

EEO Utilization Report

Organization Information

Name: County Of Adams

City: Gettysburg

State: PA

Zip: 17325

Type: County/Municipal Court

Step 1: Introductory Information

Policy Statement:

The County of Adams is an equal opportunity employer. It is our policy to grant equal employment opportunities to qualified persons without regard to race, religion, creed, ancestry, color, sex, national origin, age, disability, pregnancy, familial status, veteran status, genetic information and any other categories protected by federal, state, or local laws. The County will provide equal opportunities in promotion, wages, benefits and all other privileges, terms and conditions of employment. Complaints or other communication concerning possible discrimination should be raised with the Director of Human Resources or the County Commissioners or President Judge where applicable.

Step 4b: Narrative of Interpretation

The County of Adams Human Resources Office reviewed the Utilization Analysis and noted the following:

1. White females were significantly under-represented in the following category: Protective Services Non - sworn. (-18%)

That is the only identified under representation in the work force.

Step 5: Objectives and Steps

1. We will continue to recruit applicants of all races and genders.

- a. 1. Recruiting will involve posting on Indeed, County website, as well as the State Job Board.

Step 6: Internal Dissemination

The EEO Utilization Report will be posted on the County Internet.

Step 7: External Dissemination

The EEO Utilization Report will be posted on the County Internet.

Utilization Analysis Chart
Relevant Labor Market: Adams County, Pennsylvania

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 #/%	21/50%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	20/48%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,360/62%	60/2%	55/1%	0/0%	30/1%	0/0%	10/0%	1,215/32%	30/1%	60/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-12%	-2%	-1%	0%	2%	0%	-0%	16%	-1%	-2%	0%	0%	0%	0%	0%	0%
Professionals																
Workforce #/%	38/35%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	71/65%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,455/30%	34/1%	15/0%	0/0%	15/0%	0/0%	15/0%	3,195/65%	80/2%	15/0%	0/0%	0/0%	65/1%	0/0%	0/0%	10/0%
Utilization #/%	5%	-1%	-0%	0%	-0%	0%	-0%	-1%	-2%	1%	0%	0%	-1%	0%	0%	-0%
Technicians																
Workforce #/%	3/30%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/60%	0/0%	0/0%	0/0%	0/0%	1/10%	0/0%	0/0%	0/0%
CLS #/%	210/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	595/71%	15/2%	0/0%	0/0%	0/0%	15/2%	0/0%	0/0%	0/0%
Utilization #/%	5%	0%	0%	0%	0%	0%	0%	-11%	-2%	0%	0%	0%	8%	0%	0%	0%
Protective Services:																
Sworn-Officials																
Workforce #/%	3/100%	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 #/%	330/73%	25/6%	15/3%	0/0%	0/0%	0/0%	0/0%	80/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	27%	-6%	-3%	0%	0%	0%	0%	-18%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	6/66%	1/14%	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%
Civilian Labor Force #/%	2,680/53%	325/6%	29/1%	0/0%	49/1%	0/0%	65/1%	1,625/32%	175/3%	65/1%	0/0%	0/0%	0/0%	0/0%	30/1%	4/0%
Utilization #/%	33%	8%	-1%	0%	-1%	0%	-1%	-32%	-3%	-1%	0%	0%	0%	0%	-1%	-0%
Protective Services: Non-sworn																
Workforce #/%	94/88%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/2%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	40/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	45/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	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
Utilization #/%	41%	5%	5%	0%	0%	0%	0%	0%	-53%	2%	0%	0%	1%	0%	0%	0%
Administrative Support																
Workforce #/%	26/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	90/77%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,495/29%	90/1%	100/1%	0/0%	35/0%	0/0%	0/0%	0/0%	5,395/63%	195/2%	45/1%	10/0%	75/1%	0/0%	64/1%	10/0%
Utilization #/%	-7%	-1%	-1%	0%	-0%	0%	0%	0%	14%	-1%	-1%	-0%	-1%	0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,755/90%	50/2%	110/4%	0/0%	0/0%	0/0%	19/1%	0/0%	130/4%	4/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	12/67%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/28%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,425/46%	1,185/8%	160/1%	45/0%	4/0%	0/0%	90/1%	20/0%	5,430/39%	530/4%	90/1%	0/0%	55/0%	0/0%	25/0%	30/0%
Utilization #/%	21%	-3%	-1%	-0%	-0%	0%	-1%	-0%	-11%	-4%	-1%	0%	-0%	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
Protective Services: Non-sworn									✓							

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
Corporal																
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%
Sergeant																
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 #/%	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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	6/86%	1/14%	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%

