curriculum which will introduce the principles of implicit bias and cultural competency, present practical steps to reduce or eliminate the impact of implicit biases on our services and clients, and provide strategies to improve our cultural competence.

q. Identify training needs and opportunities of upward mobility to ensure equal employment opportunity. The County promotes career advancement programs by developing trainings in several subject areas to enhance the career development of employees. These programs aim to cultivate the skills, elevate understanding, knowledge, and assist employees in achieving their career goals.

Step 6: Internal Dissemination

1. The Countys EEO Utilization Report will be posted on the Countywide Department of Human Resources website via lacounty.gov which is frequented by employees. Additionally, a statement will be added that a hard copy of the report is available upon request at the Department of Human Resources.

2. A memo will be posted in areas frequented by employees stating that the Countys EEO Utilization Report is available upon request at the Department of Human Resources.

Step 7: External Dissemination

1. The Countys EEO Utilization Report will be available on the Countywide Department of Human Resources website via lacounty.gov. Additionally, a statement will be added that a hard copy of the report is available upon request at the Department of Human Resources.

2. A memo will be posted in areas frequented by the public stating that the Countys EEO Utilization Report is available upon request at the Department of Human Resources.

3. As part of our external dissemination, the County notifies appropriate recruiting sources, labor unions, community, professional, educational and employee organizations of the availability of the Countys EEO Utilization Report.

4. All employment announcements, recruitment brochures and literature will continue to carry the notice that it is the policy of the County of Los Angeles to provide equal employment opportunity for all qualified persons, regardless of race, religion, sex, national origin, age (40 and over), sexual orientation, disability and any other protected characteristic protected by state or federal employment law. All employment announcements will also include the information advising persons with disabilities of their right to request reasonable accommodation in the application or examination process in accordance with the American with Disabilities Act.

5. Contractors and vendors will be notified that the County of Los Angeles is an Equal Employment Opportunity employer. In addition, contractors and vendors will be notified that the County of Los Angeles has an EEO Utilization Report and the

report is available upon request.

