

EEOP Utilization Report



Tue Nov 17 18:48:42 EST 2015

Step 1: Introductory Information

Policy Statement:

Step 4b: Narrative Underutilization Analysis

Step 5 & 6: Objectives and Steps

Step 7a: Internal Dissemination

Step 7b: External Dissemination

Utilization Analysis Chart
Relevant Labor Market: Orange County, California

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 #/%	339/28%	74/6%	14/1%	0/0%	59/5%	8/1%	8/1%	5/0%	380/31%	113/9%	31/3%	3/0%	113/9%	31/3%	23/2%	7/1%
CLS #/%	91,890/40%	22,525/10%	2,760/1%	290/0%	20,055/9%	485/0%	1,310/1%	530/0%	53,685/23%	15,995/7%	3,290/1%	295/0%	14,675/6%	135/0%	910/0%	780/0%
Utilization #/%	-12%	-4%	-0%	-0%	-4%	0%	0%	0%	8%	2%	1%	0%	3%	3%	2%	0%
Professionals																
Workforce #/%	733/18%	253/6%	48/1%	6/0%	259/6%	57/1%	35/1%	40/1%	1129/28%	687/17%	98/2%	6/0%	474/12%	109/3%	122/3%	46/1%
CLS #/%	83,375/30%	15,905/6%	2,800/1%	250/0%	35,425/13%	430/0%	1,720/1%	1,000/0%	80,360/29%	19,175/7%	2,940/1%	295/0%	31,535/11%	245/0%	1,755/1%	690/0%
Utilization #/%	-12%	0%	0%	0%	-6%	1%	0%	1%	-1%	10%	1%	0%	0%	3%	2%	1%
Technicians																
Workforce #/%	389/13%	356/12%	31/1%	2/0%	176/6%	46/2%	37/1%	18/1%	488/16%	924/31%	81/3%	5/0%	307/10%	40/1%	66/2%	24/1%
CLS #/%	9,410/25%	4,360/11%	450/1%	20/0%	6,030/16%	65/0%	270/1%	100/0%	7,450/20%	3,710/10%	480/1%	4/0%	5,360/14%	25/0%	160/0%	205/1%
Utilization #/%	-12%	0%	-0%	0%	-10%	1%	1%	0%	-3%	21%	1%	0%	-4%	1%	2%	0%
Protective Services: Sworn																
Workforce #/%	1349/46%	605/20%	102/3%	8/0%	112/4%	45/2%	28/1%	31/1%	302/10%	264/9%	50/2%	2/0%	28/1%	4/0%	17/1%	7/0%
CLS #/%	9,510/44%	5,710/26%	1,155/5%	55/0%	1,335/6%	60/0%	155/1%	125/1%	2,020/9%	995/5%	220/1%	45/0%	185/1%	10/0%	55/0%	60/0%
Utilization #/%	2%	-6%	-2%	0%	-2%	1%	0%	0%	1%	4%	1%	-0%	0%	0%	0%	-0%
Protective Services: Non-sworn																
Workforce #/%	162/47%	68/20%	8/2%	0/0%	14/4%	7/2%	6/2%	4/1%	33/10%	33/10%	4/1%	1/0%	2/1%	1/0%	2/1%	1/0%
Civilian Labor Force #/%	620/39%	175/11%	0/0%	10/1%	60/4%	0/0%	0/0%	15/1%	415/26%	225/14%	20/1%	0/0%	25/2%	0/0%	0/0%	20/1%
Utilization #/%	8%	9%	2%	-1%	0%	2%	2%	0%	-17%	-5%	-0%	0%	-1%	0%	1%	-1%
Administrative Support																
Workforce #/%	312/7%	420/9%	29/1%	3/0%	182/4%	56/1%	29/1%	20/0%	1034/22%	1600/35%	102/2%	8/0%	515/11%	133/3%	121/3%	52/1%
CLS #/%	90,020/21%	53,105/12%	4,800/1%	370/0%	27,800/6%	555/0%	1,835/0%	1,315/0%	125,425/2%	77,775/18%	7,755/2%	920/0%	35,535/8%	995/0%	3,120/1%	2,145/0%

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
	%	%			%				9%	%			%			
Utilization #/%	-14%	-3%	-0%	-0%	-2%	1%	0%	0%	-7%	17%	0%	-0%	3%	3%	2%	1%
Skilled Craft																
Workforce #/%	155/47%	139/42%	4/1%	2/1%	13/4%	4/1%	2/1%	3/1%	3/1%	2/1%	1/0%	0/0%	1/0%	0/0%	0/0%	0/0%
CLS #/%	36,245/32%	53,615/48%	1,695/2%	455/0%	10,020/9%	330/0%	745/1%	500/0%	1,885/2%	3,705/3%	140/0%	15/0%	2,460/2%	20/0%	100/0%	20/0%
Utilization #/%	15%	-6%	-0%	0%	-5%	1%	-0%	0%	-1%	-3%	0%	-0%	-2%	-0%	-0%	-0%
Service/Maintenance																
Workforce #/%	176/24%	285/38%	26/3%	3/0%	30/4%	5/1%	9/1%	6/1%	68/9%	96/13%	13/2%	1/0%	12/2%	1/0%	12/2%	4/1%
CLS #/%	49,745/13%	142,830/38%	4,185/1%	410/0%	22,405/6%	765/0%	1,210/0%	1,540/0%	40,870/11%	84,800/22%	2,595/1%	505/0%	23,815/6%	490/0%	1,300/0%	1,440/0%
Utilization #/%	10%	0%	2%	0%	-2%	0%	1%	0%	-2%	-10%	1%	0%	-5%	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
Officials/Administrators	✓	✓			✓											
Professionals	✓				✓											
Technicians	✓				✓				✓				✓			
Protective Services: Sworn		✓	✓		✓											
Protective Services: Non-sworn									✓	✓						
Administrative Support	✓	✓	✓		✓				✓							
Skilled Craft		✓			✓					✓			✓			
Service/Maintenance					✓					✓			✓			

AGE COUNTYWIDE
2015

Age Group	# of Employees	% of Employees Agency
AGE COUNTYWIDE	17,311	
Under 40	5,723	33.06%
Over 40	11,588	66.94%
40-49	5,275	30.47%
50-59	4,293	24.80%
60-69	1,751	10.11%
70-79	247	1.43%
80+ over	22	0.13%
TOTAL	17,311	

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 EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

[signature]

[title]

[date]