

EEO Utilization Report

Organization Information

Name: Sarpy County

City: Papillion

State: NE

Zip: 68046

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

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 of age, sex, or disability is prohibited except where specific age, sex, or physical requirement constitute a bona fide occupational qualification necessary to proper and efficient administration.

Sarpy County may give veteran's preference in employment to those who may be eligible under applicable state statutes.

Following file has been uploaded: County EEO Plan original: 2-01-2014, updated 02-27-2018

Following File has been uploaded: Res 2018-052 EEO PLAN.pdf

Step 4b: Narrative of Interpretation

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 Official"

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

Significant under-utilization of White females within the job category of "Protective Services - Non-Sworn"

Significant under-utilization of White and Hispanic/Latino Males within the job category of "Administrative Support"

Step 5: Objectives and Steps

1. Step 5: Objectives

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

Sarpy County also uses

- Twitter
- Facebook
- Online Job Boards, i.e. Indeed, Careerlink, LinkedIn,
- NextDoor

Since our last submission, Sarpy County also utilizes college and trade school recruitment boards, such as handshake (Nebraska University system), Southeast Community College, Offutt Air Force Base Career Center, Nebraska College Recruiting Consortium.

b. b. Continue to 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

Step 6: Internal Dissemination

-Post the EEOP Utilization Report on county website www.sarpy.com under 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.

-Prior to the next submission, the County plans to have training with Elected Officials, Department Heads and Supervisors on EEOP and Utilization report and recruitment efforts.

Step 7: External Dissemination

-Post the EEOP and EEOP Utilization Report on www.sarpy.com under Human Resources.

-Print EEOP and EEOP Utilization Report and maintain copy within the Human Resources Department and Administration.

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 #/%	26/62%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	16/38%	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 #/%	3%	-2%	-2%	0%	-1%	0%	0%	0%	5%	-1%	-0%	0%	-1%	0%	-1%	0%
Professionals																
Workforce #/%	35/49%	0/0%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%	32/45%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	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 #/%	9%	-2%	3%	-0%	-1%	0%	-1%	-1%	-1%	-3%	-2%	-0%	-1%	-0%	0%	-0%
Technicians																
Workforce #/%	37/47%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	39/49%	0/0%	0/0%	0/0%	0/0%	1/1%	1/1%	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 #/%	1%	-1%	-1%	0%	-1%	0%	-1%	0%	7%	-2%	-4%	0%	-2%	1%	1%	0%
Protective Services: Sworn-Officials																
Workforce #/%	30/88%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/12%	0/0%	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 #/%	30%	-11%	-3%	0%	-1%	0%	0%	0%	-14%	0%	-1%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	56/70%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	24/30%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	2,280/44%	175/3%	165/3%	0/0%	35/1%	0/0%	65/1%	0/0%	1,930/37%	320/6%	60/1%	0/0%	75/1%	20/0%	60/1%	0/0%
Utilization #/%	26%	-3%	-3%	0%	-1%	0%	-1%	0%	-7%	-6%	-1%	0%	-1%	-0%	-1%	0%
Protective Services: Non-sworn																
Workforce #/%	32/51%	0/0%	3/5%	0/0%	0/0%	0/0%	0/0%	0/0%	19/30%	1/2%	6/10%	1/2%	0/0%	0/0%	1/2%	0/0%
CLS #/%	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%

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 #/%	51%	0%	5%	0%	0%	0%	0%	0%	-53%	2%	10%	2%	0%	0%	2%	-17%
Administrative Support																
Workforce #/%	22/11%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	165/85%	4/2%	1/1%	0/0%	1/1%	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%	33%	-1%	-2%	-0%	-0%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	36/95%	1/3%	1/3%	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 #/%	11%	-8%	-0%	-0%	-0%	0%	-0%	-0%	-3%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	16/84%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	1/5%	0/0%	0/0%	0/0%	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 #/%	40%	-8%	1%	-0%	-1%	0%	-1%	-0%	-29%	1%	-2%	-0%	-1%	-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
Protective Services: Sworn-Officials		✓														
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 #/%	5/100%	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 #/%	7/88%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	18/86%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	56/70%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	24/30%	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: Mary Davis

Human Resources Director

12-17-2019

[signature]

[title]

[date]