

# 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 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 males were under represented in the following job categories:

Protective Services (Non-Sworn)  
Administrative Support

#### **Step 5: Objectives and Steps**

##### **1. Review recruitment and onboarding processes**

- a. Expand recruitment area to other areas outside the metro.
- b. Advertise the job openings through the newspaper, social media, job fairs and other sources designed to target under represented categories.
- c. Applicants must complete a detailed application process. Successful applicants will also be required to complete standardized testing, CVSA truth verification, rigorous oral board interview, and a thorough background investigation.

#### **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. The EEOP will also be posted on the 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 Platte County 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																																																																																																																																																																																																																																																																																																																																																																																											
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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%	-2%	0%	0%	0%	0%	0%	17%	2%	3%	0%	2%	0%	0%	0%				
<b>Administrative Support</b>																				
Workforce #%	20/22%	0/0%	0/0%	0/0%	1/-%	0/0%	0/0%	69/76%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #%	4,605/34%	12/1%	39/3%	4/0%	7/1%	0/0%	4/0%	6,940/52%	32/2%	54/4%	6/0%	14/1%	20/0%	16/1%	16/1%	4/0%				
Utilization #%	-12%	-1%	-3%	-0%	1%	0%	-0%	24%	-1%	-4%	-0%	-1%	-0%	-1%	-1%	-0%				
<b>Skilled Craft</b>																				
Workforce #%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/				
CLS #%	3,825/81%	25/6%	86/2%	15/0%	115/3%	0/0%	85/2%	17/4%	75/2%	10/0%	10/0%	10/0%	10/0%	0/0%	0/0%	0/0%				
Utilization #%																				
<b>Service/Maintenance</b>																				
Workforce #%	29/78%	3/9%	0/0%	0/0%	0/0%	0/0%	0/0%	67/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLS #%	5,635/47%	585/5%	650/5%	20/0%	80/1%	100/1%	300/0%	3,470/29%	52/0%	440/4%	16/0%	206/2%	200/0%	99/1%	65/1%	65/1%				
Utilization #%	30%	2%	-5%	-0%	-1%	-1%	-0%	.13%	-4%	-4%	-4%	-0%	-7%	-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	✓															

### Law Enforcement Category Rank Chart

Job Categories	Male						Female									
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Maine Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Maine Hawaiian or Other Pacific Islander	Two or More Races	Other
Protective Services: Sworn-Patrol Officers	81.72%	4.4%	2.2%	1.0%	0.0%	0.0%	0.0%	0.0%	23.21%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Workforce #%																

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

04-21-2021

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[signature]

[title]

[date]