

## CITY OF OKLAHOMA CITY EEOP SHORT FORM

### STEP 1: INTRODUCTORY INFORMATION

**GRANTEE NAME: CITY OF OKLAHOMA CITY**

Grant Number	Award Amount	Award Date	Grant Duration	Program of Award
2017-DJ-BX-0842 Direct Recipient	\$464,190	6/26/2018	10/01/2016--9/30/2020	Department of Justice/ Office of Justice Programs
<i>Department of Justice Grant Manager: Olga Santiago, 202-598-1094, <a href="mailto:Olga.Santiago@usdoj.gov">Olga.Santiago@usdoj.gov</a>                      City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104,  <a href="mailto:Michael.Stroope@okc.gov">Michael.Stroope@okc.gov</a></i>				
2018-DJ-BX-0836 Direct Recipient	\$451,842	10/01/2018	10/01/2017--9/30/2021	Department of Justice/ Office of Justice Programs
<i>Department of Justice Grant Manager: Olga Santiago, 202-598-1094, <a href="mailto:Olga.Santiago@usdoj.gov">Olga.Santiago@usdoj.gov</a>                      City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104,  <a href="mailto:Michael.Stroope@okc.gov">Michael.Stroope@okc.gov</a></i>				
2019-DJ-BX-0574 Direct Recipient	\$449,229	9/27/2019	10/1/2018--9/30/2022	Department of Justice/ Office of Justice Programs
<i>Department of Justice Grant Manager: Olga Santiago, 202-598-1094, <a href="mailto:Olga.Santiago@usdoj.gov">Olga.Santiago@usdoj.gov</a>                      City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104,  <a href="mailto:Michael.Stroope@okc.gov">Michael.Stroope@okc.gov</a></i>				
2017-DN-BX-0051 Direct Recipient	\$199,866	9/29/2017	01/01/2018--12/31/2019	Department of Justice/ National Institute of Justice
<i>Department of Justice Grant Manager: Nancy Moore, 202-514-6157, <a href="mailto:Nancy.Moore@usdoj.gov">Nancy.Moore@usdoj.gov</a>                      City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104,  <a href="mailto:Michael.Stroope@okc.gov">Michael.Stroope@okc.gov</a></i>				
2018-DN-BX-0069 Direct Recipient	\$219,430	08/31/2018	1/1/2019--12/31/2020	Department of Justice/ National Institute of Justice
<i>Department of Justice Grant Manager: Shelia Anderson, 202-307-5854, <a href="mailto:Sheila.Anderson@usdoj.gov">Sheila.Anderson@usdoj.gov</a>                      City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104,  <a href="mailto:Michael.Stroope@okc.gov">Michael.Stroope@okc.gov</a></i>				
2019-DN-BX-0098 Direct Recipient	\$250,000	09/13/2019	01/01/2020--12/31/2021	Department of Justice/ National Institute of Justice
<i>Department of Justice Grant Manager: Nancy Moore, 202-514-6157, <a href="mailto:Nancy.Moore@usdoj.gov">Nancy.Moore@usdoj.gov</a>                      City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104,  <a href="mailto:Michael.Stroope@okc.gov">Michael.Stroope@okc.gov</a></i>				

