

EEO Utilization Report

Organization Information

Name: Camden County

City: CAMDENTON

State: MO

Zip: 65020

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

Camden County is committed to the principle of equal opportunity in employment for all employees. No persons will be discriminated against in employment because of race, color, religion, sex, age, pregnancy, national origin or ancestry, physical or mental disability, sexual orientation, status as a disabled veteran or a veteran of the Vietnam era. We are committed to fulfilling this principle by selecting individual employees based upon job-related criteria, including education, experience, and skills. This principle extends, but is not limited to, all terms, conditions, and privileges of employment status such as: Recruitment, advertising and solicitation for employment; Hiring, leaves of absence, recall training placement, promotion and transfer; Compensation benefits, disciplinary actions, and employee programs; Working conditions and facilities; Retirement, termination, demotion, and layoffs. Each employee is expected to support and carry out this policy fully in all their relations with present and prospective employees, and in any dealing they have with the public as a representative of Camden County. In fulfilling our commitment, Camden County will not tolerate discrimination of any kind. If an employee believes that this policy is being, or has been violated, he or she must report the suspected violation to the immediate supervisor, department administrator, elected official or human resources representative. Employees will not be retaliated against as a result of reporting a suspected violation of this policy.

Step 4b: Narrative of Interpretation

The underrepresentation of races in our employment profile exists because of the lack of presence of races other than Non-Hispanic white in our county population. Census data will show and verify this fact. Because Camden County is a resort/vacation area, it has a dynamic population that varies from 44,000 from September to April to times where our population is over 500,000 between April and September. Most of our multi-cultural /racial population is more effluent and transient in the fact they live in our area during favorable climatic conditions and go to others areas during our winter months.

With regard to our existing employee profile, some job classifications tend to gravitate toward attracting male or female participants and as a rule, seek their own level based on the stratification of classification of employees in particular categories . Camden County does not discriminate with regard to gender when it comes to filling these positions. We believe the stratification exist due to traditional conditions. Keeping this in mind, the results show that women are well represented in the Camden County employee populations across the different disciplines and pay grades.

Step 5: Objectives and Steps

1. 1. Camden County has an ongoing commitment to having a workforce that reflects the community that it serves, and will continue to examine and refine recruitment, promotional, training, and retention practices to ensure all individuals of our applicant pool receive equal opportunity to secure employment. Our Human Resources Department will continue to review all job requirements, selection, and hiring procedures to ensure no unnecessary barriers exist that would deny anyone equal opportunity with Camden County.

a. a. Camden County will review all employment data related to all of our job categories to identify and issues that may pose barriers for Black or African American candidate for employment. We will also extend this effort for other minority races in our county. Further we will encourage elected officials and department heads to identify any issues that they may have observed that have been a barrier to hiring minority candidate in the past, This analysis will include, but not be restricted to review of the records of exit interviews of former employees; examination of applicant flow data for recent vacancies; review of job posting and advertising practices; determine whether there are in house career paths; evaluation of the firing, retention, and attrition rates for particular positions or for particular offices or regions.

Step 6: Internal Dissemination

Internally, Camden County will disseminate our EEOP by making copies of the EEOP available in the Human Resources Office and will integrate the plan into the Camden County Employee Handbook during the next revision. All employees will have access to this information.

Step 7: External Dissemination

Externally, Camden County will make copies of the EEOP available in our Human Resources Office free of charge to anyone who is interested in the information, and we will post a copy of the EEOP on the Camden County Website, which is public, in PDF format for download by any user.

Utilization Analysis Chart
Relevant Labor Market: Camden County, Missouri

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 #/%	17/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,620/56%	0/0%	25/1%	0/0%	15/1%	0/0%	10/0%	0/0%	1,155/40%	0/0%	0/0%	45/2%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-3%	0%	-1%	0%	-1%	0%	-0%	0%	7%	0%	0%	-2%	0%	0%	0%	0%
Professionals																
Workforce #/%	8/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	845/34%	55/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1,520/62%	40/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	13%	-2%	0%	0%	0%	0%	0%	0%	-9%	-2%	0%	0%	0%	0%	0%	0%
Technicians																
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 #/%	125/39%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	195/61%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	61%	0%	0%	0%	0%	0%	0%	0%	-61%	0%	0%	0%	0%	0%	0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	225/87%	0/0%	0/0%	0/0%	0/0%	0/0%	4/2%	0/0%	20/8%	0/0%	0/0%	10/4%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Patrol Officers																
Workforce #/%	53/88%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	920/57%	120/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	535/33%	4/0%	35/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	31%	-7%	0%	0%	0%	0%	0%	0%	-21%	-0%	-2%	0%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	16/76%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/24%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4/100%	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%
Utilization #/%	-24%	0%	0%	0%	0%	0%	0%	0%	24%	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
Administrative Support																
Workforce #/%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	86/95%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,875/31%	0/0%	50/1%	0/0%	4/0%	0/0%	0/0%	0/0%	3,895/65%	0/0%	10/0%	55/1%	25/0%	4/0%	60/1%	0/0%
Utilization #/%	-26%	0%	-1%	0%	-0%	0%	0%	0%	29%	0%	-0%	-1%	-0%	-0%	-1%	0%
Skilled Craft																
Workforce #/%	8/62%	2/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/23%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,190/94%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	140/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-32%	15%	0%	0%	0%	0%	0%	0%	17%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	44/86%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,145/54%	195/3%	10/0%	4/0%	45/1%	20/0%	65/1%	0/0%	2,215/38%	100/2%	50/1%	10/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	33%	1%	-0%	-0%	-1%	-0%	-1%	0%	-28%	-2%	-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: Sworn-Patrol Officers		✓							✓							
Administrative Support	✓															
Service/Maintenance									✓							

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
Protective Services: Sworn-Patrol Officers																
Workforce #/%	53/88%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/12%	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: Melissa Peters

Human Resource Director

12-04-2020

[signature]

[title]

[date]