

EEO Utilization Report

Organization Information

Name: Yuma County Sheriff

City: Yuma

State: AZ

Zip: 85364

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

It is the policy of Yuma County Sheriffs Office to afford equal employment opportunity to qualified individuals regardless of sex, race, color, ethnicity, national origin, religion, age, and disability. Furthermore, the Office will be in compliance with Federal and State laws and regulations. Equal Employment Opportunity will include all aspects of employment practices to include recruiting, hiring, training, retention, compensation, benefits, promotions, demotions, transfers, reduction in force, and discipline. The office will provide to its staff members a means of communication regarding grievances and complaints regarding discriminatory employment practices. Any employee of the County Sheriffs Office who fails to comply with this policy is subject to appropriate disciplinary action.

Step 4b: Narrative of Interpretation

A comparison of the Yuma Countys workforce to the Community Labor Statistics for Yuma County indicates an underutilization in White, Hispanic, and Two or More Races for Males and an underutilization for White and Hispanic for females. As a result, the larger of underutilization will be the focus of this plan; however, the County welcomes the opportunity to increase all areas that are underutilized. After analyzing the underutilization analysis, the County has identified the following areas as a concern.

Officials / Administrators: White females underutilized by 22%

Professionals: White female underutilized by 21%

Technicians: White and Hispanic or Latino females underutilized by 18% and 25%

Protective Services: Sworn: White and Hispanic or Latino females underutilized by 7% and 28%

Protective Services: Non-Sworn: Two or more Races males by 22%

Administrative Support: White males underutilized by 10%, Hispanic or Latino males underutilized by 11%

The analysis shows a significant underutilization of males and females, and minorities for Officials / Administrators, Professionals, Technicians, Protective Services, and Administrative Support. When any of these positions become available, we will strive to recruit qualified minorities, males and female applicants.

Step 5: Objectives and Steps

1. Yuma County is committed in having their workforce reflect closely to the Community labor in Yuma County. Based on the information obtain from the Community Labor Statistics and after conducting a complete analysis, Yuma County has established the following objectives. Our objective is to increase representation by targeting recruitment strategies and efforts to attract minority candidates to apply for these positions; and furthermore, to ensure an equal employment opportunity for employment and advancement.

- a. Continue to advertise job opportunities by using social media (internet, linked in, etc.), newspaper, television and radio station.
- b. Use of minority and female Human Resources Staff to assist in the recruitment process and increase attendance at job fairs.
- c. Encourage females and minorities to take advantage of department training.
- d. Provide Equal Employment Opportunity training to managers involved in the hiring & promotional process.
- e. Evaluate and revised, if necessary, test examinations (entry level & promotions) and job requirements.

Step 6: Internal Dissemination

Internal Dissemination

1. Post the EEO Policy on bulletin boards, County internet and personnel policy manual.
2. Include a statement in the YU Count Newspaper regarding availability of the EEO Plan.
3. Communicate with supervisory staff regarding the EEO plan and ensure familiarization.

Step 7: External Dissemination

External Dissemination

1. Continue to include the statement, Yuma County is an Equal Opportunity Employer on all job applications, advertisement postings, internet, and personnel policy manual.
2. Post the EEOP on the Countys web page.
3. Post a memorandum outside the Office of the County Human Resources Office informing applicants and the public how they can obtain a copy of the EEOP.

Utilization Analysis Chart
Relevant Labor Market: Yuma County, Arizona

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 #/%	2/67%	1/33%	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 #/%	2,045/35%	1,380/24%	55/1%	4/0%	100/2%	0/0%	10/0%	0/0%	1,300/22%	800/14%	15/0%	20/0%	75/1%	25/0%	0/0%	0/0%
Utilization #/%	32%	10%	-1%	-0%	-2%	0%	-0%	0%	-22%	-14%	-0%	-0%	-1%	-0%	0%	0%
Professionals																
Workforce #/%	3/15%	9/45%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/15%	5/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,790/23%	640/8%	165/2%	75/1%	70/1%	0/0%	0/0%	4/0%	2,745/36%	1,855/24%	55/1%	115/1%	125/2%	0/0%	30/0%	50/1%
Utilization #/%	-8%	37%	-2%	-1%	-1%	0%	0%	-0%	-21%	1%	-1%	-1%	-2%	0%	-0%	-1%
Technicians																
Workforce #/%	1/33%	2/67%	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 #/%	460/26%	280/16%	45/3%	0/0%	15/1%	0/0%	0/0%	0/0%	325/18%	440/25%	45/3%	60/3%	65/4%	15/1%	19/1%	0/0%
Utilization #/%	7%	51%	-3%	0%	-1%	0%	0%	0%	-18%	-25%	-3%	-3%	-4%	-1%	-1%	0%
Protective Services: Sworn-Officials																
Workforce #/%	2/100%	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 #/%	780/25%	1,690/55%	125/4%	15/0%	0/0%	0/0%	50/2%	0/0%	80/3%	275/9%	0/0%	45/1%	0/0%	0/0%	10/0%	0/0%
Utilization #/%	75%	-55%	-4%	-0%	0%	0%	-2%	0%	-3%	-9%	0%	-1%	0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	42/48%	39/44%	3/3%	0/0%	0/0%	0/0%	0/0%	0/0%	2/2%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	1,140/15%	3,300/43%	85/1%	59/1%	0/0%	20/0%	0/0%	10/0%	720/9%	2,315/30%	0/0%	69/1%	10/0%	0/0%	29/0%	0/0%
Utilization #/%	33%	2%	2%	-1%	0%	-0%	0%	-0%	-7%	-28%	0%	-1%	-0%	0%	-0%	0%
Protective Services: Non-sworn																
Workforce #/%	26/18%	81/57%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%	3/2%	29/20%	1/1%	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
CLS #/%	15/22%	35/51%	0/0%	0/0%	0/0%	0/0%	15/22%	0/0%	4/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-3%	6%	1%	0%	0%	0%	-22%	0%	-4%	20%	1%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	3/5%	5/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	19/29%	36/55%	0/0%	0/0%	1/2%	0/0%	1/2%	0/0%
CLS #/%	2,180/13%	3,010/18%	60/0%	65/0%	65/0%	45/0%	30/0%	20/0%	4,090/25%	6,510/39%	115/1%	130/1%	90/1%	0/0%	139/1%	4/0%
Utilization #/%	-9%	-10%	-0%	-0%	-0%	-0%	-0%	-0%	5%	16%	-1%	-1%	1%	0%	1%	-0%
Skilled Craft																
Workforce #/%	1/50%	1/50%	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 #/%	2,460/33%	4,645/62%	125/2%	4/0%	55/1%	0/0%	20/0%	20/0%	125/2%	35/0%	0/0%	4/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	17%	-12%	-2%	-0%	-1%	0%	-0%	-0%	-2%	-0%	0%	-0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,315/11%	9,655/44%	235/1%	155/1%	135/1%	0/0%	85/0%	50/0%	1,615/7%	7,250/33%	60/0%	65/0%	150/1%	0/0%	65/0%	75/0%
Utilization #/%																

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	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
Captain																
Workforce #/%	2/67%	1/33%	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 #/%	5/62%	2/25%	1/12%	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%
Public Safety Sergeant																
Workforce #/%	9/56%	7/44%	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%
Senior Deputy Sheriff																
Workforce #/%	4/57%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Sheriff																
Workforce #/%	22/41%	27/50%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	4/80%	1/20%	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%

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: Felicia Medina

Human Resources Director

11-01-2018

[signature]

[title]

[date]