Grant Number	Award Amount	Award Date	Grant Duration	Program of Award
2019-VOCA-OCPD-074 Direct Recipient	\$174,150	10/01/2019	10/01/2019--09/30/2020	Victims of Crime Act through the Districts Attorney's Council
<p><i>Oklahoma District Attorneys Council Grant Manager: Susan Breedlove, 405-264-5006, <a href="mailto:Suzanne.breedlove@dac.state.ok.us">Suzanne.breedlove@dac.state.ok.us</a></i>  <i>City of Oklahoma City Police Department Grant Manager: Sharon Oster, 405-316-4923, <a href="mailto:Sharon.Oster@okc.gov">Sharon.Oster@okc.gov</a></i></p>				
OHSO-FFY2019-OCPD-00189 Direct Recipient	\$54,000	10/01/2018	10/01/2018--9/30/2019	US DOT-OHSO
<p><i>Oklahoma Department of Public Safety Grant Manager: Jaclynn Frace, 405-523-1580, <a href="mailto:Jaclynn.Frace@dps.ok.gov">Jaclynn.Frace@dps.ok.gov</a></i>  <i>City of Oklahoma City Police Department Grant Manager: David Roberts, 405-297-1145, <a href="mailto:David.Roberts@okc.gov">David.Roberts@okc.gov</a></i></p>				
OHSO-FFY2020-OCPD-00010 Direct Recipient	\$288,000	10/01/2019	10/01/2019--9/30/2020	US DOT-OHSO
<p><i>Oklahoma Department of Public Safety Grant Manager: Jaclynn Frace, 405-523-1580, <a href="mailto:Jaclynn.Frace@dps.ok.gov">Jaclynn.Frace@dps.ok.gov</a></i>  <i>City of Oklahoma City Police Department Grant Manager: Patrick Stewart, 405-316-4879, <a href="mailto:Patrick.Stewart@okc.gov">Patrick.Stewart@okc.gov</a></i></p>				
OHSO-FFY2020-OCPD-00111 Direct Recipient	\$123,000	10/01/2019	10/01/2019--9/30/2020	US DOT-OHSO
<p><i>Oklahoma Department of Public Safety Grant Manager: Jaclynn Frace, 405-523-1580, <a href="mailto:Jaclynn.Frace@dps.ok.gov">Jaclynn.Frace@dps.ok.gov</a></i>  <i>City of Oklahoma City Police Department Grant Manager: Patrick Stewart, 405-316-4879, <a href="mailto:Patrick.Stewart@okc.gov">Patrick.Stewart@okc.gov</a></i></p>				
FY2019 EMPG Direct Recipient	\$70,000	10/22/2018	10/01/2018--9/30/2019	DHS-EMPG
<p><i>Department of Homeland Security Grant Manager: Bill Penka, 405-521-3072, <a href="mailto:Bill.Penka@oem.ok.gov">Bill.Penka@oem.ok.gov</a></i>  <i>City of Oklahoma City Police Department Grant Manager: Frank Barnes, 405-605-8981, <a href="mailto:Franklin.Barnes@okc.gov">Franklin.Barnes@okc.gov</a></i></p>				
FY2020 EMPG Direct Recipient	\$70,000	11/18/2019	10/01/2019--9/30/2020	DHS-EMPG
<p><i>Department of Homeland Security Grant Manager: Bill Penka, 405-521-3072, <a href="mailto:Bill.Penka@oem.ok.gov">Bill.Penka@oem.ok.gov</a></i>  <i>City of Oklahoma City Police Department Grant Manager: Frank Barnes, 405-605-8981, <a href="mailto:Franklin.Barnes@okc.gov">Franklin.Barnes@okc.gov</a></i></p>				
2018 SAFE OK Direct Recipient	\$450,000	11/21/2018	11/21/2018--03/05/2020	OAG
<p><i>Office of the Attorney General: Julie Pittman, 918-581-2588, <a href="mailto:Julie.Pittman@oag.ok.gov">Julie.Pittman@oag.ok.gov</a></i>  <i>City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, <a href="mailto:Michael.Stroope@okc.gov">Michael.Stroope@okc.gov</a></i></p>				

Grant Number	Award Amount	Award Date	Grant Duration	Program of Award
2020 SAFE OK Direct Recipient	\$400,000	12/13/2019	12/13/2019--12/13/2020	OAG
<i>Office of the Attorney General: Marie Schuble, 405-522-2887, <a href="mailto:Marie.Schuble@oag.ok.gov">Marie.Schuble@oag.ok.gov</a>  City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, <a href="mailto:Michael.Stroope@okc.gov">Michael.Stroope@okc.gov</a></i>				
2016-DJ-BX-0928* Direct Recipient *Pending Close	\$495,718	09/07/2016	10/01/2015--09/30/2019	Department of Justice/ Office of Justice Programs
<i>Department of Justice Grant Manager: Ludmila Hago, 202-598-9104, <a href="mailto:Ludmila.Hago@usdoj.gov">Ludmila.Hago@usdoj.gov</a>  City of Oklahoma City Police Department Grant Manager: Michael Stroope, 405-297-1104, <a href="mailto:Michael.Stroope@okc.gov">Michael.Stroope@okc.gov</a></i>				

