

EEO Utilization Report

Organization Information

Name: Chippewa County

City: Chippewa Falls

State: WI

Zip: 54729

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Equal Employment Opportunity

It is the policy of Chippewa County to provide equal opportunity in employment to all qualified employees and applicants for employment. Positive action is required from all employees to help ensure that Chippewa County complies with its obligations under state and federal law. Equal consideration to all qualified persons includes, but is not limited to, the following functions:

1. Hiring, placement, promotion, transfer, or demotion;
2. Recruitment;
3. Compensation for employment;
4. Conditions of employment;
5. Training; and,
6. Involuntary layoff or separation from employment.

The policy objective of Chippewa County is to employ individuals who are qualified for specific work by such job-related standards as experience, demonstrated attitude and skill, education, training, overall ability and other relevant considerations.

Chippewa County is an equal opportunity employer and complies with the principles and practices of equal opportunity employment applicable by Federal, State and local laws and regulations prohibiting employment discrimination on the basis of race, color, age, religion, sex, sexual orientation, national origin, disability, marital status, veteran status, political affiliation, arrest and conviction record or other non-job related factors protected by law. In compliance with the Americans with Disabilities Act, Chippewa County will provide reasonable accommodations to qualified individuals with disabilities and encourages employees to discuss potential accommodations with the employer.

Violations and/or complaints of this section shall be referred to the Human Resources Director or County Administrator. It is the intent that issues be dealt with in a timely and appropriate manner.

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart, the Human Resources Office for Chippewa County made the following observations:

Given the small numbers in the job categories Officials/Administrators (19), Technicians (27), Protective-Sworn (21), Protective-Non-Sworn (33) and Service-Maintenance (29) it is difficult to interpret the level of underutilization in each job category as significant

in relation to the relevant community labor market; nonetheless, it is noteworthy to address:

(Administrative Support) and (Professional) there is an underutilization of White males.

In keeping with Chippewa County's commitment to having a workforce that reflects the community it serves, Chippewa County will examine its recruitment and retention practices to see if there may be ways to attract more White males to apply for Administrative Support and Professional positions. Chippewa County continues to recruit for all positions without considering demographics in search of diversity.

Per the Utilization Analysis Chart, white males were underutilized in the Protective Services: Non-Sworn category.

However, Chippewa County has gender requirements in the Jail for staffing per state statute. Therefore, the +29% in the Utilization Analysis Chart for white females accounts for the opposite end of the standard deviation as we are required to employ a specific quantity of female Jailers, as opposed to males.

Step 5: Objectives and Steps

1. Our objective is to provide equal employment opportunities for males and females when our organization fills vacancies that become available in the Administrative Support and Professional job categories.

- a. Chippewa County will continue to advertise Administrative Support and Professional vacancies to all members of the public in multiple avenues to ensure both males and females have an equal opportunity for an Administrative Support and Professionals job category position.
- b. Chippewa County also asks all new hires to report where they heard about a job advertisement. Chippewa County will continue to analyze this data to determine new and innovative ways to recruit male Administrative Support and Professionals staff.
- c. Building on Chippewa County's already established procedure to conduct exit interviews with all employees who voluntarily leave, Chippewa County will review the comments from all white males who voluntarily left and who had three years of service or less. Based on this research, Chippewa County will review how its employment practices may affect the recruitment and retention of male Administrative Support and Professionals staff.

Step 6: Internal Dissemination

Chippewa County will post the EEO Utilization Report on Chippewa County's intranet and a copy can always be requested or viewed at Chippewa County's Human Resources Division.

Step 7: External Dissemination

Chippewa County will post the EEO Utilization Report on Chippewa County's public website and a copy can always be requested or viewed at Chippewa County's Human Resources Department.

Utilization Analysis Chart
Relevant Labor Market: Chippewa County, Wisconsin

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 #/%	10/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,990/69%	0/0%	0/0%	0/0%	15/1%	0/0%	4/0%	0/0%	855/30%	0/0%	0/0%	4/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-17%	0%	0%	0%	-1%	0%	-0%	0%	18%	0%	0%	-0%	0%	0%	0%	0%
Professionals																
Workforce #/%	20/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	74/78%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	1,355/37%	25/1%	0/0%	0/0%	30/1%	0/0%	10/0%	0/0%	2,170/59%	14/0%	25/1%	0/0%	20/1%	0/0%	0/0%	0/0%
Utilization #/%	-16%	-1%	0%	0%	-1%	0%	-0%	0%	18%	-0%	-1%	0%	-1%	0%	1%	0%
Technicians																
Workforce #/%	23/85%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	295/41%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	420/58%	0/0%	0/0%	0/0%	10/1%	0/0%	0/0%	0/0%
Utilization #/%	44%	0%	0%	0%	0%	0%	0%	0%	-43%	0%	0%	0%	-1%	0%	0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	11/92%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	515/82%	0/0%	15/2%	0/0%	0/0%	0/0%	0/0%	0/0%	100/16%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	0%	-2%	0%	0%	0%	0%	0%	-8%	0%	0%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	20/95%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	2,030/50%	0/0%	155/4%	20/0%	0/0%	0/0%	0/0%	0/0%	1,840/45%	20/0%	0/0%	8/0%	20/0%	0/0%	0/0%	0/0%
Utilization #/%	46%	0%	-4%	-0%	0%	0%	0%	0%	-40%	-0%	0%	-0%	-0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	19/58%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	13/39%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	35/90%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/10%	0/0%	0/0%	0/0%	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
Utilization #/%	-32%	0%	0%	0%	3%	0%	0%	0%	29%	0%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	10/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	95/86%	0/0%	2/2%	0/0%	2/2%	0/0%	1/1%	0/0%
CLS #/%	2,190/36%	35/1%	0/0%	0/0%	4/0%	0/0%	0/0%	20/0%	3,765/62%	40/1%	0/0%	15/0%	4/0%	0/0%	8/0%	4/0%
Utilization #/%	-27%	-1%	0%	0%	-0%	0%	0%	-0%	24%	-1%	2%	-0%	2%	0%	1%	-0%
Skilled Craft																
Workforce #/%	51/100%	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%
CLS #/%	2,515/93%	0/0%	0/0%	20/1%	30/1%	0/0%	19/1%	4/0%	100/4%	0/0%	0/0%	0/0%	4/0%	0/0%	0/0%	0/0%
Utilization #/%	7%	0%	0%	-1%	-1%	0%	-1%	-0%	-4%	0%	0%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	12/41%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	17/59%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,715/57%	125/1%	70/1%	15/0%	55/1%	0/0%	25/0%	0/0%	3,930/39%	20/0%	25/0%	10/0%	45/0%	10/0%	0/0%	0/0%
Utilization #/%	-16%	-1%	-1%	-0%	-1%	0%	-0%	0%	19%	-0%	-0%	-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
Professionals	✓															
Protective Services: Non-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
Protective Services: Sworn-Sheriff																
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-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-Lieutenant																
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%
Protective Services : Sworn-Sergeant																
Workforce #/%	3/100%	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-Investigator																
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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	20/95%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	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: Toni Hohlfelder

Human Resources Director

01-25-2019

[signature]

[title]

[date]