

# EEO Utilization Report

## Organization Information

Name: Effingham County

City: Effingham

State: IL

Zip: 62401

Type: County/Municipal Court

## **Section 1: EEO Policy Statement**

### **Policy Statement:**

See Attachment

## **Section 5: Narrative Interpretation of Data**

Particular job categories with notable underrepresentation of employees of a particular race and sex for Effingham County has shown to be white males in the job categories of Administrative Assistants and Professionals. This underrepresentation mainly extends from the labor pool that show interest in jobs within our organization for those jobs. It may be in the best interest of our organization to investigate other avenues of sharing information of job openings in our organization to possibly capture these types of employees in our labor pool options.

## **Section 6: Objectives and Steps**

### **1. Investigate other avenues of informing the public of job openings in our organization**

- a. Complete a census with department heads on avenues they are implementing to notify the public of job opportunities.

## **Section 7: Dissemination Strategy: Internal**

EEO Utilization Report will be disseminated inside our organization through email to all department heads with request to be shared with all staff. EEO Utilization Report will be disseminated to the general public with posting on website.

## **Section 7: Dissemination Strategy: External**

Post EEO Utilization Report on website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Effingham 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
<b>Officials/Administrators</b>														
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,545/62%	50/2%	4/0%	0/0%	20/1%	0/0%	0/0%	835/34%	20/1%	4/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-12%	-2%	-0%	0%	-1%	0%	0%	16%	-1%	-0%	0%	0%	0%	0%
<b>Professionals</b>														
Workforce #/%	7/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	25/76%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,040/37%	4/0%	0/0%	0/0%	20/1%	0/0%	4/0%	1,710/60%	15/1%	15/1%	0/0%	15/1%	0/0%	20/1%
Utilization #/%	-15%	-0%	0%	0%	-1%	0%	-0%	16%	-1%	3%	0%	-1%	0%	-1%
<b>Technicians</b>														
Workforce #/%	3/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,300/58%	35/2%	20/1%	0/0%	0/0%	0/0%	0/0%	825/37%	15/1%	25/1%	4/0%	10/0%	0/0%	4/0%
Utilization #/%	2%	-2%	-1%	0%	0%	0%	0%	3%	-1%	-1%	-0%	-0%	0%	-0%
<b>Protective Services: Sworn</b>														
Workforce #/%	52/88%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	190/86%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	30/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	2%	0%	0%	0%	0%	0%	0%	-2%	0%	0%	0%	0%	0%	0%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	30/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Administrative Support</b>														
Workforce #/%	23/26%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	65/73%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,735/36%	25/1%	0/0%	0/0%	4/0%	0/0%	10/0%	3,030/62%	50/1%	4/0%	0/0%	0/0%	0/0%	4/0%
Utilization #/%	-10%	-1%	0%	0%	-0%	0%	-0%	11%	0%	-0%	0%	0%	0%	-0%
<b>Skilled Craft</b>														

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 #/%	10/100%	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 #/%	2,110/92%	25/1%	10/0%	0/0%	4/0%	0/0%	4/0%	145/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	8%	-1%	-0%	0%	-0%	0%	-0%	-6%	0%	0%	0%	0%	0%	0%
<b>Service/Maintenance</b>														
Workforce #/%	8/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,635/53%	90/1%	10/0%	0/0%	50/1%	0/0%	55/1%	2,830/42%	90/1%	15/0%	4/0%	15/0%	0/0%	15/0%
Utilization #/%	13%	-1%	-0%	0%	-1%	0%	-1%	-8%	-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
<b>Professionals</b>	✓													
<b>Administrative Support</b>	✓													

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.

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[signature]

[title]

[date]