

EEO Utilization Report

Organization Information

Name: CORRECTIONS, NEW JERSEY DEPARTMENT OF

City: TRENTON

State: NJ

Zip: 08625-0863

Type: State Corrections

Section 1: EEO Policy Statement

Policy Statement:

The policy statements are attached.

Following File has been uploaded:EEO & Reasonable Accommodations Policy Statements (NJDOC).pdf

Section 5: Narrative Interpretation of Data

There have been zero findings of discrimination against NJDOC in the past three years.

The steps taken toward meeting the prior objectives and the narrative interpretation of the data are attached in a single document.

Following File has been uploaded:Section 5 - Narrative Interpretation of Data.pdf

Section 6: Objectives and Steps

1. Review the decline of White male, Hispanic male, and Hispanic female representation in the Technician job category

a. Review separation data to ascertain if there has been an increase in resignations, retirements and/or terminations amongst the identified groups.

Review promotional data to ascertain if there has been an increase in promotions amongst the identified groups.

b. Based upon the results of Step A, create a recruitment and/or retention action plan and note any known barriers.

Section 7: Dissemination Strategy: Internal

Currently, more than 50% of the NJDOC workforce does not have access to work computers and/or work email. In order to ensure that the entire NJDOC workforce has access to the EEOP Utilization Report, the NJDOC will place the Report on its public website and the intranet. The NJDOC will also make hardcopies of the Report available in its Central Office/Equal Employment Division Office. Finally, the NJDOC will make hardcopies of the Report available in all of its prisons/facilities by providing copies to each locations' Equal Employment Division Liaison.

Section 7: Dissemination Strategy: External

The NJDOC will post the EEOP Utilization Report on its public website.

Utilization Analysis Chart
Relevant Labor Market: New Jersey

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 #/%	31/26%	3/2%	16/13%	0/0%	0/0%	0/0%	0/0%	39/32%	4/3%	26/21%	1/1%	1/1%	0/0%	0/0%
CLS #/%	243,335/42%	34,950/6%	20,085/3%	275/0%	38,565/7%	65/0%	3,795/1%	156,350/27%	26,890/5%	25,010/4%	140/0%	21,750/4%	25/0%	3,640/1%
Utilization #/%	-17%	-4%	10%	-0%	-7%	-0%	-1%	5%	-1%	17%	1%	-3%	-0%	-1%
Professionals														
Workforce #/%	173/25%	30/4%	70/10%	1/0%	12/2%	0/0%	0/0%	201/29%	35/5%	157/22%	5/1%	13/2%	1/0%	0/0%
CLS #/%	249,665/29%	31,590/4%	28,805/3%	430/0%	68,485/8%	25/0%	5,495/1%	327,380/37%	46,345/5%	50,380/6%	290/0%	58,375/7%	135/0%	7,030/1%
Utilization #/%	-4%	1%	7%	0%	-6%	-0%	-1%	-9%	-0%	17%	1%	-5%	0%	-1%
Technicians														
Workforce #/%	12/10%	2/2%	14/12%	0/0%	3/3%	0/0%	0/0%	35/30%	6/5%	42/36%	1/1%	2/2%	0/0%	0/0%
CLS #/%	62,300/25%	33,685/13%	16,355/6%	125/0%	11,030/4%	65/0%	1,785/1%	57,575/23%	35,935/14%	20,625/8%	125/0%	10,805/4%	45/0%	2,080/1%
Utilization #/%	-14%	-12%	5%	-0%	-2%	-0%	-1%	7%	-9%	28%	1%	-3%	-0%	-1%
Protective Services: Sworn														
Workforce #/%	2046/44%	834/18%	857/18%	23/0%	59/1%	5/0%	0/0%	186/4%	181/4%	450/10%	5/0%	2/0%	0/0%	0/0%
CLS #/%	44,300/51%	11,975/14%	13,650/16%	80/0%	1,150/1%	0/0%	1,400/2%	5,510/6%	2,510/3%	6,220/7%	10/0%	250/0%	0/0%	330/0%
Utilization #/%	-7%	4%	3%	0%	-0%	0%	-2%	-2%	1%	3%	0%	-0%	0%	-0%
Protective Services: Non-sworn														
Workforce #/%	17/17%	34/35%	28/29%	0/0%	2/2%	2/2%	0/0%	3/3%	4/4%	8/8%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,135/36%	875/8%	795/7%	4/0%	100/1%	0/0%	100/1%	3,910/34%	710/6%	660/6%	0/0%	135/1%	0/0%	135/1%
Utilization #/%	-18%	27%	22%	-0%	1%	2%	-1%	-31%	-2%	2%	0%	-1%	0%	-1%
Administrative Support														
Workforce #/%	29/11%	7/3%	14/5%	0/0%	1/0%	0/0%	0/0%	117/44%	21/8%	73/27%	1/0%	3/1%	0/0%	0/0%
CLS #/%	219,100/23%	61,925/6%	38,055/4%	300/0%	29,025/3%	80/0%	5,925/1%	381,425/39%	106,550/11%	79,105/8%	620/0%	37,310/4%	160/0%	8,910/1%

