

EEOP Utilization Report



Wed Jul 20 07:54:28 EDT 2016

Step 1: Introductory Information

Grant Title:	PREA 14	Grant Number:	2014-XT-BX-0025
Grantee Name:	Vermont Department of Public Safety	Award Amount:	\$21,593.00
Grantee Type:	State Government Agency		
Address:	45 State Drive Waterbury, Vermont 05671-1300		
Contact Person:	Tatum LaPlant	Telephone #:	802-241-5262
Contact Address:	45 State Drive Waterbury, Vermont 05671-1300		
DOJ Grant Manager:	Linda Hill-Franklin	DOJ Telephone #:	202-514-0712

Grant Title:	RSAT 15 (Corrections)	Grant Number:	2015-RT-BX-0023
Grantee Name:	Vermont Department of Public Safety	Award Amount:	\$43,583.00
Grantee Type:	State Government Agency		
Address:	45 State Drive Waterbury, Vermont 05671-1300		
Contact Person:	Tatum LaPlant	Telephone #:	802-241-5262
Contact Address:	45 State Drive Waterbury, Vermont 05671-1300		
DOJ Grant Manager:	LaShawn Benton	DOJ Telephone #:	202-514-5057

Grant Title:	PREA 15	Grant Number:	2015-XT-BX-0034
Grantee Name:	Vermont Department of Public Safety	Award Amount:	\$21,425.00
Grantee Type:	State Government Agency		
Address:	45 State Drive Waterbury, Vermont 05671-1300		
Contact Person:	Tatum LaPlant	Telephone #:	802-241-5262
Contact Address:	45 State Drive Waterbury, Vermont 05671-1300		

DOJ Grant Manager: Linda Hill-Franklin

DOJ Telephone #: 202-514-0712

Grant Title: COPS Anti-Heroin

Grant Number: 2015-HP-WX-0003

Grantee Name: Vermont Department of Public
Safety

Award Amount: \$1,430,519.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Tatum LaPlant

Telephone #: 802-241-5262

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: Clara Pesiri

DOJ Telephone #: 202-353-8972

Grant Title: JAG 11

Grant Number: 2011-DJ-BX-2294

Grantee Name: Vermont Department of Public
Safety

Award Amount: \$674,751.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Tatum LaPlant

Telephone #: 802-241-5262

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: LaShawn Benton

DOJ Telephone #: 202-514-5057

Grant Title: JAG 12

Grant Number: 2012-DJ-BX-0324

Grantee Name: Vermont Department of Public
Safety

Award Amount: \$510,455.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Tatum LaPlant

Telephone #: 802-241-5262

Contact Address: 45 State Drive
Waterbury, Vermont

05671-1300

DOJ Grant Manager: LaShawn Benton

DOJ Telephone #: 202-514-5057

Grant Title: RSAT 13 (Corrections)

Grant Number: 2013-RT-BX-0015

Grantee Name: Vermont Department of Public Safety

Award Amount: \$52,200.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Tatum LaPlant

Telephone #: 802-241-5262

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: LaShawn Benton

DOJ Telephone #: 202-514-5057

Grant Title: JAG 13

Grant Number: 2013-DJ-BX-0015

Grantee Name: Vermont Department of Public Safety

Award Amount: \$500,902.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Tatum LaPlant

Telephone #: 802-241-5262

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: LaShawn Benton

DOJ Telephone #: 202-514-5057

Grant Title: JAG 14

Grant Number: 2014-DJ-BX-0962

Grantee Name: Vermont Department of Public Safety

Award Amount: \$483,863.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Tatum LaPlant

Telephone #: 802-241-5262

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: LaShawn Benton

DOJ Telephone #: 202-514-5057

Grant Title: JAG 15 **Grant Number:** 2015-DJ-BX-0720

Grantee Name: Vermont Department of Public Safety **Award Amount:** \$465,672.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Tatum LaPlant **Telephone #:** 802-241-5262

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: LaShawn Benton

DOJ Telephone #: 202-514-5057

Grant Title: RSAT 12 (Corrections) **Grant Number:** 2012-RT-BX-0012

Grantee Name: Vermont Department of Public Safety **Award Amount:** \$42,322.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Tatum LaPlant **Telephone #:** 802-241-5262

