

### **Department of Justice**

On May 13, 2022, EEO submitted the County's EEO Utilization Report to the Department of Justice (DOJ). An Equal Employment Opportunity plan (EEOP) is a comprehensive document that analyzes a recipient's relevant labor market data, as well as the recipient's employment practices, to identify possible barriers to the participation of women and minorities in all levels of a recipient's workforce. Its purpose is to ensure the opportunity for full and equal participation of men and women in the workplace, regardless of race, color, or national origin.

As a recipient of Department of Justice funding for the Safe Streets Act, the County is required to submit a Certification Report or the Utilization Report portion of our plan to the Office for Civil Rights. The EEOP is required by a federal regulation that implements the provision prohibiting employment discrimination in the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act).

**Utilization Analysis Chart**  
**Relevant Labor Market: Contra Costa 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
<b>Officials/Administrators</b>																
Workforce #/%	75/22%	11/3%	11/3%	1/0%	10/3%	0/0%	7/2%	0/0%	120/35%	30/9%	45/13%	1/0%	17/5%	1/0%	14/4%	0/0%
CLS #/%	21,850/40%	2,930/5%	1,045/2%	65/0%	3,485/6%	100/0%	325/1%	230/0%	15,330/28%	2,710/5%	2,230/4%	200/0%	3,360/6%	85/0%	495/1%	215/0%
<b>Utilization #/%</b>	<b>-18%</b>	<b>-2%</b>	<b>1%</b>	<b>0%</b>	<b>-3%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>7%</b>	<b>4%</b>	<b>9%</b>	<b>0%</b>	<b>-1%</b>	<b>0%</b>	<b>3%</b>	<b>0%</b>
<b>Professionals</b>																
Workforce #/%	524/14%	137/4%	119/3%	7/0%	187/5%	10/0%	82/2%	0/0%	966/27%	422/12%	417/11%	12/0%	526/14%	25/1%	207/6%	0/0%
CLS #/%	20,800/27%	2,530/3%	2,035/3%	110/0%	6,260/8%	40/0%	660/1%	285/0%	27,670/36%	4,475/6%	3,425/4%	75/0%	8,055/10%	145/0%	580/1%	400/1%
<b>Utilization #/%</b>	<b>-12%</b>	<b>1%</b>	<b>1%</b>	<b>0%</b>	<b>-3%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>-9%</b>	<b>6%</b>	<b>7%</b>	<b>0%</b>	<b>4%</b>	<b>0%</b>	<b>5%</b>	<b>-1%</b>
<b>Technicians</b>																
Workforce #/%	179/18%	65/6%	33/3%	3/0%	79/8%	13/1%	29/3%	0/0%	158/16%	151/15%	114/11%	4/0%	132/13%	9/1%	33/3%	0/0%
CLS #/%	2,915/29%	480/5%	350/3%	0/0%	1,040/10%	0/0%	110/1%	110/1%	2,320/23%	770/8%	355/4%	40/0%	1,365/14%	10/0%	120/1%	60/1%
<b>Utilization #/%</b>	<b>-11%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>-2%</b>	<b>1%</b>	<b>2%</b>	<b>-1%</b>	<b>-7%</b>	<b>7%</b>	<b>8%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>2%</b>	<b>-1%</b>
<b>Protective Services: Sworn</b>																
Workforce #/%	414/51%	127/16%	52/6%	2/0%	31/4%	6/1%	33/4%	0/0%	82/10%	35/4%	27/3%	0/0%	5/1%	1/0%	3/0%	0/0%
CLS #/%	2,340/44%	680/13%	470/9%	35/1%	320/6%	150/3%	265/5%	50/1%	550/10%	170/3%	230/4%	0/0%	80/1%	0/0%	0/0%	30/1%
<b>Utilization #/%</b>	<b>7%</b>	<b>3%</b>	<b>-2%</b>	<b>0%</b>	<b>-2%</b>	<b>-2%</b>	<b>-1%</b>	<b>-1%</b>	<b>0%</b>	<b>1%</b>	<b>-1%</b>	<b>0%</b>	<b>-1%</b>	<b>0%</b>	<b>0%</b>	<b>-1%</b>
<b>Protective Services: Non-sworn</b>																
Workforce #/%	54/27%	20/10%	37/19%	0/0%	9/5%	2/1%	1/1%	0/0%	23/12%	22/11%	21/11%	2/1%	4/2%	1/1%	3/2%	0/0%
Civilian Labor Force #/%	325/61%	0/0%	4/1%	0/0%	0/0%	0/0%	0/0%	0/0%	135/26%	65/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Utilization #/%</b>	<b>-34%</b>	<b>10%</b>	<b>18%</b>	<b>0%</b>	<b>5%</b>	<b>1%</b>	<b>1%</b>	<b>0%</b>	<b>-14%</b>	<b>-1%</b>	<b>11%</b>	<b>1%</b>	<b>2%</b>	<b>1%</b>	<b>2%</b>	<b>0%</b>

## Utilization Analysis Chart Relevant Labor Market: Contra Costa 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
<b>Administrative Support</b>																
Workforce #/%	208/7%	130/4%	66/2%	4/0%	83/3%	4/0%	24/1%	0/0%	859/28%	771/25%	473/16%	12/0%	246/8%	43/1%	103/3%	0/0%
Utilization #/%	-12%	-2%	-1%	0%	-3%	0%	0%	0%	-6%	12%	10%	0%	0%	1%	2%	-1%
<b>Skilled Craft</b>																
Workforce #/%	45/57%	14/18%	6/8%	2/3%	9/11%	0/0%	1/1%	0/0%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	13,110/48%	9,250/34%	1,385/5%	15/0%	1,365/5%	200/1%	385/1%	230/1%	905/3%	205/1%	250/1%	0/0%	210/1%	10/0%	0/0%	0/0%
Utilization #/%	9%	-16%	3%	2%	6%	-1%	0%	-1%	-1%	-1%	-1%	0%	-1%	0%	0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	62/19%	72/21%	41/12%	2/1%	38/11%	1/0%	7/2%	0/0%	30/9%	54/16%	16/5%	2/1%	8/2%	1/0%	1/0%	0/0%
CLS #/%	16,200/18%	21,915/25%	3,785/4%	135/0%	5,320/6%	235/0%	715/1%	340/0%	14,845/17%	14,890/17%	3,595/4%	170/0%	5,765/6%	290/0%	505/1%	510/1%
Utilization #/%	0%	-3%	8%	0%	5%	0%	1%	0%	-8%	-1%	1%	0%	-4%	0%	0%	-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	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	✓				✓									
Professionals	✓				✓			✓						
Technicians	✓				✓			✓						
Protective Services: Sworn			✓		✓	✓						✓		
Protective Services: Non-sworn	✓							✓						
Administrative Support	✓	✓	✓		✓			✓						
Skilled Craft		✓												
Service/Maintenance								✓				✓		