

EEO Utilization Report

Organization Information

Name: McLean County

City: Bloomington

State: IL

Zip: 61701

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

As a matter of policy, McLean County requires employment, training and promotions, and all personnel actions to be based on individual merit and individual capabilities without regard to race, religion, color, national origin, sex, age, or disability. This policy requires full cooperation of all McLean County employees. We choose to follow this policy on the basis of fairness to all individuals rather than on the basis of our legal requirement. McLean County also complies with all applicable federal, state and local laws regarding nondiscriminatory practices.

From the McLean County Code:

<https://www.ecode360.com/13418415>

Step 4b: Narrative of Interpretation

The County Administration Office, in consultation with the County Ethics Officer, reviewed the Utilization Analysis (comparing the County's workforce to the relevant labor market), and note the following:

1. White Males are under-represented in two job categories: Professionals (-10%) and Administrative Support (-12%).
2. White Females are underutilized in the Protective Services Categories, Sworn Officers (-34%) and Non Sworn (-48) as well as jobs in the Service/Maintenance category (-11%)
3. Asian Males were not represented in the Professionals category (-5%)
4. Black Females were under-represented in the job category Protective Services Non Sworn (-9%)

In reviewing the Utilization report submitted by McLean county in 2018, we are able to identify improvement in the recruitment of Black Males, but still identify underutilization of White and Asian Males in the Professional category. It has proved challenging for McLean County to compete with the compensation and benefit packages offered in the local community private sector (two universities, two insurance company headquarters, and two hospitals).

Analysis of underutilization of Females (White and Black) in the Protective Services categories identifies the same concerns from the last analysis, and may require a deeper dive into the data to examine if nursing home facility turnover is impacting the outcomes with non-sworn positions and if hiring requirements, including statutory requirements for law enforcement, is negatively impacting the number of candidates.

Improvements have been identified in the Service/Maintenance category with regard to Hispanic/Latino Males, however, challenges are still identified with regard to White Females.

We have formulated our objectives and the steps to achieve them based on our efforts over the past two years.

Step 5: Objectives and Steps

1. To encourage Black females to apply for vacancies in the Protective Service Non-Sworn job category

- a. Identify females who initiate the application process but then withdraw to assess the reason for dropping out.
- b. Within six months of the date of this report, McLean County in conjunction with the HR division will statistically evaluate if there are any commonalities identified in exit interviews for reasons Black females leave the employ of the County, specifically in the positions within the Protective Service Non-sworn job category.
- c. Within four months of the date of this report, McLean County will consult with the HR division to review data from the HR software and examine patterns in hiring practices, including applicant flow data, to see whether Black females were present in the applicant pool and to identify potential obstacles in the selection process that may have had an adverse effect of Black female candidates.
- d. Consult with local Universities, law enforcement associations, and womens professional associations to solicit advice for recruitment and retention of Black females for positions in Protective Service Non-Sworn job category, including enhanced outreach (e.g. participation in regional conferences, trade associations, job fairs).

2. To encourage Asian males to apply for vacancies in the Professionals category.

- a. Within four months of the date of this report, McLean County will consult with the HR division to review data from the HR software and examine patterns of hiring Professionals in all County departments and offices in the last three fiscal years, including applicant flow data, to see whether Asian males were present in the applicant pool and to identify potential obstacles in the selection process that may have had an adverse effect of Asian male candidates.
- b. Within six months of the date of this report, McLean County in conjunction with the HR division will consult with local business councils, including any local Asian councils to solicit advice for recruitment and retention of Asian male Professionals.
- c. Consult with local Universities and Asian student groups to solicit advice for recruitment and retention of recent Asian male graduates.

3. To encourage White males to apply for vacancies in the Professionals, and Administrative Support categories.

- a. Within four months of the date of this report, McLean County will consult with the HR division to review data from the HR software and examine patterns of hiring Professionals and Administrative Support positions in all County departments and offices in the last three fiscal years, including applicant flow data, to see whether White males were present in the applicant pool and to identify potential obstacles in the selection process that may have had an adverse effect of White male candidates.
- b. Within six months of the date of this report, McLean County in conjunction with the HR division will statistically evaluate if there are any commonalities identified in exit interviews for reasons to leave the employ of the County.
- c. Consult with local Universities and business councils to solicit advice for recruitment and retention of White male Professionals and recruitment of new graduates for Administrative Support positions

4. To encourage White females to apply for vacancies in the Protective Service Sworn, Protective Service Non Sworn, and Service Maintenance job categories

- a. Identify females who initiate the application process but then withdraw to assess the reason for dropping out
- b. Within six months of the date of this report, McLean County in conjunction with the HR division will statistically evaluate if there are any commonalities identified in exit interviews for reasons White females leave the employ of the County, specifically in the positions of Protective Service worn, Protective Service Non-sworn, and Service Maintenance jobs.
- c. Within four months of the date of this report, McLean County will consult with the HR division to review data from the HR software and examine patterns in hiring practices, including applicant flow data, to see whether White females were present in the applicant pool and to identify potential obstacles in the selection process that may have had an adverse effect of White female candidates.
- d. Consult with local Universities, law enforcement associations, and laborer groups to solicit advice for recruitment and retention of White females for positions in Protective Service Sworn, Protective Service Non-Sworn, and Service Maintenance job categories, including enhanced outreach (e.g. participation in regional conferences, trade associations, job fairs).