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: LaShawn Benton

DOJ Telephone #: 202-514-5057

Grant Title: NCHIP 13 **Grant Number:** 2013-MU-BX-K009

Grantee Name: Vermont Department of Public Safety **Award Amount:** \$199,897.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Rhonda Camley **Telephone #:** 802-241-5330
Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300
DOJ Grant Manager: Terrance Ealey **DOJ Telephone #:** 202-616-5299

Grant Title: NCHIP 14 **Grant Number:** 2014-RU-BX-K008
Grantee Name: Vermont Department of Public Safety **Award Amount:** \$220,600.00
Grantee Type: State Government Agency
Address: 45 State Drive
Waterbury, Vermont
05671-1300
Contact Person: Rhonda Camley **Telephone #:** 802-241-5330
Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300
DOJ Grant Manager: Terrance Ealey **DOJ Telephone #:** 202-616-5299

Grant Title: NCHIP 15 **Grant Number:** 2015-RU-BX-K022
Grantee Name: Vermont Department of Public Safety **Award Amount:** \$55,390.00
Grantee Type: State Government Agency
Address: 45 State Drive
Waterbury, Vermont
05671-1300
Contact Person: Rhonda Camley **Telephone #:** 802-241-5330
Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300
DOJ Grant Manager: Terrance Ealey **DOJ Telephone #:** 202-616-5299

Grant Title: COPS Tech VJIS 08 **Grant Number:** 2008-CK-WX-0219
Grantee Name: Vermont Department of Public Safety **Award Amount:** \$398,000.00
Grantee Type: State Government Agency
Address: 45 State Drive
Waterbury, Vermont

05671-1300

Contact Person: Rhonda Camley **Telephone #:** 802-241-5330
Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300
DOJ Grant Manager: Clara Pesiri **DOJ Telephone #:** 202-353-8972

Grant Title: RSAT 14 (Corrections) **Grant Number:** 2014-RT-BX-0010
Grantee Name: Vermont Department of Public Safety **Award Amount:** \$42,264.00
Grantee Type: State Government Agency
Address: 45 State Drive
Waterbury, Vermont
05671-1300
Contact Person: Tatum LaPlant **Telephone #:** 802-241-5262
Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300
DOJ Grant Manager: LaShawn Benton **DOJ Telephone #:** 202-514-5057

Grant Title: Coverdell 14 **Grant Number:** 2014-CD-BX-0043
Grantee Name: Vermont Department of Public Safety **Award Amount:** \$63,029.00
Grantee Type: State Government Agency
Address: 45 State Drive
Waterbury, Vermont
05671-1300
Contact Person: Rhonda Camley **Telephone #:** 802-241-5330
Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300
DOJ Grant Manager: Patricia Kashtan **DOJ Telephone #:** 202-353-1856

Grant Title: Coverdell 15 **Grant Number:** 2015-CD-BX-0006
Grantee Name: Vermont Department of Public Safety **Award Amount:** \$63,705.00
Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Rhonda Camley

Telephone #: 802-241-5330

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: Patricia Kashtan

DOJ Telephone #: 202-353-1856

Grant Title: DNA Backlog Reduction 14

Grant Number: 2014-DN-BX-0063

Grantee Name: Vermont Department of Public
Safety

Award Amount: \$200,000.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Rhonda Camley

Telephone #: 802-241-5330

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: Alissa Genovese

DOJ Telephone #: 202-514-9554

Grant Title: DNA Backlog Reduction 15

Grant Number: 2015-DN-BX-0029

Grantee Name: Vermont Department of Public
Safety

Award Amount: \$150,000.00

Grantee Type: State Government Agency

Address: 45 State Drive
Waterbury, Vermont
05671-1300

Contact Person: Rhonda Camley

Telephone #: 802-241-5330

Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300

DOJ Grant Manager: Alissa Genovese

DOJ Telephone #: 202-514-9554

Grant Title: SORNA Reallocation

Grant Number: 2012-DS-BX0037

Grantee Name: Vermont Department of Public
Safety

Award Amount: \$139,333.00

Grantee Type: State Government Agency
Address: 45 State Drive
Waterbury, Vermont
05671-1300
Contact Person: Rhonda Camley **Telephone #:** 802-241-5330
Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300
DOJ Grant Manager: Yolaine Faustin **DOJ Telephone #:** 202-353-1720

