

EEO Utilization Report

Organization Information

Name: County Of Rock Island

City: Rock Island

State: IL

Zip: 61201

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

100.3 Equal Employment Opportunity

Following File has been uploaded:100.3 Equal Employment Opportunity.doc

Step 4b: Narrative of Interpretation

The Countys personnel Office (PO), in consultation with the Countys Human Rights Office (HRO), reviewed the Utilization Analysis (comparing the Countys workforce to the relevant labor market) and noted the following:

1. White males were significantly under-represented in the following job categories: Administrative Support (-22%) and Skilled Craft (-88%).
2. White women were significantly under-represented in the following job categories: Sworn Patrol Officer (-40%) and Protective Services Non-Sworn (-36%).

Step 5: Objectives and Steps

1. 1. To encourage White males to apply for vacancies in the Administrative Support and Skilled Craft categories.

- a. a. The Countys Human Rights Office (HRO) will review the composition of the applicant pool for the vacancies in these job categories in the last fiscal year to determine whether White male applicants were under-represented. The HRO will send a report of its findings, along with the relevant observations and recommendations, to the Countys Personnel Office (PO) within six months of the date of this report.
- b. b. The PO will review the applicant flow data that it is required to keep under the EEOP regulations for all vacancies in the last fiscal year in these job categories to determine whether any step in the selection process for these positions may have had a significant impact on screening out white male applicants. The PO will produce a written report of its findings; and based on the results, consider modifying its candidate selection process.
- c. c. The PO will conduct a more detailed workforce analysis to identify particular County departments, office, or job positions that represent significant underutilization of white males in these categories. The workforce analysis may include interviews with both current and former employees. Based on the results of the analysis, as well as other data collected, the PO will create a recruitment action plan for implementation by the end of the current fiscal year.
- d. d. The PO will enhance outreach efforts that target white male applicants in these job categories (e.g. attending job fairs and present at educational institutions).

2. 2. To encourage White females to apply for vacancies in the Sworn Patrol Officers and Protective Services Non-Sworn categories.

- a. a. The Countys Human Rights Office (HRO) will review the composition of the applicant pool for the vacancies in these job categories in the last fiscal year to determine whether White male applicants were under-represented. The HRO will send a report of its findings, along with the relevant observations and recommendations, to the Countys Personnel Office (PO) within six months of the date of this report.
- b. b. The PO will review the applicant flow data that it is required to keep under the EEOP regulations for all vacancies in the last fiscal year in these job categories to determine whether any step in the selection process for these positions may have had a significant impact on screening out white male applicants. The PO will produce a written report of its findings; and based on the results, consider modifying its candidate selection process.
- c. c. The PO will conduct a more detailed workforce analysis to identify particular County departments, office, or job positions that represent significant underutilization of white males in these categories. The workforce analysis may include interviews with both current and former employees. Based on the results of the analysis, as well as other data collected, the PO will create a recruitment action plan for implementation by the end of the current fiscal year.
- d. d. The PO will enhance outreach efforts that target white female applicants in these job categories (e.g. attending job fairs and present at educational institutions).

Step 6: Internal Dissemination

1. Distribute a hard copy of the EEOP Utilization Report to all employees in a supervisory position.
2. Send an e-mail or hard copy memorandum to all employees, to let them know that a copy of the EEOP Utilization report is available upon request.
3. Include a hard copy of the Utilization Report among the materials displayed in the lobby of the Human Resources Office

Step 7: External Dissemination

1. Post a copy of the EEOP Utilization Report on the Countys Website.
2. Distribute hard copies of the EEOP Utilization Report to the other departments in the County Building for easier access.
3. The phrase AN EQUAL OPPORTUNITY EMPLOYER will continue to be used in all recruitment publications.

