

EEO Utilization Report

Organization Information

Name: Rock Island County Sheriff's Office

City: Rock Island

State: IL

Zip: 61201

Type: County/Municipal 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 Rock Island County Human Resources generalist reviewed the utilization analysis that compares the Rock Island County workforce to the relevant labor market and noted the following:

White females are under-represented in the following categories: Protective services/sworn (-26%); and Protective Services/non-sworn (-38%).

White males are under-represented in the following areas: Professionals (-17%); Administrative Support (-23%); and Skilled Craft (-85%).

The two job categories that are shown to under-represent "white females" are non traditional occupations that include "Patrol officers" and "Jail Correctional Officers". Both occupations have traditionally been difficult to recruit female job applicants.

The three categories that are shown to under-represent "white males" are non traditional occupations that include "Certified Nurse Assistants", "Secretarial" and "Nurses". These occupations have traditionally been difficult to recruit male job applicants.

Step 5: Objectives and Steps

1. Recruiting

- a. Human Resource personnel will attend (when applicable) job and career fairs at local community colleges and Universities to promote upcoming employment opportunities within the agency targeting underutilized categories.
- b. List externally the job openings utilizing the following resource applications; Illinois Department of Employment Securities, Iowa Workforce Development; social media and the job listing site Indeed.com.
- c. Post employment opportunities on the County Website (www.rockislandcounty.org) under the jobs tab.
- d. Partner with local law enforcement, whereby annually hosting the Citizens Police Academy where women and minorities are encouraged to attend and participate which in turn promotes job recruitment.

Step 6: Internal Dissemination

The County's plan on Equal employment opportunity and the Federal and State Notice of Notice of Equal Employment Opportunity are to be posted on departmental bulletin boards locations accessible to employees as well as general public. The EEOP plan statement shall be included in departmental employees handbooks and in employee publications. A discussion of equal employment opportunity and non-discrimination policies shall be included in the orientation of all new employees. New employees will also receive a copy of the EEOP plan statement and sign and acknowledgment of receipt of such plan.

Human Resources (HR) shall inform the new hires during new employee orientation of the report and how to access it.

Step 7: External Dissemination

Rock Island County will post the EEOP Utilization Report on its website, located at <http://www.rockislandcounty.org/Sheriff/Home/Employment/>

A hard copy of the EEOP Utilization report will be made available in the general reception area for public viewing of the Sheriff's Office complex.

The phrase AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER will continue to be used in all recruitment publications. If pictures are utilized in recruitment efforts, those pictured will represent the entire workforce.

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 #/%	43/61%	4/6%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	19/27%	2/3%	2/3%	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 #/%	7%	3%	0%	-0%	-2%	0%	-0%	0%	-9%	2%	1%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	23/24%	0/0%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	53/56%	6/6%	8/9%	1/1%	1/1%	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 #/%	-17%	-1%	-1%	1%	-2%	0%	-0%	-0%	9%	4%	7%	1%	0%	-0%	-1%	-0%
Technicians																
Workforce #/%	6/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	21/72%	0/0%	1/3%	0/0%	1/3%	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 #/%	-23%	-4%	-2%	0%	-2%	0%	-0%	0%	31%	-4%	1%	-1%	3%	0%	-1%	0%
Protective Services: Sworn-Officials																
Workforce #/%	16/76%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/10%	1/5%	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 #/%	2%	4%	-8%	0%	0%	0%	-1%	0%	0%	2%	0%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	28/72%	7/18%	2/5%	0/0%	1/3%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	2,840/43%	635/10%	395/6%	0/0%	10/0%	0/0%	10/0%	0/0%	1,905/29%	370/6%	310/5%	20/0%	30/0%	0/0%	80/1%	0/0%
Utilization #/%	29%	8%	-1%	0%	2%	0%	-0%	0%	-26%	-6%	-5%	-0%	-0%	0%	-1%	0%
Protective Services: Non-sworn																
Workforce #/%	51/59%	5/6%	3/3%	0/0%	1/1%	0/0%	0/0%	0/0%	17/20%	6/7%	3/3%	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 #/%	24%	6%	3%	0%	1%	0%	0%	0%	-38%	-1%	3%	1%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	6/5%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	91/78%	9/8%	7/6%	1/1%	0/0%	0/0%	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 #/%	-23%	-1%	-2%	0%	-1%	0%	-0%	-0%	22%	3%	2%	1%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	4/3%	1/1%	5/4%	0/0%	0/0%	0/0%	0/0%	0/0%	56/45%	22/18%	35/28%	1/1%	1/1%	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 #/%	-85%	-3%	2%	-0%	-1%	0%	-0%	-0%	40%	17%	28%	1%	1%	0%	0%	0%
Service/Maintenance																
Workforce #/%	34/38%	4/4%	3/3%	0/0%	0/0%	0/0%	0/0%	0/0%	33/37%	6/7%	9/10%	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 #/%	-7%	-3%	-1%	-0%	-1%	-0%	-1%	-0%	7%	2%	7%	-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
Professionals	✓															
Protective Services: Sworn-Patrol Officers									✓							
Protective Services: Non-sworn									✓							
Administrative Support	✓															
Skilled Craft	✓															

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
Investigator																
Workforce #/%	1/33%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sgt. Deputy																
Workforce #/%	8/80%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lt. Deputy																
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%
Captain																
Workforce #/%	2/100%	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%
Captain/Chief Deputy																
Workforce #/%	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%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	28/72%	7/18%	2/5%	0/3%	1/3%	0/0%	0/0%	0/0%	1/3%	0/0%	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

Human Resources Generalist

08-11-2020

[signature]

[title]

[date]