**ADDRESS:** 420 W. Main, Suite 110  
Oklahoma City, OK 73102

**CONTACT PERSON:** Christian York  
Interim Personnel Director  
(405) 297-3375

**Date and effective duration of EEOP:** March 1, 2020, to March 1, 2022

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**Policy Statement:**

It is the policy of The City of Oklahoma City to represent the diversity of Oklahoma City and to provide equal employment opportunity to all persons on all matters affecting City employment. The City is committed to a policy of nondiscrimination in employment practices and reaffirms its commitment that no person shall benefit or be discriminated against in any manner inconsistent with the Constitution, federal or state statutes, the City Charter, ordinances, resolutions, policies, rules or regulations. The City recognizes and supports the policy of equal employment opportunity. Any employee or applicant for municipal employment shall be afforded equal opportunity without regard to race, creed, ethnic origin, color, religion, disability, sex (to include sexual orientation and gender identity and/or expression), age, or genetic information.

To achieve a successful program, the City requires the cooperation and full support of its appointed officers and employees in following both the spirit and intent of this policy.

  
\_\_\_\_\_  
David Holt, Mayor

2-14-2020  
Date

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**STEP 2: CITY OF OKLAHOMA CITY WORKFORCE**

See Attachments A and A1.

**STEP 3: RELEVANT LABOR MARKET**

See Attachment B.

**STEP 4a: UTILIZATION ANALYSIS**

See Attachments C and C1.

#### **STEP 4b: NARRATIVE UNDERUTILIZATION ANALYSIS**

Based on the City of Oklahoma City's workforce statistics (as compared with 2010 census data) (Attachment C), females are underutilized in eight (8) of the eight (8) occupational categories. Underutilization of females occurs most in the Officials/Administrators, Professionals, and Service Maintenance occupational categories. Underutilization, to a smaller degree, occurs for males in eight (8) of the eight (8) occupational categories. Underutilization of males occurs most in the Administrative Support occupational category. The City's goal is to improve utilization within these underutilized groups, by determining if recruitment, selection, and training opportunities have an exclusionary effect, particularly among the groups reflecting significant underutilization. If so, the City will take steps to better ensure that the workforce is more reflective of the Oklahoma City MSA demographic statistics.

Because the City had no data to enter for the Other demographic category, the Other category has not been calculated into the total number of demographic categories. This report discusses the underutilization of demographic groups in occupational categories of two or more standard deviations.

#### **Male Utilization Analysis**

Based on the Utilization Analysis reflecting two or more standard deviations (Attachment C-1), males were significantly underutilized in 6 (10.71%) of the 56 occupational categories, not including the Other demographic category.

- White males were significantly underutilized in two (2) occupational categories: Protective Services Non-Sworn (-19%) and Administrative Support (-5%).
- Hispanic or Latino males were significantly underutilized in one (1) occupational category: Skilled Craft (-14%).
- Black or African American males were significantly underutilized in one (1) occupational category: Protective Services Sworn (-3%).
- Asian males were significantly underutilized in one (1) occupational category: Service/Maintenance (-2%).
- Two or More Races males were significantly underutilized in one (1) occupational category: Protective Services Sworn (-1%).
- American Indian/Alaskan Native and Native Hawaiian/Other Pacific Islander males were not significantly underutilized in any occupational category.

## **Female Utilization Analysis**

Based on the Utilization Analysis reflecting two or more standard deviations (Attachment C-1), females were significantly underutilized in 19 (33.93%) of the 56 occupational categories, not including the Other demographic category.

