City of Alamosa
Equal Employment Opportunity Plan
2019-2022

SECTION 1 – PURPOSE

The City of Alamosa is committed to providing equal employment opportunities to all applicants and employees. Accordingly, the City evaluates applicants and employees on individual merit and qualifications, without regard to race, religion, color, sex, sexual orientation, national origin, age, disability, or genetic information. The only exceptions are based on bona fide occupational qualifications. The purpose of this plan is to:

- Attract and retain a diverse workforce that is reflective of the community;

- Increase inclusion among employees of differing identities and backgrounds to promote a welcoming and productive workforce that responds to the needs of a diverse community;

- Promote a work environment that is free from all forms of discrimination and harassment, including unfair treatment based on sex, pregnancy, childbirth or related medical conditions, race, veteran status, religion, color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, gender (including gender identity and gender expression), sexual orientation, use of family medical leave, genetic testing, or any other basis protected by federal or state law;

- Provide opportunities for career development and advancement for all employees, and identify barriers and challenges to diversity and inclusion and remove them or develop solutions, and;

- Increase the pool of qualified, diverse applicants, particularly for job categories or areas that are underrepresented.

SECTION 2 – PROHIBITIONS

Employees of the City of Alamosa shall not, in their official capacity, discriminate in employment practices against any person because of the person's race, color, religion, sex, sexual orientation, national origin, age, disability, or genetic information. "Employment practices" as used in this Plan means all terms and conditions of employment, including, but not limited to, recruiting, advertising, screening, classification, selection, appointment, hiring, assignment, transfer, promotion, demotion, discipline, layoff, termination, leave practices, rates of pay, fringe benefits, or other forms of pay or credit for services rendered, and access to and use of City facilities. In addition, discrimination on the basis of race, color, or national origin for programs and activities receiving Federal financial assistance is also prohibited.

Any intentional or unintentional conduct of discrimination that is based on race, color, religion, sex, sexual orientation, national origin, age, or disability will not be tolerated and will result in disciplinary

action up to and including termination. Retaliation against persons alleging discrimination and persons involved in the act or investigation process is also prohibited.

Except as required by law, all employment is "at-will" and employees have no job tenure in or expectation of continued City employment; accordingly, the City may terminate an employee at any time.

SECTION 3 – EVALUATION BY THE CITY OF ALAMOSA OFFICE OF HUMAN RESOURCES & RISK MANAGEMENT

The City of Alamosa Office of Human Resources & Risk Management shall undertake the following actions beginning in the fall of 2019 and regularly every four years:

1. Identify and analyze any problem areas inherent in the utilization or participation of all qualified persons in employment phases (recruitment, selection, and promotion). Identification and analysis are necessary prerequisites to the successful development and implementation of this Plan. All racial or ethnic data collected to perform evaluations under this Plan shall be cross-classified by race and sex.

2. Analyze present representation of minority persons, including women, in the eight job categories identified by the Equal Employment Opportunity Commission. Initial data shall be gathered through a voluntary survey distributed to all employees in the fall of 2019 and to be completed, on a voluntary basis, by all job applicants going forward.

3. Analyze recruitment and employment selection procedures, such as job descriptions, application forms, recruitment methods and sources, interview procedures, test administration and test validity, education requirements, referral procedures, and final selection methods to ensure that equal opportunity is being afforded in all job categories.

4. Analyze seniority practices, promotion procedures, lateral and vertical transfer procedures, and formal and informal training programs to ensure that equal opportunity is being afforded to all qualified individuals.

5. Maintain a job classification record clearly indicating each job classification or assignment and the number of employees within each respective job category by race, sex, and national origin (for example, Hispanic, Asian or Pacific Islander, and American Indian or Alaskan Native); and maintain a record of job descriptions (describing essential job functions or duties) and the pay range for each classification.

6. Maintain statistical records of the number of individuals by race/color, sex and national origin (if available) that have been hired for employment through the Office of Human Resources & Risk Management within the preceding fiscal year.

7. Obtain statistical data from the Department of Justice, the Bureau of Labor Statistics, the Colorado Department of Labor and Employment, or other reliable entity regarding the characteristics of the pertinent labor markets within the City’s statistical area, including total population, total workforce, and existing unemployment by race/color, sex, and national origin.

Update this data on the same four year schedule as the demographic survey referenced in paragraph 2, above.

SECTION 4 – IMPLEMENTATION

City Manager

The City Manager is responsible for providing executive leadership and oversight to ensure that department heads take action as necessary to achieve and implement the Plan's goals and objectives.

Department Heads

Department Heads will adhere to the City's Equal Employment Opportunity Plan, and are responsible for achieving progress toward the goals and objectives of the Plan in their departments. Specifically, the department heads will:

- Participate with the HR Manager in identifying challenges and obstacles and working with departmental supervisors and staff to address problem areas, and;

- Ensure that all employment decisions, including interviews, offers of employment and compensation commitments, assignments, training, development of job-related knowledge and skills, evaluation, and employee relations, are consistent with the City's personnel practices and equal employment opportunity principles.

