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# EEO Utilization Report

## Organization Information

Name: County Of Perry, Illinois

City: Pinckneyville

State: IL

Zip: 62274

Type: County/Municipal Government (not law enforcement)

## Step 1: Introductory Information

### **Policy Statement:**

see attached

Following File has been uploaded:DOC066.pdf

## Step 4b: Narrative of Interpretation

1. White males are under-represented in Officials, professionals, protective services non sworn, and administrative support. Some of this is due to the job concept and tasking that equates into job interest.
2. White Females are slightly under represented in sworn officials and there is a moderate difference in the skilled craft category. This is primarily due to lack of skilled female laborers in the area.
3. For our population, minority employees both male and female are well represented.

## Step 5: Objectives and Steps

### **1. To encourage White males to apply for vacancies in the Officials, Professionals, Protective-Service Non-Sworn and Administrative support categories.**

- a. The County will enhance outreach efforts that target White male applicants in these job categories (e.g., presentations at regional professional conferences, trade associations, job fairs, and educational institutions). Organizations that the County has worked with in the past in successfully recruiting male employees, and which the County will approach in this outreach effort, are as follows: County Associations; Clubs; Sorority; media sources.

### **2. To encourage White females to apply for vacancies in the Officials, Protective-Service Sworn and Skilled Craft job categories.**

- a. The County will enhance outreach efforts that target White female applicants in these job categories (e.g., presentations at regional professional conferences, trade associations, job fairs, and educational institutions). Organizations that the County has worked with in the past in successfully recruiting female employees, and which the County will approach in this outreach effort, are as follows: County Association of Professional Women; the County Women's Club; Sororities, and local colleges/universities etc.

## Step 6: Internal Dissemination

Placing a copy of the Report in the recipient's policies and procedures manual;

Posting information on bulletin boards in employee break areas about how to obtain a copy;

Distributing a copy of the EEOP Report to all of a recipient's supervisors, department heads, or elected officials;

## Step 7: External Dissemination

Notifying applicants, vendors and contractors in writing that the recipient has developed an EEOP Report and that it is available on request for review;

Posting a copy of the Report on the recipient's public website

**Utilization Analysis Chart**  
**Relevant Labor Market: Perry 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 #/%                         | 8/62%   | 1/8%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 4/31%   | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| CLS #/%                               | 450/68% | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 210/32% | 4/1%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| Utilization #/%                       | -6%     | 8%                 | 0%                        | 0%                               | 0%    | 0%  | 0%                | 0%     | -1%     | -1%                | 0%                        | 0%                               | 0%    | 0%  | 0%                | 0%    |
| <b>Professionals</b>                  |         |                    |                           |                                  |       |   |                   |        |         |                    |                           |                                  |       |   |                   |       |
| Workforce #/%                         | 3/16%   | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 16/84%  | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| CLS #/%                               | 285/29% | 0/0%               | 0/0%                      | 0/0%                             | 10/1% | 0/0%                                      | 20/2%             | 0/0%   | 710/69% | 0/0%               | 0/0%                      | 0/0%                             | 4/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| Utilization #/%                       | -12%    | 0%                 | 0%                        | 0%                               | -1%   | 0%  | -2%               | 0%     | 15%     | 0%                 | 0%                        | 0%                               | -0%   | 0%  | 0%                | 0%    |
| <b>Technicians</b>                    |         |                    |                           |                                  |       |   |                   |        |         |                    |                           |                                  |       |   |                   |       |
| Workforce #/%                         | 0/      | 0/                 | 0/                        | 0/                               | 0/    | 0/  | 0/                | 0/     | 0/      | 0/                 | 0/                        | 0/                               | 0/    | 0/  | 0/                | 0/    |
| CLS #/%                               | 40/21%  | 0/0%               | 4/2%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 145/77% | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| Utilization #/%                       |         |                    |                           |                                  |       |   |                   |        |         |                    |                           |                                  |       |   |                   |       |
| <b>Protective Services:</b>           |         |                    |                           |                                  |       |   |                   |        |         |                    |                           |                                  |       |   |                   |       |
| <b>Sworn-Officials</b>                |         |                    |                           |                                  |       |   |                   |        |         |                    |                           |                                  |       |   |                   |       |
| Workforce #/%                         | 16/80%  | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 4/20%   | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| CLS #/%                               | 340/71% | 25/5%              | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 115/24% | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| Utilization #/%                       | 9%      | -5%                | 0%                        | 0%                               | 0%    | 0%  | 0%                | 0%     | -4%     | 0%                 | 0%                        | 0%                               | 0%    | 0%  | 0%                | 0%    |
| <b>Protective Services:</b>           |         |                    |                           |                                  |       |   |                   |        |         |                    |                           |                                  |       |   |                   |       |
| <b>Sworn-Patrol Officers</b>          |         |                    |                           |                                  |       |   |                   |        |         |                    |                           |                                  |       |   |                   |       |
| 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%  |
| Civilian Labor Force #/%              | 0/      | 0/                 | 0/                        | 0/                               | 0/    | 0/  | 0/                | 0/     | 0/      | 0/                 | 0/                        | 0/                               | 0/    | 0/  | 0/                | 0/    |
| Utilization #/%                       |         |                    |                           |                                  |       |   |                   |        |         |                    |                           |                                  |       |   |                   |       |
| <b>Protective Services: Non-sworn</b> |         |                    |                           |                                  |       |   |                   |        |         |                    |                           |                                  |       |   |                   |       |
| Workforce #/%                         | 0/0%    | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 6/86%   | 0/0%               | 1/14%                     | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| CLS #/%                               | 405/29% | 0/0%               | 0/0%                      | 0/0%                             | 4/0%  | 0/0%                                      | 4/0%              | 0/0%   | 980/70% | 4/0%               | 4/0%                      | 0/0%                             | 4/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| Utilization #/%                       | -29%    | 0%                 | 0%                        | 0%                               | -0%   | 0%  | -0%               | 0%     | 16%     | -0%                | 14%                       | 0%                               | -0%   | 0%  | 0%                | 0%    |
| <b>Administrative Support</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 #/%        | 0/0%      | 0/0%               | 1/5%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 18/86%    | 1/5%               | 1/5%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| CLS #/%              | 650/94%   | 0/0%               | 4/1%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 35/5%     | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| Utilization #/%      | -94%      | 0%                 | 4%                        | 0%                               | 0%    | 0%  | 0%                | 0%     | 81%       | 5%                 | 5%                        | 0%                               | 0%    | 0%  | 0%                | 0%    |
| <b>Skilled Craft</b> |           |                    |                           |                                  |       |   |                   |        |           |                    |                           |                                  |       |   |                   |       |
| Workforce #/%        | 14/88%    | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%   | 2/12%     | 0/0%               | 0/0%                      | 0/0%                             | 0/0%  | 0/0%                                      | 0/0%              | 0/0%  |
| CLS #/%              | 1,180/53% | 4/0%               | 10/0%                     | 0/0%                             | 15/1% | 0/0%                                      | 0/0%              | 0/0%   | 1,010/45% | 8/0%               | 4/0%                      | 0/0%                             | 10/0% | 0/0%                                      | 0/0%              | 0/0%  |
| Utilization #/%      | 35%       | -0%                | -0%                       | 0%                               | -1%   | 0%  | 0%                | 0%     | -33%      | -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: Steven E Bareis

Sheriff

01-22-2019

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