- White females were significantly underutilized in seven (7) occupational categories: Officials/Administrators (-13%), Professionals (-18%), Technicians (-15%), Protective Services Sworn (-6%), Administrative Support (-7%), Skilled Craft (-3%) and Service/Maintenance (-17%).
- Hispanic or Latino females were significantly underutilized in three (3) occupational categories: Professionals (-1%), Protective Services Sworn (-2%), and Service/Maintenance (-7%).
- Black or African American females were significantly underutilized two (2) occupational categories: Protective Services Sworn (-4%) and Service/Maintenance (-5%).
- Asian females were significantly underutilized in two (2) occupational categories: Administrative Support (-1%) and Service/Maintenance (-2%).
- Two or More Races females were significantly underutilized in five (5) occupational categories: Professionals (-2%), Protective Services Sworn (0%), Protective Services Non-Sworn (-5%), Administrative Support (-1%), and Service Maintenance (-1%).
- American Indian/Alaskan Native and Native Hawaiian/Other Pacific Islander females were not significantly underutilized in any occupational categories.

### **STEP 5: OBJECTIVES**

The City's objective is to have a workforce that reflects the demographics of the community it serves, at all levels of employment. The City will continue to ensure that proactive steps are taken to try and achieve this objective.

### **STEP 6: STEPS TO ACHIEVE OBJECTIVES**

The City will continue to monitor recruitment processes to ensure qualified females and males are aware of job/career opportunities for all occupational categories where underutilization exists.

Additionally, the City will review applicant flow data to determine whether selection procedures appear to have an adverse impact on underutilized groups.

In conjunction with monitoring recruitment and selection, the City will continue its efforts to provide career guidance counseling to employees, as well as prospective applicants.

Finally, the City's staff will continue to monitor the effectiveness of the City's EEOP on an annual basis and make necessary program adjustments that foster the City's commitment to equal employment opportunities.

### ***Recruitment***

1. Recruitment contacts will continue to emphasize that equal employment opportunity is a fundamental element of this organization's Personnel Administration Program and is administered in accordance with established laws, policies and contracts. Staff members shall be available to speak before community groups and to provide information on employment opportunities.
2. The Personnel Department will provide organizations serving underutilized groups with external recruitment notices, including information about the City's online application system (NEOGOV).
3. Career counseling will continue to be available to employees to identify advancement opportunities and training needs, and to reduce reluctance to apply for promotional opportunities.
4. City publications will continually be reviewed to ensure language and photographs do not imply inequality between men and women. Efforts will continue to be made to ensure photos and illustrations depict more than one demographic group in all job levels.
5. The employment application shall continue to require only information necessary for the employment process.
6. Job announcements will continue to contain job-related information and be readable and understandable for prospective applicants.
7. Application completion assistance will continue to be available during business hours, upon request.
8. Career fairs, particularly those targeting underutilized groups, will be attended.

### ***Selection***

1. Job analyses will be conducted to determine the knowledge, skills and abilities to ensure selection devices are relevant and objective.
2. City departments will cooperate with the Personnel Department by collecting and furnishing data necessary to properly validate selection devices to ensure that they are job-related.

3. Performance standards for position classifications may be identified to assist in test validation.
4. As necessary, selection devices will be reviewed and validated, to assure their relevance to the job classifications for which they are used.
5. The Personnel Department will attempt to ensure that selection process evaluators are demographically diverse.
6. If a need is identified, department directors, division managers and supervisors who conduct employment interviews will be offered training to improve objectivity in assessing the abilities of applicants.

### ***Training***

1. The Personnel Department will offer career counseling and guidance to all employees. Employees shall be encouraged to update their personnel files when additional skills, on-the-job training, educational courses or work experience have been completed.
2. The Personnel Department will offer training opportunities to all eligible/qualified employees for skill enhancement and advancement preparation.
3. Additionally, the Personnel Department will ensure any City department that offers training opportunities, makes such training available to all eligible/qualified employees.

### ***Program Examination***

1. The Personnel Department will continue to provide department managers with the necessary feedback to be aware of underutilization issues.
2. The Equal Employment Opportunity Plan and specific action steps will be reviewed and revised as appropriate.

