



U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

August 8, 2008

Ann Purvis
AR Dept. of Finance
and Administration
1515 W. 7th St., Ste. 400
Little Rock, AR 72201

RECEIVED
2008 AUG 14 AM 11:54
OFFICE OF
INTERGOVERNMENTAL
SERVICES

Re: EEOP for the Arkansas Department of Finance and Administration

Dear Ms. Purvis:

The Office for Civil Rights has reviewed and approved the EEOP Short Form that you submitted in accordance with the provisions of your recent grant award. The plan that you submitted conforms to the Seven-Step Guide to the Design and Development of an Equal Employment Opportunity Plan, which is a guide to providing the essential information that the Department of Justice requires for our initial screening of your EEOP. The Department of Justice regulations for developing a comprehensive EEOP may be found at 28 CFR § 42.301 *et seq.* Your approved plan is effective for two years from the date of this letter.

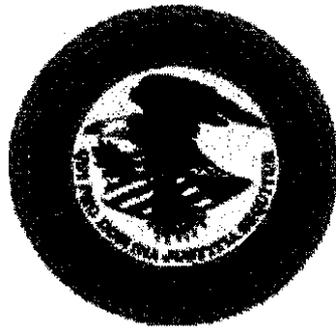
If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

Michael L. Alston, Director
Office for Civil Rights

MLA:deb

EEOP Short Form



Thu Jul 31 13:57:02 EDT 2008

Step 1: Introductory Information

Grant Title: Crime Victim Assistance Grant (VOCA)- 2005 **Grant Number:** 2005 VA GX 0056

Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$3,693,000.00

Grantee Type: State Government Agency

Address: 1515 W. 7th Street, Suite 400
Little Rock, Arkansas
72201

Contact Person: Ann Purvis **Telephone #:** 501-682-1074

Contact Address: 1515 W. 7th Street, Suite 400
Little Rock, Arkansas
72201

DOJ Grant Manager: Keisha Green **DOJ Telephone #:** 202-616-3573

Grant Title: Crime Victim Assistance Grant (VOCA) - 2006 **Grant Number:** 2006 VA GX 0057

Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$3,907,398.00

Grantee Type: State Government Agency

Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

Contact Person: Ann Purvis **Telephone #:** 501-682-1074

Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

DOJ Grant Manager: Keisha Green **DOJ Telephone #:** 202-616-3573

Grant Title: Crime Victim Assistance Grant (VOCA) - 2007 **Grant Number:** 2007 VA GX 0033

Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$3,670,000.00

Grantee Type: State Government Agency

Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

Contact Person: Ann Purvis **Telephone #:** 501-682-1074

Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

DOJ Grant Manager: Keisha Green

DOJ Telephone #: 202-616-3573

Grant Title: Violence Against Women Formula Grant (STOP) - 2004 **Grant Number:** 2004 WF AX 0016

Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$1,393,000.00

Grantee Type: State Government Agency

Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

Contact Person: Ann Purvis **Telephone #:** 501-682-1074

Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

DOJ Grant Manager: Mohammed Omar

DOJ Telephone #: 202-305-2381

Grant Title: Violence Against Women Formula Grant (STOP) - 2005 **Grant Number:** 2005 WF AX 0003

Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$1,385,000.00

Grantee Type: State Government Agency

Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

Contact Person: Ann Purvis **Telephone #:** 501-682-1074

Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

DOJ Grant Manager: Mohammed Omar

DOJ Telephone #: 202-305-2381

Grant Title: Violence Against Women Formula Grant (STOP) - 2006 **Grant Number:** 2006 WF AX 0045

Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$1,436,781.00

Grantee Type: State Government Agency

Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

Contact Person: Ann Purvis

Telephone #: 501-682-1074

Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

DOJ Grant Manager: Mohammed Omar

DOJ Telephone #: 202-305-2381

Grant Title: Violence Against Women Formula
Grant (STOP) - 2007

Grant Number: 2007 WF AX 0039

Grantee Name: Arkansas Department of Finance
and Administration

Award Amount: \$1,307,435.00

Grantee Type: State Government Agency

Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

Contact Person: Ann Purvis

Telephone #: 501-682-1074

Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

DOJ Grant Manager: Mohammed Omar

DOJ Telephone #: 202-305-2381

Grant Title: Family Violence Prevention and
Services Grant (FVPS) - 2006

Grant Number: G-0601 ARFVPS

Grantee Name: Arkansas Department of Finance
and Administration

Award Amount: \$1,114,636.00

Grantee Type: State Government Agency

Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

Contact Person: Ann Purvis

Telephone #: 501-682-1074

Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

DOJ Grant Manager: Edna James

DOJ Telephone #: 202-205-7750

Grant Title: Family Violence Prevention and

Grant Number: G-0701 ARFVPS

Services Grant (FVPS) - 2007

Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$1,115,354.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
Contact Person: Ann Purvis **Telephone #:** 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Edna James **DOJ Telephone #:** 202-205-7750

Grant Title: Family Violence Prevention and Services Grant (FVPS) - 2008 **Grant Number:** G-0801 ARFVPS
Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$1,101,300.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
Contact Person: Ann Purvis **Telephone #:** 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Edna James **DOJ Telephone #:** 202-205-7750

Grant Title: Byrne/DLEP Grant - 2004 **Grant Number:** 2004-DB-BX-0013
Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$4,990,577.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis **Telephone #:** 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Gerardo Velazquez **DOJ Telephone #:** 202-353-8645

Grant Title: Justice Assistance Grant (JAG) - 2005
Grant Number: 2005-DJ-BX-0167
Grantee Name: Arkansas Department of Finance and Administration
Award Amount: \$3,464,703.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis
Telephone #: 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Gerardo Velazquez
DOJ Telephone #: 202-353-8645

Grant Title: Justice Assistance Grant (JAG) - 2006
Grant Number: 2006-DJ-BX-0067
Grantee Name: Arkansas Department of Finance and Administration
Award Amount: \$2,180,442.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis
Telephone #: 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Gerardo Velazquez
DOJ Telephone #: 202-353-8645

Grant Title: Justice Assistance Grant (JAG) - 2007
Grant Number: 2007-DJ-BX-0100
Grantee Name: Arkansas Department of Finance and Administration
Award Amount: \$3,362,920.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis
Telephone #: 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400

Little Rock, Arkansas
72201

DOJ Grant Manager: Gerardo Velazquez **DOJ Telephone #:** 202-353-8645

Grant Title: National Institute of Justice
Research, Evaluation and
Development Project Grant (TAP) -
2006 **Grant Number:** 2006-DN-BX-0017

Grantee Name: Arkansas Department of Finance
and Administration **Award Amount:** \$94,787.00

Grantee Type: State Government Agency

Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201

Contact Person: Ann Purvis **Telephone #:** 501-682-1074

Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201

DOJ Grant Manager: Alan Spanauer **DOJ Telephone #:** 202-305-2436

Grant Title: National Institute of Justice
Research, Evaluation and
Development Project Grant (TAP) -
2007 **Grant Number:** 2007-CD-BX-0036

Grantee Name: Arkansas Department of Finance
and Administration **Award Amount:** \$106,470.00

Grantee Type: State Government Agency

Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201

Contact Person: Ann Purvis **Telephone #:** 501-682-1074

Contact Address: 1515 W. 7th St., Suite 400
LittleRock, Arkansas
72201

DOJ Grant Manager: Alan Spanauer **DOJ Telephone #:** 202-305-2436

Grant Title: Residential Substance Abuse
Treatment Grant (RSAT) - 2005 **Grant Number:** 2005-RT-BX-0023

Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$385,753.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis **Telephone #:** 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Gerardo Velazquez **DOJ Telephone #:** 202-353-8645

Grant Title: Residentail Substance Abuse Treatment Grant (RSAT) - 2006 **Grant Number:** 2006-RT-BX-0030
Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$117,449.00
Grantee Type: State Government Agency
Address: 1515 W. 7th, Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis **Telephone #:** 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Gerardo Velazquez **DOJ Telephone #:** 202-353-8645

Grant Title: Residentail Substance Abuse Treatment Grant (RSAT) - 2007 **Grant Number:** 2007-RT-BX-0046
Grantee Name: Arkansas Department of Finance and Administration **Award Amount:** \$109,429.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis **Telephone #:** 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Gerardo Velazquez **DOJ Telephone #:** 202-353-8645

