



TOWNSHIP OF

Clark NEW JERSEY

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October 18, 2012

David L. Rose, Esq.
Rose Legal Advocates, P.C.
1726 M Street, N.W., Suite 203
Washington, D.C. 20036
Dear Mr. Rose:

Attached please find the annual EEO Report for the Township of Clark. This report covers the period from October, 2011 through October 2012.

If you have any questions, please contact me.

Sincerely,

Donna Mazzucco
Human Resource Manager

Attachment

TOWNSHIP OF CLARK EQUAL EMPLOYMENT OPPORTUNITY REPORT
Employment from October 2011 through October 2012

1. Township Clerk						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Township Clerk	1(full-time&salaried)	1				
Keyboarding Clerk 1	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				
Total	4	4				
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						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Director	1(part-time&salaried)	1				
Public Works Supv.	1(full-time&salaried)	1				
Sr. Public Works Repairer	8(full-time&salaried)	7		1		
Mech/Sr. Public Works Rpr.	1(full-time&salaried)	1				
Laborer	1(full-time&salaried)	1				
Keyboarding Clerk 3	1(full-time&salaried)	1				
Total	13	12		1		
8. Department of Buildings & Grounds						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Building Maintenance Worker	2(full-time&salaried)	2				
	2(part-time&salaried)	2				
Total	4	4				
9. Department of Construction						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Construction Code Official	1(full-time&salaried)	1				
Plumbing Sub Code Official	none	0				
Electric Sub Code Official	1(part-time&salaried)	1				
Fire Sub Code Official	1(part-time&salaried)	1				
Clerk 3	1(full-time&salaried)	1				
Clerk 2	1full-time&salaried)	1				
Elevator&Fire Escape Inspector	1(part-time&salaried)	1				
Total	6	6				
10. Department of Finance						
Job Categories	Total	White Non-Hispanic				
Finance Officer	1(full-time&salaried)	1				
Administrative Clerk	1(full-time&salaried)	1				
Principal Cashier	1(full-time&salaried)	1				
Keyboarding Clerk 1	1(full-time&salaried)	1				
Total	4	4				

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11. Department of Revenue				Hispanic	Asian	Black
Job Categories	Total	White Non-Hispanic				
Cashier	1(full-time&salaried)	1				
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	1	1				
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	3(full-time&salaried)	3			1	
Police Officer	33(full-time&salaried)	33				
Records Clerk	1(full-time&salaried)	1				
Public Safety Telecom	8(full-time&salaried)	7		1		
Keyboarding Clerk 3	1(full-time&salaried)	1				
Administrative Clerk	1(full-time&salaried)	1				
Total	51	51		1	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	4	4				
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	2	2				

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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&hourly)	1				
Children's Services Library	1 (full-time&hourly)	1				
Reference Librarian	1 (part-time&hourly)	1				
Senior Library Asst.	1 (full-time&hourly)	1				
Principal Library Asst.	1 (full-time&hourly)	1				
Library Asst.	5 (part-time&hourly)	4		1		
Account Clerk	1 (part-time&hourly)	1				
Pages	1 (part-time&hourly)	1				
Total	13	12		1		
24. Board of Adjustment						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Secretary	1 (part-time&salaried)	1				
Total	1	1				
25. Planning Board						
Job Categories	Total	White Non-Hispanic		Hispanic	Asian	Black
Secretary	1 (part-time&salaried)	1				
Total	1	1				
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, 2011 and October, 2012		White Non-Hispanic		Hispanic	Asian	Black
New Hires	6					
Total		6				

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Four 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:

Normal Civil Service Procedures as well as the special RICE program.

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