### **STEP 7a: INTERNAL DISSEMINATION**

1. Copies of the EEOP will be distributed to City Council members, department directors, and other appropriate City personnel.
2. City publications that affect employment or recruitment will bear the statement, "Equal Opportunity Employer."
3. The City's EEO policy will be discussed in new employee orientations and applicable supervisory training programs.

4. A copy of the EEOP will be posted on the City's Intranet.
5. A copy of the EEOP will be available in the Personnel Department.

**STEP 7b: EXTERNAL DISSEMINATION**

1. The City of Oklahoma City's EEOP will be submitted via the U.S. Department of Justice, Office of Justice Programs, online EEOP Reporting Tool.
2. A copy will be mailed to the Attention of: EEOP Utilization Report Submission, Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, 810 Seventh Street, NW, Washington, DC 20531.
3. Written job announcements, advertisements, bulletins or other communications for recruitment will indicate the City of Oklahoma City is an "Equal Opportunity Employer."
4. A copy of the EEOP will be posted on the City of Oklahoma City's website ([www.okc.gov](http://www.okc.gov)).
5. A copy of the EEOP will be available in the Personnel Department.

**EEOP Short Form/City of Oklahoma City 2020**

I, Christian York, Interim Personnel Director, certify that the City of Oklahoma City has formulated an equal employment program in accordance with 28 CFR 42.301, et seq., subpart E, and that it is on file in the Personnel Department, 420 W Main, Oklahoma City, Oklahoma 73102, for review or audit by officials of the cognizant State planning agency or the Law Enforcement Assistance Administration as required by relevant laws and regulations.

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 the City of Oklahoma City may not use all 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 the City of Oklahoma City's employment policies.

  
\_\_\_\_\_  
Christian York, Interim Personnel Director  
Personnel Department

2/13/20  
\_\_\_\_\_  
Date

### City of Oklahoma City Workforce

	TOTAL	Males							Females						
		W	B	AI / AN	A	NH/OPI	H	T	W	B	AI / AN	A	NH/OPI	H	T
CITY Officials/ Administrators	<b>73</b>	<b>50</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
	100.00%	68.49%	2.74%	4.11%	1.37%	0.00%	0.00%	0.00%	19.18%	2.74%	0.00%	0.00%	0.00%	1.37%	0.00%
CITY Professionals	<b>690</b>	<b>402</b>	<b>31</b>	<b>24</b>	<b>11</b>	<b>0</b>	<b>19</b>	<b>5</b>	<b>154</b>	<b>25</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>4</b>	<b>1</b>
	100.00%	58.26%	4.49%	3.48%	1.59%	0.00%	2.75%	0.72%	22.32%	3.62%	0.72%	1.30%	0.00%	0.58%	0.14%
CITY Technicians	<b>443</b>	<b>220</b>	<b>38</b>	<b>14</b>	<b>5</b>	<b>0</b>	<b>21</b>	<b>3</b>	<b>102</b>	<b>21</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>7</b>	<b>3</b>
	100.00%	49.66%	8.58%	3.16%	1.13%	0.00%	4.74%	0.68%	23.02%	4.74%	0.90%	1.13%	0.00%	1.58%	0.68%
CITY Administrative Support <sup>1</sup>	<b>813</b>	<b>181</b>	<b>85</b>	<b>12</b>	<b>2</b>	<b>0</b>	<b>13</b>	<b>5</b>	<b>302</b>	<b>152</b>	<b>20</b>	<b>5</b>	<b>2</b>	<b>28</b>	<b>6</b>
	100.00%	22.26%	10.46%	1.48%	0.25%	0.00%	1.60%	0.62%	37.15%	18.70%	2.46%	0.62%	0.25%	3.44%	0.74%
CITY Protective Services Sworn	<b>1936</b>	<b>1476</b>	<b>102</b>	<b>99</b>	<b>16</b>	<b>2</b>	<b>90</b>	<b>5</b>	<b>122</b>	<b>9</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>2</b>
	100.00%	76.24%	5.27%	5.11%	0.83%	0.10%	4.65%	0.26%	6.30%	0.46%	0.36%	0.05%	0.05%	0.21%	0.10%
CITY Protective Services Non-Sworn	<b>171</b>	<b>41</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>72</b>	<b>22</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>9</b>	<b>0</b>
	100.00%	23.98%	6.43%	0.58%	0.58%	0.00%	1.75%	0.00%	42.11%	12.87%	5.26%	1.17%	0.00%	5.26%	0.00%
CITY Skilled Craft	<b>199</b>	<b>137</b>	<b>33</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>12</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	100.00%	68.84%	16.58%	4.52%	1.51%	0.00%	6.03%	0.50%	1.51%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%
CITY Service/ Maintenance	<b>523</b>	<b>185</b>	<b>230</b>	<b>17</b>	<b>2</b>	<b>2</b>	<b>53</b>	<b>4</b>	<b>14</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>
	100.00%	35.37%	43.98%	3.25%	0.38%	0.38%	10.13%	0.76%	2.68%	1.72%	0.57%	0.19%	0.00%	0.57%	0.00%