Grant Title: Residential Substance Abuse Treatment Grant (RSAT) - 2008
Grant Number: 2008-RT-BX-0040
Grantee Name: Arkansas Department of Finance and Administration
Award Amount: \$101,886.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis
Telephone #: 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Gerardo Velazquez
DOJ Telephone #: 202-353-8645

Grant Title: Enforcing Underage Drinking Laws Grant (EUDL) - 2006
Grant Number: 2006-AH-FX-0054
Grantee Name: Arkansas Department of Finance and Administration
Award Amount: \$350,000.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis
Telephone #: 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400
Little Rock, Arkansas
72201
DOJ Grant Manager: Andrea Coleman
DOJ Telephone #: 202-514-1319

Grant Title: Enforcing Underage Drinking Laws Grant (EUDL) - 2007
Grant Number: 2007-AH-FX-0030
Grantee Name: Arkansas Department of Finance and Administration
Award Amount: \$350,000.00
Grantee Type: State Government Agency
Address: 1515 W. 7th St., Suite 330
Little Rock, Arkansas
72201
Contact Person: Ann Purvis
Telephone #: 501-682-1074
Contact Address: 1515 W. 7th St., Suite 400

Little Rock, Arkansas
72201

DOJ Grant Manager: Andrea Coleman

DOJ Telephone #: 202-514-1319

Policy Statement:

Discrimination by any officer or employee based upon race, creed, religion, national origin, age, sex or gender shall constitute grounds for dismissal. If a court of law determines that any employee of the State is guilty of such discrimination, the employee shall be dismissed from employment.

Step 4b: Narrative Underutilization Analysis

1. White males were significantly under-represented in the following job categories: Officials/Managers (-11%); Technicians (-10%); and Administrative Support (-15%).
2. Black males were significantly under-represented in the following job categories: Officials/Managers (-4%); Technicians (-11%); Protective Services Sworn (-19%); and Administrative Support (-6%).
3. White females were significantly under-represented in the following job categories: Protective Services Sworn (-9%); and Service/Maintenance (-9%).
4. Black females were significantly under-represented in the following job categories: Protective Services Sworn (-15%); Administrative Support (-7%); and Service/Maintenance (-14%).
5. Hispanic males were significantly under-represented in the following job category: Service/Maintenance (-4%).

Other instances of under-representation are considered insignificant (below -4%) Also, any under-representation in Protective Services Sworn (by black males, white females and black females) is statistically uncertain, since there are only 16 positions total, and because this is a specialized position in Alcoholic Beverage Control Enforcement, rather than a standard law enforcement position. Under-representation in the Service/maintenance category (white females, black females, and Hispanic males) is not considered problematic, as this category includes generally entry-level and lower paid positions.

Step 5 & 6: Objectives and Steps

1. 1. To encourage white males to apply for vacancies in all levels of job categories.

- a. The Department's Human Resources office will review the composition of the applicant pool in the last fiscal year to determine whether white males were under-represented in any categories, and will enhance its outreach efforts if any deficiencies are found.

2. 2. To encourage black males to apply for vacancies in all levels of job categories, especially Officials, Technicians and Administrative Support.

- a. The Department's Human Resources Office will review the applicant pool for the last fiscal year to determine whether black males were under-represented in any job categories, especially of Officials, Technicians and Administrative Support, and will enhance its outreach efforts if deficiencies are found.

3. 3. To encourage black females to apply for vacancies in all levels of job categories, especially Administrative Support.

- a. The Department's Human Resources office will review the applicant pool for the last fiscal year and determine whether black females were under-represented in any job category, especially Administrative Support, and will enhance its outreach efforts if deficiencies are found.

4. 4. To encourage Hispanic males to apply for vacancies at all levels of job categories.

- a. The Department's Human Resources office will review the applicant pool for the last fiscal year to determine whether Hispanic males were under-represented in any job category, and will enhance its outreach efforts if deficiencies are found.

