

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATE AND LOCAL GOVERNMENT INFORMATION (EEO4)				APPROVED BY OMB 30460008	
EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS (Read attached instructions prior to completing this form)				EXPIRES 12/31/2005	
DO NOT ALTER INFORMATION PRINTED IN THIS BOX CONTROL NUMBER : 33300040 Survey Year : 19				MAIL COMPLETED FORM TO: EEO-4 Reporting Center PO Box 8127 Reston VA 20195	
A. TYPE OF GOVERNMENT (Check one box only)					
☐ 1. State	☐ 2. County	☒ 3. City	☐ 4. Township	☐ 5. Special District	
☐ 6. Other (Specify)					
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C) DOVER CITY					
2. AddressNumber and Street 288 CENTRAL AVENUE		CITY/TOWN DOVER	COUNTY STRAFFORD	STATE/ZIP NH-03820	EEOC USE ONLY A B
C. FUNCTION					
(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s) attach a list showing name and address of agencies whose data are not included.)					
☒	SUMMARY FUNCTION				
☐	1.Financial Administration. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)		☐	8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.	
			☐	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.	
☐	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.		☐	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.	
☐	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy administration of public assistance. (Hospitals and sanatoriums should be reported as item7.)		☐	11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities	
☐	4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.		☐	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.	
☐	5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)		☐	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.	
☐	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.		☐	14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY	
☐	7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.		☐	15. OTHER (Specify on Page Four)	

D. EMPLOYMENT DATA AS OF JUNE 30															FUNCTION TYPE 16	
1. FULL-TIME EMPLOYEES (Temporary employees are not included)																
JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMN S A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
				MALE							FEMALE					
MALE A	FEMALE B	WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N			
Officials and Administrators	1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6. 43.0-54.9	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	7. 55.0-69.9	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	8. 70.0 Plus	0	0	12	0	0	0	0	0	5	0	0	0	0	0	17
Professionals	9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	13. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. 43.0-54.9	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	15. 55.0-69.9	0	0	0	0	0	0	0	0	4	0	0	0	0	0	4
	16. 70.0 Plus	0	0	10	0	0	0	0	0	9	0	0	0	0	0	19
Technicians	17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	20. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	22. 43.0-54.9	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	23. 55.0-69.9	1	0	3	0	0	0	0	0	0	0	0	0	0	0	4
	24. 70.0 Plus	0	0	3	0	0	0	0	0	1	0	0	0	0	0	4
Protective Service Workers	25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	29. 33.0-42.9	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	30. 43.0-54.9	0	0	8	0	0	0	0	0	6	0	0	0	0	0	14
	31. 55.0-69.9	0	0	26	0	0	0	2	0	6	0	0	0	0	0	34
	32. 70.0 Plus	0	0	62	0	0	0	0	0	8	0	0	0	0	0	70
Paraprofessionals	33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	36. 25.0-32.9	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	37. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	38. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	39. 55.0-69.9	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
	40. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	43. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	44. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	45. 33.0-42.9	0	0	0	0	0	0	0	0	4	0	0	0	0	0	4
	46. 43.0-54.9	0	0	0	0	1	0	0	0	7	0	0	0	0	0	8
	47. 55.0-69.9	0	0	0	0	0	0	0	0	7	0	0	0	0	0	7
	48. 70.0 Plus	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3

