

EEO Utilization Report

Organization Information

Name: Eau Claire County

City: Eau Claire

State: WI

Zip: 54703

Type: County/Municipal Government

Section 1: EEO Policy Statement

Policy Statement:

It is the policy of Eau Claire County that all employees have the right to work in an environment free of all forms of harassment and discrimination by employees, whether sworn, civilian, volunteer, or non-employees who conduct business with the County.

Eau Claire County considers harassment, discrimination, and retaliation of others to constitute serious employee misconduct warranting prompt and effective remedial action to end the harassing or discriminatory behavior.

It is the responsibility of all employees of the County to take reasonable and necessary action to prevent harassment, discrimination, and retaliation, and it is the responsibility of all employees to promptly report and cooperate with the Countys efforts to eradicate conduct that could be in violation of this policy.

Where impermissible harassment, discrimination, or retaliation has occurred, the County will take appropriate disciplinary action, including, without limitation, termination.

Discrimination. Unfair or unequal treatment of a person based on race, sex, religion, national origin, color, disability gender, sexual orientation, age, disability, marital status, veteran status, English proficiency or other protected status under the law.

Section 5: Narrative Interpretation of Data

Our organization has not previously submitted an EEO utilization report to my knowledge. We are currently having a hard time staffing positions and are looking closely at all qualified candidates.

Section 6: Objectives and Steps

1. Ensure all qualified applicants are given a chance to interview.

- a. Continue to use an online platform for all applicants to keep our applicant pool as large as possible.
- b. Continue to use our unbiased ranking system when interviewing candidates.
- c. Have our onsite recruiter provide quarterly updates on candidate pools and talent within our pipeline.

Section 7: Dissemination Strategy: Internal

I will share out our Utilization report with our HR Director and Department Heads to help raise awareness on EEO. We will also post copies of our EEOP report on our internal internet site and post throughout our building.

Section 7: Dissemination Strategy: External

We will share it on our company website and have printed copies available for the public.

Utilization Analysis Chart
Relevant Labor Market: Eau Claire County
, Wisconsin

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 #/%	9/41%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	13/59%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,500/53%	45/1%	70/1%	0/0%	35/1%	0/0%	50/1%	2,865/43%	25/0%	0/0%	4/0%	25/0%	0/0%	25/0%
Utilization #/%	-12%	-1%	-1%	0%	-1%	0%	-1%	16%	-0%	0%	-0%	-0%	0%	-0%
Professionals														
Workforce #/%	47/17%	0/0%	3/1%	0/0%	2/1%	0/0%	0/0%	213/77%	1/0%	4/1%	2/1%	5/2%	0/0%	1/0%
CLS #/%	4,405/35%	40/0%	70/1%	0/0%	105/1%	0/0%	50/0%	7,620/60%	65/1%	35/0%	20/0%	225/2%	0/0%	15/0%
Utilization #/%	-18%	-0%	1%	0%	-0%	0%	-0%	16%	-0%	1%	1%	0%	0%	0%
Technicians														
Workforce #/%	26/81%	1/3%	0/0%	0/0%	2/6%	0/0%	0/0%	3/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,230/38%	65/1%	10/0%	15/0%	165/3%	25/0%	0/0%	2,995/51%	40/1%	10/0%	0/0%	270/5%	0/0%	4/0%
Utilization #/%	43%	2%	-0%	-0%	3%	-0%	0%	-42%	-1%	-0%	0%	-5%	0%	-0%
Protective Services:														
Sworn														
Workforce #/%	31/91%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	510/71%	25/4%	35/5%	0/0%	0/0%	0/0%	4/1%	140/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	20%	-4%	-5%	0%	0%	0%	-1%	-11%	0%	0%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	44/60%	2/3%	2/3%	0/0%	2/3%	0/0%	0/0%	23/32%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	25/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	85/75%	0/0%	0/0%	0/0%	4/4%	0/0%	0/0%
Utilization #/%	38%	3%	3%	0%	3%	0%	0%	-43%	0%	0%	0%	-4%	0%	0%
Administrative Support														
Workforce #/%	6/5%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	98/87%	1/1%	2/2%	0/0%	4/4%	1/1%	0/0%
CLS #/%	5,090/33%	115/1%	55/0%	0/0%	170/1%	0/0%	140/1%	9,125/59%	115/1%	105/1%	15/0%	270/2%	0/0%	165/1%
Utilization #/%	-28%	-1%	-0%	0%	-0%	0%	-1%	27%	0%	1%	-0%	2%	1%	-1%
Skilled Craft														

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
Workforce #/%	50/100%	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%
CLS #/%	3,375/85%	35/1%	10/0%	20/1%	50/1%	0/0%	105/3%	320/8%	4/0%	0/0%	0/0%	25/1%	0/0%	25/1%
Utilization #/%	15%	-1%	-0%	-1%	-1%	0%	-3%	-8%	-0%	0%	0%	-1%	0%	-1%
Service/Maintenance														
Workforce #/%	38/79%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/19%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%
CLS #/%	7,875/50%	85/1%	115/1%	10/0%	390/2%	135/1%	175/1%	6,460/41%	110/1%	60/0%	10/0%	280/2%	65/0%	35/0%
Utilization #/%	29%	-1%	-1%	-0%	-2%	-1%	-1%	-22%	-1%	-0%	-0%	0%	-0%	-0%

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
Professionals	✓													
Technicians								✓						
Protective Services: Non-sworn								✓						
Administrative Support	✓													
Skilled Craft								✓						
Service/Maintenance								✓						

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.

[signature]

[title]

[date]