Manager of the Office of Human Resources & Risk Management

In addition to other duties, the Manager of the Office of Human Resources & Risk Management (the "Manager") implements and enforces this Plan by:

1. Instituting a program for attracting minorities through the dissemination of job postings, use of advertising media patronized by minorities, use of minority group contacts and community relations programs. However, nothing in this policy shall be operated in a manner that excludes any person or group from equal employment opportunity and the program tries at all times to disseminate information to all persons or groups in the community - minorities, majorities, men and women alike.

2. Disseminating this Plan to all Department Heads and making it available to all applicants and the general public.

3. Completing necessary evaluations and making recommendations to the City Manager concerning any changes that are needed in the personnel policies. Where changes are recommended, the Manager shall set forth in written detail the specific steps that should be taken to achieve equal employment opportunity. As an example, if through evaluation, it is determined that certain selection practices and procedures (i.e. minimum educational levels) are not validly

related to the performance of the essential functions of a specific job or position and that said practices may cause a disparate impact on the basis of race, color, religion, sex, sexual orientation, national origin, age, or disability, then the Manager recommends that the practice or procedure be changed.

4. Receiving notice from City departments of new or available employment opportunities

5. Coordinating the presentation of grievances. People who believe they have been adversely affected by any act or practice prohibited by this Plan may file a grievance. Employees must file a grievance in accordance with the City's Employee Handbook and Personnel policies. Other persons may seek to redress their grievances by filing a grievance directly with a Department Director or HR Manager. In the latter case, if the person aggrieved is not satisfied by action of the Department Director or HR Manager, the person may appeal their grievance to the City Manager and make an oral or written presentation of his/her grievance. The City Manager may take any action authorized under City Charter or ordinance, and any such action or refusal to act shall be final action on the grievance by the City of Alamosa.

In addition to the above, or in place of the above procedure, employees and applicants have the option of filing a complaint with either, or both, the state and federal external compliance agencies. The address and phone numbers for each agency are listed below:

> To file a claim with the Colorado Civil Rights Division, **CCRD**, contact its office below. More information about filing a claim with the CCRD can be found at the CCRD website.
>
> **Division of Civil Rights - Main Office**
> 1560 Broadway, Suite 1050
> Denver, CO 80202
> Phone: (303) 894-2997
> Toll-Free (English/Spanish): (800) 262-4845
> Fax: (303) 894-7830
>
> **Grand Junction - Regional Office**
> 222 South 6th Street, Suite 301
> Grand Junction, CO 81501
> Office Phone: 970-248-7304
> Fax: 303-894-7830
>
> **Pueblo - Regional Office**
> 301 North Main Street, Suite 305
> Pueblo, CO 81003
> Office Phone: 719-542-1298
> Fax: 303-894-7830

To file a claim with the **EEOC**, contact your local EEOC office below. More information about filing a claim with the EEOC can be found at the EEOC Filing a Charge page.

EEOC — Denver District Office
303 East 17th Avenue
Suite 410
Denver, CO 80203
Phone: 303-866-4000
TTY: 800-669-6820

All City Employees

City employees are responsible for supporting a work climate that is conducive to achieving equal employment opportunities and that is free of any form of discrimination or harassment.

This Equal Employment Opportunity Plan has been promulgated on 23rd day of

September , 2019, by the City Manager.

Heather Brooks, City Manager

[APPENDIX – DEMOGRAPHIC DATA UPDATED ANNUALLY]

