

EEOP Utilization Report



Wed Jun 29 08:49:54 EDT 2016

Step 1: Introductory Information

Grant Title:	Victims of Crime Act Assistance Grant	Grant Number:	2015-VA-GX-0042
Grantee Name:	Iowa Department of Justice	Award Amount:	\$19,095,346.00
Grantee Type:	State Government Agency		
Address:	321 E 12th St, Ground Floor Des Moines, Iowa 50319		
Contact Person:	Janelle Melohn	Telephone #:	515-281-5044
Contact Address:	321 E 12th St., Ground Floor Des Moines, Iowa 50319		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	Victims of Crime Act Compensation Grant	Grant Number:	2015-VC-GX-0004
Grantee Name:	Iowa Department of Justice	Award Amount:	\$2,071,000.00
Grantee Type:	State Government Agency		
Address:	321 E 12th St., Ground Floor Des Moines, Iowa 50319		
Contact Person:	Janelle Melohn	Telephone #:	515-281-5044
Contact Address:	321 E 12th St., Ground Floor Des Moines, Iowa 50319		
DOJ Grant Manager:		DOJ Telephone #:	

Grant Title:	STOP Violence Against Women Act Grant	Grant Number:	2015-WF-AX-0045
Grantee Name:	Iowa Department of Justice	Award Amount:	\$1,611,290.00
Grantee Type:	State Government Agency		
Address:	321 E 12th St., Ground Floor Des Moines, Iowa 50319		
Contact Person:	Janelle Melohn	Telephone #:	515-281-5044
Contact Address:	321 E 12th St., Ground Floor Des Moines, Iowa 50319		

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: Family Violence Prevention and Services US Dept of HHS

Grant Number: G-1601 IAFVPS

Grantee Name: Iowa Department of Justice

Award Amount: \$1,273,864.00

Grantee Type: State Government Agency

Address: 321 E 12th St., Ground Floor
Des Moines, Iowa
50319

Contact Person: Janelle Melohn

Telephone #: 515-281-5044

Contact Address: 321 E 12th St., Ground Floor
Des Moines, Iowa
50319

DOJ Grant Manager:

DOJ Telephone #:

Grant Title: Tackling the Issue of Untested Sexual Assault Kits in Iowa

Grant Number: 2015-AK-BX-K018

Grantee Name: Iowa Department of Justice

Award Amount: \$2,000,000.00

Grantee Type: State Government Agency

Address: 321 E 12th St., Ground Floor
Des Moines, Iowa
50319

Contact Person: Janelle Melohn

Telephone #: 515-281-5044

Contact Address: 321 E 12th St., Ground Floor
Des Moines, Iowa
50319

DOJ Grant Manager:

DOJ Telephone #:

Policy Statement:

The Department of Justice ("Department") prohibits discrimination in its employment policies and practices on the basis of race, creed, color, religion, national origin, sex, age, mental or physical disability, sexual orientation, or gender identity, consistent with applicable state and federal policies and regulations. It is also the policy of the executive branch of state government in the State of Iowa to apply affirmative action measures to correct the underutilization of females, minorities, and persons with disabilities in the state employment system whenever remedial measures are appropriate. The Department is an equal employment opportunity and affirmative action employer.

Step 4b: Narrative Underutilization Analysis

The only significant under-utilization identified was the number of white males in the officials/administrators and administrative support categories. While the Department strives for a well-rounded workforce in all job classifications, the lack of white males in these categories is not a matter of serious concern. Few men apply for these positions and white males who have been interviewed are not as qualified as their female counterparts. The goal for the Iowa Department of Justice is to continue with the outreach including retention and promotion practices and to ensure our workforce reflects our community.

Step 5 & 6: Objectives and Steps

1. To encourage white males to apply for vacancies in the Officials/Administrators and Administrative Support job categories.

- a. Post open positions with the top 20 law schools in the United States.
- b. Continue to attend job fairs in our community. In 2016 we attended the Drake University Public Interest Career Fair and also the 2016 Executive Branch - State of Iowa Career Fair. We will continue to attend these as they become available in the community.
- c. Post open positions on the Iowa Department of Justice website, State of Iowa website and Des Moines Register CareerBuilder website.

Step 7a: Internal Dissemination

A hard copy of Departments EEOP Utilization Report will be distributed to managers and supervisors

The EEOP Utilization Report will be posted on a centrally located bulletin board.

Email a copy of the EEPO Utilization Report to all employees.

The Department's EEOP Utilization Report will be posted on the Department's website.

Step 7b: External Dissemination

The Department's EEOP Utilization Report will be posted on the Department's website.

Hard copies of the EEOP Utilization Report will be taken to career fairs to be made available to potential employees.

Hard copies of the EEOP Utilization Report will be available for the public in the Department's main office.

Utilization Analysis Chart
Relevant Labor Market: Iowa

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 #/%	21/40%	2/4%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	26/50%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	114,280/61%	1,690/1%	1,130/1%	80/0%	1,135/1%	4/0%	380/0%	120/0%	65,210/35%	990/1%	680/0%	95/0%	925/0%	15/0%	535/0%	30/0%
Utilization #/%	-21%	3%	1%	-0%	-1%	-0%	-0%	-0%	15%	1%	2%	-0%	-0%	-0%	-0%	-0%
Professionals																
Workforce #/%	68/46%	2/1%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%	72/49%	1/1%	2/1%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	93,570/37%	2,000/1%	2,050/1%	85/0%	4,700/2%	45/0%	380/0%	310/0%	140,380/56%	2,660/1%	2,175/1%	195/0%	3,100/1%	45/0%	605/0%	215/0%
Utilization #/%	9%	1%	-0%	-0%	-1%	-0%	-0%	-0%	-7%	-0%	0%	-0%	-1%	-0%	-0%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	15,330/36%	435/1%	220/1%	4/0%	735/2%	0/0%	125/0%	15/0%	24,415/57%	445/1%	370/1%	15/0%	450/1%	0/0%	125/0%	10/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	13,465/78%	320/2%	310/2%	75/0%	80/0%	0/0%	75/0%	35/0%	2,565/15%	170/1%	40/0%	4/0%	15/0%	4/0%	44/0%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	1,335/50%	25/1%	15/1%	10/0%	45/2%	0/0%	14/1%	10/0%	1,145/43%	35/1%	0/0%	10/0%	0/0%	0/0%	0/0%	15/1%
Utilization #/%																
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	38/93%	1/2%	1/2%	1/2%	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	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
CLS #/%	123,900/32%	3,240/1%	2,520/1%	330/0%	1,735/0%	30/0%	1,115/0%	330/0%	239,320/62%	5,510/1%	5,485/1%	570/0%	2,370/1%	95/0%	1,415/0%	285/0%
Utilization #/%	-32%	-1%	-1%	-0%	-0%	-0%	-0%	-0%	31%	1%	1%	2%	-1%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	116,755/88%	4,935/4%	1,335/1%	275/0%	630/0%	25/0%	680/1%	150/0%	7,505/6%	185/0%	170/0%	45/0%	325/0%	0/0%	29/0%	30/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	247,240/50%	22,510/5%	8,195/2%	540/0%	4,630/1%	175/0%	1,990/0%	585/0%	182,505/37%	11,810/2%	5,975/1%	660/0%	4,270/1%	145/0%	1,785/0%	530/0%
Utilization #/%																

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	✓															
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.

Certified As Final By: Eric Tabor

Chief Deputy Attorney General

06-29-2016

[signature]

[title]

[date]