

EEO Utilization Report

Organization Information

Name: Larimer County

City: Fort COLLins

State: CO

Zip: 80521

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

See attachment.

Following File has been uploaded:Nondiscrimination Policy.doc

Step 4b: Narrative of Interpretation

It does not appear there is an overall trend of underutilization anywhere. We are underutilizing Hispanic/Latina females in Service and Maintenance and Protective Services. We don't have many, if any in this area. It's certainly an area we will focus on in recruiting. We are underutilizing females in Service and Maintenance in general. This can be an area of focus for us. We are already contracting with Circa to help increase our minority outreach in recruiting. We are hopeful that this will help use hire more minorities in all of our underutilized areas.

Step 5: Objectives and Steps

1. "Our objective is to provide equal employment opportunities for Asian men and women when our organization fills vacancies that become available in the Professionals job category

- a. We will increase our outreach to organizations supporting Asian professional workers.

2. "Our objective is to provide equal employment opportunities for Latina women when our organization fills vacancies that become available in the Protective Services job category

- a. We will increase our outreach efforts to organizations supporting Latina women interested in Protective Services careers.

3. "Our objective is to provide equal employment opportunities for Latinx and white women when our organization fills vacancies that become available in the Service and Maintenance job category

- a. Increase outreach to organizations supporting professional females in the service and maintenance area.

Step 6: Internal Dissemination

Posting the EEOP Report on the recipient's intranet, an in-house, electronic communication service that only employees can access

Step 7: External Dissemination

Notifying applicants in writing that the recipient has developed an EEOP Report and that it is available on request for review

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
Officials/Administrators																
Workforce #/%	39/40%	3/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	52/54%	2/2%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,045/56%	570/3%	80/0%	4/0%	195/1%	0/0%	80/0%	0/0%	7,185/36%	560/3%	0/0%	55/0%	100/1%	0/0%	10/0%	0/0%
Utilization #/%	-15%	0%	-0%	-0%	-1%	0%	-0%	0%	17%	-1%	1%	-0%	-1%	0%	-0%	0%
Professionals																
Workforce #/%	161/30%	6/1%	0/0%	2/0%	2/0%	0/0%	1/0%	0/0%	307/57%	43/8%	3/1%	5/1%	4/1%	0/0%	6/1%	0/0%
CLS #/%	13,545/42%	830/3%	65/0%	50/0%	675/2%	15/0%	90/0%	70/0%	14,850/46%	930/3%	100/0%	10/0%	505/2%	30/0%	185/1%	65/0%
Utilization #/%	-12%	-1%	-0%	0%	-2%	-0%	-0%	-0%	10%	5%	0%	1%	-1%	-0%	1%	-0%
Technicians																
Workforce #/%	35/52%	1/1%	0/0%	1/1%	0/0%	0/0%	2/3%	0/0%	25/37%	2/3%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	1,735/37%	405/9%	25/1%	0/0%	85/2%	0/0%	30/1%	0/0%	2,210/47%	150/3%	15/0%	15/0%	60/1%	0/0%	4/0%	0/0%
Utilization #/%	16%	-7%	-1%	1%	-2%	0%	2%	0%	-9%	-0%	-0%	-0%	0%	0%	-0%	0%
Protective Services: Sworn																
Workforce #/%	221/74%	16/5%	3/1%	0/0%	1/0%	2/1%	2/1%	0/0%	51/17%	4/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,385/68%	160/8%	0/0%	15/1%	65/3%	0/0%	19/1%	0/0%	300/15%	80/4%	0/0%	20/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	6%	-2%	1%	-1%	-3%	1%	-0%	0%	2%	-3%	0%	-1%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	115/46%	0/0%	0/0%	0/0%	0/0%	0/0%	15/6%	0/0%	85/34%	0/0%	0/0%	0/0%	0/0%	0/0%	35/14%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	33/12%	4/2%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	192/73%	28/11%	2/1%	0/0%	3/1%	0/0%	1/0%	0/0%
CLS #/%	11,465/33%	735/2%	30/0%	25/0%	175/1%	0/0%	214/1%	0/0%	19,645/56%	1,920/6%	60/0%	75/0%	210/1%	55/0%	235/1%	40/0%

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
	%								%							
Utilization #/%	-20%	-1%	0%	-0%	-1%	0%	-1%	0%	16%	5%	1%	-0%	1%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	10/67%	4/27%	0/0%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,310/74%	1,835/16%	55/0%	25/0%	25/0%	0/0%	164/1%	15/0%	730/6%	85/1%	0/0%	0/0%	50/0%	0/0%	0/0%	0/0%
Utilization #/%	-7%	10%	-0%	-0%	-0%	0%	5%	-0%	-6%	-1%	0%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	80/75%	12/11%	1/1%	2/2%	1/1%	0/0%	3/3%	0/0%	5/5%	2/2%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	14,790/41%	3,865/11%	330/1%	65/0%	200/1%	25/0%	205/1%	20/0%	13,445/37%	2,480/7%	45/0%	115/0%	430/1%	10/0%	190/1%	20/0%
Utilization #/%	34%	1%	0%	2%	0%	-0%	2%	-0%	-32%	-5%	-0%	-0%	-0%	-0%	-1%	-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
Officials/Administrators	✓															
Professionals	✓	✓			✓											
Technicians		✓														
Protective Services: Sworn					✓					✓						
Administrative Support	✓															
Service/Maintenance									✓	✓						

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: Christine Kuehnast

Employee Relations Manager

10-16-2020

[signature]

[title]

[date]