

Lancaster County EEOP

Narrative of Interpretation

Technicians

The analysis shows significant underutilization of white and black females in technician positions. Specifically, white females are purported to be underrepresented by 31% with white males overrepresented by 28%. Notably, these percentages are improved over previous years, which saw under- and overrepresentation in these categories of 36% and 47%, respectively. A heavy proportion of this segment of the County's workforce is made up of Emergency Medical Technicians in the County's EMS Department. This type of work has historically been dominated by male employees. The County has had success in recruiting female EMTs, but that success is likely tempered by perceived barriers to entry such as 24-hour shifts and the requirement that the employee be at the EMS station overnight. Further, within Lancaster County's borders, there are few other opportunities for EMT employment, and the labor market statistics claiming 225 male technicians versus 440 females obviously include positions that have no analog within the County workforce.

Protective Services: Sworn

White females are underutilized in this category by 9%. Given that only 100 such qualified individuals are in the County and that Lancaster County, based on the raw numbers, employs fully a quarter of them, this statistical anomaly appears to be irrelevant. These employees are about a dozen paid firefighters, who have been drawn from the ranks of the various independent volunteer fire companies in the County, and sheriff's deputies and corrections officers that work for the Sheriff's Office.

A possible factor contributing to the apparent underutilization include the fact that there is no private sector equivalent for law enforcement officers, who unlike private security officers must be eligible for and complete state-mandated certification. Another factor is the presence of a state corrections facility in the County with which the County must compete for potential law enforcement hires.

Administrative Support

The analysis reports that Hispanic men and women, Asian women, and women of two or more races are underutilized in this category, each by 1%. This is not believed to be statistically relevant given the very small number of workers (less than 100) in each ethnic group. Lancaster County, particularly in the panhandle region, is increasingly home to residents that work across the border in North Carolina and its nearby banking and commerce center of Charlotte. Thus, many of the individuals reported to be in the County's labor pool are, in actuality, not available to the County because they work in Charlotte.

Service and Maintenance

This category reports underutilization of white and black females by 11 and 17%, respectively. White and black males are overrepresented by 31% and 3%. While the Service/Maintenance sector encompasses a broad swath of jobs in the private sector, it is a very narrow portion of the public sector, largely confined to the County's physical plant and automotive maintenance. These jobs have historically been dominated by males, and it is difficult to attract females into this type of work. Further, if the census data were limited to the public sector jobs available in this sector, the statistical disparities would likely be far less great.

EEO Utilization Report

Organization Information

Name: Lancaster County

City: Lancaster

State: SC

Zip: 29720

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

Lancaster County is an Equal Employment Opportunity Employer. Federal and state laws prohibit employment decisions from being made based on race, color, religion, sex, pregnancy (including child birth and related medical conditions), national origin, genetic information, citizenship, age or disability. The County's goal of equal employment opportunity and nondiscrimination extends to recruitment, employment, advancement and promotion, compensation and benefits administration, training and development, and other personnel actions. Anyone who believes he has encountered discrimination should report it to the Human Resource Director. Reports of discrimination made in good faith will not result in retaliation against the employee.

Step 4b: Narrative of Interpretation

See attached document.

Following File has been uploaded:Lancaster County EEOP.docx

Step 5: Objectives and Steps

1. The County will continue efforts to recruit underrepresented groups into County employment, targeting ads to relevant media outlets and posting jobs on its webpage.

- a. Seek out media outlets that may target underrepresented individuals.
- b. Create ads to publish in targeted media.
- c. Continue to publish job openings to webpage.

Step 6: Internal Dissemination

The EEOP report will be disseminated through meetings with management staff to discuss its contents and posting of the document in Human Resources.

Step 7: External Dissemination

The EEOP report will be disseminated externally by posting it to the County's website.

Utilization Analysis Chart
Relevant Labor Market: Lancaster County, South Carolina

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 #/%	29/56%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	19/37%	0/0%	3/6%	0/0%	0/0%	0/0%	0/0%
	CLS #/%	895/44%	115/6%	165/8%	15/1%	15/1%	0/0%	0/0%	0/0%	635/31%	30/1%	150/7%	0/0%	10/0%	0/0%	0/0%
Utilization #/%	12%	-6%	-6%	-1%	-1%	0%	0%	0%	5%	-1%	-2%	0%	-0%	0%	0%	0%
Professionals																
	Workforce #/%	7/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	13/54%	0/0%	3/12%	0/0%	1/4%	0/0%	0/0%
	CLS #/%	985/35%	20/1%	50/2%	0/0%	25/1%	0/0%	20/1%	0/0%	1,470/53%	0/0%	190/7%	0/0%	15/1%	0/0%	0/0%
Utilization #/%	-6%	-1%	-2%	0%	-1%	0%	-1%	0%	1%	0%	6%	0%	4%	0%	0%	0%
Technicians																
	Workforce #/%	63/57%	2/2%	7/6%	0/0%	0/0%	0/0%	0/0%	0/0%	36/33%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%
	CLS #/%	135/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	295/64%	0/0%	30/7%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	28%	2%	6%	0%	0%	0%	0%	0%	-31%	0%	-5%	0%	0%	0%	0%	0%
Protective Services: Sworn																
	Workforce #/%	200/77%	5/2%	17/7%	0/0%	1/0%	0/0%	0/0%	0/0%	25/10%	2/1%	9/3%	0/0%	0/0%	0/0%	0/0%
	CLS #/%	360/67%	0/0%	45/8%	0/0%	0/0%	0/0%	0/0%	0/0%	100/19%	0/0%	30/6%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	2%	-2%	0%	0%	0%	0%	0%	-9%	1%	-2%	0%	0%	0%	0%	0%
Protective Services: Non-sworn																
	Workforce #/%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	21/84%	0/0%	2/8%	0/0%	0/0%	0/0%	0/0%
	Civilian Labor Force #/%	40/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	45/53%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-39%	0%	0%	0%	0%	0%	0%	0%	84%	0%	-45%	0%	0%	0%	0%	0%
Administrative Support																
	Workforce #/%	140/23%	0/0%	12/2%	0/0%	0/0%	0/0%	0/0%	0/0%	340/57%	2/0%	101/17%	0/0%	1/0%	0/0%	0/0%
	CLS #/%	1,550/26%	50/1%	185/3%	30/1%	0/0%	0/0%	0/0%	0/0%	3,285/55%	84/1%	685/11%	0/0%	75/1%	0/0%	45/1%
Utilization #/%	-2%	-1%	-1%	-1%	0%	0%	0%	0%	2%	-1%	6%	0%	-1%	0%	-1%	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
Skilled Craft																
Workforce #/%	25/93%	0/0%	2/7%	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 #/%	1,485/72%	115/6%	310/15%	15/1%	10/0%	0/0%	15/1%	0/0%	80/4%	0/0%	40/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	21%	-6%	-8%	-1%	-0%	0%	-1%	0%	-4%	0%	-2%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	46/64%	0/0%	18/25%	0/0%	0/0%	0/0%	0/0%	1/1%	7/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,155/33%	270/4%	1,430/22%	10/0%	35/1%	0/0%	10/0%	0/0%	1,345/21%	25/0%	1,120/17%	4/0%	30/0%	0/0%	25/0%	0/0%
Utilization #/%	31%	-4%	3%	-0%	-1%	0%	-0%	1%	-11%	-0%	-17%	-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
Technicians									✓							
Protective Services: Sworn									✓							
Administrative Support		✓								✓			✓		✓	
Service/Maintenance									✓		✓					

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]