

EEO Utilization Report

Organization Information

Name: Milwaukee County District Attorney's Office (2020)

City: Milwaukee

State: WI

Zip: 53233

Type: County Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

November 16, 2020

REAFFIRMATION OF POLICY STATEMENT

As District Attorney of Milwaukee County, I reaffirm my commitment to Equal Employment Opportunity, Affirmative Action and Diversity in the workplace. All employment policies and personnel practices of Milwaukee County shall be nondiscriminatory with regard to race, color, religion, national origin, gender, age, sexual orientation, ancestry, creed, marital status, military record, conviction record or disability etc. (except where age, sex, conviction record, or physical requirements constitute a bonafide occupational qualification).

I will strive to implement the principles of Equal Employment Opportunity through an effective Affirmative Action Program. This program is intended to increase the utilization of women, minorities, and disabled persons and all other protected groups at all levels of employment, where those groups may have been previously underutilized and underrepresented. In addition, I pledge the district attorney's office will provide the following to employees, applicants, and all others who in any way interact with this department:

1. Equal Employment Opportunity;
2. Equal treatment in all matters, including, where possible, equal access to all services and facilities; AND
3. Protection against sexual harassment in compliance with Wis. Stat. §§ 111.32 and 111.322, the Milwaukee County sexual harassment policy, and guidelines approved recognized by the federal Equal Employment Opportunity Commission (EEOC).

John T. Chisholm
District Attorney

Following File has been uploaded:2020-11-16 Reaffirmation of Policy-signed.pdf

Step 4b: Narrative of Interpretation

See attachment.

Following File has been uploaded:Step 4b.pdf

Step 5: Objectives and Steps

1. Promote Hiring White Males and Females in the Administrative Support Job Category

- a. District attorney clerical employees are civil service employees, so candidates must pass an examination and score high enough to be placed on a certification list provided by the county Department of Human Resources to the district attorney's office for job vacancies. We will provide this EEOP Utilization Report to the county Department of Human Resources, advise Human Resources of the underutilization of white males and females in the Administrative Support job category, and explore with Human Resources whether the number of qualified, certified white candidates can be increased for clerical positions in the district attorney's office.
- b. We will notify all managers in the district attorney's office that recruit, interview, and hire job candidates, that white workers are underutilized in the Administrative Support job category, and encourage them to recruit and hire white people to address the underutilization.

Step 6: Internal Dissemination

1. Copies of the district attorney's EEOP Utilization Report will be given to all managers in the district attorney's office that recruit, interview, hire, or promote employees.
2. The district attorney's EEOP Utilization Report will be posted on the district attorney intranet website for viewing by all district attorney employees.
3. The district attorney's EEOP Utilization Report will be posted on district attorney employee bulletin boards in the criminal and juvenile divisions.
4. We will notify district attorney employees in the district attorney newsletter, The Cross-Examiner, that the district attorney's EEOP Utilization Report is posted on the district attorney intranet and on employee bulletin boards, and that a copy of the report is also available upon request from the district attorney's executive secretary in the Safety Building, 821 West State Street, Room 405, Milwaukee, WI.

Step 7: External Dissemination

1. The district attorney's EEOP Utilization Report will be provided to the Milwaukee County Department of Human Resources, which is responsible for recruitment, testing, and certification of all candidates for civil service positions in the district attorney's office.
2. The district attorney's EEOP Utilization Report will be posted on the district attorney portion of the Milwaukee County website, and the site also will advise viewers that a copy of the report is available upon request from the district attorney's executive secretary in the Safety Building, 821 W. State Street, Room 405, Milwaukee, WI.
3. Milwaukee County managers and other employees that attend job fairs and similar recruiting events on behalf of the district attorney's office will be instructed to advise prospective candidates of the availability of the district attorney's EEOP Utilization Report upon request from the district attorney's executive secretary in the Safety Building, 821 W. State Street, Room 405, Milwaukee, WI.

