

EEO Utilization Report

Organization Information

Name: Story County

City: Nevada

State: IA

Zip: 50201

Type: County/Municipal Law Enforcement

Thu 04-25-2024 09:20:02 EDT

Section 1: EEO Policy Statement

Policy Statement:

Policy Statement:

It is the policy of Story County to implement equal opportunity to all qualified employees and applicants for employment, without unlawful regard to race, religion, creed, color, sex, age, national origin, sexual orientation (defined as both actual and perceived heterosexuality, homosexuality and bisexuality), gender identity (defined as gender-related identity, regardless of the persons assigned sex at birth), or disability, and positive action shall be taken to ensure the fulfillment of this policy. The obligation includes: hiring, placement, upgrading, transfer, or demotion; recruitment; advertising, or solicitation for employment; treatment during employment; rates of pay or other forms of compensation; selection for training; layoffs or termination.

Section 5: Narrative Interpretation of Data

In reviewing the Utilization Analysis Chart, the Human Resources Department for Story County has made the following observations:

Story County is underutilized, meaning showing two or more standard deviations, in White Male Administrative Support (-26%), Black or African American Female Protective Services Sworn (-10%) and Black or African American Male Protective Services Sworn (-13%).

Story County is committed to having a workforce that reflects the community it serves. The County will continue to examine its recruitment and retention practices giving particular attention to the underutilized categories.

Section 6: Objectives and Steps

1. Continue to research and implement best practices that promote the hiring, retention and advancement of employees.

- a. Story County will continue to offer employee development opportunities to shape a more efficient, competitive and engaged workforce.
- b. Story County will continue to educate employees, supervisors and managers on the prevention of discrimination and harassment.
- c. Story County will continue to educate managers and supervisors on the Americans with Disabilities Act as amended and reasonable accommodations.
- d. Story County will continue to take affirmative steps to attract and retain qualified employees.
- e. Story County will continue to increase its participation in job fairs and other recruitment events, continue to explore non-traditional ways of recruiting applicants, attend symposiums, conference and training opportunities on diversity and inclusion, and enhance outreach efforts to attract a diverse group of applicants for open positions within the County.

2. To encourage the underrepresented groups to apply for vacancies in the Administrative Support and Protective Services Sworn categories.

- a. Story County will continue to review the composition of the applicant pool for all vacancies in these job categories to determine whether the identified groups of applicants were under-represented. Review of applicant data that is required to be kept under EEOP regulations will help the Human Resources Department determine if any steps in the application process have an impact on screening out the under-represented groups.
- b. Story County will continue increase its presence at career fairs within and outside Story County to recruit individuals in the underutilized categories.
- c. Human Resources will continue to enhance outreach efforts that target the identified groups in these job categories by researching professional organizations and job boards and attempt to identify organizations specifically aimed at the underutilized categories job seekers and advertise or post open positions there.

Section 7: Dissemination Strategy: Internal

Distribute an electronic copy of the Utilization Report to Department Heads, Elected Officials and Management.

Place the EEOP Utilization Report on the the S:drive.

Send an email to all employees stating the EEOP Utilization Report is on the employee intranet and a hard copy of the report is available upon request.

Section 7: Dissemination Strategy: External

Post a copy of the EEOP Utilization Report on Story County's website.

Place a hard copy of the EEOP Utilization Report with other Story County information for the public.

Utilization Analysis Chart
Relevant Labor Market: Story County
, Iowa

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 #/%	17/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	13/41%	0/0%	1/3%	0/0%	1/3%	0/0%	0/0%
CLS #/%	3,460/54%	70/1%	60/1%	0/0%	185/3%	0/0%	4/0%	2,290/36%	85/1%	20/0%	0/0%	120/2%	0/0%	140/2%
Utilization #/%	-1%	-1%	-1%	0%	-3%	0%	-0%	5%	-1%	3%	0%	1%	0%	-2%
Professionals														
Workforce #/%	16/52%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/48%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,170/40%	185/1%	190/1%	0/0%	1,095/7%	0/0%	150/1%	6,365/41%	215/1%	100/1%	0/0%	890/6%	0/0%	70/0%
Utilization #/%	12%	-1%	-1%	0%	-7%	0%	-1%	7%	-1%	-1%	0%	-6%	0%	-0%
Technicians														
Workforce #/%	10/83%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,435/51%	55/1%	110/2%	0/0%	100/2%	0/0%	85/2%	1,620/34%	65/1%	40/1%	0/0%	125/3%	0/0%	145/3%
Utilization #/%	32%	-1%	-2%	0%	-2%	0%	-2%	-17%	-1%	-1%	0%	-3%	0%	-3%
Protective Services:														
Sworn														
Workforce #/%	31/86%	0/0%	0/0%	0/0%	0/0%	0/0%	2/6%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	280/62%	10/2%	60/13%	0/0%	10/2%	0/0%	0/0%	50/11%	0/0%	45/10%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	25%	-2%	-13%	0%	-2%	0%	6%	-3%	0%	-10%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	19/63%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/37%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	90/57%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	65/41%	4/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	7%	0%	0%	0%	0%	0%	0%	-4%	-3%	0%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	3/5%	0/0%	1/2%	0/0%	1/2%	0/0%	0/0%	52/87%	1/2%	1/2%	0/0%	1/2%	0/0%	0/0%
CLS #/%	3,295/31%	115/1%	155/1%	15/0%	125/1%	0/0%	60/1%	6,280/60%	160/2%	40/0%	85/1%	140/1%	0/0%	75/1%
Utilization #/%	-26%	-1%	0%	-0%	0%	0%	-1%	27%	0%	1%	-1%	0%	0%	-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 #/%	27/100%	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 #/%	2,870/92%	90/3%	4/0%	0/0%	10/0%	4/0%	30/1%	105/3%	4/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	8%	-3%	-0%	0%	-0%	-0%	-1%	-3%	-0%	0%	0%	0%	0%	0%
Service/Maintenance														
Workforce #/%	11/41%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	16/59%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,120/45%	460/3%	190/1%	65/0%	370/3%	0/0%	165/1%	5,545/41%	155/1%	140/1%	15/0%	135/1%	0/0%	210/2%
Utilization #/%	-4%	-3%	-1%	-0%	-3%	0%	-1%	18%	-1%	-1%	-0%	-1%	0%	-2%

Significant Underutilization Chart

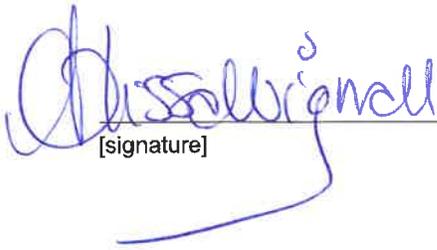
Job Categories	Male						Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Protective Services: Sworn			✓							✓				
Administrative Support	✓													

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
Captain														
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%
Lieutenant														
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%
Sergeant														
Workforce #/%	5/83%	0/0%	0/0%	0/0%	0/0%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Park Ranger														
Workforce #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Parks Superintendent														
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%
Protective Services:														
Sworn-Patrol Officers														
Workforce #/%	2/191%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/9%	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.

A handwritten signature in blue ink, appearing to read "Dissolbrignell", written over a horizontal line. The signature is stylized and cursive.

[signature]

Director of Internal Operation and Human Resources

[title]

April 25, 2024

[date]

