

EEOP Short Form



Mon Aug 27 11:48:39 EDT 2012

Step 1: Introductory Information

Grant Title: Crime/Victim Assistance Grants DA **Grant Number:** 2010-VA-GX-0073/C10-8-008
Grantee Name: Augusta, Georgia **Award Amount:** \$25,634.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Kathy Rogers **Telephone #:** 706-821-1135
Contact Address: 735 James Brown Blvd, Ste. 2400
Augsuta, Georgia
30901
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Crime/Victim Assistance Grants DA **Grant Number:** 2011-Va-GX-0010/C11-8-006
Grantee Name: Augusta, Georgia **Award Amount:** \$8,805.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Kathy Rogers **Telephone #:** 706-821-1135
Contact Address: 735 James Brown Blvd., Ste 2400
Augusta, Georgia
30901
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Crime/Victim Assistance Grants DA **Grant Number:** 2009-SU-B9-0003/B82-8-001
ARRA
Grantee Name: Augusta, Georgia **Award Amount:** \$428.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Kathy Rogers **Telephone #:** 706-821-1135
Contact Address: 735 James Brown Blvd., Ste. 2400
Augusta, Georgia
30901
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Crime/Victim Assistance Grants DA ARRA **Grant Number:** 2009-SU-B9-0003/B82-8-261
Grantee Name: Augusta, Georgia **Award Amount:** \$26,234.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Kathy Rogers **Telephone #:** 706-821-1135
Contact Address: 735 James Brown Blvd., Ste. 3400
Augusta, Georgia
30901
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Solicitors VWAP **Grant Number:** C10-8-007
Grantee Name: Augusta, Georgia **Award Amount:** \$21,897.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Lisa Taylor **Telephone #:** 706-821-1220
Contact Address: 401 Walton Way, Rm A-121
Augusta, Georgia
30901
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Solicitors VWAP **Grant Number:** C11-8-005
Grantee Name: Augusta, Georgia **Award Amount:** \$8,568.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Lisa Taylor **Telephone #:** 706-821-1220
Contact Address: 401 Walton Way, Rm A-121
Augusta, Georgia
30901
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Augusta JC-Veteran's Treatment Court-ARRA **Grant Number:** B82-8-260
Grantee Name: Augusta, Georgia **Award Amount:** \$51,076.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Tom Gunnels **Telephone #:** 706-821-2387
Contact Address: 735 James Borwn Blvd., Ste. 2200
Augusta, Georgia
30901
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Augusta JC Magistrate Court - ARRA **Grant Number:** B82-8-262
Grantee Name: Augusta, Georgia **Award Amount:** \$22,500.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Tom Gunnels **Telephone #:** 706-821-2387
Contact Address: 735 James Brown Blvd., Ste. 2200
Augusta, Georgia
30901
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Augusta JC Jail Clearing Initiative - ARRA **Grant Number:** B82-8-263
Grantee Name: Augusta, Georgia **Award Amount:** \$5,619.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Tom Gunnels **Telephone #:** 706-821-2387
Contact Address: 735 Greene Street, Ste. 2200
Augusta, Georgia
30901
DOJ Grant Manager: **DOJ Telephone #:**

Grant Title: Augusta JC Warrant Project - ARRA
Grant Number: B82-8-264
Grantee Name: Augusta, Georgia
Award Amount: \$2,506.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Jeff Barrett
Telephone #: 706-821-2368
Contact Address: 530 Greene Street, Ste. 701
Augusta, Georgia
30901
DOJ Grant Manager:
DOJ Telephone #:

Grant Title: Byrne JAG 2010 Region 3 K-9 Task Force
Grant Number: 2010-DJ-BX-0362/B10-8-019
Grantee Name: Augusta, Georgia
Award Amount: \$27,652.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Chester V. Huffman
Telephone #: 706-821-1577
Contact Address: 401 Walton Way
Augusta, Georgia
30901
DOJ Grant Manager:
DOJ Telephone #:

Grant Title: Byrne JAG 2011 Region 3 K-9 Task Force
Grant Number: 2010-DJ-BX-0362/B10-8-028
Grantee Name: Augusta, Georgia
Award Amount: \$6,341.00
Grantee Type: Local Government Agency
Address: 530 Greene Street
Augusta, Georgia
30901
Contact Person: Chester V. Huffman
Telephone #: 706-821-1577
Contact Address: 401 Walton Way
Augusta, Georgia
30901
DOJ Grant Manager:
DOJ Telephone #:

Policy Statement:

On December 6, 2011, consistent with past ordinances, the Augusta, Georgia Board of Commissioners passed an ordinance, which states, in pertinent part:

Augusta, Georgia is an Equal Opportunity Employer. We value and respect the diversity of our employees, directors, consultants, representatives, suppliers, vendors, customers, and communities. As part of our culture of respect and appreciation we believe that people with varied backgrounds and perspectives add vitality and creativity to Augusta, Georgia and we encourage diversity in the workplace. To that end, we provide equal employment opportunities regardless of race, color, religion, national origin, sex, age, disability, military service or status, veteran status, citizenship status, or any other characteristic protected by federal, state, or local law. Augusta, Georgia is committed to providing equal opportunity in all our employment and purchasing practices. We will hire, evaluate, transfer, compensate, and promote employees based on skills and performance, and not on any unlawful consideration.

Step 4b: Narrative Underutilization Analysis

1. Females (white and black) were significantly underutilized in the following job categories: professionals; technicians; and service/maintenance.
2. White females were significantly underutilized in the protective services: non-sworn job category.
3. Males (white and black) were significantly underutilized in the administrative support job category; however, these positions are most often sought by female applicants.
4. White males and Latino males were significantly underutilized in the position of skilled craft.

Step 5 & 6: Objectives and Steps

1. Augusta, Georgia will review all employment data related to the job categories of professionals, technicians, and service/maintenance to identify any issues that may pose barriers to women (e.g. review the records of exit interviews of former employees, examine applicant flow data for recent vacancies, review job postings and advertising practices, determine whether there are in-house career paths, evaluate the hiring, retention, and attrition rates for particular positions).

- a. Review records of exit interviews of former employees
- b. Examine applicant flow data
- c. Review job postings and advertising practices
- d. Determine any in-house career paths
- e. Evaluate the hiring, retention, and attrition rates

2. Augusta, Georgia will review all employment data related to skilled craft positions to identify any issues that may pose barriers for white or Latino males (e.g. review the records of exit interviews of former employees, examine applicant flow data for recent vacancies, review job posting and advertising practices, determine whether there are in-house career paths, evaluate hiring, retention, and attrition rates for particular positions).

- a. Review the records of exit interviews of former employees
- b. Examine applicant flow data for recent vacancies
- c. Review job posting and advertising practices
- d. Determine any in-house career paths
- e. Evaluate hiring, retention, and attrition rates for particular positions

3. Augusta, Georgia will review all employment data related to protective services: non-sworn to identify any issues that may pose barriers to white women (e.g. review the records of exit interviews of former employees, examine applicant flow data for recent vacancies, review job posting and advertising practices, determine whether there are in-house career paths, evaluate hiring, retention, and attrition rates for particular positions).

- a. Review the records of exit interviews of former employees
- b. Examine applicant flow data for recent vacancies
- c. Review job posting and advertising practices
- d. Evaluate hiring, retention, and attrition rates for particular positions

Step 7a: Internal Dissemination

1. Augusta will post a .pdf file of EEOP on its website.
2. Augusta will keep two bound copies of the EEOP in the Clerk of Commissions Office for review.
3. Augusta will post a written notice in the Human Resources Department informing employees how they may receive a copy of the EEOP.

Step 7b: External Dissemination

1. Augusta will post a .pdf file of EEOP on its website.
2. Augusta will keep two bound copies of the EEOP in the Clerk of Commissions Office for public review.
3. Augusta will post a written notice in the Human Resources Department informing applicants/public how they may receive a copy for the EEOP.