Utilization Analysis Chart
Relevant Labor Market: Milwaukee County, Wisconsin

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 #/%	5/31%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	8/50%	1/6%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	27,690/46%	1,215/2%	2,475/4%	10/0%	945/2%	25/0%	130/0%	95/0%	21,830/37%	935/2%	3,560/6%	35/0%	540/1%	0/0%	135/0%	55/0%
Utilization #/%	-15%	-2%	2%	-0%	-2%	-0%	-0%	-0%	13%	5%	0%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	47/31%	2/1%	3/2%	0/0%	1/1%	0/0%	1/1%	0/0%	68/45%	10/7%	12/8%	0/0%	2/1%	1/1%	3/2%	0/0%
CLS #/%	35,230/35%	1,465/1%	3,115/3%	125/0%	2,875/3%	0/0%	215/0%	125/0%	46,125/46%	1,945/2%	7,215/7%	130/0%	2,150/2%	40/0%	335/0%	240/0%
Utilization #/%	-3%	-0%	-1%	-0%	-2%	0%	0%	-0%	-0%	5%	1%	-0%	-1%	1%	2%	-0%
Technicians																
Workforce #/%	1/50%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,005/33%	230/2%	510/3%	15/0%	310/2%	0/0%	10/0%	15/0%	6,465/43%	510/3%	1,615/11%	25/0%	210/1%	0/0%	30/0%	20/0%
Utilization #/%	17%	-2%	-3%	-0%	48%	0%	-0%	-0%	-43%	-3%	-11%	-0%	-1%	0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,605/52%	540/5%	1,985/18%	20/0%	245/2%	0/0%	75/1%	70/1%	1,370/13%	55/1%	665/6%	15/0%	70/1%	0/0%	0/0%	25/0%
Utilization #/%	-52%	-5%	-18%	50%	-2%	0%	-1%	-1%	37%	-1%	-6%	-0%	-1%	0%	0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	9/64%	1/7%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	23,055/34%	2,350/3%	8,040/12%	205/0%	460/1%	10/0%	315/0%	75/0%	22,670/33%	2,035/3%	8,360/12%	170/0%	310/0%	15/0%	100/0%	60/0%
Utilization #/%	30%	4%	3%	-0%	-1%	-0%	-0%	-0%	-19%	-3%	-12%	-0%	-0%	-0%	-0%	-0%
Protective Services: Non-sworn																

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
Workforce #/%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/60%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	295/34%	0/0%	10/1%	0/0%	0/0%	0/0%	0/0%	20/2%	420/48%	65/7%	15/2%	0/0%	0/0%	0/0%	35/4%	10/1%
Utilization #/%	-34%	20%	-1%	0%	0%	0%	0%	-2%	12%	-7%	18%	0%	0%	0%	-4%	-1%
Administrative Support																
Workforce #/%	10/11%	1/1%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	31/33%	13/14%	30/32%	1/1%	3/3%	0/0%	2/2%	0/0%
CLS #/%	32,570/26%	2,640/2%	5,690/5%	80/0%	1,125/1%	0/0%	440/0%	225/0%	57,065/46%	6,370/5%	15,755/13%	310/0%	1,960/2%	15/0%	670/1%	250/0%
Utilization #/%	-15%	-1%	-2%	-0%	-1%	0%	-0%	-0%	-12%	9%	20%	1%	2%	-0%	2%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	26,415/73%	3,180/9%	3,175/9%	110/0%	420/1%	0/0%	155/0%	95/0%	1,600/4%	315/1%	415/1%	20/0%	145/0%	0/0%	45/0%	35/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	40,235/32%	14,290/11%	13,330/10%	580/0%	1,785/1%	45/0%	620/0%	305/0%	29,200/23%	7,160/6%	17,195/13%	465/0%	1,810/1%	50/0%	355/0%	235/0%
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
Administrative Support	✓								✓							

Law Enforcement Category Rank 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
Chief Investigator																
Workforce #/%	0/0%	0/0%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Chief Investigator																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	9/64%	1/7%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

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 EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Bruce J. Landgraf

Deputy District Attorney

11-22-2020

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