

# EEOP Utilization Report



Fri Jan 29 15:05:40 EST 2016

## Step 1: Introductory Information

**Grant Title:** NIJ Forensic DNA Research and Development      **Grant Number:** 2010-DN-BX-K192

**Grantee Name:** NYC Office of Chief Medical Examiner      **Award Amount:** \$418,824.00

**Grantee Type:** Local Government Agency

**Address:** 520 First Avenue  
New York, New York  
10016

**Contact Person:** David McCann      **Telephone #:** 212-323-1707

**Contact Address:** 421 East 26th Street, 10th Floor  
New York, New York  
10016

**DOJ Grant Manager:** Minh Nguyen      **DOJ Telephone #:** 202-305-2664

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**Grant Title:** NIJ FY12 Applied Research and Development in Forensic Science for Criminal Justice Purposes      **Grant Number:** 2012-DN-BX-K044

**Grantee Name:** NYC Office of Chief Medical Examiner      **Award Amount:** \$403,671.00

**Grantee Type:** Local Government Agency

**Address:** 520 First Avenue  
New York, New York  
10016

**Contact Person:** David McCann      **Telephone #:** 212-323-1707

**Contact Address:** 421 East 26th Street, 10th Floor  
New York, New York  
10016

**DOJ Grant Manager:** Minh Nguyen      **DOJ Telephone #:** 202-305-2664

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**Grant Title:** NIJ FY12 Applied Research and Development in Forensic Science for Criminal Justice Purposes      **Grant Number:** 2012-DN-BX-K043

**Grantee Name:** NYC Office of Chief Medical Examiner      **Award Amount:** \$179,742.00

**Grantee Type:** Local Government Agency

**Address:** 520 First Avenue  
New York, New York



Telephone #: 212-788-6810

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**Grant Title:** NIJ FY15 Using DNA Technology to Identify the Missing **Grant Number:** 2015-DN-BX-K040  
**Grantee Name:** NYC Office of Chief Medical Examiner **Award Amount:** \$277,667.00  
**Grantee Type:** Local Government Agency  
**Address:** 520 First Avenue  
New York, New York  
10016  
**Contact Person:** David McCann **Telephone #:** 212-323-1707  
**Contact Address:** 421 East 21st Street, 10th Floor  
New York, New York  
10016  
**DOJ Grant Manager:** Charles Heurich **DOJ Telephone #:** 202-616-9264

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**Grant Title:** NIJ FY14 Research and Development for Publicly Funded Forensic Science Laboratories **Grant Number:** 2015-DN-BX-K005  
**Grantee Name:** NYC Office of Chief Medical Examiner **Award Amount:** \$150,000.00  
**Grantee Type:** Local Government Agency  
**Address:** 520 First Avenue  
New York, New York  
10016  
**Contact Person:** David McCann **Telephone #:** 212-323-1707  
**Contact Address:** 421 East 26th Street, 10th Floor  
New York, New York  
10016  
**DOJ Grant Manager:** Charles Heurich **DOJ Telephone #:** 202-616-9264

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**Grant Title:** NIJ FY15 Research and Development in Forensic Science for Criminal Justice Purposes **Grant Number:** 2015-DN-BX-K017  
**Grantee Name:** NYC Office of Chief Medical Examiner **Award Amount:** \$712,168.00  
**Grantee Type:** Local Government Agency  
**Address:** 520 First Avenue



**Grant Title:** NIJ FY11 Basic Scientific Research to Support Forensic Science **Grant Number:** 2011-DN-BX-K535  
**Grantee Name:** NYC Office of Chief Medical Examiner **Award Amount:** \$696,879.00  
**Grantee Type:** Local Government Agency  
**Address:** 520 First Avenue  
New York, New York  
10016  
**Contact Person:** David McCann **Telephone #:** 212-323-1707  
**Contact Address:** 421 East 26th Street, 10th Floor  
New York, New York  
10016  
**DOJ Grant Manager:** Danielle McLeod Henning **DOJ Telephone #:** 202-335-3812

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**Grant Title:** NIJ FY14 Research and Development in Forensic Science for Criminal Justice Purposes **Grant Number:** 2014-DN-BX-K001  
**Grantee Name:** NYC Office of Chief Medical Examiner **Award Amount:** \$540,178.00  
**Grantee Type:** Local Government Agency  
**Address:** 520 First Avenue  
New York, New York  
10016  
**Contact Person:** David McCann **Telephone #:** 212-323-1707  
**Contact Address:** 421 East 26th Street, 10th Floor  
New York, New York  
10016  
**DOJ Grant Manager:** Danielle McLeod-Henning **DOJ Telephone #:** 202-353-3812