Full-Time Employees

Function	Job Category	Salary Range	Employee Name	Employee #	Gender	Race/Ethnicity	Salary	Hire Date	Termination Date
1 - Financial Administration	Administrative Support (Including Clerical and Sales)	100.00 - 15,999			Female	Hispanic or Latino	8766.23	01/16/2017	02/22/2019
		33,000 - 42,999			Female		39692.38	11/13/2007	
		43,000 - 54,999			Female	Hispanic or Latino	45424.25	03/01/1980	
	Officials and Administrators	70,000 PLUS			Female	White	77822.49	10/19/2016	
	Professionals	43,000 - 54,999			Female	Hispanic or Latino	47063.6	01/30/2015	
2 - Streets and Highways	Service-Maintenance	20,000 - 24,999			Male	White	23884.43	02/19/2019	
		25,000 - 32,999			Male	Hispanic or Latino	30701.79	06/08/2015	
		33,000 - 42,999			Male	Hispanic or Latino	35086.35	11/29/2017	
		33,000 - 42,999			Male	Hispanic or Latino	42317.41	06/02/2003	
		43,000 - 54,999			Male	Hispanic or Latino	46919.21	06/21/1984	
		43,000 - 54,999			Male	White	51956.27	03/11/1996	
		43,000 - 54,999			Male	White	49418.02	03/30/1998	
4 - Police Protection	Administrative Support (Including Clerical and Sales)	25,000 - 32,999			Female	White	29261.16	03/12/2018	
		33,000 - 42,999			Female	White	38714.84	03/29/2010	
	Officials and Administrators	55,000 - 69,999			Male	White	56670.9	07/06/2015	
		55,000 - 69,999			Male	Hispanic or Latino	57626.32	01/16/2017	
		70,000 PLUS			Male	White	79998.96	01/22/2001	
	Professionals	55,000 - 69,999			Male	**Multiple**	67779.29	12/08/2008	
		70,000 PLUS			Male	Hispanic or Latino	72586.14	04/25/1999	
	Protective Service Workers	100.00 - 15,999			Male	Hispanic or Latino	13151.01	03/12/2018	03/24/2019
		20,000 - 24,999			Female	White	22525.82	06/17/2019	
		20,000 - 24,999			Male	White	21155.18	06/24/2019	
		25,000 - 32,999			Male	White	32384.31	10/01/2012	06/12/2019
		33,000 - 42,999			Male	White	42026.52	08/03/2015	
		33,000 - 42,999			Male	Hispanic or Latino	36742.93	09/03/2018	
		33,000 - 42,999			Male	White	39271.14	03/04/2019	
		33,000 - 42,999			Male	White	42513.61	09/03/2018	
		43,000 - 54,999			Male	White	48637.1	07/03/2017	
		43,000 - 54,999			Male	White	51162.29	09/22/2014	
		43,000 - 54,999			Male	Hispanic or Latino	49512.92	08/29/2016	

Full-Time Employees

Function	Job Category	Salary Range	Employee Name	Employee #	Gender	Race/Ethnicity	Salary	Hire Date	Termination Date
4 - Police Protection	Protective Service Workers	43,000 - 54,999			Male	Hispanic or Latino	51792.31	07/03/2017	
		43,000 - 54,999			Male	White	46794.65	07/03/2017	
		43,000 - 54,999			Male	Hispanic or Latino	45377.97	12/17/2018	
		43,000 - 54,999			Male	White	48276.94	08/13/2018	
		55,000 - 69,999			Male	Hispanic or Latino	61988.25	05/17/1998	
		55,000 - 69,999			Female	Hispanic or Latino	66899.24	11/03/2010	
		55,000 - 69,999			Male	Hispanic or Latino	60592	02/02/2015	
		55,000 - 69,999			Male	White	67467.35	02/21/2011	
	Technicians	55,000 - 69,999			Male	White	64144.52	03/17/2008	
		55,000 - 69,999			Male	Hispanic or Latino	58911.66	01/08/2001	
		55,000 - 69,999			Male	White	67680.76	08/08/1988	
		55,000 - 69,999			Male	White	62162.04	01/06/2014	
5 - Fire Protection	Officials and Administrators	70,000 PLUS			Male	White	70075.9	05/09/1983	
6 - Natural Resources	Officials and Administrators	70,000 PLUS			Male	White	75110.23	05/02/2011	
	Paraprofessionals	33,000 - 42,999			Male	White	39077.82	06/05/2018	
	Service-Maintenance	33,000 - 42,999			Male	Hispanic or Latino	41372.47	03/28/2002	
		43,000 - 54,999			Male	Hispanic or Latino	47254.1	05/18/2015	
		43,000 - 54,999			Male	Hispanic or Latino	46039.77	08/21/1989	
		43,000 - 54,999			Male	Hispanic or Latino	45093.67	09/11/2000	
	Skilled Craft Workers	55,000 - 69,999			Male	Hispanic or Latino	60185.22	08/16/1992	
10 - Community Development	Officials and Administrators	43,000 - 54,999			Female	White	47614.27	04/22/2019	
	Professionals	20,000 - 24,999			Male	White	21173.58	09/11/2017	04/01/2019
		70,000 PLUS			Male	White	72520.98	06/11/2012	
	Technicians	43,000 - 54,999			Male	White	51014.83	01/10/2018	
12 - Utilities and Transportation	Skilled Craft Workers	100.00 - 15,999			Male	White	3211.37	07/08/2019	08/13/2019
		100.00 - 15,999			Male	White	5780.79	05/21/2018	02/12/2019
		100.00 - 15,999			Male	Hispanic or Latino	11421.3	07/09/2018	04/21/2019
		16,000 - 19,999			Male	White	16231.83	06/10/2019	
		25,000 - 32,999			Male	White	32351.14	01/24/2018	
		55,000 - 69,999			Male		62707.05	08/29/2011	
		55,000 - 69,999			Male	White	65406.36	06/14/1999	
		70,000 PLUS			Male	White	76016.79	06/01/1987	
13 - Sanitation and Sewage	Service-Maintenance	25,000 - 32,999			Male	White	31857.11	06/01/2015	
		25,000 - 32,999			Male	Hispanic or Latino	31652.83	03/13/2007	
		25,000 - 32,999			Female	Hispanic or Latino	27975.96	03/23/2015	
		25,000 - 32,999			Male	Hispanic or Latino	31457.61	11/19/2018	