Grant Title: SORNA Reallocation **Grant Number:** 2015-DS-BX-0012
Grantee Name: Vermont Department of Public Safety **Award Amount:** \$42,851.00
Grantee Type: State Government Agency
Address: 45 State Drive
Waterbury, Vermont
05671-1300
Contact Person: Rhonda Camley **Telephone #:** 802-241-5330
Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300
DOJ Grant Manager: Yolaine Faustin **DOJ Telephone #:** 202-353-1720

Grant Title: State Justice Statistics (SJS) **Grant Number:** 2015-BJ-CX-K028
Grantee Name: Vermont Department of Public Safety **Award Amount:** \$167,137.00
Grantee Type: State Government Agency
Address: 45 State Drive
Waterbury, Vermont
05671-1300
Contact Person: Rhonda Camley **Telephone #:** 802-241-5330
Contact Address: 45 State Drive
Waterbury, Vermont
05671-1300
DOJ Grant Manager: Terrance Ealey **DOJ Telephone #:** 202-616-5299

Policy Statement:

The Vermont Department of Public Safety does not discriminate on the basis of race, color, religion, ancestry, national origin, sex, age, sexual orientation, place of birth, or physical or mental condition (as provided by 21 VSA 495) in hiring,

wages, reduction in force, leave, transfers, work assignments, promotions, training, demotions, appointments, discipline, and recall from reduction in force.

The Department of Public Safety will continue to work toward progress in appropriate affirmative action and equal employment initiatives to include recruitment, selection, training, and promotion of persons from an underrepresented group within an EEO category.

Reasonable Accommodation, when requested, will be provided for applicants and employees, as required by Federal and USDOJ, Office of Justice Programs, EEOP Short Form page 11 of 19

State Law and in accordance with State Personnel Policy 3.2.

USDOJ,

Step 4b: Narrative Underutilization Analysis

The major statistical difference noted was the discrepancy between male and female employees in the Department of Public Safety workforce and the number of females available in the community labor force for the job categories Professional and Sworn Patrol Officer. In each of these categories, there were fewer female employees than the Community Labor Statistics indicate are available in the workforce.

Professionals: White females are underutilized.

Protective Services, Patrol Officers: White females are underutilized by

IDENTIFICATION OF PROBLEM AREAS

Underutilization was defined as a difference between the numbers of available women in the workforce to that which this department employs in job categories listed above. The department will endeavor to increase representation of women in these categories through evaluation and review of recruitment, hiring and promotion practices to ensure that females receive equal employment opportunities.

In addition, although Vermont has a low percentage of individuals in diverse racial and National origin categories, we recognize that Vermont is becoming an increasingly multicultural community. In partnership with the State of Vermont's recruitment practices, the Department is committed to recruiting applicants that are reflective of our changing community demographic.

Step 5 & 6: Objectives and Steps

1. 1. Our objective is to provide equal employment opportunities to women in all areas of underutilization when the Dept. actively recruits for vacancies

- a. - Utilize an interviewing scoring sheet for civilian recruitments to ensure that female applicants are provided equal employment opportunity.
- Inclusion of female employees on hiring panels whenever possible.
- Continue with efforts to recruit and retain women into the State police.
- Continue to advertise State Police recruit positions on websites of interest to women in policing.
- Review and consider any recommendations from the State Police Advisory Commission on Women.
- The Department will work toward a plan to provide diversity training to employees.
- Initiatives include development of a database of referral sources to more effectively target recruitment efforts for law enforcement positions.
- Continue with DPS' Law enforcement presence on Facebook, Twitter, and LinkedIn
- Implementation of a referral reward program for troopers who successfully recruit a new law enforcement employee.

2. 2. To attract applicants from underrepresented racial and ethnic groups when recruiting for positions

- a. Future initiatives include recruitment for law enforcement positions in publications of interest to applicants from diverse racial and ethnic groups.

Step 7a: Internal Dissemination

The EEOP Utilization Report will be disseminated to all executive, management, and supervisory level employees for implementation. The objectives of the EEOP will be discussed with managers and they will be informed of the Department's commitment to equal employment opportunity.

The EEOP will be posted on the department's internal site.

Employees will be notified that the EEOP is available on request.

New hire orientation will include receipt of, and discussion about, State policy 3.0, Equal Employment Opportunity and Affirmative Action and will be informed where they may obtain a copy of the EEOP.

Employment opportunities published to employees will include the following statement: "The State of Vermont is an Equal

USDOJ, Office of Justice Programs, Opportunity/Affirmative Action Employer. Applications from women, individuals with disabilities, veterans, and people from diverse cultural backgrounds are encouraged."

