

EEO Utilization Report

Organization Information

Name: COUNTY OF WINNEBAGO

City: ROCKFORD

State: IL

Zip: 61101-1239

Type: County/Municipal Corrections

Section 1: EEO Policy Statement

Policy Statement:

See Attachment

Following File has been uploaded:Discrimination-Harassment Policy REVISED.doc

Section 5: Narrative Interpretation of Data

To ensure equal employment opportunities for Black or African American men and women when our organization fills vacancies that become available in the Professionals job category.

Section 6: Objectives and Steps

1. Promote Employment

- a. Advertise employment opportunities where the demographic is geared towards minorities.

Section 7: Dissemination Strategy: Internal

I am not sure if our EEO Report will be disseminated.

Section 7: Dissemination Strategy: External

I am not sure if our EEO Report will be disseminated.

Utilization Analysis Chart
Relevant Labor Market: Winnebago 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
Officials/Administrators														
Workforce #/%	46/37%	1/1%	1/1%	1/1%	0/0%	1/1%	1/1%	64/51%	5/4%	3/2%	0/0%	1/1%	0/0%	1/1%
CLS #/%	6,875/48%	545/4%	315/2%	0/0%	220/2%	4/0%	135/1%	5,485/39%	220/2%	295/2%	10/0%	50/0%	0/0%	80/1%
Utilization #/%	-11%	-3%	-1%	1%	-2%	1%	-0%	13%	2%	0%	-0%	0%	0%	0%
Professionals														
Workforce #/%	61/45%	2/1%	2/1%	0/0%	2/1%	0/0%	0/0%	55/41%	4/3%	4/3%	0/0%	4/3%	0/0%	1/1%
CLS #/%	8,365/35%	390/2%	505/2%	15/0%	665/3%	0/0%	175/1%	11,580/48%	630/3%	895/4%	30/0%	685/3%	0/0%	210/1%
Utilization #/%	11%	-0%	-1%	-0%	-1%	0%	-1%	-7%	0%	-1%	-0%	0%	0%	-0%
Technicians														
Workforce #/%	13/32%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	22/55%	0/0%	3/8%	0/0%	0/0%	0/0%	1/2%
CLS #/%	7,595/45%	1,355/8%	875/5%	4/0%	220/1%	0/0%	60/0%	4,195/25%	1,280/8%	900/5%	0/0%	190/1%	0/0%	65/0%
Utilization #/%	-13%	-8%	-3%	-0%	-1%	0%	-0%	30%	-8%	2%	0%	-1%	0%	2%
Protective Services: Sworn-Officials														
Workforce #/%	37/77%	0/0%	4/8%	0/0%	1/2%	0/0%	0/0%	6/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,090/64%	90/5%	165/10%	0/0%	35/2%	0/0%	0/0%	225/13%	10/1%	85/5%	0/0%	0/0%	0/0%	15/1%
Utilization #/%	14%	-5%	-1%	0%	0%	0%	0%	-1%	-1%	-5%	0%	0%	0%	-1%
Protective Services: Non-sworn														
Workforce #/%	161/48%	19/6%	23/7%	0/0%	4/1%	0/0%	0/0%	102/30%	11/3%	14/4%	2/1%	0/0%	0/0%	1/0%
Civilian Labor Force #/%	50/19%	15/6%	70/26%	0/0%	0/0%	0/0%	0/0%	100/37%	10/4%	25/9%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	29%	0%	-19%	0%	1%	0%	0%	-7%	-0%	-5%	1%	0%	0%	0%
Administrative Support														
Workforce #/%	35/12%	5/2%	3/1%	0/0%	0/0%	0/0%	0/0%	194/65%	27/9%	27/9%	0/0%	3/1%	0/0%	3/1%
CLS #/%	7,765/25%	1,330/4%	595/2%	35/0%	335/1%	0/0%	140/0%	17,120/54%	1,750/6%	1,800/6%	85/0%	375/1%	10/0%	320/1%

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 #/%	-13%	-3%	-1%	-0%	-1%	0%	-0%	11%	4%	3%	-0%	-0%	-0%	-0%
Skilled Craft														
Workforce #/%	44/85%	2/4%	4/8%	0/0%	0/0%	0/0%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	7,200/78%	845/9%	265/3%	4/0%	120/1%	0/0%	75/1%	500/5%	130/1%	100/1%	0/0%	20/0%	0/0%	4/0%
Utilization #/%	7%	-5%	5%	-0%	-1%	0%	-1%	-2%	-1%	-1%	0%	-0%	0%	-0%
Service/Maintenance														
Workforce #/%	29/19%	2/1%	12/8%	0/0%	0/0%	0/0%	0/0%	52/34%	12/8%	45/29%	0/0%	1/1%	0/0%	0/0%
CLS #/%	12,555/35%	3,580/10%	2,405/7%	30/0%	230/1%	35/0%	255/1%	11,180/31%	2,965/8%	2,320/6%	4/0%	360/1%	4/0%	395/1%
Utilization #/%	-16%	-9%	1%	-0%	-1%	-0%	-1%	3%	-0%	23%	-0%	-0%	-0%	-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
Officials/Administrators	✓	✓												
Technicians		✓							✓					
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
Major														
Workforce #/%	0/0%	0/0%	0/0%	0/100%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
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%
Lieutenant														
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%
Detective														
Workforce #/%	10/91%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Investigator														
Workforce #/%	2/67%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Animal Services Officer														
Workforce #/%	3/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/62%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Reserve Deputy														
Workforce #/%	16/84%	0/0%	3/16%	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 #/%	72/67%	11/10%	6/6%	0/0%	0/0%	0/0%	1/1%	17/16%	0/0%	1/1%	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.

[signature]

[title]

[date]