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/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
	%							%	%					
Utilization #/%	-12%	-4%	1%	-0%	-3%	-0%	-1%	5%	-3%	19%	0%	-3%	-0%	-1%
Skilled Craft														
Workforce #/%	195/51%	29/8%	66/17%	5/1%	11/3%	1/0%	0/0%	20/5%	5/1%	42/11%	2/1%	3/1%	1/0%	0/0%
CLS #/%	152,710/59%	60,500/23%	16,705/6%	185/0%	6,690/3%	35/0%	3,545/1%	6,885/3%	7,270/3%	1,950/1%	10/0%	1,810/1%	0/0%	300/0%
Utilization #/%	-8%	-16%	11%	1%	0%	0%	-1%	3%	-1%	10%	1%	0%	0%	-0%
Service/Maintenance														
Workforce #/%	17/71%	1/4%	4/17%	0/0%	0/0%	0/0%	0/0%	1/4%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	231,955/25%	196,290/21%	81,185/9%	530/0%	30,890/3%	110/0%	8,910/1%	166,375/18%	121,345/13%	68,880/7%	570/0%	23,930/3%	75/0%	7,350/1%
Utilization #/%	46%	-17%	8%	-0%	-3%	-0%	-1%	-14%	-9%	-7%	-0%	-3%	-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
Officials/Administrators	✓				✓									
Professionals	✓				✓		✓	✓				✓		✓
Technicians	✓	✓							✓					
Protective Services: Sworn	✓						✓	✓				✓		✓
Protective Services: Non-sworn	✓							✓						
Administrative Support	✓	✓			✓							✓		
Skilled Craft	✓	✓					✓		✓					
Service/Maintenance		✓												

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
SID - Deputy Chief														
Workforce #/%	0/0%	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%
SID - Principal Investigator														
Workforce #/%	5/31%	4/25%	3/19%	0/0%	0/0%	0/0%	0/0%	1/6%	1/6%	2/12%	0/0%	0/0%	0/0%	0/0%
SID - SR Investigator														
Workforce #/%	39/66%	5/8%	4/7%	0/3%	2/3%	0/0%	0/0%	5/8%	3/5%	1/2%	0/0%	0/0%	0/0%	0/0%
SID - Investigator														
Workforce #/%	9/82%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Correctional Police Major														
Workforce #/%	23/62%	3/8%	4/11%	0/5%	2/5%	0/0%	0/0%	1/3%	1/3%	3/8%	0/0%	0/0%	0/0%	0/0%
Correctional Police Lieutenant														
Workforce #/%	149/62%	29/12%	26/11%	1/2%	5/2%	0/0%	0/0%	12/5%	7/3%	11/5%	0/0%	0/0%	0/0%	0/0%
Correctional Police Sergeant														
Workforce #/%	232/56%	51/12%	62/15%	1/1%	4/1%	0/0%	0/0%	20/5%	5/1%	42/10%	1/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	1589/41%	742/19%	756/20%	21/1%	46/1%	5/0%	0/0%	147/4%	164/4%	390/10%	4/0%	2/0%	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: Chiqueena Lee

Director

03-27-2024

[signature]

[title]

[date]