

EEO Utilization Report

Organization Information

Name: County Of Juneau

City: Mauston

State: WI

Zip: 53948

Type: County/Municipal Government (not law enforcement)

Tue 12-08-2020 10:23:16 EST

Step 1: Introductory Information

Policy Statement:

See attachment

Following File has been uploaded:Non discrimination policy.docx

Step 4b: Narrative of Interpretation

After reviewing the Utilization Analysis Chart, only white males are underrepresented in our professional job category.

Step 5: Objectives and Steps

1. To partner with local, post secondary educational institutions to increase our utilization of Juneau County professionals.

- a. Continue offering internships to students from local educational institutions.

2. Maintain and enhance a diverse workforce

- a. Our agency will continue to offer training to employees and uphold a culture which does not tolerate discrimination. We will continue to outreach within our community to encourage women, minorities, and the disabled to apply for open positions and continue making reasonable accommodations to remove employment barriers.

Step 6: Internal Dissemination

Our organization's EEO Utilization Report will be posted on our Intranet, which all our employees have access to and can view at any time.

Step 7: External Dissemination

Our organization's EEO Utilization Report will be posted on our website and Facebook page, which are free and open to the public to view at any time.

Utilization Analysis Chart
Relevant Labor Market: Juneau 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 #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	51/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	655/64%	8/1%	0/0%	4/0%	0/0%	0/0%	0/0%	0/0%	360/35%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-64%	-1%	0%	-0%	0%	0%	0%	0%	65%	0%	0%	0%	0%	0%	0%	0%
Professionals																
Workforce #/%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	32/94%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	395/29%	0/0%	0/0%	50/4%	0/0%	0/0%	10/1%	0/0%	880/66%	0/0%	4/0%	0/0%	4/0%	0/0%	0/0%	0/0%
Utilization #/%	-24%	0%	0%	-4%	0%	0%	-1%	0%	29%	0%	-0%	0%	-0%	0%	0%	0%
Technicians																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	150/54%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	130/46%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-54%	0%	0%	0%	0%	0%	0%	0%	54%	0%	0%	0%	0%	0%	0%	0%
Protective Services:																
Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	400/72%	14/3%	0/0%	0/0%	0/0%	0/0%	49/9%	0/0%	80/14%	10/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	4/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	655/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1,545/69%	10/0%	10/0%	10/0%	4/0%	0/0%	0/0%	0/0%
Utilization #/%	-29%	0%	0%	0%	0%	0%	0%	0%	31%	-0%	-0%	-0%	-0%	0%	0%	0%
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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,085/93 %	10/1 %	10/1 %	0/0 %	0/0 %	0/0 %	4/0 %	0/0 %	45/4 %	0/0 %	10/1 %	0/0 %	0/0 %	0/0 %	0/0 %	0/0 %
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,195/58 %	29/1 %	0/0 %	0/0 %	0/0 %	0/0 %	15/0 %	10/0 %	1,480/39 %	25/1 %	35/1 %	4/0 %	10/0 %	0/0 %	4/0 %	0/0 %
Utilization #/%																

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	✓															

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: Dawn Buchholz

Director of DHS

11-09-2020

[signature]

[title]

[date]