Utilization Analysis Chart
Relevant Labor Market: Los Angeles County, California

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 #/%	924/8%	1328/11%	429/4%	9/0%	933/8%	1/0%	39/0%	0/0%	1546/13%	3253/27%	1686/14%	20/0%	1781/15%	3/0%	85/1%	0/0%
CLS #/%	180,790/32%	71,660/13%	17,665/3%	440/0%	55,960/10%	520/0%	3,385/1%	2,060/0%	107,895/19%	54,430/10%	21,395/4%	395/0%	39,910/7%	800/0%	2,675/0%	1,415/0%
Utilization #/%	-25%	-2%	0%	-0%	-2%	-0%	-0%	-0%	-6%	17%	10%	0%	8%	-0%	0%	-0%
Professionals																
Workforce #/%	2463/8%	2189/7%	899/3%	30/0%	3155/10%	6/0%	117/0%	0/0%	4176/14%	7299/24%	3595/12%	46/0%	6084/20%	12/0%	243/1%	0/0%
CLS #/%	238,045/27%	67,910/8%	27,605/3%	810/0%	88,540/10%	635/0%	5,430/1%	3,015/0%	204,465/23%	88,260/10%	39,250/4%	830/0%	101,055/12%	645/0%	6,215/1%	3,885/0%
Utilization #/%	-19%	-1%	-0%	0%	0%	-0%	-0%	-0%	-10%	14%	7%	0%	9%	-0%	0%	-0%
Technicians																
Workforce #/%	397/12%	656/20%	235/7%	3/0%	1011/31%	3/0%	17/1%	0/0%	111/3%	254/8%	194/6%	3/0%	391/12%	0/0%	8/0%	0/0%
CLS #/%	22,305/21%	14,985/14%	3,995/4%	105/0%	14,490/14%	135/0%	625/1%	360/0%	14,215/13%	14,340/14%	6,635/6%	100/0%	12,725/12%	45/0%	455/0%	570/1%
Utilization #/%	-9%	6%	3%	-0%	17%	-0%	-0%	-0%	-10%	-6%	-0%	-0%	-0%	-0%	-0%	-1%
Protective Services: Sworn-Officials																
Workforce #/%	2807/31%	2294/25%	1072/12%	21/0%	431/5%	9/0%	57/1%	0/0%	300/3%	988/11%	925/10%	4/0%	105/1%	1/0%	23/0%	0/0%
CLS #/%	25,795/28%	28,580/31%	12,280/13%	305/0%	6,110/7%	410/0%	865/1%	445/0%	4,465/5%	6,300/7%	5,040/5%	120/0%	755/1%	175/0%	205/0%	250/0%
Utilization #/%	3%	-6%	-1%	-0%	-2%	-0%	-0%	-0%	-2%	4%	5%	-0%	0%	-0%	0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	2233/27%	3520/42%	470/6%	22/0%	570/7%	7/0%	69/1%	0/0%	330/4%	973/12%	99/1%	6/0%	76/1%	2/0%	21/0%	0/0%
Civilian Labor Force #/%	7,450/3%	181,370/6%	4,375/2%	180/0%	3,560/1%	184/0%	435/0%	850/0%	4,015/1%	81,025/28%	4,045/1%	80/0%	2,590/1%	150/0%	340/0%	625/0%
Utilization #/%	24%	-20%	4%	0%	6%	0%	1%	-0%	3%	-16%	-0%	0%	0%	-0%	0%	-0%
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 #/%	903/18%	1327/26%	307/6%	4/0%	334/7%	3/0%	36/1%	0/0%	491/10%	1019/20%	428/8%	7/0%	191/4%	0/0%	25/0%	0/0%
CLS #/%	1,140/20%	1,125/20%	615/11%	50/1%	335/6%	0/0%	60/1%	100/2%	610/11%	1,065/19%	490/9%	0/0%	45/1%	0/0%	30/1%	10/0%
Utilization #/%	-2%	6%	-5%	-1%	1%	0%	-0%	-2%	-1%	1%	-0%	0%	3%	0%	-0%	-0%
Administrative Support																
Workforce #/%	624/3%	2295/9%	799/3%	17/0%	1159/5%	1/0%	50/0%	0/0%	3015/12%	9029/37%	4555/19%	56/0%	2851/12%	15/0%	127/1%	0/0%
CLS #/%	172,060/14%	197,735/16%	38,295/3%	1,040/0%	81,415/7%	1,180/0%	5,370/0%	3,815/0%	227,575/19%	308,390/25%	71,065/6%	1,685/0%	103,470/8%	2,805/0%	7,730/1%	5,935/0%
Utilization #/%	-11%	-7%	0%	-0%	-2%	-0%	-0%	-0%	-6%	12%	13%	0%	3%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	365/26%	718/52%	145/10%	4/0%	127/9%	0/0%	4/0%	0/0%	10/1%	6/0%	4/0%	0/0%	2/0%	0/0%	0/0%	0/0%
CLS #/%	87,220/25%	200,705/5%	14,875/4%	635/0%	23,945/7%	545/0%	1,655/0%	1,755/0%	4,890/1%	11,345/3%	1,225/0%	35/0%	3,580/1%	20/0%	115/0%	160/0%
Utilization #/%	2%	-5%	6%	0%	2%	-0%	-0%	-0%	-1%	-3%	-0%	-0%	-1%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	555/8%	1986/27%	914/12%	17/0%	357/5%	3/0%	40/1%	0/0%	206/3%	1732/24%	1124/15%	13/0%	365/5%	2/0%	45/1%	0/0%
CLS #/%	116,520/9%	542,605/4%	42,375/3%	1,140/0%	61,565/5%	2,065/0%	4,245/0%	3,965/0%	85,825/7%	335,760/26%	37,515/3%	910/0%	64,650/5%	1,060/0%	3,480/0%	3,070/0%
Utilization #/%	-1%	-15%	9%	0%	0%	-0%	0%	-0%	-4%	-2%	12%	0%	0%	-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
Officials/Administrators	✓	✓			✓	✓	✓	✓	✓					✓		✓
Professionals	✓	✓				✓	✓	✓	✓					✓		✓
Technicians	✓							✓	✓	✓						✓
Protective Services: Sworn-Officials		✓	✓		✓	✓	✓	✓	✓		✓			✓		✓
Protective Services: Sworn-Patrol Officers		✓					✓	✓		✓						✓
Protective Services: Non-sworn	✓		✓	✓			✓	✓	✓							✓
Administrative Support	✓	✓			✓	✓	✓	✓	✓					✓	✓	✓
Skilled Craft		✓						✓	✓				✓			
Service/Maintenance	✓	✓				✓	✓	✓	✓	✓						✓