Step 6: Internal Dissemination

1. Distribute a copy of the EEOP Utilization Report to all Department Heads.
2. Post a statement on the McLean County employee intranet information employees that a copy of the EEOP Utilization Report is available in the County Administrators Office upon request.
3. Include a copy of the EEOP Utilization Report among materials available through the Human Resources Office.

Step 7: External Dissemination

McLean County will externally disseminate the EEOP Utilization Report by:

1. Posting a statement on the application portal that a copy of the EEOP Utilization Report is available from the County Administration Office upon Request
2. Posting a statement on the McLean County public website that a copy of the EEOP Utilization Report is available from the County Administration Office upon Request
3. Posting a statement with all Request for Proposals from vendors and contractors that a copy of the EEOP Utilization Report is available from the County Administration Office upon Request

Utilization Analysis Chart
Relevant Labor Market: McLean 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 #/%	10/53%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	7/37%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,275/47%	160/1%	245/2%	0/0%	180/1%	0/0%	14/0%	4/0%	5,620/42%	170/1%	555/4%	0/0%	100/1%	15/0%	10/0%	0/0%
Utilization #/%	6%	-1%	3%	0%	-1%	0%	-0%	-0%	-5%	4%	-4%	0%	-1%	-0%	-0%	0%
Professionals																
Workforce #/%	54/26%	2/1%	5/2%	0/0%	5/2%	0/0%	0/0%	0/0%	117/57%	9/4%	9/4%	0/0%	4/2%	0/0%	1/0%	0/0%
CLS #/%	7,075/37%	230/1%	505/3%	0/0%	1,375/7%	0/0%	165/1%	85/0%	9,040/47%	170/1%	240/1%	25/0%	395/2%	0/0%	75/0%	0/0%
Utilization #/%	-10%	-0%	-0%	0%	-5%	0%	-1%	-0%	10%	3%	3%	-0%	-0%	0%	0%	0%
Technicians																
Workforce #/%	29/45%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	27/42%	1/2%	6/9%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	985/35%	4/0%	30/1%	0/0%	185/7%	0/0%	4/0%	0/0%	1,430/51%	35/1%	15/1%	0/0%	125/4%	0/0%	0/0%	0/0%
Utilization #/%	10%	-0%	-1%	0%	-5%	0%	-0%	0%	-9%	0%	9%	0%	-4%	0%	0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	13/100%	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 #/%	890/69%	15/1%	135/11%	0/0%	0/0%	0/0%	4/0%	0/0%	185/14%	0/0%	55/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	31%	-1%	-11%	0%	0%	0%	-0%	0%	-14%	0%	-4%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	35/92%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	2,905/46%	410/7%	315/5%	0/0%	0/0%	0/0%	55/1%	0/0%	2,265/36%	95/2%	135/2%	0/0%	75/1%	0/0%	0/0%	0/0%
Utilization #/%	46%	-1%	-5%	0%	0%	0%	-1%	0%	-34%	-2%	-2%	0%	-1%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	71/62%	2/2%	11/10%	0/0%	0/0%	0/0%	2/2%	0/0%	25/22%	0/0%	2/2%	0/0%	0/0%	1/1%	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
CLS #/%	55/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	195/70%	0/0%	30/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	43%	2%	10%	0%	0%	0%	2%	0%	-48%	0%	-9%	0%	0%	1%	0%	0%
Administrative Support																
Workforce #/%	67/19%	0/0%	6/2%	0/0%	1/0%	0/0%	0/0%	0/0%	234/68%	6/2%	28/8%	0/0%	2/1%	0/0%	1/0%	0/0%
CLS #/%	8,780/31%	320/1%	480/2%	20/0%	160/1%	0/0%	29/0%	0/0%	16,400/58%	495/2%	1,065/4%	45/0%	345/1%	0/0%	115/0%	45/0%
Utilization #/%	-12%	-1%	0%	-0%	-0%	0%	-0%	0%	10%	-0%	4%	-0%	-1%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	4/100%	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 #/%	5,200/86%	300/5%	135/2%	0/0%	30/0%	0/0%	20/0%	4/0%	330/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	14%	-5%	-2%	0%	-0%	0%	-0%	-0%	-5%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	65/55%	2/2%	6/5%	0/0%	1/1%	0/0%	0/0%	0/0%	29/25%	1/1%	14/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	10,380/48%	975/5%	1,095/5%	55/0%	75/0%	0/0%	55/0%	15/0%	7,600/35%	445/2%	585/3%	0/0%	155/1%	0/0%	33/0%	15/0%
Utilization #/%	7%	-3%	-0%	-0%	0%	0%	-0%	-0%	-11%	-1%	9%	0%	-1%	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: 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
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%
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%
Lieutenant																
Workforce #/%	4/100%	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%
Sergeant																
Workforce #/%	7/100%	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 #/%	35/92%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/3%	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: Cassy Taylor

Assistant County Administrator

01-15-2021

[signature]

[title]

[date]