



TOWNSHIP OF

Clark NEW JERSEY

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November 16, 2011

David L. Rose, Esq.
Rose & Rose, P.C.
1320 19th Street, N.W.
Suite 601
Washington, DC 20036

Dear Mr. Rose:

Attached please find the annual EEO Report for the Township of Clark. This report covers the period from October, 2010 through October 2011.

If you have any questions, please contact me.

Sincerely,

Donna Mazzucco
Equal Employment Opportunity/Affirmative Action Officer

Attachment

TOWNSHIP OF CLARK EQUAL EMPLOYMENT OPPORTUNITY REPORT
Employment from October 2010 through October 2011

1. Township Clerk						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Township Clerk	1(full-time&salaried)	1				
Clerk Typist	2(full-time&salaried)	2				
Total	3	3				
2. Mayor's Office						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Confidential Sec'y	1(full-time&salaried)	1				
Total	1	1				
3. Department of Administration, Health & Welfare						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Business Administrator	1(full-time&salaried)	1				
Confidential Sec'y	1(full-time&salaried)	1				
Purchasing Asst./Reg.	1(part-time&salaried)	1				
Public Info Assistant	1(part-time&salaried)	1				
Clerk Typist	1(full-time&salaried)	1				
Total	5	5				
4. Bureau of Health						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Health Officer	1(part-time&salaried)	1				
Total	1	1				
5. Department of Recreation						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Director	1(full-time&salaried)	1				
Asst. Rec. Director	1(part-time&salaried)	1				
Teen Center Director	1(part-time&salaried)	1				
Asst. Teen Center Dir.	1(part-time&salaried)	1				
Total	4	4				

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6. Department of Engineering				Hispanic	Asian	Black
Job Categories	Total	White Non-Hispanic				
Engineer	none	0				
Total	0	0				
7. Department of Public Works				Hispanic	Asian	Black
Job Categories	Total	White Non-Hispanic				
Director	1(part-time&salaried)	1				
Public Works Supv.	2(full-time&salaried)	2				
Public Works Repairer	10(full-time&salaried)	9		1		
Laborer	1(full-time&salaried)	1				
Clerk Typist	1(full-time&salaried)	1				
Total	16	15		1		
8. Department of Buildings & Grounds				Hispanic	Asian	Black
Job Categories	Total	White Non-Hispanic				
Building Maintenance Worker	2(full-time&salaried)	2				
	2(part-time&salaried)	2				
Total	4	4				
9. Department of Construction				Hispanic	Asian	Black
Job Categories	Total	White Non-Hispanic				
Construction Code Official	1(full-time&salaried)	1				
Plumbing Sub Code Official	none	1				
Electric Sub Code Official	1(part-time&salaried)	1				
Fire Sub Code Official	1(part-time&salaried)	1				
Sr. Permit Clerk	1(full-time&salaried)	1				
Permit Clerk	1full-time&salaried)	1				
Elevator&Fire Escape Inspector	1(part-time&salaried)	1				
Total	8	8				
10. Department of Finance						
Job Categories	Total	White Non-Hispanic				
Finance Officer	1(full-time&salaried)	1				
Clerk Typist	2(full-time&salaried)	2				
Total	3	3				

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11. Department of Revenue				Hispanic	Asian	Black
Job Categories	Total	White Non-Hispanic				
Tax Collector	1(part-time&salaried)	1				
Total	2	2				
12. Department of Assessments						
Job Categories	Total	White Non-Hispanic				
Assessor	1(part-time&salaried)	1				
Total	2	2				
13. Department of Public Safety						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Director	1(part-time&salaried)	1				
Total	1	1				
14. Bureau of Police						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Chief	1(full-time&salaried)	1				
Captain	2(full-time&salaried)	2				
Lieutenant	2(full-time&salaried)	2				
Sergeant	6(full-time&salaried)	5			1	
Police Officer	29(full-time&salaried)	29				
Records Clerk	1(full-time&salaried)	1				
Public Safety Telecom	7(full-time&salaried)	6		1		
Keyboarding Clerk 3	1(full-time&salaried)	1				
Administrative Clerk	1(full-time&salaried)	1				
Total	51	48		2	1	
15. Department of Public Safety Traffic Guards						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
School Crossing Guard	22(part-time&hourly)	22				
Total	22	22				
16. Department of Public Safety Special Officers						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Special Police Officer	18(part-time&hourly)	18				
Total	18	18				