W - White B - Black AI/AN - American Indian or Alaskan Native A - Asian NH/OPI - Native Hawaiian or Other Pacific Islander H - Hispanic T - Two or More Races

NOTE: Percentages indicate the total number in each ethnic/gender group as compared with total number in each occupational category. Totals include both full- and part-time employees.

<sup>1</sup> Administrative Support includes Paraprofessionals.

City of Oklahoma City data compiled 1/31/2019.

### EEO Categories and City Classification Examples

<u>Officials and Administrators</u>	<u>Professionals</u>	<u>Technicians</u>	<u>Administrative Support Including Paraprofessionals</u>
Assistant Director	Administrative Specialist	Building Inspector	Customer Service Representative
Business Systems Manager	Architect	Code Inspector	Database Technician
City Clerk	Accounts Auditor	Fire Dispatcher	Executive Assistant
City Manager	Civil Engineer	GIS Analyst	Office Clerk
City Treasurer	DNA Manager	Mapping Technician	Law Clerk
Controller	Financial Specialist	Transit Meter Technician	Legal Secretary
Department Director	Financial Services Manager	Plumbing Inspector	Municipal Court Clerk
Deputy Police Chief	Management Specialist	Police Dispatcher	Office Assistant
Division Manager	Municipal Accountant	Police Service Technician	Police Report Clerk
Employee Benefits Manager	Personnel Specialist /Analyst	Polygraph Examiner	Record Control Technician
Fire Chief	Unit Operations Supervisor	Systems Support Technician	
Occupational Health Manager	Veterinarian	Water Meter Technician	
Police Chief			
MAPS Program Manager			
<u>Protective Services Sworn</u>	<u>Protective Services Non-Sworn</u>	<u>Skilled Craft</u>	<u>Service Maintenance</u>
Fire Code Inspector	Ambassador	Building Heat and Air Mechanic	Custodian
Fire Fighter	Animal Welfare Officer	Carpenter	Grounds Maintenance Operator
Fire Investigator	Crime Analyst	Concrete Finisher	Horticulture Worker
Police Officer	Lifeguard	Construction Equipment Operator	Meter Reader
Senior Inspector/Investigator	Parking Enforcement Worker	Electrician	Nursery Worker
	Police Identification Technician	Fire Apparatus Mechanic	Refuse Collector
	Probation Officer	Helicopter Mechanic	School Crossing Guard
	School Crossing Guard	Painter	Tree Trimmer
		Pipeline Mechanic	Collection and Distribution Technician
		Plumber	
		Welder	