Utilization Analysis Chart
Relevant Labor Market: Rock Island County, Illinois

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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	38/58%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	18/28%	3/5%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,140/54 %	280/3%	115/1%	10/0%	180/2%	0/0%	15/0%	0/0%	3,395/35 %	95/1%	180/2%	10/0%	130/1%	0/0%	4/0%	45/0%
Utilization #/%	5%	2%	-1%	-0%	-2%	0%	-0%	0%	-8%	4%	3%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	28/35%	0/0%	2/3%	1/1%	0/0%	0/0%	0/0%	0/0%	36/46%	5/6%	6/8%	1/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,925/41 %	205/1%	315/2%	0/0%	310/2%	0/0%	45/0%	15/0%	6,795/47 %	330/2%	210/1%	4/0%	135/1%	10/0%	85/1%	15/0%
Utilization #/%	-6%	-1%	0%	1%	-2%	0%	-0%	-0%	-2%	4%	6%	1%	-1%	-0%	-1%	-0%
Technicians																
Workforce #/%	6/27%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	12/55%	2/9%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%
CLS #/%	1,035/43 %	90/4%	55/2%	0/0%	40/2%	0/0%	8/0%	0/0%	980/41%	90/4%	50/2%	15/1%	10/0%	0/0%	14/1%	0/0%
Utilization #/%	-16%	-4%	-2%	0%	3%	0%	-0%	0%	13%	5%	-2%	-1%	4%	0%	-1%	0%
Protective Services: Sworn-Officials																
Workforce #/%	17/85%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	985/75%	70/5%	100/8%	0/0%	0/0%	0/0%	10/1%	0/0%	120/9%	35/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	5%	-8%	0%	0%	0%	-1%	0%	-4%	-3%	0%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	27/63%	9/21%	3/7%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	3,805/39 %	380/4%	395/4%	0/0%	30/0%	0/0%	54/1%	20/0%	3,915/40 %	550/6%	400/4%	0/0%	59/1%	0/0%	73/1%	25/0%
Utilization #/%	24%	17%	3%	0%	-0%	2%	-1%	-0%	-40%	1%	-4%	0%	-1%	0%	-1%	-0%
Protective Services: Non-sworn																
Workforce #/%	46/56%	7/9%	6/7%	0/0%	0/0%	0/0%	0/0%	0/0%	18/22%	2/2%	2/2%	1/1%	0/0%	0/0%	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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
CLS #/%	65/34%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	110/58%	15/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	22%	9%	7%	0%	0%	0%	0%	0%	-36%	-5%	2%	1%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	7/7%	3/3%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	79/74%	10/9%	5/5%	0/0%	1/1%	1/1%	0/0%	0/0%
CLS #/%	5,485/28 %	465/2%	290/2%	0/0%	115/1%	0/0%	30/0%	15/0%	10,885/57 %	955/5%	700/4%	0/0%	110/1%	4/0%	175/1%	20/0%
Utilization #/%	-22%	0%	-1%	0%	-1%	0%	-0%	-0%	17%	4%	1%	0%	0%	1%	-1%	-0%
Skilled Craft																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/40%	6/40%	3/20%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,165/88 %	270/4%	125/2%	15/0%	40/1%	0/0%	15/0%	4/0%	305/4%	10/0%	35/0%	0/0%	20/0%	0/0%	0/0%	0/0%
Utilization #/%	-88%	-4%	-2%	-0%	-1%	0%	-0%	-0%	36%	40%	20%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	26/60%	4/9%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	11/26%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	10,960/45 %	1,815/7%	1,045/4%	25/0%	355/1%	4/0%	140/1%	55/0%	7,335/30 %	1,175/5%	750/3%	30/0%	270/1%	0/0%	85/0%	170/1%
Utilization #/%	15%	2%	0%	-0%	-1%	-0%	-1%	-0%	-5%	-5%	-3%	-0%	-1%	0%	-0%	-1%

Significant Underutilization Chart

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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Patrol Officers									✓							
Protective Services: Non-sworn									✓							
Administrative Support	✓															

Law Enforcement Category Rank Chart

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	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Sheriff																
Workforce #/%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	4/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	9/90%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	27/63%	9/21%	3/7%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	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 EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Erin Hughes

HR Manager

08-29-2022

[signature]

[title]

[date]