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17. Emergency Management						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Director	2(part-time&salaried)	2				
Total	2	2				
18. Fire Department						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Chief	1(part-time&salaried)	1				
Assistant Chief	1(part-time&salaried)	1				
Deputy Chief	3(part-time&salaried)	3				
Captain	2(part-time&salaried)	2				
Lieutenant	2(part-time&salaried)	2				
Total	9	9				
19. Fire Prevention						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Captain/Fire Official	1(full-time&salaried)	1				
Fire Inspector	1(part-time&salaried)	1				
Total	2	2				
20. Senior Citizens Department						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Director	1(part-time&salaried)	1				
Sr. Omnibus Driver	1(part-time&salaried)	1				
Total	2	2				
21. Municipal Court						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Judge	1(part-time&salaried)	1				
Court Administrator	1(full-time&salaried)	1				
Deputy Court Admin.	1(full-time&salaried)	1				
Clerk Typist	1(full-time&salaried)	1				
Total	6	6				
22. Department of Law						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Prosecutor	1(part-time&salaried)	1				
Public Defender	1(part-time&salaried)	1				
Total	3	3				

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23. Public Library						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Director	1(full-time&salaried)	1				
Reference Librarian Adults	1(full-time&salaried)	1				
Children's Services Librarian	1(full-time&salaried)	1				
Reference Librarian	1(part-time&salaried)	1				
Senior Library Asst.	1(full-time&salaried)	1				
Principal Library Asst.	1(full-time&salaried)	1				
Library Assistant	1(full-time&salaried)	1				
Jr. Library Asst.	5(part-time&salaried)	5				
Building Maintenance Wkr	1(full-time&salaried)	1				
Building Maintenance Wkr	1(part-time&salaried)	1				
Account Clerk	1(part-time&salaried)	1				
Pages	2(part-time&salaried)	2				
Total	17	17				
24. Board of Adjustment						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Secretary	1(part-time&salaried)	1				
Total	2	2				
25. Planning Board						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Secretary	1(part-time&salaried)	1				
Total	2	2				
26. Clark Community Pool						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Director	1(seasonal)	1				
Assistants	2(seasonal)	2				
Total	3	3				
Hiring between October, 2010 and October, 2011		White Non-Hispanic		Hispanic	Asian	Black
No New Hires	3					
Total		3				

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All of our new hires were laid off police officers from the city of Newark, New Jersey through the RICE list or with permission from Civil Service as they had not "time in title" to make the official RICE list.

Our normal hiring practices include the following:

1. The Star Ledger
2. The Home News & Tribune
3. The City News Publications

Mailing forms to the following organizations:

1. Morning Star United Holy Church
Rev. Irvin Evans
1009 Chandler Avenue
Linden, 07036

2. Heard AME Church
Rev. Theodore Goyins
310 8th Avenue
Roselle, 07203

3. Shiloh Baptist Church
Rev. Jerry W. Henry
517 W. 4th Street
Plainfield, 07060

4. St. John Baptist Church
Rev. Kelmo Porter
2387 Morse Avenue
Scotch Plains, 07076

5. Second Baptist Church
Rev. James Ealey
378 E. Milton Avenue
Rahway, 07065

6. NAACP
1019 Chandler Ave.
Roselle, 07203

7. Placement Office
Union County College
Elizabeth Campus
12 W. Jersey St.
Elizabeth, 07207

8. Congress of Racial Equality
334 Magnolia Avenue
Elizabeth, 07206

9. Placement Office
Union County College
Plainfield Campus
232 E. Second Street
Plainfield, 07061

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10. Urban League of Union County, Attn. Donna Low
272 N. Broad Street
Elizabeth, 07208

11. Placement Office
Kean University
Morris Avenue
Union, N.J.

12. Elizabeth Public Library
11 S. Broad Street
Elizabeth, 07202

13. Plainfield Public Library
8th Street at Park Avenue
Plainfield, 07060

14. Rahway Public Library
Rahway City Hall
Rahway, 07065

15. Linden Public Library
31 E. Henry Street
Linden, 07036

16. Hillside Public Library
J.F.K. Plaza
Hillside, 07205

17. NAACP
PO Box 424
Rahway, 07065

Public service announcements to the following radio stations:

WBGO-FM 88.3
NEWARK, NJ

WQHT-FM 97.1
NEW YORK, NY

WRKS-FM 98.7
NEW YORK, NY

WBLS-FM 107.5
NEW YORK, NY

In response to the aforementioned recruitment program, job applicants submitted covering letters and resumes to Clark, invariably the said documents did not contain information as to the applicant's race and national origin. Accordingly, Clark is unable to indicate the number of persons by race and national origin who applied for employment in these job categories during this reporting period.

Donna Mazzucco
Equal Employment Opportunity/Affirmative Action Officer 7