Utilization Analysis Chart
Relevant Labor Market: Richmond County, Georgia

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	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 #/%	19/41%	1/2%	12/26%	0/0%	1/2%	0/0%	0/0%	6/13%	0/0%	6/13%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	6/13%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,210/38%	40/0%	1,135/14%	40/0%	95/1%	4/0%	2,110/25%	70/1%	1,415/17%	30/0%	120/1%	30/0%	0/0%	0/0%	0/0%	0/0%	1,415/17%	30/0%	120/1%	0/0%	0/0%	0/0%	55/1%
Utilization #/%	3%	2%	13%	-0%	1%	-0%	-12%	-1%	-4%	-0%	1%	-0%	-0%	1%	-1%	-4%	-0%	-0%	1%	0%	-1%	-1%	-1%
Professionals																							
Workforce #/%	63/43%	1/1%	38/26%	0/0%	3/2%	0/0%	22/15%	1/1%	16/11%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	16/11%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,165/29%	115/1%	1,370/10%	10/0%	170/1%	0/0%	4,710/33%	125/1%	3,570/25%	10/0%	130/1%	10/0%	4/0%	4/0%	10/0%	0/0%	3,570/25%	10/0%	130/1%	4/0%	4/0%	0/0%	25/0%
Utilization #/%	15%	-0%	17%	-0%	1%	0%	-18%	-0%	-14%	-0%	-0%	-0%	-0%	-0%	-0%	-0%	-14%	-0%	-0%	-0%	-0%	-0%	-0%
Technicians																							
Workforce #/%	103/47%	4/2%	55/25%	0/0%	0/0%	0/0%	31/14%	2/1%	22/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	22/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	460/14%	50/2%	490/15%	10/0%	0/0%	0/0%	760/24%	34/1%	1,350/42%	15/0%	30/1%	15/0%	0/0%	0/0%	15/0%	0/0%	1,350/42%	15/0%	30/1%	0/0%	0/0%	0/0%	10/0%
Utilization #/%	33%	0%	10%	-0%	0%	0%	-9%	-0%	-32%	-0%	-1%	-0%	-0%	-0%	-0%	-0%	-32%	-0%	-1%	0%	0%	0%	-0%
Protective Services: Sworn																							
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	715/33%	14/1%	1,010/46%	4/0%	0/0%	0/0%	120/6%	0/0%	300/14%	0/0%	10/0%	0/0%	0/0%	0/0%	0/0%	0/0%	300/14%	0/0%	10/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																							
Protective Services: Non-sworn																							
Workforce #/%	122/42%	7/2%	123/42%	0/0%	2/1%	0/0%	14/5%	0/0%	23/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	23/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	0/0%	0/0%	25/28%	0/0%	0/0%	0/0%	55/61%	0/0%	10/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	42%	2%	14%	0%	1%	0%	-56%	0%	-3%	0%	0%	-3%	0%	0%	0%	-3%	-0%	0%	0%	0%	0%	0%	0%
Administrative Support																							
Workforce #/%	30/8%	2/1%	32/9%	0/0%	1/0%	0/0%	119/32%	2/1%	179/48%	1/0%	4/1%	1/0%	0/0%	0/0%	1/0%	0/0%	179/48%	1/0%	4/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,935/14%	210/1%	2,450/12%	0/0%	70/0%	0/0%	6,900/34%	320/2%	7,095/35%	50/0%	150/1%	50/0%	20/0%	20/0%	50/0%	0/0%	7,095/35%	50/0%	150/1%	20/0%	20/0%	0/0%	110/1%
Utilization #/%	-6%	-0%	-3%	0%	-0%	0%	-2%	-1%	13%	0%	0%	0%	0%	0%	0%	0%	13%	0%	0%	-0%	-0%	-0%	-1%
Skilled Craft																							
Workforce #/%	60/46%	0/0%	54/41%	1/1%	0/0%	0/0%	14/11%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,700/56%	270/3%	2,455/30%	60/1%	70/1%	15/0%	295/4%	15/0%	330/4%	60/1%	40/0%	0/0%	0/0%	0/0%	0/0%	0/0%	330/4%	0/0%	40/0%	0/0%	0/0%	0/0%	10/0%

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 #/%	-11%	-3%	12%	0%	-1%	-0%	-1%	7%	-0%	-2%	0%	-0%	0%	-0%
Service/Maintenance														
Workforce #/%	92/28%	3/1%	182/56%	2/1%	1/0%	0/0%	0/0%	14/4%	1/0%	30/9%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,730/21%	445/2%	9,135/33%	25/0%	180/1%	25/0%	60/0%	3,695/13%	305/1%	7,610/27%	35/0%	435/2%	10/0%	55/0%
Utilization #/%	8%	-1%	23%	1%	-0%	-0%	-0%	-9%	-1%	-18%	-0%	-2%	-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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Professionals								✓		✓				
Technicians								✓		✓				
Protective Services: Non-sworn								✓						
Administrative Support	✓		✓											
Skilled Craft	✓	✓												
Service/Maintenance								✓		✓		✓		

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 Short Form.

I have reviewed the foregoing EEOP Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.



MAYOR

9/5/12

[signature]

[title]

[date]

AGM
9/4/12