Full-Time Employees

Function	Job Category	Salary Range	Employee Name	Employee #	Gender	Race/Ethnicity	Salary	Hire Date	Termination Date
13 - Sanitation and Sewage	Service-Maintenance	33,000 - 42,999			Male	Hispanic or Latino	35108.57	05/07/2007	
		33,000 - 42,999			Male	Hispanic or Latino	41156.48	08/09/2006	
		33,000 - 42,999			Male	Hispanic or Latino	42034.17	06/08/1998	
		33,000 - 42,999			Male	White	34637.27	06/15/2009	
		33,000 - 42,999			Male		33739.28	06/09/2010	
		43,000 - 54,999			Male	Hispanic or Latino	54252.19	04/04/1994	
		43,000 - 54,999			Male	Hispanic or Latino	50996.02	05/17/1999	
		33,000 - 42,999			Male	White	42950.27	02/20/2006	
	Skilled Craft Workers	25,000 - 32,999			Male	Hispanic or Latino	27414.62	03/18/1996	
		43,000 - 54,999			Male	Hispanic or Latino	49097.24	06/16/2008	
		43,000 - 54,999			Male	White	50267.22	03/09/1995	
15 - Other	Administrative Support (Including Clerical and Sales)	25,000 - 32,999			Female	Hispanic or Latino	27210.75	05/07/2018	
		33,000 - 42,999			Female	Hispanic or Latino	35611.21	01/29/2018	
		33,000 - 42,999			Female	White	36776.45	11/18/2010	
		33,000 - 42,999			Female	White	36568.68	07/01/2015	
		43,000 - 54,999			Female	Hispanic or Latino	43145.71	05/26/2015	
		43,000 - 54,999			Female	Hispanic or Latino	43148.7	08/17/2015	
	Officials and Administrators	55,000 - 69,999			Male	Hispanic or Latino	60284.15	10/29/2012	
		70,000 PLUS			Male	White	92704.47	10/15/2007	
		70,000 PLUS			Female	White	128855.23	06/17/2013	
		70,000 PLUS			Male	White	98483.79	01/01/2014	
	Paraprofessionals	100.00 - 15,999			Female	White	1887	08/21/2019	
		33,000 - 42,999			Female	White	41702.43	04/03/2006	
		33,000 - 42,999			Male	White	36060.06	05/07/2015	
		43,000 - 54,999			Unknown	White	50647.32	03/16/2009	
	Professionals	100.00 - 15,999			Male	White	15769.88	07/01/2019	09/05/2019
		100.00 - 15,999			Female	White	4075.46	08/29/2016	
		16,000 - 19,999			Male	White	18983.38	11/29/2017	02/26/2019
		33,000 - 42,999			Female	White	37391.91	01/07/2019	
		43,000 - 54,999			Female	White	53781.44	04/21/2003	
		55,000 - 69,999			Female	Hispanic or Latino	56051.05	06/08/2015	
	Protective Service Workers	25,000 - 32,999			Male		32216.77	09/16/2013	
	Service-Maintenance	25,000 - 32,999			Male		30865.97	12/19/2013	
		43,000 - 54,999			Male	Hispanic or Latino	50589.87	03/03/2014	
	Skilled Craft Workers	25,000 - 32,999			Male	Hispanic or Latino	31436.52	08/05/2016	

Full-Time Employees

Function	Job Category	Salary Range	Employee Name	Employee #	Gender	Race/Ethnicity	Salary	Hire Date	Termination Date
15 - Other	Skilled Craft Workers	33,000 - 42,999			Male	Hispanic or Latino	39743.39	06/23/2016	
		55,000 - 69,999			Male	White	57099.59	04/15/2003	
	Technicians	33,000 - 42,999			Male	White	39822.39	09/19/2018	
		43,000 - 54,999			Male	Hispanic or Latino	52912.76	07/13/2015	

Total Full Time: **105**

Full Time Employee Summary

Job Category	Salary Range	Gender	Race/Ethnicity	Count
Administrative Support (Including Clerical and Sales)	100.00 - 15,999	Female	Hispanic or Latino	1
	25,000 - 32,999	Female	Hispanic or Latino	1
		Female	White	1
	33,000 - 42,999	Female		1
		Female	Hispanic or Latino	1
		Female	White	3
	43,000 - 54,999	Female	Hispanic or Latino	3
Officials and Administrators	43,000 - 54,999	Female	White	1
	55,000 - 69,999	Male	Hispanic or Latino	2
		Male	White	1
	70,000 PLUS	Female	White	2
		Male	White	5
Paraprofessionals	100.00 - 15,999	Female	White	1
	33,000 - 42,999	Female	White	1
		Male	White	2
	43,000 - 54,999	Unknown	White	1
Professionals	100.00 - 15,999	Female	White	1
		Male	White	1
	16,000 - 19,999	Male	White	1
	20,000 - 24,999	Male	White	1
	33,000 - 42,999	Female	White	1
	43,000 - 54,999	Female	Hispanic or Latino	1
		Female	White	1
	55,000 - 69,999	Female	Hispanic or Latino	1
		Male	**Multiple**	1
	70,000 PLUS	Male	Hispanic or Latino	1
		Male	White	1
Protective Service Workers	100.00 - 15,999	Male	Hispanic or Latino	1
	20,000 - 24,999	Female	White	1
		Male	White	1
	25,000 - 32,999	Male		1
		Male	White	1
	33,000 - 42,999	Male	Hispanic or Latino	1
		Male	White	3
	43,000 - 54,999	Male	Hispanic or Latino	3
		Male	White	4
	55,000 - 69,999	Female	Hispanic or Latino	1
		Male	Hispanic or Latino	2
		Male	White	1
Service-Maintenance	20,000 - 24,999	Male	White	1
	25,000 - 32,999	Female	Hispanic or Latino	1
		Male		1