D. EMPLOYMENT DATA AS OF JUNE 30															FUNCTION TYPE 16	
1. FULL-TIME EMPLOYEES (Temporary employees are not included)																
JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												TOTALS (COLUMN S A-N)
				MALE						FEMALE						
		MALE A	FEMALE B	WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	53. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	54. 43.0-54.9	0	0	5	0	0	0	0	1	0	0	0	0	0	6	
	55. 55.0-69.9	0	0	8	0	0	0	0	0	0	0	0	0	0	8	
	56. 70.0 Plus	0	0	8	0	0	0	0	0	0	0	0	0	0	8	
Service-Maintenance	57. \$0.1-15.9	0	0	1	0	0	0	0	0	0	0	0	0	0	1	
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	60. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	61. 33.0-42.9	0	0	9	0	0	0	0	0	0	0	0	0	0	9	
	62. 43.0-54.9	0	0	4	0	0	0	0	0	0	0	0	0	0	4	
	63. 55.0-69.9	0	0	9	0	0	0	0	0	0	0	0	0	0	9	
	64. 70.0 Plus	0	0	1	0	0	0	0	0	0	0	0	0	0	1	
65. TOTAL FULL TIME (Lines 1-64)		1	0	173	0	1	0	2	0	65	0	0	0	0	242	
2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)																
66.OFFICIALS/ADMIN	0	0	7	0	0	0	0	0	8	0	0	0	0	0	15	
67.PROFESSIONALS	0	1	7	0	0	0	0	0	19	0	1	0	0	0	28	
68.TECHNICIANS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2	
69.PROTECTIVE SERVICE	0	0	4	0	0	0	0	0	4	0	0	0	0	0	8	
70.PARA-PROFESSIONAL	1	0	0	0	1	0	0	0	5	0	0	0	0	0	7	
71.ADMIN. SUPPORT	0	0	2	0	0	0	0	0	10	0	0	0	0	1	13	
72.SKILLED CRAFT	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	
73.SERVICE/MAINTENANCE	1	0	5	0	0	0	0	0	2	0	0	0	0	0	8	
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)		2	1	29	0	1	0	0	0	49	0	1	0	0	84	
3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30																
75.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
76.PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3	
77.TECHNICIANS	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	
78.PROTECTIVE SERVICE	0	0	8	0	0	0	1	0	1	0	0	0	0	0	10	
79.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
80.ADMIN. SUPPORT	0	0	0	0	1	0	0	0	2	0	0	0	0	0	3	
81.SKILLED CRAFT	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	
82.SERVICE/MAINTENANCE	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	
83. TOTAL NEW HIRES (Lines 75-82)		1	0	16	0	1	0	1	0	6	0	0	0	0	25	

FUNCTION TYPE 16

REMARKS (List National Crime Information Center (NCIC) number assigned to any Criminal Justice Agencies whose data are included in this report)

LIST AGENCIES INCLUDED ON THIS FORM

City of Dover, NH Municipal Departments

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM		TITLE		
Susan Daudelin		Director of Human Resources		
ADDRESS (Number and Street, City, State, Zip Code)		TELEPHONE NUMBER	Ext	FAX NUMBER
288 Central Avenue, Human Resources,Dover,NH,03820		603-516-6869		603-516-6049
DATE	EMAIL	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL		SIGNATURE
2019-08-23	s.daudelin@doover.nh.gov	Susan Daudelin Director of Human Resources		☒

WORKABLE - ONLINE RECRUITMENT

City of Dover, NH

Compliance (EEO) report between 1 January 2019 - 31 December 2019

Race	MALE				FEMALE				NON-IDENTIFIED				TOTAL APPLIED Race	TOTAL HIRED Race
	A	M	D	H	A	M	D	H	A	M	D	H		
White	310	303	6	13	477	462	15	12	10	9	1	0	797	25
Black or African American	6	6	0	0	5	5	0	0	1	1	0	0	12	0
Asian	3	3	0	0	10	10	0	0	0	0	0	0	13	0
American Indian or Alaskan Native	1	1	0	0	1	1	0	0	0	0	0	0	2	0
Native Hawaiian or Other Pacific Islander	1	1	0	0	0	0	0	0	0	0	0	0	1	0
Two or more Races/Ethnicities	9	9	0	1	19	19	0	1	1	1	0	0	29	2
Hispanic or Latino	11	11	0	0	20	19	1	0	0	0	0	0	31	0
Not-Identified	8	8	0	0	7	7	0	1	20	20	0	1	35	2
Total by gender	349	342	6	14	539	523	16	14	32	31	1	1		

A = Applied

M = Moved Forward

D = Disqualified

H = Hired



21-035 Custodian

Community Services · Dover, New Hampshire, United States · Part time · 21-035

OVERVIEW APPLICATION

Thank you! You are all set!



Your application has been submitted successfully.

A copy of your application will be sent to s.daudelin@dover.nh.gov for your records.

Help us be an equal opportunity employer

You are requested (but not required) to fill in the personal data below. This information will only be used for government reporting purposes and not as selection criteria for the hiring process.

If you can't complete the EEO survey now, but would like to do it later, don't worry; we'll be sending you an email with a link to the survey shortly.

[Skip EEO survey for now](#)

Race or ethnicity

☐ **Hispanic or Latino**

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

☐ **White (Not Hispanic or Latino)**

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

☐ **Black or African American (Not Hispanic or Latino)**

A person having origins in any of the black racial groups of Africa.

