

EEO Utilization Report

Organization Information

Name: Milwaukee County District Attorney's Office (2022)

City: Milwaukee

State: WI

Zip: 53233

Type: County Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

November 1, 2022

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

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Step 4b: Narrative of Interpretation

We understand that, as in years past, while males are underrepresented in the administrative support sector of the Milwaukee County District Attorneys Office.

We continue to face challenges in recruiting and retaining white males to provide administrative support for several reasons. First, all clerical positions are civil service positions. Candidates must apply for vacancies, pass a civil service examination, and score high enough to be placed on a certification list which is provided by the county Department of Human Resources to the district attorneys office. There are few white males on these civil service lists, because white males typically apply for civil service positions in much smaller numbers than women. Second, wages and benefits for our clerical staff, which are set by Milwaukee County, are not competitive with positions in other government agencies or the private sector. As a consequence, we have had significant difficulty in attracting candidates and have lost employees to other employment.

Step 5: Objectives and Steps

1. Our objective is to provide equal employment opportunities for white males when our organization is filling vacancies in the administrative support job category.

- a. a. District attorney clerical positions are in the classified civil service: positions must be posted by the Milwaukee County Department of Human Resources; candidates must then apply for the posted position, pass an examination, and score high enough to be placed on a certification list which Human Resources provides to the district attorney's office. We will provide this EEOP Utilization Report to the Human Resources, advise Human Resources of the underutilization of white males in the Administrative Support job category, and explore with Human Resources if there are ways to increase the number of qualified white male candidates for clerical positions in the district attorney's office.
- b. b. We will notify all managers in the district attorney's office that recruit, interview, and hire job candidates, that white male workers are underutilized in the Administrative Support job category, and encourage them to recruit and hire white males 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 who 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 send electronic notice to all staff 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 available upon request from the district attorney's executive secretary, in Room 405 of the Safety Building, 821 West State Street, Milwaukee, WI.
5. We will publish the district attorney's EEOP Utilization Report in the district attorneys internal newsletter, The Cross-Examiner, which is sent to all staff,
6. We will provide notice in the district attorneys internal 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 available upon request from the district attorney's executive secretary, in the Safety Building, 821 W. 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 the recruitment, testing, and certification of all candidates for civil service positions in

the district attorney's office.

2. The district attorney's EEO 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. The district attorney's EEO Utilization Report will be provided to the Director of the State Prosecutors Office (SPO) at the Wisconsin Department of Administration.
4. The district attorney's EEO Utilization Report will be provided to the Wisconsin Department of Justice, the City of Milwaukee, and other entities as required in connection with applications for federal, state, local, and private grants.
5. Managers and other employees who 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 EEO 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 #/%	5/42%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	5/42%	0/0%	1/8%	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 #/%	-5%	-2%	4%	-0%	-2%	-0%	-0%	-0%	5%	-2%	2%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	53/33%	4/2%	1/1%	0/0%	2/1%	1/1%	0/0%	0/0%	75/46%	10/6%	12/7%	0/0%	2/1%	0/0%	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 #/%	-2%	1%	-2%	-0%	-2%	1%	-0%	-0%	0%	4%	0%	-0%	-1%	-0%	2%	-0%
Technicians																
Workforce #/%	1/50%	1/50%	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%	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%	48%	-3%	-0%	-2%	0%	-0%	-0%	-43%	-3%	-11%	-0%	-1%	0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	1/33%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	1/33%	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 #/%	-19%	-5%	-18%	33%	-2%	0%	-1%	-1%	21%	-1%	-6%	-0%	-1%	0%	0%	-0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	11/58%	1/5%	3/16%	0/0%	0/0%	0/0%	0/0%	0/0%	3/16%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	19,595/30%	3,185/5%	5,450/8%	79/0%	1,000/2%	20/0%	385/1%	260/0%	18,770/29%	3,900/6%	10,410/16%	155/0%	1,400/2%	25/0%	454/1%	285/0%
Utilization #/%	28%	0%	7%	-0%	-2%	-0%	-1%	-0%	-13%	-1%	-16%	-0%	-2%	-0%	-1%	-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 #/%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/50%	1/25%	0/0%	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 #/%	-9%	0%	-1%	0%	0%	0%	0%	-2%	2%	18%	-2%	0%	0%	0%	-4%	-1%
Administrative Support																
Workforce #/%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	37/46%	10/12%	25/31%	1/1%	3/4%	0/0%	1/1%	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 #/%	-22%	-2%	-5%	-0%	-1%	0%	-0%	-0%	1%	7%	19%	1%	2%	-0%	1%	-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 #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	11/58%	1/5%	3/16%	0/0%	0/0%	0/0%	0/0%	0/0%	3/16%	1/5%	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: Karen A. Loebel

Deputy District Attorney

12-13-2022

[signature]

[title]

[date]