		Male	Hispanic or Latino	3
		Male	White	1
	33,000 - 42,999	Male		1
		Male	Hispanic or Latino	6
		Male	White	2
	43,000 - 54,999	Male	Hispanic or Latino	7
		Male	White	2
Skilled Craft Workers	100.00 - 15,999	Male	Hispanic or Latino	1

Full Time Employee Summary

Job Category	Salary Range	Gender	Race/Ethnicity	Count
Skilled Craft Workers	100.00 - 15,999	Male	White	2
	16,000 - 19,999	Male	White	1
	25,000 - 32,999	Male	Hispanic or Latino	2
		Male	White	1
	33,000 - 42,999	Male	Hispanic or Latino	1
	43,000 - 54,999	Male	Hispanic or Latino	1
		Male	White	1
	55,000 - 69,999	Male		1
		Male	Hispanic or Latino	1
		Male	White	2
	70,000 PLUS	Male	White	1
Technicians	33,000 - 42,999	Male	White	1
	43,000 - 54,999	Male	Hispanic or Latino	1
		Male	White	1
	55,000 - 69,999	Male	Hispanic or Latino	1
		Male	White	3
			Total Full Time:	**105**

Full Time Employee Function Summary

Function	Count
1 - Financial Administration	5
2 - Streets and Highways	7
4 - Police Protection	30
5 - Fire Protection	1
6 - Natural Resources	7
10 - Community Development	4
12 - Utilities and Transportation	8
13 - Sanitation and Sewage	15
15 - Other	28
Total	**105**

Other Than Full-Time Employees

Job Category	Employee Name	Employee Number	Gender	Race/Ethnicity	Hire Date	Termination Date
Paraprofessionals			Female	Hispanic or Latino	06/01/2019	07/11/2019
Protective Service Workers			Male	White	10/09/2019	
Paraprofessionals			Female	White	06/13/2018	
Protective Service Workers			Female	White	01/23/2019	
Paraprofessionals			Female	White	02/04/2019	
			Female	White	02/19/2019	
			Female	Black or African	02/19/2019	
			Female	White	02/25/2019	
			Female	White	03/16/2019	

			Male	White	07/22/2018	
			Female	Black or African	07/23/2018	
			Female	White	07/23/2018	
			Female	Hispanic or Latino	07/24/2018	
			Female	White	07/30/2018	
Administrative Support (Including Clerical and Sales)			Female	White	08/14/2018	
			Male	Hispanic or Latino	09/07/2018	
Paraprofessionals			Male	Hispanic or Latino	09/05/2018	
Administrative Support (Including Clerical and Sales)			Male	White	09/18/2018	
			Male	White	09/19/2018	
Paraprofessionals			Female	White	09/24/2018	02/12/2019
Service-Maintenance			Male	White	10/19/2018	
			Male	Hispanic or Latino	10/01/2019	
Administrative Support (Including Clerical and Sales)			Female	White	10/24/2018	06/08/2019
			Male	White	10/29/2018	04/02/2019
			Male	Black or African	08/16/2019	
Paraprofessionals			Female	Hispanic or Latino	12/03/2018	01/20/2019
Administrative Support (Including Clerical and Sales)			Male	Hispanic or Latino	12/04/2018	
			Female	White	12/05/2018	
			Female	White	12/12/2018	07/29/2019
Protective Service Workers			Male		03/08/2012	
Professionals			Male	White	01/01/2014	
Protective Service Workers			Male	White	10/01/2005	
Service-Maintenance			Male	White	01/04/2011	
			Male	White	09/15/2003	04/09/2019
Protective Service Workers			Male	White	01/10/2005	
Paraprofessionals			Male	White	09/13/2012	
			Male		04/29/2010	
			Male	White	11/04/2009	
Protective Service Workers			Male	Hispanic or Latino	11/20/2014	
			Male	White	08/10/2006	
			Male		04/19/2010	
Paraprofessionals			Female	Hispanic or Latino	01/07/1994	
Protective Service Workers			Male		05/17/1999	
Paraprofessionals			Female	White	11/01/2007	
Protective Service Workers			Male	Hispanic or Latino	05/20/1994	
			Male		03/08/2013	
Paraprofessionals			Female	White	01/01/2014	
Protective Service Workers			Male	White	08/31/2015	08/13/2019

