

EEO Utilization Report

Organization Information

Name: Sarpy County

City: Papillion

State: NE

Zip: 68046

Step 1: Introductory Information

Policy Statement:

Equal opportunity in employment shall be provided to all persons. the Human Resources Director shall develop and maintain an Equal Employment Opportunity Plan which supports equal opportunity in recruitment and selection, job structure, promotion policies, training and development, and all other related personnel procedures and practices. Refer to the Equal Employment Opportunity Plan for additional information.

In accordance with Nebraska Revised Statute 23-2351, discrimination against any person in recruitment, examination, selection, appointment, promotion and transfer, retention, daily working conditions, testing and training, awards, compensation and benefits, discipline, or any other aspect of personnel administration because of race, color, religion, sex, disability, national origin, age, marital status, political opinions or affiliations, or other unlawful basis shall be prohibited. discrimination on the basis or age, sex, or disability is prohibited except were specific age, sex, or physical requirement constitute a bona fide occupational qualification necessary to proper and efficient administration.

Following File has been uploaded:County EEO 2-01-2014 updated 11-16-2015.docx

Step 4b: Narrative of Interpretation

In the employment context, courts have generally recognized that statistics showing under-utilization of two standard deviations or more may be evidence of employment discrimination. Thus, Sarpy county has determined it is prudent to review the categories showing under-utilization of two standard deviations or more.

Here, the utilization analysis yielded the following results:

Significant under-utilization of Hispanic/Latino Males within the job category of "Protective Services - Sworn"

Significant under-utilization of Hispanic/Latino Males within the job category of "Skilled Craft"

Significant under-utilization of White Males within the job category of "Administrative Support"

Significant under-utilization of White Females within the job category of "Protective Services - Non sworn"

Significant under-utilization of 'other' females within the job category of "Protective Services - Non sworn"

Step 5: Objectives and Steps

1. To increase gender/race representation in all underrepresented job categories listed in the Narrative Under-Utilization Analysis

a. a. Continue to work with a variety of population-specific organizations for the purpose of increasing gender/race representation in all underrepresented job categories identified. Such organizations include the following recruitment sources:

-NEWorks (State of Nebraska site for employment)

-Eastern Nebraska Community action Partnership

-Latino Center of the Midlands

-Omaha Economic Development Corporation

since our last review of utilization, Sarpy County has also begun using more social media/web sites, such as:

-Twitter

-Facebook

-Indeed

b. b. continue work with the Metropolitan Area Planning Agency as needed to enhance public transportation within Sarpy County. Study determined cost of \$60 million over next 10 years.

-Source: Omaha World Herald

[http://www.omaha.com/sarpy/bellevue/mapa-study-sees-expansion-of-public-transportation-across-county/article_2f7a9414-716c-532d-b1c8-](http://www.omaha.com/sarpy/bellevue/mapa-study-sees-expansion-of-public-transportation-across-county/article_2f7a9414-716c-532d-b1c8-9556f5b5c08b.html?utm_medium=social&utm_source=email&utm_campaign=user-share)

[9556f5b5c08b.html?utm_medium=social&utm_source=email&utm_campaign=user-share](http://www.omaha.com/sarpy/bellevue/mapa-study-sees-expansion-of-public-transportation-across-county/article_2f7a9414-716c-532d-b1c8-9556f5b5c08b.html?utm_medium=social&utm_source=email&utm_campaign=user-share)

Step 6: Internal Dissemination

-Post the EEOP Utilization Report on www.sarpy.com

link:

<https://www.sarpy.com/offices/human-resources>

-Print and post a copy of the Utilization report with the Human Resources Department.

-Discuss EEOP and Utilization report during new hire orientation.

Step 7: External Dissemination

Post the EEOP and EEOP Utilization Report on www.sarpy.com

link:

<https://www.sarpy.com/offices/human-resources>

print EEOP and EEOP Utilization Report with the Human Resources Department

Utilization Analysis Chart
Relevant Labor Market: Sarpy County, Nebraska

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 #/%	28/61%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	18/39%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,060/59%	125/2%	135/2%	0/0%	70/1%	0/0%	0/0%	0/0%	2,230/33%	55/1%	25/0%	0/0%	60/1%	0/0%	80/1%	0/0%
Utilization #/%	2%	-2%	-2%	0%	-1%	0%	0%	0%	7%	-1%	-0%	0%	-1%	0%	-1%	0%
Professionals																
Workforce #/%	47/57%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	31/38%	0/0%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	3,780/41%	175/2%	120/1%	20/0%	90/1%	0/0%	90/1%	50/1%	4,325/47%	275/3%	150/2%	10/0%	85/1%	10/0%	90/1%	20/0%
Utilization #/%	17%	-2%	1%	-0%	-1%	0%	-1%	-1%	-9%	-3%	-0%	-0%	0%	-0%	-1%	-0%
Technicians																
Workforce #/%	49/44%	1/1%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	58/52%	1/1%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	700/46%	10/1%	30/2%	0/0%	15/1%	0/0%	10/1%	0/0%	655/43%	25/2%	60/4%	0/0%	25/2%	0/0%	0/0%	0/0%
Utilization #/%	-2%	0%	-2%	0%	-0%	0%	-1%	0%	9%	-1%	-2%	0%	-2%	0%	0%	0%
Protective Services: Sworn																
Workforce #/%	68/73%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	24/26%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	625/58%	115/11%	30/3%	0/0%	10/1%	0/0%	0/0%	0/0%	275/26%	0/0%	15/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	15%	-11%	-3%	0%	-1%	0%	0%	0%	0%	1%	-1%	0%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	24/40%	0/0%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%	25/42%	2/3%	6/10%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	50/83%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/17%
Utilization #/%	40%	0%	5%	0%	0%	0%	0%	0%	-42%	3%	10%	0%	0%	0%	0%	-17%
Administrative Support																
Workforce #/%	22/12%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	157/83%	5/3%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,330/34%	360/2%	320/2%	4/0%	75/0%	0/0%	65/0%	50/0%	8,160/53%	440/3%	440/3%	35/0%	130/1%	15/0%	100/1%	10/0%
Utilization #/%	-23%	-2%	-2%	-0%	-0%	0%	-0%	-0%	31%	-0%	-1%	-0%	-1%	-0%	-1%	-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
Skilled Craft																
Workforce #/%	41/100%	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 #/%	4,625/84%	565/10%	155/3%	10/0%	10/0%	0/0%	4/0%	10/0%	150/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	16%	-10%	-3%	-0%	-0%	0%	-0%	-0%	-3%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	13/76%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%
CLS #/%	5,970/44%	1,040/8%	620/5%	4/0%	90/1%	0/0%	139/1%	10/0%	4,655/34%	540/4%	255/2%	4/0%	155/1%	10/0%	100/1%	0/0%
Utilization #/%	33%	-8%	7%	-0%	-1%	0%	-1%	-0%	-28%	-4%	-2%	-0%	5%	-0%	-1%	0%

