

EEO Utilization Report

Organization Information

Name: Platte County

City: Platte City

State: MO

Zip: 64079

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Platte County is an equal opportunity employer.

To give equal employment and advancement opportunities to all job applicants and employees, the County makes employment decisions based on a person's performance, qualifications and abilities. Employment decisions and practices will not be influenced or affected by an applicant's or employee's race, color, religion, national origin, ancestry, sex, age, individual genetic information, status as a veteran or disability. This policy applies to all employment practices, including employment, hiring, promotion, discipline, demotions, transfer, layoff, termination, recruitment advertising, rates of pay and other forms of compensation, benefits training and general treatment of employees.

Reviewed by County Attorney November, 2018

Step 4b: Narrative of Interpretation

White females were under represented in the following job categories:

Protective Services (Sworn Patrol Officers)
Service/Maintenance

White male were under represented in the following job categories:

Protective Services (Non-Sworn)
Administrative Support

One significant contributor to under representation is Platte County's unemployment rate in December 2018 was 2.4%, which is lower than the Kansas City region's rate of 3.1% unemployment and the State of Missouri's rate of 3.0% (Source: Platte County Economic Development).

Step 5: Objectives and Steps

1. Analyze all Hiring Processes

- a. Analyze internal recruitment and selection procedures such as job classifications, descriptions, application forms, interview procedures and final selection methods to ensure that equal opportunity is afforded to all qualified individuals
- b. Analyze all hiring processes for the last fiscal year to identify problems/barriers in recruitment selection, training initiatives, and data reporting.
- c. Law enforcement has added a new communications procedure, to sit in 911 observation training, so that the new hire applying for the dispatch position has an understanding of what kind of work they are getting into.

Step 6: Internal Dissemination

Platte County will continue to include our Equal Employment Opportunity on job applications, job boards, job postings and Personnel Policies and Procedures which is presented as part of our New Hire Orientation. The EEOP Utilization report will be provided to each county Department Head and will also be posted internally on the Platte County Website. Information will be posted on bulletin boards located in break areas and available in the Human Resources department.

Step 7: External Dissemination

The EEOP report will be posted on the County's internet web page to ensure that all applicants, vendors, and the general public can gain access to view and print.

Utilization Analysis Chart
Relevant Labor Market: Platte County, Missouri

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 #/%	6/55%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/45%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,750/54%	100/2%	55/1%	0/0%	60/1%	0/0%	4/0%	0/0%	1,755/34%	140/3%	150/3%	4/0%	25/0%	0/0%	44/1%	4/0%
Utilization #/%	1%	-2%	-1%	0%	-1%	0%	-0%	0%	11%	-3%	-3%	-0%	-0%	0%	-1%	-0%
Professionals																
Workforce #/%	17/55%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	13/42%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,310/38%	50/1%	130/2%	4/0%	140/2%	0/0%	19/0%	0/0%	3,180/52%	45/1%	40/1%	15/0%	125/2%	0/0%	40/1%	15/0%
Utilization #/%	17%	-1%	-2%	-0%	1%	0%	-0%	0%	-10%	-1%	-1%	-0%	-2%	0%	-1%	-0%
Technicians																
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%
CLS #/%	510/42%	30/2%	10/1%	0/0%	4/0%	0/0%	0/0%	0/0%	580/48%	10/1%	60/5%	4/0%	0/0%	0/0%	4/0%	0/0%
Utilization #/%	58%	-2%	-1%	0%	-0%	0%	0%	0%	-48%	-1%	-5%	-0%	0%	0%	-0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	17/81%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	3/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	700/72%	24/2%	15/2%	0/0%	0/0%	0/0%	20/2%	0/0%	200/21%	0/0%	10/1%	0/0%	0/0%	0/0%	4/0%	0/0%
Utilization #/%	9%	-2%	3%	0%	0%	0%	-2%	0%	-6%	0%	-1%	0%	0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	54/78%	3/4%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	10/14%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	2,115/40%	290/5%	270/5%	0/0%	85/2%	15/0%	50/1%	4/0%	1,930/36%	110/2%	315/6%	25/0%	60/1%	20/0%	47/1%	0/0%
Utilization #/%	39%	-1%	-5%	1%	-2%	-0%	-1%	-0%	-22%	-2%	-4%	-0%	-1%	-0%	-1%	0%
Protective Services: Non-sworn																
Workforce #/%	18/33%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	32/59%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	130/50%	15/6%	15/6%	0/0%	0/0%	0/0%	0/0%	0/0%	100/38%	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 #/%	-17%	-4%	-4%	0%	0%	0%	0%	0%	21%	2%	2%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	10/14%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	60/83%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,505/34%	120/1%	350/3%	4/0%	70/1%	0/0%	95/1%	4/0%	6,940/52%	320/2%	545/4%	60/0%	140/1%	20/0%	169/1%	4/0%
Utilization #/%	-20%	-1%	-3%	-0%	1%	0%	-1%	-0%	31%	-2%	-3%	-0%	-1%	-0%	-1%	-0%
Skilled Craft																
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%
CLS #/%	3,525/81%	250/6%	80/2%	15/0%	115/3%	0/0%	85/2%	0/0%	170/4%	75/2%	10/0%	0/0%	10/0%	0/0%	0/0%	0/0%
Utilization #/%	19%	-6%	-2%	-0%	-3%	0%	-2%	0%	-4%	-2%	-0%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	32/84%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,635/47%	685/6%	660/5%	20/0%	80/1%	100/1%	30/0%	10/0%	3,470/29%	520/4%	440/4%	15/0%	205/2%	20/0%	99/1%	65/1%
Utilization #/%	37%	2%	-5%	-0%	-1%	-1%	-0%	-0%	-21%	-4%	-4%	-0%	-2%	-0%	-1%	-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
Protective Services: Sworn-Patrol Officers									✓							
Protective Services: Non-sworn	✓															
Administrative Support	✓															
Service/Maintenance									✓							

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
Sergeant																
Workforce #/%	11/79%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	5/100%	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%
Major																
Workforce #/%	0/0%	0/0%	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%
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-Patrol Officers																
Workforce #/%	54/78%	3/4%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	10/14%	0/0%	1/1%	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: Heather Hansen

Payroll Specialist

05-14-2019

[signature]

[title]

[date]