Other Than Full-Time Employees

Job Category	Employee Name	Employee Number	Gender	Race/Ethnicity	Hire Date	Termination Date
Paraprofessionals			Male	White	01/01/2014	
			Female	White	01/09/2014	
			Female	White	04/12/2012	
Protective Service Workers			Male	White	02/20/2013	
			Male	Hispanic or Latino	10/04/2010	
Paraprofessionals			Female	Hispanic or Latino	05/22/2014	
			Female	White	05/29/2014	
Service-Maintenance			Male	Hispanic or Latino	06/23/2014	08/16/2019
Paraprofessionals			Female	White	06/25/2014	
Protective Service Workers			Male	White	02/18/2015	

			Male	White	04/07/2015	
Paraprofessionals			Female	Hispanic or Latino	06/10/2019	
			Female	Hispanic or Latino	06/01/2015	
			Male	Hispanic or Latino	06/08/2015	
Protective Service Workers			Male	White	06/10/2015	
Paraprofessionals			Female	White	06/23/2015	01/08/2019
			Female	White	07/07/2015	
			Male	Asian	08/28/2015	
			Female	Hispanic or Latino	10/25/2019	
Service-Maintenance			Male	White	09/21/2015	04/02/2019
Administrative Support (Including Clerical and Sales)			Male	Hispanic or Latino	01/18/2016	
Paraprofessionals			Female	White	02/26/2016	
Service-Maintenance			Male	Hispanic or Latino	05/15/2017	08/14/2019
Administrative Support (Including Clerical and Sales)			Male	White	05/31/2016	
			Male	White	06/15/2016	
			Female	White	09/08/2016	
Protective Service Workers			Male	White	08/21/2007	
Paraprofessionals			Female	White	10/24/2016	
Administrative Support (Including Clerical and Sales)			Female	White	12/23/2016	04/02/2019
Service-Maintenance			Female	White	01/05/2017	
			Male	White	01/13/2017	04/09/2019
Protective Service Workers			Male	White	01/18/2017	
			Male	White	01/24/2017	
			Male	White	01/24/2017	
			Male	White	01/25/2017	
			Male	White	01/24/2017	
Paraprofessionals			Female	White	04/17/2017	
			Female	White	05/01/2017	
Service-Maintenance			Male	White	05/15/2017	
Administrative Support (Including Clerical and Sales)			Female	White	05/15/2017	
Paraprofessionals			Female	White	05/16/2017	
Officials and Administrators			Female	White	05/16/2017	
Paraprofessionals			Male	White	05/17/2017	
			Male	Hispanic or Latino	06/10/2017	
			Female	White	05/17/2012	
Service-Maintenance			Female	Hispanic or Latino	11/07/2017	01/17/2019
Professionals			Male	White	12/13/2017	
Paraprofessionals			Female	Hispanic or Latino	01/16/2018	

Other Than Full-Time Employees

Job Category	Employee Name	Employee Number	Gender	Race/Ethnicity	Hire Date	Termination Date
Protective Service Workers			Male	White	02/02/2018	
Paraprofessionals			Female	White	01/31/2018	
			Female	White	02/09/2018	
			Male	White	02/16/2018	04/09/2019
Administrative Support (Including Clerical and Sales)			Female	Hispanic or Latino	02/21/2018	
Paraprofessionals			Female	Hispanic or Latino	03/06/2018	
Administrative Support (Including Clerical and Sales)			Female	White	03/12/2018	
			Female	White	03/12/2018	
			Female	White	03/13/2018	
Professionals			Female	White	04/23/2018	
Service-Maintenance			Male	White	05/14/2018	

			Male	Hispanic or Latino	04/30/2018	
Administrative Support (Including Clerical and Sales)			Female	Hispanic or Latino	05/03/2018	
Service-Maintenance			Male	White	05/21/2018	
Paraprofessionals			Female	White	05/08/2018	
			Female	Hispanic or Latino	06/04/2018	
Service-Maintenance			Male	White	08/19/2019	
Protective Service Workers			Male	White	10/16/1985	
Paraprofessionals			Male	White	04/26/2010	
			Female	White	01/09/2014	
Protective Service Workers			Male	White	08/24/2010	
Paraprofessionals			Male	White	01/10/2014	
Service-Maintenance			Male	White	12/26/2012	
Protective Service Workers			Male	Hispanic or Latino	02/19/2013	
			Male	Hispanic or Latino	02/22/2007	
Paraprofessionals			Female	White	01/07/2014	
Administrative Support (Including Clerical and Sales)			Male	Hispanic or Latino	12/19/2018	04/02/2019
Paraprofessionals			Female	White	01/08/2019	
			Female	White	01/04/2019	
Skilled Craft Workers			Male	Hispanic or Latino	01/10/2019	05/21/2019
Paraprofessionals			Male	Hispanic or Latino	04/13/2019	
			Male	Hispanic or Latino	04/13/2019	
Administrative Support (Including Clerical and Sales)			Female	**Multiple**	04/24/2019	
Paraprofessionals			Male	White	04/27/2019	
			Female	White	05/09/2019	
			Male	Hispanic or Latino	05/20/2019	
Administrative Support (Including Clerical and Sales)			Female	White	06/10/2019	
Professionals			Female	Hispanic or Latino	06/10/2019	10/11/2019
Service-Maintenance			Male	White	06/17/2019	
			Male	White	06/24/2019	10/23/2019
Paraprofessionals			Female	White	06/24/2019	
			Female	White	06/26/2019	
			Female	White	06/26/2019	
			Female	White	07/15/2019	
			Female	White	08/25/2019	
			Male	White	08/26/2019	
			Male	White	09/04/2019	
			Female	White	09/14/2019	