### Relevant Labor Market Statistics Oklahoma – Oklahoma City MSA

Job Category	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 and Managers	21,380/46.2%	1,595/3.5%	1,330/2.9%	775/1.7%	520/1.1%	15/0%	770/1.7%	35/0.1%	14,945/32.3%	1,045/2.3%	1,810/3.9%	705/1.5%	385/0.8%	60/0.1%	705/1.5%	155/0.3%
Professional	25,255/37.7%	1,025/1.5%	2,255/3.4%	600/0.9%	1,825/2.7%	0/0%	960/1.4%	190/0.3%	26,710/39.9%	1,240/1.9%	3,145/4.7%	825/1.2%	1,455/2.2%	50/0.1%	1,280/1.9%	120/0.2%
Technicians	4,855/37.6%	210/1.6%	440/3.4%	215/1.7%	305/2.4%	15/0.1%	174/1.3%	0/0%	4,925/38.1%	285/2.2%	855/6.6%	140/1.1%	330/2.6%	0/0%	150/1.2%	25/0.2%
Protective Service: Sworn	4,270/63.5%	250/3.7%	550/8.2%	250/3.7%	0/0%	0/0%	110/1.6%	0/0%	815/12.1%	175/2.6%	270/4%	0/0%	0/0%	0/0%	35/0.5%	0/0%
Protective Service: Non-Sworn	165/43%	10/2.6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	150/39.1%	4/1%	25/6.5%	0/0%	10/2.6%	0/0%	20/5.2%	0/0%
Administrative Support	28,105/27.7%	2,495/2.5%	4,115/4.1%	675/0.7%	920/0.9%	0/0%	1,370/1.4%	185/0.2%	45,200/44.5%	4,555/4.5%	7,755/7.6%	2,095/2.1%	1,505/1.5%	60/0.1%	2,135/2.1%	300/0.3%
Skilled Craft	23,475/61.7%	7,625/20%	1,890/5%	875/2.3%	600/1.6%	10/0%	975/2.6%	180/0.5%	1,725/4.5%	185/0.5%	325/0.9%	90/0.2%	55/0.1%	0/0%	30/0.1%	25/0.1%
Service Maintenance	28,850/33.2%	11,275/13%	7,880/9.1%	1,740/2%	1,905/2.2%	0/0%	1,570/1.8%	295/0.3%	16,910/19.5%	6,395/7.4%	5,760/6.6%	940/1.1%	1,795/2.1%	50/0.1%	1,145/1.3%	260/0.3%
<b>Totals</b>	<b>136,355/38%</b>	<b>24,485/7%</b>	<b>18,460/5%</b>	<b>5,130/1%</b>	<b>6,075/2%</b>	<b>40/0%</b>	<b>5,929/2%</b>	<b>885/0%</b>	<b>111,380/31%</b>	<b>13,884/4%</b>	<b>19,945/6%</b>	<b>4,795/1%</b>	<b>5,535/2%</b>	<b>220/0%</b>	<b>5,500/2%</b>	<b>885/0%</b>

NOTE: Chart generated by U.S. Department of Justice, Office of Justice Programs, EEO Reporting Tool.

