

EEO Utilization Report

Organization Information

Name: COUNTY OF BEAVER

City: BEAVER

State: PA

Zip: 15009-2196

Type: County/Municipal Government

Mon 12-16-2024 12:09:21 EST

Section 1: EEO Policy Statement

Policy Statement:

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Policy Purpose:

Beaver County provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Beaver County complies with applicable state and local laws governing non-discrimination in employment in all satellite facilities with Beaver County. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, and transfer, leaves of absence, compensation and training.

Section 5: Narrative Interpretation of Data

The county's Human Resource office reviewed the Utilization Analysis (comparing the county's workforce to the relevant labor market) and noted the following:

1. White males were under-represented in the following job categories: Professionals (-7%). Underutilized for Technicians (-31%). Underutilized for Protective Services Sworn (-19%). Underutilized for Administrative Support (-23%). Underutilization does not require affirmative action.
2. Black or African American Males were under-represented in the following job categories: Protective Services Non Sworn (-17%).
3. White females were under-represented in the following job category: Service/Maintenance (-33%).
4. Native Hawaiian or Other Pacific Islander females were under-represented in the following job categories: Protective Services sworn (-4%).

Numbers 2,3, and 4 listed above are new under-representations from last report.

We will formulate specific objectives and steps to track a successful program to recruit, screen and hire the under represented population for the Protective Services Non Sworn and Sworn and Maintenance.

Section 6: Objectives and Steps

- 1. To encourage and promote underutilized represented categories to apply for vacancies in the Protective Services: Non-Sworn, Protective Services: Sworn, and Services/Maintenance Job Categories**
 - a. The County will encourage/increase recruitment for underutilized categories
 - b. The County will recruit at community events such as colleges, high schools, and post vacancies at community locations to be visible for all.
 - c. The County will provide equal employment to all applicants and continue to review the recruitment process to eliminate barriers.
 - d. The County will continue to attempt to search for qualified referral sources.
 - e. When openings occur in job categories of underutilized representation, we will notify referral sources of such openings, advertise at locations and request qualified candidates.

Section 7: Dissemination Strategy: Internal

Beaver County will distribute hard copies of the EEOP utilization report to all managers, supervisors and department directors.

Employees will be notified that a copy of the EEOP utilization report is available upon request in Human Resources.

The EEOP utilization report will be posted on the county intranet site in-house communication.

The County will provide copies of the EEOP utilization report in Human Resources upon request.

Section 7: Dissemination Strategy: External

Job announcements will include a notice that applicants can obtain a copy of the EEOP utilization report in Human Resources.

The EEOP utilization report will be posted on the County internet public website.

The County will provide copies of the EEOP utilization report in Human Resources upon request.

The County will notify the community, such as vendors or other businesses that the EEOP utilization report is available upon request in Human Resources.

Utilization Analysis Chart

Relevant Labor Market: Beaver County , Pennsylvania

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 #/%	47/48%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	41/42%	0/0%	6/6%	0/0%	0/0%	0/0%	1/1%
CLS #/%	3,385/55%	125/2%	90/1%	0/0%	0/0%	0/0%	4/0%	2,465/40%	20/0%	15/0%	0/0%	10/0%	0/0%	0/0%
Utilization #/%	-7%	-2%	1%	0%	0%	0%	-0%	2%	-0%	6%	0%	-0%	0%	1%
Professionals														
Workforce #/%	52/32%	2/1%	2/1%	1/1%	0/0%	0/0%	1/1%	95/58%	1/1%	6/4%	0/0%	0/0%	0/0%	4/2%
CLS #/%	4,025/39%	45/0%	20/0%	4/0%	60/1%	0/0%	45/0%	5,700/55%	90/1%	165/2%	0/0%	35/0%	0/0%	100/1%
Utilization #/%	-7%	1%	1%	1%	-1%	0%	0%	3%	-0%	2%	0%	-0%	0%	1%
Technicians														
Workforce #/%	3/27%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/55%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,250/59%	75/1%	225/3%	4/0%	15/0%	0/0%	185/3%	2,230/31%	25/0%	180/2%	0/0%	50/1%	0/0%	10/0%
Utilization #/%	-31%	-1%	-3%	-0%	-0%	0%	-3%	24%	-0%	16%	0%	-1%	0%	-0%
Protective Services: Sworn														
Workforce #/%	154/56%	2/1%	21/8%	0/0%	0/0%	0/0%	5/2%	76/28%	2/1%	10/4%	0/0%	0/0%	0/0%	3/1%
CLS #/%	950/75%	4/0%	35/3%	0/0%	0/0%	4/0%	0/0%	145/11%	30/2%	20/2%	0/0%	15/1%	55/4%	10/1%
Utilization #/%	-19%	0%	5%	0%	0%	-0%	2%	16%	-2%	2%	0%	-1%	-4%	0%
Protective Services: Non-sworn														
Workforce #/%	9/30%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	18/60%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	40/23%	0/0%	35/20%	0/0%	0/0%	0/0%	0/0%	100/57%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	7%	0%	-17%	0%	0%	0%	0%	3%	3%	3%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	23/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	206/85%	4/2%	8/3%	1/0%	0/0%	0/0%	1/0%
CLS #/%	4,135/32%	80/1%	115/1%	0/0%	65/1%	0/0%	20/0%	7,960/62%	70/1%	300/2%	0/0%	45/0%	0/0%	55/0%
Utilization #/%	-23%	-1%	-1%	0%	-1%	0%	-0%	23%	1%	1%	0%	-0%	0%	-0%
Skilled Craft														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	5,210/91%	55/1%	75/1%	0/0%	10/0%	0/0%	55/1%	285/5%	15/0%	30/1%	10/0%	0/0%	0/0%	0/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Service/Maintenance														
Workforce #/%	38/83%	1/2%	1/2%	1/2%	0/0%	0/0%	0/0%	3/7%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	7,385/48%	145/1%	545/4%	10/0%	100/1%	0/0%	125/1%	5,970/39%	110/1%	600/4%	0/0%	160/1%	0/0%	125/1%
Utilization #/%	34%	1%	-1%	2%	-1%	0%	-1%	-33%	1%	-4%	2%	-1%	0%	-1%

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
Professionals	✓													
Technicians	✓													
Protective Services: Sworn	✓											✓		
Protective Services: Non-sworn			✓											
Administrative Support	✓													
Service/Maintenance								✓						

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: Bernadette Atterbury

HR Generalist/Recruiter

12-16-2024

[signature]

[title]

[date]