Other Than Full-Time Employees

Job Category	Employee Name	Employee Number	Gender	Race/Ethnicity	Hire Date	Termination Date
Service-Maintenance			Female	White	09/16/2019	12/30/2019
			Male	White	09/19/2019	
Paraprofessionals			Female	White	09/27/2019	
Service-Maintenance			Male	White	10/07/2019	12/30/2019
Protective Service Workers			Male	Hispanic or Latino	10/08/2019	
			Male	Hispanic or Latino	10/08/2019	
			Male	Hispanic or Latino	10/09/2019	
			Male	White	10/09/2019	
Administrative Support (Including Clerical and Sales)			Male	White	10/28/2019	
Paraprofessionals			Male	Hispanic or Latino	10/25/2019	
Service-Maintenance			Male	White	05/18/2015	
Protective Service Workers			Male	White	01/10/2019	

			Male	White	01/10/2019	
Paraprofessionals			Male	White	01/14/2019	
Protective Service Workers			Male	Hispanic or Latino	01/18/2019	04/01/2019
Paraprofessionals			Female	White	01/21/2019	
			Male	White	01/01/2014	
			Male	White	05/20/2019	
Service-Maintenance			Male	White	05/28/2019	
			Male	White	05/28/2019	
Paraprofessionals			Female	White	05/28/2019	
			Female	White	05/28/2019	
			Female	White	06/03/2019	
Service-Maintenance			Male	White	06/03/2019	06/16/2019
			Male	White	06/03/2019	07/29/2019
			Male	White	06/03/2019	
Technicians			Male	White	06/01/2019	07/11/2019
Paraprofessionals			Male	White	11/05/2019	

Total Other Than Full Time: **172**

Other Than Full-Time Employee Summary

Job Category	Gender	Race/Ethnicity	Count
Administrative Support (Including Clerical and Sales)	Male	Black or African American	1
		Hispanic or Latino	4
		White	6
	Female	**Multiple**	1
		Hispanic or Latino	2
		White	11
Officials and Administrators	Female	White	1
Paraprofessionals	Male		1
		Asian	1
		Hispanic or Latino	7
		White	15
	Female	Black or African American	2
		Hispanic or Latino	11
		White	41
Professionals	Male	White	2
	Female	Hispanic or Latino	1
		White	1
Protective Service Workers	Male		4
		Hispanic or Latino	9
		White	21
	Female	White	1
Service-Maintenance	Male	Hispanic or Latino	4
		White	20
	Female	Hispanic or Latino	1
		White	2
Skilled Craft Workers	Male	Hispanic or Latino	1
Technicians	Male	White	1
		Total Other Than Full Time:	**172**

New Hires During Fiscal Year

Job Category	Employee Name	Employee Number	Gender	Race/Ethnicity

Service-Maintenance	Male	White
Protective Service Workers	Male	White
Professionals	Female	White
Officials and Administrators	Female	White
Skilled Craft Workers	Male	White
Protective Service Workers	Female	White
	Male	White
Professionals	Male	White
Skilled Craft Workers	Male	White
Paraprofessionals	Female	White