## Utilization Analysis: Relevant Labor Market: Oklahoma City MSA, Oklahoma

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
<b>Officials/ Administrators</b>																
Workforce #/%	50/68%	0/0%	2/3%	3/4%	1/1%	0/0%	0/0%	0/0%	14/19%	1/1%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	21,380/46%	1,595/3%	1,330/3%	775/2%	520/1%	15/0%	770/2%	35/0%	14,945/32%	1,045/2%	1,810/4%	705/2%	385/1%	60/0%	705/2%	155/0%
Utilization #/%	22%	-3%	0%	2%	0%	0%	-2%	0%	-13%	-1%	-1%	-2%	-1%	0%	-2%	0%
<b>Professionals</b>																
Workforce #/%	402/58%	19/3%	31/4%	24/3%	11/2%	0/0%	5/1%	0/0%	154/22%	4/1%	25/4%	5/1%	9/1%	0/0%	1/0%	0/0%
CLS #/%	25,255/38%	1,025/2%	2,255/3%	600/1%	1,825/3%	0/0%	960/1%	190/0%	26,710/40%	1,240/2%	3,145/5%	825/1%	1,455/2%	50/0%	1,280/2%	120/0%
Utilization #/%	21%	1%	1%	3%	-1%	0%	-1%	0%	-18%	-1%	-1%	-1%	-1%	0%	-2%	0%
<b>Technicians</b>																
Workforce #/%	220/50%	21/5%	38/9%	14/3%	5/1%	0/0%	3/1%	0/0%	102/23%	7/2%	21/5%	4/1%	5/1%	0/0%	3/1%	0/0%
CLS #/%	4,855/38%	210/2%	440/3%	215/2%	305/2%	15/0%	174/1%	0/0%	4,925/38%	285/2%	855/7%	140/1%	330/3%	0/0%	150/1%	25/0%
Utilization #/%	12%	3%	5%	1%	-1%	0%	-1%	0%	-15%	-1%	-2%	0%	-1%	0%	0%	0%
<b>Protective Services: Sworn</b>																
Workforce #/%	1476/76%	90/5%	102/5%	99/5%	16/1%	2/0%	5/0%	0/0%	122/6%	4/0%	9/0%	7/0%	1/0%	1/0%	2/0%	0/0%
CLS #/%	4,270/63%	250/4%	550/8%	250/4%	0/0%	0/0%	110/2%	0/0%	815/12%	175/3%	270/4%	0/0%	0/0%	0/0%	35/1%	0/0%
Utilization #/%	13%	1%	-3%	1%	1%	0%	-1%	0%	-6%	-2%	-4%	0%	0%	0%	0%	0%
<b>Protective Services: Non-Sworn</b>																
Workforce #/%	41/24%	3/2%	11/6%	1/1%	1/1%	0/0%	0/0%	0/0%	72/42%	9/5%	22/13%	9/5%	2/1%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	165/43%	10/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	150/39%	4/1%	25/7%	0/0%	10/3%	0/0%	20/5%	0/0%
Utilization #/%	-19%	-1%	6%	1%	1%	0%	0%	0%	3%	4%	6%	5%	-1%	0%	-5%	0%
<b>Administrative Support</b>																
Workforce #/%	181/22%	13/2%	85/10%	12/1%	2/0%	0/0%	5/1%	0/0%	302/37%	28/3%	152/19%	20/2%	5/1%	2/0%	6/1%	0/0%
CLS #/%	28,105/28%	2,495/2%	4,115/4%	675/1%	920/1%	0/0%	1,370/1%	185/0%	45,200/45%	4,555/4%	7,755/8%	2,095/2%	1,505/1%	60/0%	2,135/2%	300/0%
Utilization #/%	-5%	-1%	6%	1%	-1%	0%	-1%	0%	-7%	-1%	11%	0%	-1%	0%	-1%	0%
<b>Skilled Craft</b>																
Workforce #/%	137/69%	12/6%	33/17%	9/5%	3/2%	0/0%	1/1%	0/0%	3/2%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	23,475/62%	7,625/20%	1,890/5%	875/2%	600/2%	10/0%	975/3%	180/0%	1,725/5%	185/0%	325/1%	90/0%	55/0%	0/0%	30/0%	25/0%
Utilization #/%	7%	-14%	12%	2%	0%	0%	-2%	0%	-3%	0%	0%	0%	0%	0%	0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	185/35%	53/10%	230/44%	17/3%	2/0%	2/0%	4/1%	0/0%	14/3%	3/1%	9/2%	3/1%	1/0%	0/0%	0/0%	0/0%
CLS #/%	28,850/33%	11,275/13%	7,880/9%	1,740/2%	1,905/2%	0/0%	1,570/2%	295/0%	16,910/19%	6,395/7%	5,760/7%	940/1%	1,795/2%	50/0%	1,145/1%	260/0%
Utilization #/%	2%	-3%	35%	1%	-2%	0%	-1%	0%	-17%	-7%	-5%	-1%	-2%	0%	-1%	0%

NOTE: Chart generated by U.S. Department of Justice, Office of Justice Programs, EEO Reporting Tool.

### Utilization Analysis: Two or More Standard Deviations

Job Category	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			✓				✓		✓	✓	✓				✓	
Protective Services: Non-sworn	✓														✓	
Administrative Support	✓								✓				✓		✓	
Skilled Craft		✓							✓							
Service/Maintenance					✓				✓	✓	✓		✓		✓	

NOTE: Chart generated by U.S. Department of Justice, Office of Justice Programs, EEO Reporting Tool.