

EEO Utilization Report

Organization Information

Name: JOSEPHINE COUNTY

City: GRANTS PASS

State: OR

Zip: 97526-1973

Type: County/Municipal Government

Section 1: EEO Policy Statement

Policy Statement:

Policy is attached

Following File has been uploaded:EEOP Affirm Action Program 2022-2024.docx

Section 5: Narrative Interpretation of Data

Josephine Countys Human Resources Office has reviewed the Utilization Analysis and has noted the following:

1. White males were significantly under-represented in both the sworn and non-sworn protective services categories (-26% and -35% respectively).
2. White males were also under-represented in Administrative Support (-15%).
3. American Indian or Alaska Native males were under-represented in sworn protective services (-6%).
4. White females were significantly under-represented in the technician category as well as service/maintenance (-41% and -23% respectively).

In reviewing these areas of underutilization, we have formulated the following objectives to achieve EEO status.

Section 6: Objectives and Steps

1. 1. To encourage white males to apply in both the sworn and non-sworn protective services categories as well as administrative support.

- a. a. Josephine County will post positions to more local sources such as newspapers and at local colleges. We currently mainly utilize more national resources such as indeed and neogov to fill our positions which may be skewing our applicant pool in relation to our local climate.

2. 2. To encourage American Indian or Alaskan Native males to apply in the sworn protective services.

- a. a. Josephine County will research job boards and groups in our area. By doing so we may be able to reach a wider group of individuals so that they are aware of opportunities available to them within their community.

3. 3. To encourage white females in the technician and service/maintenance categories.

- a. a. Josephine County will utilize more local job postings at programs like at our local community college. Our technician and service/maintenance positions are primarily in our Public Works and Facilities departments where we do not receive a high number of female interest, but by posting at the college we can reach a larger population of local females that may be beginning their careers in those areas.

4. 4. We will continue to follow our current standard operating procedures to ensure we eliminate bias when hiring managers are viewing applicant information.

- a. a. Josephine County currently follows a standard operating procedure of removing genders, ethnicities and names from all applications when sent to various departments, except for the Sheriffs Office which does receive names for background purposes (they do not receive gender or ethnic information).

Section 7: Dissemination Strategy: Internal

1. Distribute a hard copy of the EEOP Utilization Report to All employees in a supervisory position.
2. Post a copy of the EEOP Utilization Report to our JoCo Info Intranet site, an in-house electronic communication network.
3. Print a copy of the EEOP Utilization Report to be available within the Human Resources Office.

Section 7: Dissemination Strategy: External

1. Post a copy of the EEOP Utilization Report on the Josephine County public website.
2. Note on all job announcements for available positions that applicants may obtain a copy of the EEOP Utilization Report upon request.

Utilization Analysis Chart
Relevant Labor Market: Josephine County
, Oregon

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 #/%	9/69%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/31%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,625/52%	45/1%	15/0%	25/1%	130/4%	25/1%	0/0%	1,215/39%	25/1%	10/0%	0/0%	0/0%	4/0%	30/1%
Utilization #/%	18%	-1%	-0%	-1%	-4%	-1%	0%	-8%	-1%	-0%	0%	0%	-0%	-1%
Professionals														
Workforce #/%	35/35%	3/3%	0/0%	2/2%	0/0%	0/0%	0/0%	55/54%	5/5%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	1,980/41%	70/1%	0/0%	0/0%	55/1%	0/0%	30/1%	2,365/50%	195/4%	0/0%	25/1%	35/1%	0/0%	20/0%
Utilization #/%	-7%	2%	0%	2%	-1%	0%	-1%	5%	1%	0%	-1%	-1%	1%	-0%
Technicians														
Workforce #/%	15/83%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,145/40%	145/5%	0/0%	55/2%	0/0%	0/0%	55/2%	1,325/47%	15/1%	0/0%	35/1%	0/0%	0/0%	55/2%
Utilization #/%	43%	6%	0%	-2%	0%	0%	-2%	-41%	-1%	0%	-1%	0%	0%	-2%
Protective Services: Sworn														
Workforce #/%	56/64%	3/3%	2/2%	0/0%	0/0%	1/1%	0/0%	21/24%	3/3%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	405/90%	0/0%	10/2%	25/6%	0/0%	0/0%	0/0%	0/0%	10/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-26%	3%	0%	-6%	0%	1%	0%	24%	1%	0%	0%	0%	1%	0%
Protective Services: Non-sworn														
Workforce #/%	10/43%	2/9%	1/4%	0/0%	0/0%	0/0%	0/0%	9/39%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15/79%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-35%	9%	4%	0%	0%	0%	0%	18%	4%	0%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	13/13%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	78/79%	6/6%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	1,985/28%	140/2%	15/0%	15/0%	0/0%	0/0%	0/0%	4,395/62%	270/4%	20/0%	0/0%	100/1%	0/0%	135/2%
Utilization #/%	-15%	-1%	-0%	-0%	0%	0%	0%	17%	2%	-0%	1%	-1%	0%	-2%
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 #/%	16/94%	1/6%	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 #/%	1,695/79%	240/11%	0/0%	0/0%	0/0%	0/0%	70/3%	135/6%	0/0%	0/0%	0/0%	10/0%	0/0%	0/0%
Utilization #/%	15%	-5%	0%	0%	0%	0%	-3%	-6%	0%	0%	0%	-0%	0%	0%
Service/Maintenance														
Workforce #/%	55/72%	6/8%	0/0%	0/0%	0/0%	0/0%	0/0%	14/18%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,815/40%	775/8%	60/1%	90/1%	30/0%	30/0%	25/0%	3,950/42%	495/5%	4/0%	0/0%	30/0%	0/0%	145/2%
Utilization #/%	32%	-0%	-1%	-1%	-0%	-0%	-0%	-23%	-4%	-0%	0%	-0%	0%	-2%

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
Technicians								✓						
Protective Services: Sworn	✓			✓										
Protective Services: Non-sworn	✓													
Administrative Support	✓													
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.

Certified As Final By: Sara Eden

Human Resources Analyst

04-29-2024

[signature]

[title]

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