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### **Policy Statement:**

The City of New York is an equal opportunity employer and prohibits discriminatory employment actions against, and treatment of, City employees and applicants for employment based on actual or perceived race, color, national origin, alienage or citizenship status, religion or creed, gender (including gender identity -- which refers to a persons actual or perceived sex, and includes self-image, appearance, behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth), disability, age (18 and over), military status, prior record of arrest or conviction, marital status, partnership status, genetic information or predisposing genetic characteristic, sexual orientation, status as a victim or witness of domestic violence, sex offenses or stalking, and unemployment status.

## **Step 4b: Narrative Underutilization Analysis**

The Utilization Analysis Chart was reviewed and the following noted:

1. White males were significantly underrepresented in the following job categories: Professionals (-11%), Technicians (-16%), Protective Services Sworn (25%), and Administrative Support (-14%).
2. Asian males were significantly underrepresented in the Protective Services Sworn (9%) category.
3. White females were significantly underrepresented in the Technicians (-12%) and Administrative Support (-16%) job categories.

## **Step 5 & 6: Objectives and Steps**

### **1. Objective 1. To encourage White males to apply for vacancies in the Professionals, Technicians, Protective Services Sworn, and Administrative Support job categories.**

a. HR will utilize partnerships with the City University of New York, in order to develop a pipeline of talent for entry level positions. College Aides and CUNY IT Intern positions will provide an opportunity for students to gain hands-on experience that will help them meet the qualification requirements for future positions at OCME. Students will also gain exposure in to the civil service system and will routinely be provided with information about civil service examinations.

### **2. Objective 2. To encourage Asian males to apply for vacancies in the Protective Services Sworn category.**

- a. Special Officer vacancies will be posted on professional organization websites with significant Asian memberships, e.g. National Asian Peace Officers Association Website
- b. An HR Recruiter will be designated to serve as a liaison and outreach coordinator to educational institutions and professional organizations with significant Asian membership. Information about vacancies will be provided. Students will also gain exposure in to the civil service system and will routinely be provided with information about civil service examinations coming civil service examinations will be promoted through these channels.

### **3. Objective 3. To encourage white females to apply for vacancies in the Technicians and Administrative Support job categories.**

- a. HR will participate in job fairs targeted towards women
- b. HR will examine exit interview survey data to identify any possible barriers for women and develop strategies to address.
- c. An HR Recruiter will be designated to serve as a liaison and outreach coordinator to educational and professional organizations with significant womens memberships. Information about vacancies and upcoming civil service examinations will be promoted through these channels.

## **Step 7a: Internal Dissemination**

1. Post a copy of the EEOP Utilization Report on Intranet, the in-house electronic communication service that only employees can access.
2. Notify all employees via agency e-mail that a copy of the EEOP Utilization Report is available on the intranet.
3. Post a copy of the EEOP Utilization Report in the Policy Manual.
3. Post information on bulletin boards in employee break areas concerning how to obtain a copy of the EEOP Utilization Report.
4. The HR office has a copy of the EEOP Utilization on file and it will be made available to employees upon request.

**Step 7b: External Dissemination**

1. Posting a copy of the EEOP Utilization Report on the recipient's public website
2. The HR office has a copy of the EEOP Utilization on file and it will be made available to the public upon request.