Total New Hires: **10**

Alamosa, CO

EEO-4 Report

Employee Summary

Report Dates: 01/01/2020 to 12/31/2020

Full Time Employee Summary

Job Category	Salary Range	Gender	Race/Ethnicity	Count
Administrative Support (Including Clerical and Sales)	100.00 - 15,999	Female	White	1
	16,000 - 19,999	Male	White	1
	20,000 - 24,999	Female	Hispanic or Latino	1
	25,000 - 32,999	Female	White	1
	33,000 - 42,999	Female	Hispanic or Latino	2
		Female	White	2
	43,000 - 54,999	Female		1
		Female	Hispanic or Latino	3
		Female	White	1
Officials and Administrators	55,000 - 69,999	Female	Hispanic or Latino	1
		Male	Hispanic or Latino	1
		Male	White	1
	70,000 PLUS	Female	White	3
		Male	White	5
Paraprofessionals	100.00 - 15,999	Female	White	1
	16,000 - 19,999	Male	White	1
	33,000 - 42,999	Male	White	2
	43,000 - 54,999	Female	White	1
		Male	Hispanic or Latino	1
		Unknown	White	1
	55,000 - 69,999	Male	White	1
Professionals	16,000 - 19,999	Female	White	1
	20,000 - 24,999	Female	White	1
	25,000 - 32,999	Female	White	1
	33,000 - 42,999	Male	White	1
	43,000 - 54,999	Female	Hispanic or Latino	1
	55,000 - 69,999	Female	Hispanic or Latino	1
		Female	White	1
	70,000 PLUS	Male	**Multiple**	1
		Male	Hispanic or Latino	1
		Male	White	1
Protective Service Workers	100.00 - 15,999	Male	Hispanic or Latino	1
	16,000 - 19,999	Male	White	1
	25,000 - 32,999	Male	White	1
	33,000 - 42,999	Male		1
		Male	Hispanic or Latino	2
	43,000 - 54,999	Female	White	1
		Male	Hispanic or Latino	2
		Male	White	6
	55,000 - 69,999	Male	Hispanic or Latino	3
	70,000 PLUS	Female	Hispanic or Latino	1
		Male	White	1
Service-Maintenance	100.00 - 15,999	Male	Hispanic or Latino	2
		Male	White	1
	16,000 - 19,999	Male	Hispanic or Latino	2
		Male	White	1
	20,000 - 24,999	Female	Hispanic or Latino	1
		Male	White	2
	25,000 - 32,999	Male	White	2
	33,000 - 42,999	Male		3
		Male	Hispanic or Latino	5
		Male	White	2
	43,000 - 54,999	Male	Hispanic or Latino	8
		Male	White	2
	55,000 - 69,999	Male	Hispanic or Latino	2
		Male	White	2
Skilled Craft Workers	33,000 - 42,999	Male	Hispanic or Latino	2
		Male	White	2
	43,000 - 54,999	Male	Hispanic or Latino	2

Full Time Employee Summary

Job Category	Salary Range	Gender	Race/Ethnicity	Count
Skilled Craft Workers	55,000 - 69,999	Male	Hispanic or Latino	1
		Male	White	2
	70,000 PLUS	Male		1
		Male	White	2
Technicians	43,000 - 54,999	Male	White	1
	55,000 - 69,999	Male	Hispanic or Latino	2
		Male	White	1
	70,000 PLUS	Male	White	3
			Total Full Time:	**116**

Full Time Employee Function Summary

Function	Count
1 - Financial Administration	4
2 - Streets and Highways	9
4 - Police Protection	31
5 - Fire Protection	1
6 - Natural Resources	7
10 - Community Development	4
12 - Utilities and Transportation	6
13 - Sanitation and Sewage	16
15 - Other	38
Total	**116**

Other Than Full-Time Employees Summary

Job Category	Gender	Race/Ethnicity	Count
Administrative Support (Including Clerical and Sales)	Male	Black or African American	1
		Hispanic or Latino	2
		White	2
	Female	Hispanic or Latino	4
		White	7
Officials and Administrators	Female	White	2
Paraprofessionals	Male		1
		Asian	1
		Hispanic or Latino	3
		White	9
	Female	Black or African American	2
		Hispanic or Latino	4
		White	22
Professionals	Male	White	1
Protective Service Workers	Male		4
		Hispanic or Latino	8
		White	18
	Female	White	1
Service-Maintenance	Male	Hispanic or Latino	6
		White	19
	Female	White	2
Skilled Craft Workers	Male	White	1
		Total Other Than Full Time:	**120**

New Hires During Fiscal Year

Job Category	Employee Name	Employee Number	Gender	Race/Ethnicity
Administrative Support (Including Clerical and Sales)	MAYTUM, TIMOTHY	2248	Male	White
	VAN RY, MINDI	2250	Female	White
Paraprofessionals	ATENCIO, JONATHAN	2221	Male	Hispanic or Latino
Professionals	SANDOVAL, LISA	2254	Female	White
	SIMMONS, CLIFTON	2225	Male	White
Protective Service Workers	AZIZ, JAREB	2256	Male	Hispanic or Latino
	JUAREZ JR, FABIAN	2226	Male	Hispanic or Latino
Service-Maintenance	ATKINS, LARRY	2257	Male	White
	JARDON, BRITT	2222	Male	White
	KREPS, BLAKE	2231	Male	White
	KUHNS, BRADY	2241	Male	Hispanic or Latino
	MARTINEZ, MATHEW	2249	Male	Hispanic or Latino
	MCALEAR, GEORGE	2229	Male	White
	MOTTER, KEVIN	2234	Male	White
	QUINTANA, JACOB	2258	Male	Hispanic or Latino
	STAGGS, ZACHARY	2230	Male	White
	VALDEZ, THEODORE	2223	Male	

Total New Hires: **17**