

EEO Utilization Report

Organization Information

Name: Alabama Department Of Forensic Sciences

City: Auburn

State: AL

Zip: 36832

Type: State Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

The Alabama Department of Forensic Sciences (ADFS) is an equal opportunity employer, and it is ADFS's policy to ensure that every employee enjoys a non-hostile work environment free of discrimination or harassment of any kind and does not discriminate on the basis of race, color, sex, national origin, disability, sexual orientation, age or religious or political opinions or affiliations. ADFS is committed to complying with all applicable federal, state and local laws that pertain to employment.

Step 4b: Narrative of Interpretation

For each of the applicable eight job categories that appear in the rows of the Workforce Analysis Chart, the Alabama Department of Forensic Sciences is objectively well represented across our workforce, in the number of employees cross-classified by race, national origin, and sex.

Step 5: Objectives and Steps

1. Maintain the objectively well represented number of employees cross-classified by race, national origin, and sex across our workforce.

a. As one of the preeminent providers of forensic science services in the country that draws a robust and diverse employee applicant pool, ADFS will continue to rely on input from our diverse Executive, management and supervisory level personnel in our continuing effort to select highly qualified and diverse applicants to fill open employment positions as the opportunities arise. As such, ADFS, in cooperation with the State of Alabama Personnel Department, will continue to maintain its open and inclusive hiring practices across race, national origin and sex.

As job vacancies arise, the ADFS Personnel Department will periodically review the composition of the applicant pools for the various job classes utilized by ADFS to determine whether the applicant pool correlates to the relevant labor market. The ADFS Personnel Department will provide a semi-annual report to the ADFS Director detailing the results of the applicant pool composition review.

Step 6: Internal Dissemination

1. Distribute a hard copy of the EEOP Utilization Report to each ADFS Laboratory and Medical Examiners' Facilities, as well as distribute a hard copy to each member of the ADFS Executive Council.
2. Place a copy of the EEOP Utilization Report on the ADFS internal intranet so it is available to all staff.

Step 7: External Dissemination

1. Provide a copy of the EEOP Utilization Report to the State of Alabama Personnel Department for retention as a permanent record, as well as a copy to the Alabama Department of Economic & Community Affairs, the SAA for federal grants for the State of Alabama, for retention as a permanent record.
2. Post a link to the EEOP Utilization Report on the ADFS website for open and free access by the public.

Utilization Analysis Chart
Relevant Labor Market: Alabama

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 #/%	4/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/25%	0/0%	2/25%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	107,805/52%	1,880/1%	12,210/6%	520/0%	1,965/1%	100/0%	725/0%	220/0%	61,680/30%	1,090/1%	17,095/8%	375/0%	1,210/1%	0/0%	505/0%	140/0%
Utilization #/%	-2%	-1%	-6%	-0%	-1%	-0%	-0%	-0%	-5%	-1%	17%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	43/34%	1/1%	2/2%	0/0%	1/1%	0/0%	0/0%	0/0%	59/46%	0/0%	20/16%	0/0%	2/2%	0/0%	0/0%	0/0%
CLS #/%	112,685/34%	2,595/1%	16,420/5%	555/0%	4,335/1%	50/0%	885/0%	375/0%	145,690/44%	2,285/1%	38,025/12%	755/0%	3,425/1%	15/0%	1,170/0%	290/0%
Utilization #/%	-1%	-0%	-3%	-0%	-1%	-0%	-0%	-0%	2%	-1%	4%	-0%	1%	-0%	-0%	-0%
Technicians																
Workforce #/%	8/23%	0/0%	3/9%	0/0%	0/0%	0/0%	1/3%	0/0%	16/46%	0/0%	7/20%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	19,230/30%	205/0%	3,585/6%	230/0%	605/1%	0/0%	240/0%	60/0%	28,475/45%	335/1%	9,900/16%	105/0%	355/1%	4/0%	190/0%	85/0%
Utilization #/%	-7%	-0%	3%	-0%	-1%	0%	2%	-0%	1%	-1%	4%	-0%	-1%	-0%	-0%	-0%
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	22,340/58%	495/1%	8,745/23%	105/0%	45/0%	0/0%	195/1%	75/0%	2,970/8%	30/0%	3,100/8%	95/0%	15/0%	20/0%	54/0%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	885/38%	20/1%	105/4%	0/0%	0/0%	0/0%	10/0%	0/0%	1,040/45%	45/2%	185/8%	25/1%	0/0%	0/0%	20/1%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	6/17%	0/0%	1/3%	0/0%	1/3%	0/0%	0/0%	0/0%	16/46%	0/0%	11/31%	0/0%	0/0%	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 #/%	134,270/26%	2,465/0%	31,335/6%	525/0%	1,705/0%	0/0%	1,355/0%	290/0%	249,350/48%	5,040/1%	82,065/16%	1,525/0%	2,395/0%	75/0%	2,370/0%	580/0%
Utilization #/%	-9%	-0%	-3%	-0%	3%	0%	-0%	-0%	-3%	-1%	16%	-0%	-0%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	151,230/73%	13,630/7%	26,810/13%	1,260/1%	965/0%	80/0%	1,485/1%	360/0%	8,010/4%	530/0%	3,210/2%	15/0%	145/0%	0/0%	89/0%	15/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	4/50%	0/0%	2/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/25%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	210,990/36%	27,485/5%	101,355/17%	1,490/0%	2,900/0%	105/0%	2,900/0%	510/0%	129,965/22%	12,065/2%	89,505/15%	1,390/0%	3,315/1%	110/0%	1,995/0%	400/0%
Utilization #/%	14%	-5%	8%	-0%	-0%	-0%	-0%	-0%	-22%	-2%	10%	-0%	-1%	-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: Marc Bass

General Counsel

08-24-2021

[signature]

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[date]