**Utilization Analysis Chart**  
**Relevant Labor Market: New York city, New York**

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 #/%	13/31%	3/7%	1/2%	0/0%	4/10%	0/0%	0/0%	0/0%	17/40%	1/2%	2/5%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	229,120/38%	41,430/7%	32,825/5%	405/0%	45,900/8%	85/0%	2,215/0%	2,885/0%	141,880/23%	33,995/6%	39,395/7%	235/0%	31,045/5%	35/0%	2,015/0%	2,355/0%
Utilization #/%	-7%	0%	-3%	-0%	2%	-0%	-0%	-0%	17%	-3%	-2%	-0%	-3%	-0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	55/18%	10/3%	11/4%	2/1%	22/7%	0/0%	0/0%	0/0%	114/37%	28/9%	40/13%	0/0%	29/9%	0/0%	0/0%	0/0%
CLS #/%	288,595/29%	45,845/5%	52,710/5%	325/0%	72,575/7%	85/0%	3,525/0%	4,115/0%	280,455/28%	63,980/6%	98,140/10%	675/0%	76,375/8%	95/0%	5,175/1%	4,565/0%
Utilization #/%	-11%	-1%	-2%	1%	-0%	-0%	-0%	-0%	9%	3%	3%	-0%	2%	-0%	-1%	-0%
<b>Technicians</b>																
Workforce #/%	7/10%	13/18%	34/47%	0/0%	1/1%	0/0%	0/0%	0/0%	2/3%	4/5%	11/15%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	23,150/25%	6,450/7%	8,030/9%	135/0%	9,160/10%	0/0%	275/0%	585/1%	13,855/15%	7,200/8%	14,780/16%	110/0%	6,535/7%	0/0%	340/0%	545/1%
Utilization #/%	-16%	11%	38%	-0%	-9%	0%	-0%	-1%	-12%	-2%	-1%	-0%	-6%	0%	-0%	-1%
<b>Protective Services:</b>																
<b>Sworn</b>																
Workforce #/%	3/7%	8/20%	10/24%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	8/20%	10/24%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	43,735/33%	23,450/18%	31,420/24%	195/0%	5,200/4%	30/0%	345/0%	1,430/1%	4,825/4%	6,280/5%	15,295/11%	60/0%	775/1%	0/0%	225/0%	435/0%
Utilization #/%	-25%	2%	1%	-0%	1%	-0%	-0%	-1%	-4%	15%	13%	-0%	-1%	0%	-0%	-0%
<b>Protective Services: Non-sworn</b>																
Workforce #/%	1/5%	5/24%	4/19%	0/0%	0/0%	0/0%	0/0%	0/0%	2/10%	4/19%	5/24%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	1,030/13%	755/10%	770/10%	0/0%	120/2%	0/0%	10/0%	75/1%	980/13%	1,870/24%	1,795/23%	0/0%	190/2%	0/0%	50/1%	75/1%
Utilization #/%	-9%	14%	9%	0%	-2%	0%	-0%	-1%	-3%	-5%	1%	0%	-2%	0%	-1%	-1%
<b>Administrative Support</b>																
Workforce #/%	3/5%	2/3%	5/8%	0/0%	0/0%	0/0%	0/0%	0/0%	4/7%	11/19%	32/54%	0/0%	2/3%	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 #/%	205,225/19%	95,060/9%	77,625/7%	480/0%	64,220/6%	170/0%	3,050/0%	5,990/1%	242,120/22%	154,025/14%	146,355/14%	1,440/0%	74,185/7%	135/0%	4,625/0%	8,585/1%				
Utilization #/%	-14%	-5%	1%	-0%	-6%	-0%	-0%	-1%	-16%	4%	41%	-0%	-3%	-0%	-0%	-1%				
<b>Skilled Craft</b>																				
Workforce #/%	12/80%	1/7%	2/13%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #/%	104,555/40%	72,365/28%	42,585/16%	640/0%	19,310/7%	50/0%	1,140/0%	3,270/1%	4,425/2%	4,285/2%	3,315/1%	40/0%	2,825/1%	0/0%	15/0%	185/0%				
Utilization #/%	40%	-21%	-3%	-0%	-7%	-0%	-0%	-1%	-2%	-2%	-1%	-0%	-1%	0%	-0%	-0%				
<b>Service/Maintenance</b>																				
Workforce #/%	5/13%	10/26%	12/32%	1/3%	0/0%	0/0%	0/0%	0/0%	4/11%	2/5%	4/11%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #/%	138,335/13%	257,030/24%	116,080/11%	745/0%	81,830/8%	60/0%	2,735/0%	7,840/1%	86,305/8%	173,305/16%	138,150/13%	755/0%	56,645/5%	100/0%	2,005/0%	6,950/1%				
Utilization #/%	0%	2%	21%	3%	-8%	-0%	-0%	-1%	2%	-11%	-2%	-0%	-5%	-0%	-0%	-1%				

### 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
Professionals	✓															
Technicians	✓				✓				✓							
Protective Services: Sworn	✓															
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: Dina Maniotis



Executive Deputy Commissioner

01-29-2016

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[signature]

[title]

[date]