Step 7a: Internal Dissemination

1. The Department will make a copy of the EEOP Short Form available to all employees upon request.
2. The Human Resources office will keep hard copies available of the EEOP Short Form for employees at any time.
3. Copies of the EEOP Short Form will be disseminated to each office administrator to post in a prominent place for employees to view.
4. The Department will post the EEOP Short Form on its website for employees.

Step 7b: External Dissemination

1. The Department will make copies of the EEOP Short Form available to members of the public, and to all vendors and contractors upon request.
2. The Department will post a copy of the EEOP Short Form on its public website.

Utilization Analysis Chart
Relevant Labor Market: Little Rock city, Arkansas

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	90/38%	1/0%	12/5%	0/0%	2/1%	0/0%	0/0%	113/47%	0/0%	20/8%	2/1%	0/0%	0/0%	0/0%
CLS #/%	6,590/48%	130/1%	1,200/9%	20/0%	105/1%	0/0%	45/0%	3,870/28%	70/1%	1,590/12%	10/0%	65/0%	0/0%	0/0%
Utilization #/%	-11%	-1%	-4%	-0%	0%	0%	-0%	19%	-1%	-3%	1%	-0%	0%	0%
Professionals														
Workforce #/%	153/36%	0/0%	18/4%	3/1%	3/1%	0/0%	0/0%	175/42%	1/0%	62/15%	2/0%	4/1%	0/0%	0/0%
CLS #/%	8,250/36%	170/1%	1,320/6%	15/0%	545/2%	0/0%	40/0%	8,535/37%	140/1%	3,370/15%	20/0%	355/2%	0/0%	30/0%
Utilization #/%	0%	-1%	-2%	1%	-2%	0%	-0%	4%	-0%	-0%	0%	-1%	0%	-0%
Technicians														
Workforce #/%	106/8%	0/0%	47/4%	1/0%	1/0%	0/0%	0/0%	728/54%	5/0%	446/33%	1/0%	2/0%	0/0%	0/0%
CLS #/%	450/18%	30/1%	380/15%	10/0%	10/0%	0/0%	0/0%	900/35%	19/1%	735/29%	4/0%	30/1%	0/0%	0/0%
Utilization #/%	-10%	-1%	-11%	-0%	-0%	0%	0%	19%	-0%	5%	-0%	-1%	0%	0%
Protective Services: Sworn														
Workforce #/%	13/81%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	685/40%	25/1%	540/32%	0/0%	0/0%	0/0%	4/0%	155/9%	25/1%	260/15%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	41%	-1%	-19%	0%	0%	0%	-0%	-9%	5%	-15%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	0/0%	0/0%	10/25%	0/0%	0/0%	0/0%	0/0%	15/38%	0/0%	15/38%	0/0%	0/0%	0/0%	0/0%
Utilization #/%														
Administrative Support														
Workforce #/%	55/8%	1/0%	42/6%	0/0%	1/0%	0/0%	0/0%	448/64%	7/1%	139/20%	1/0%	2/0%	0/0%	0/0%
CLS #/%	5,745/22%	190/1%	2,995/12%	15/0%	65/0%	0/0%	80/0%	9,150/36%	260/1%	6,960/27%	35/0%	90/0%	10/0%	25/0%
Utilization #/%	-15%	-1%	-6%	-0%	-0%	0%	-0%	29%	-0%	-7%	0%	-0%	-0%	-0%
Skilled Craft														
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,775/50%	390/7%	1,735/31%	35/1%	30/1%	0/0%	10/0%	260/5%	14/0%	245/4%	4/0%	30/1%	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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Utilization #/%														
Service/Maintenance														
Workforce #/%	11/35%	0/0%	14/45%	0/0%	0/0%	0/0%	0/0%	2/6%	0/0%	4/13%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,165/20%	775/4%	6,600/31%	75/0%	95/0%	0/0%	20/0%	3,370/16%	190/1%	5,620/27%	45/0%	165/1%	0/0%	45/0%
Utilization #/%	16%	-4%	14%	-0%	-0%	0%	-0%	-9%	-1%	-14%	-0%	-1%	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 Short Form.

I have reviewed the foregoing EEOP Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.

Alex Puer

Administrator

7/31/08

[signature]

[title]

[date]