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
Chiefs																
Workforce #/%	79/51%	33/21%	17/11%	0/6%	9/6%	0/0%	2/1%	0/0%	6/4%	4/3%	4/3%	0/0%	1/1%	0/0%	0/0%	0/0%
Commanders																
Workforce #/%	9/33%	7/26%	2/7%	0/7%	2/7%	0/0%	0/0%	0/0%	3/11%	3/11%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Captains																
Workforce #/%	487/56%	233/27%	64/7%	5/5%	40/5%	0/0%	5/1%	0/0%	16/2%	6/1%	5/1%	0/0%	2/0%	0/0%	1/0%	0/0%
Lieutenants																
Workforce #/%	170/44%	103/27%	17/4%	2/6%	22/6%	0/0%	1/0%	0/0%	23/6%	24/6%	16/4%	0/0%	4/1%	0/0%	3/1%	0/0%
Sergeants																
Workforce #/%	454/36%	414/33%	84/7%	1/6%	77/6%	2/0%	3/0%	0/0%	45/4%	121/10%	42/3%	0/0%	11/1%	0/0%	1/0%	0/0%
Detectives																
Workforce #/%	1/20%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%
Investigators																
Workforce #/%	92/19%	113/23%	33/7%	1/8%	39/8%	0/0%	0/0%	0/0%	45/9%	107/22%	48/10%	1/0%	13/3%	0/0%	2/0%	0/0%
Inspectors																
Workforce #/%	31/18%	25/15%	13/8%	0/23%	38/23%	0/0%	0/0%	0/0%	22/13%	14/8%	2/1%	0/0%	22/13%	0/0%	1/1%	0/0%
Fire Fighters																
Workforce #/%	1233/57%	615/29%	105/5%	7/5%	97/5%	6/0%	28/1%	0/0%	28/1%	18/1%	3/0%	0/0%	3/0%	1/0%	1/0%	0/0%
Forestry																
Workforce #/%	11/42%	5/19%	2/8%	1/8%	2/8%	0/0%	0/0%	0/0%	4/15%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%
Ocean Lifeguard Specialist																
Workforce #/%	84/78%	7/6%	2/2%	0/4%	4/4%	0/0%	0/0%	0/0%	10/9%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Probation Officers and Directors																
Workforce #/%	122/5%	482/21%	485/21%	1/3%	76/3%	0/0%	6/0%	0/0%	77/3%	397/17%	585/26%	2/0%	32/1%	0/0%	6/0%	0/0%
Detention Officers																
Workforce #/%	33/3%	220/21%	231/22%	2/2%	24/2%	1/0%	10/1%	0/0%	19/2%	279/27%	206/20%	1/0%	15/1%	0/0%	8/1%	0/0%
Transportation Deputy,																

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
Probation																
Workforce #/%	1/1%	35/41%	17/20%	1/1%	1/1%	0/0%	2/2%	0/0%	2/2%	13/15%	12/14%	0/0%	1/1%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	2233/27%	3520/42%	470/6%	22/7%	570/7%	7/0%	69/1%	0/0%	330/4%	973/12%	99/1%	6/0%	76/1%	2/0%	21/0%	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: Tina Curry

Equal Employment Opportunity Officer

02-01-2022

[signature]

[title]

[date]

NARRATIVE OF INTERPRETATION

The Significant Underutilization Chart indicates White males are underutilized in six of the nine job categories as follows:

- Officials/Administrators by -25%;
- Professionals by -19%;
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- Administrative Support by -6%;
- Skilled Craft by -1%; and
- Service/Maintenance by -4%.

Hispanic or Latino males are underutilized in seven of the nine job categories as follows:

- Officials/Administrators by -2%;
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Hispanic or Latino females are underutilized in four of the nine job categories as follows:

- Technicians by -6%;
- Protective Services: Sworn-Patrol Officers by -16%;
- Skilled Craft by -3%; and
- Service/Maintenance by -2%.

Black or African American males are underutilized in one of the nine job categories as follows:

- Protective Services: Sworn-Officials by -1%; and
- Protective Services: Non-sworn by -5%.

American Indian or Alaska Native males are underutilized in one of the nine job categories as follows:

- Protective Services: Non-sworn by -1%.

American Indian or Alaska Native females are underutilized in one of the nine job categories as follows:

- Protective Services: Sworn-Officials by -0.09%.

Asian males are underutilized in three of the nine job categories as follows:

- Officials/Administrators by -2%;
- Protective Services: Sworn-Officials by -2%; and
- Administrative Support by -2%.

Asian females are underutilized in one of the nine job categories as follows:

- Skilled Craft by -1%.

Native Hawaiian or Other Pacific Islander males are underutilized in five of the nine job categories as follows:

- Officials/Administrators by -0.08%;
- Professionals by -0.05%;
- Protective Services: Sworn-Officials by -0.3%;
- Administrative Support by -0.1%; and
- Service/Maintenance by -0.1%.

Native Hawaiian or Other Pacific Islander females are underutilized in four of the nine job categories as follows:

- Officials/Administrators by -0.1%;
- Professionals by -0.03%;
- Protective Services: Sworn-Officials by 0.2%;
- Administrative Support by 0.2%; and

In the Two or More Races category, males were underutilized in five of the nine job categories as follows:

- Officials/Administrators by -0.2%;
- Professionals by -0.2%;
- Protective Services: Sworn-Officials by -0.3%;
- Protective Services: Non-sworn by -0.3%; and
- Administrative Support by -0.2%.

In the Two or More Races category, females were underutilized in one of the nine job categories as follows:

- Administrative Support by -0.1%.