☐ **Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)**

A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

☐ **Asian (Not Hispanic or Latino)**

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

☐ **American Indian or Alaska Native (Not Hispanic or Latino)**

A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

☐ **Two or More Races (Not Hispanic or Latino)**

All persons who identify with more than one of the above five races.

☒ **I don't wish to answer****Gender**☐ Male☐ Female☒ I don't wish to answerSubmit survey

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City of Dover, NH does not discriminate on the basis of race, sex, color, religion, age, national origin, marital status, disability, veteran status, genetic information, sexual orientation, gender identity or any other reason prohibited by law in provision of employment opportunities and benefits.

EMS Patient Race List	Patient Gender	Number of Runs	Percent of Total Runs per Gender	Percent of Total Total Runs	Percent of Total Runs per Race
American Indian or Alaska Native	Female	2	0.09%	0.05%	
	Male	4	0.22%	0.10%	
Total		6			0.15%
Asian	Female	19	0.86%	0.47%	
	Male	16	0.87%	0.39%	
Total		35			0.86%
Black or African American	Female	28	1.27%	1.52%	
	Male	43	2.33%	1.06%	
Total		71			1.75%
Hispanic or Latino	Female	20	0.91%	0.49%	
	Male	20	1.09%	0.49%	
Total		40			0.99%
Native Hawaiian or Other Pacific Islander	Female	1	0.05%	0.02%	
	Male	0	0.00%	0.00%	
Total		1			0.02%
Not Applicable (Chose not to answer)	Female	30	1.36%	0.74%	
& *Not Recorded (under male)	Male	149	8.08%		
Total		179			4.42%
Other Race	Female	97	4.39%	2.39%	
	Male	134	7.27%	3.31%	
Total		231			5.70%
White	Female	1,811	82.02%	44.71%	
	Male	1,476	80.09	36.44	
Total		3,287			81.14%
Female Total EMS Runs	2,208		*Not Recorded - Male or Female = 200		
Male Total EMS Runs	1,843				
Total Runs	4,051		*Began recording part way through year.		

Enforcement Breakdown by Race 2014-2019**MV Summonses and Warnings by Race (MVCITATIONS)**

Year	White	Black	Asian	AmerIndian	Unknown	Total
2014	12101	436	300	2	101	12940
2015	14002	422	398	1	95	14918
2016	13983	473	393	5	95	14949
2017	11404	362	331	2	80	12179
2018	10075	391	304	1	56	10827
2019	9160	390	310	2	121	9983

Non-MV Arrests and Summonses by Race (OLB)

Year	White	Black	Asian	AmerIndian	Unknown	Total
2014	842	88	8	0	2	940
2015	859	75	12	0	2	948
2016	707	75	6	0	1	789
2017	668	91	12	0	4	775
2018	560	60	3	0	0	623
2019	604	49	6	0	0	659

Planning - 2019 CDBG Reports

RACE / ETHNICITY	TOTAL	Hispanic	Households	Hispanic Households	Percent
White	8,594	154	70	0	92.4%
Black/African American	186	7	2		2.0%
Asian	144				1.5%
American Indian/Alaskan Native	36				0.4%
Native Hawaiian/Pacific Islander	3				0.0%
American Indian/Askan Native & White	2				0.0%
Black/African American & White	21	1	3		0.2%
American Indian/Askan Native & Black/African	1				0.0%
Other Multi-Racial	318	3			3.4%
	9,305	165	75	0	

PUBLIC WELFARE STATISTICS

'Household Analysis by Individual'

	# Visits	Case Heads	Co- Applicants	Dependants	# Adults	# Minors	# Infants	# Seniors	Disabled
<u>Ethnicity</u>									
<u>AFRICAN AMERICAN</u>	126	48	6	71	64	61	0	1	16
<u>HISPANIC/LATINO</u>	23	7	0	16	9	14	0	0	0
<u>MIXED RACE</u>	82	0	0	82	0	68	14	0	0
<u>NOT SPECIFIED</u>	10	0	0	9	3	6	0	1	0
<u>PACIFIC ISLANDER</u>	43	13	10	16	36	7	0	0	0
<u>WHITE/CAUCASIAN</u>	2,227	1,089	158	908	1,259	765	122	81	94
<u>Gender</u>									
<u>FEMALE</u>	1,405	767	54	519	828	490	25	62	78
<u>MALE</u>	1,106	390	120	583	543	431	111	21	32