Step 7b: External Dissemination

The EEOP will be published on the Department's external website.

Utilization Analysis Chart
Relevant Labor Market: Vermont

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 #/%	10/77%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/23%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	23,605/56%	215/1%	105/0%	20/0%	250/1%	10/0%	114/0%	20/0%	17,365/41%	110/0%	60/0%	50/0%	105/0%	4/0%	89/0%	45/0%
Utilization #/%	21%	-1%	-0%	-0%	-1%	-0%	-0%	-0%	-18%	-0%	-0%	-0%	-0%	-0%	-0%	-0%
Professionals																
Workforce #/%	140/67%	1/0%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	60/29%	0/0%	3/1%	2/1%	1/0%	0/0%	0/0%	0/0%
CLS #/%	25,855/39%	290/0%	190/0%	35/0%	500/1%	0/0%	250/0%	105/0%	37,435/56%	535/1%	195/0%	60/0%	495/1%	4/0%	240/0%	110/0%
Utilization #/%	28%	0%	0%	-0%	-1%	0%	-0%	-0%	-28%	-1%	1%	1%	-0%	-0%	-0%	-0%
Technicians																
Workforce #/%	46/87%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	6/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,595/39%	105/1%	4/0%	4/0%	65/1%	0/0%	8/0%	0/0%	5,310/58%	24/0%	10/0%	4/0%	10/0%	0/0%	48/1%	4/0%
Utilization #/%	48%	-1%	-0%	2%	-1%	0%	-0%	0%	-46%	-0%	-0%	-0%	-0%	0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	31/89%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,570/80%	80/2%	10/0%	30/1%	20/0%	0/0%	45/1%	0/0%	705/16%	15/0%	10/0%	0/0%	4/0%	0/0%	0/0%	0/0%
Utilization #/%	9%	-2%	-0%	-1%	-0%	0%	-1%	0%	-4%	-0%	-0%	0%	-0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	268/87%	4/1%	3/1%	0/0%	1/0%	0/0%	0/0%	0/0%	31/10%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	16,370/59%	320/1%	95/0%	49/0%	75/0%	10/0%	358/1%	14/0%	9,785/35%	270/1%	90/0%	54/0%	145/1%	0/0%	339/1%	4/0%
Utilization #/%	29%	0%	1%	-0%	0%	-0%	-1%	-0%	-25%	-1%	0%	-0%	-1%	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 #/%	118/68%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	55/32%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	235/45%	8/2%	15/3%	0/0%	0/0%	0/0%	4/1%	10/2%	255/48%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	24%	-2%	-3%	0%	0%	0%	-1%	-2%	-17%	0%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	6/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	36/86%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	25,490/33%	350/0%	330/0%	15/0%	330/0%	0/0%	115/0%	0/0%	49,420/63%	585/1%	220/0%	155/0%	505/1%	35/0%	530/1%	60/0%
Utilization #/%	-18%	-0%	-0%	-0%	-0%	0%	-0%	0%	22%	-1%	-0%	-0%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	6/100%	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%	0/0%
CLS #/%	29,520/93%	275/1%	35/0%	80/0%	35/0%	4/0%	164/1%	70/0%	1,615/5%	4/0%	0/0%	0/0%	15/0%	0/0%	15/0%	0/0%
Utilization #/%	7%	-1%	-0%	-0%	-0%	-0%	-1%	-0%	-5%	-0%	0%	0%	-0%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	1/100%	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%	0/0%
CLS #/%	43,825/52%	840/1%	690/1%	145/0%	475/1%	10/0%	555/1%	100/0%	34,860/42%	600/1%	380/0%	80/0%	725/1%	0/0%	534/1%	55/0%
Utilization #/%	48%	-1%	-1%	-0%	-1%	-0%	-1%	-0%	-42%	-1%	-0%	-0%	-1%	0%	-1%	-0%

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-Patrol Officers									✓							
Protective Services: Non-sworn			✓						✓							
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
Sworn Professionals																
Workforce #/%	31/89%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	268/87%	4/1%	3/1%	0/0%	1/0%	0/0%	0/0%	0/0%	31/10%	0/0%	1/0%	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 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: Sara Jewett

HR Manager

07-19-2016

[signature]

[title]

[date]