

# EEO Utilization Report

## Organization Information

Name: Larimer County District Attorney's Office

City: Fort Collins

State: CO

Zip: 80521

Type: County/Municipal Government

## **Section 1: EEO Policy Statement**

### **Policy Statement:**

#### **I. EQUAL EMPLOYMENT OPPORTUNITY AND UNLAWFUL HARASSMENT**

Larimer County is dedicated to the principles of equal employment opportunity (reference G). We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race, sex (including pregnancy), color, religion, national origin, disability, genetic information, sexual orientation, gender identity, gender expression, military or veteran status, or any other applicable status protected by Federal, State or local law.

## **Section 5: Narrative Interpretation of Data**

Larimer County posts jobs with the local Workforce Center, as well as agencies aimed at advertising jobs to underrepresented groups. The County is continually searching for and adding new posting sites. In addition the District Attorney's Office has been working to find a secure option for "blind hiring" where applications can be screened without knowing a candidate's race, gender, ethnicity, age, or other protected status.

## **Section 6: Objectives and Steps**

### **1. Recruit more white males into administrative support roles**

- a. The Larimer County DA's Office will work with the County recruiting team to find locations to post where white males interested in administrative roles are searching for job.

## **Section 7: Dissemination Strategy: Internal**

Posting information on bulletin boards in employee break areas about how to obtain a copy.

## **Section 7: Dissemination Strategy: External**

Posting a copy of the Report on the recipient's public website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Larimer County**  
**, Colorado**

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
<b>Officials/Administrators</b>														
Workforce #/%	6/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	12,295/50%	1,140/5%	95/0%	90/0%	285/1%	4/0%	205/1%	9,350/38%	695/3%	45/0%	40/0%	210/1%	0/0%	290/1%
Utilization #/%	25%	-5%	-0%	-0%	-1%	-0%	-1%	-13%	-3%	-0%	-0%	-1%	0%	-1%
<b>Professionals</b>														
Workforce #/%	16/37%	0/0%	0/0%	0/0%	0/0%	0/0%	2/5%	20/47%	1/2%	1/2%	0/0%	1/2%	0/0%	2/5%
CLS #/%	16,605/41%	1,260/3%	175/0%	70/0%	705/2%	0/0%	185/0%	19,590/48%	1,200/3%	145/0%	35/0%	555/1%	4/0%	300/1%
Utilization #/%	-3%	-3%	-0%	-0%	-2%	0%	4%	-1%	-1%	2%	-0%	1%	-0%	4%
<b>Technicians</b>														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,275/48%	580/5%	140/1%	4/0%	155/1%	0/0%	125/1%	3,970/36%	670/6%	0/0%	10/0%	75/1%	0/0%	65/1%
Utilization #/%	-48%	-5%	-1%	-0%	-1%	0%	-1%	64%	-6%	0%	-0%	-1%	0%	-1%
<b>Protective Services: Sworn</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	1,785/73%	85/3%	35/1%	0/0%	75/3%	0/0%	15/1%	320/13%	50/2%	0/0%	0/0%	25/1%	0/0%	55/2%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Protective Services: Non-sworn</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	195/46%	0/0%	0/0%	10/2%	0/0%	0/0%	20/5%	180/42%	0/0%	0/0%	0/0%	0/0%	0/0%	20/5%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Administrative Support</b>														
Workforce #/%	3/7%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	29/69%	8/19%	0/0%	0/0%	0/0%	0/0%	1/2%
CLS #/%	11,165/30%	1,385/4%	265/1%	90/0%	290/1%	10/0%	250/1%	20,400/54%	2,505/7%	200/1%	105/0%	530/1%	4/0%	315/1%

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 #/%	-23%	-1%	-1%	-0%	-1%	-0%	-1%	15%	12%	-1%	-0%	-1%	-0%	2%
<b>Skilled Craft</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	8,540/71%	2,480/21%	20/0%	30/0%	160/1%	20/0%	190/2%	405/3%	155/1%	25/0%	0/0%	15/0%	0/0%	30/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
<b>Service/Maintenance</b>														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	15,250/39%	3,975/10%	415/1%	115/0%	385/1%	0/0%	385/1%	14,370/37%	2,755/7%	260/1%	85/0%	455/1%	50/0%	360/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN

### 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
<b>Administrative Support</b>														

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.

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[signature]

[title]

[date]