

EEO Utilization Report

Organization Information

Name: County Of Davie

City: Mocksville

State: NC

Zip: 27028

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

The County is committed to providing equal employment opportunity for all employees and applicants on the basis of merit and without regard to race, color, religion, gender, age, national origin, disability, military service or other protected status. Every effort will be made to ensure that all employment decisions and personnel actions, including recruitment, selection, training, promotion, transfer, and benefits, are administered in conformance with Federal statutes and regulations governing equal employment opportunity. Davie County will not condone, permit or tolerate any form of unlawful discrimination and/or harassment by or against our employees.

Following File has been uploaded:1A. Equal Employment Opportunity.docx

Step 4b: Narrative of Interpretation

The County Manager and the Human Resources Director reviewed the Utilization Analysis (comparing the County's workforce to the relevant labor market), and noted the following:

- 1) White males were significantly under-represented in the following job categories: Professionals (-14%); Administrative Support (-17%)
- 2) White females were significantly under-represented in the Technicians job category (-33%)

Step 5: Objectives and Steps

1. To encourage White males to apply for vacancies for Professionals & Administrative Support positions

- a. a) The Human Resources Director and County Manager will review the Utilization Analysis and educate Department Directors/Supervisors for the Professionals & Administrative Support positions where there is under-utilization of white males during the hiring process.
- b) Advertise vacant job openings on our website, Link-In, Facebook, Indeed.com as well as the Employment Security Commission.
- c) Top management will be informed by the Human Resources Director on a periodic basis of the workforce analysis and any recommendations for improvement in the underutilization of White males.

2. To encourage White females to apply for vacancies for Technician positions

- a. a) The Human Resources Director and County Manager will review the Utilization Analysis and educate Department Directors/Supervisors for Technician positions where there is under-utilization of white females during the hiring process.
- b) Advertise vacant job openings on our website, Link-In, Facebook, Indeed.com as well as the Employment Security Commission.
- c) Top management will be informed by the Human Resources Director on a periodic basis of the workforce analysis and any recommendations for improvement in the underutilization of White females.

Step 6: Internal Dissemination

The County's EEOP Short Form will be made available on the County's website. The new employees will be made aware during new employee orientation of the County's EEOP Short form availability on the County's website.

The EEOP Short form will be kept on file in the County's Manager's Office.

After receiving the Justice Department's approval all employees will be made aware of the posting of the EEOP on the website.

Information will be posted on bulletin boards in employee break areas about how to obtain a copy of the EEOP Short Form.

Step 7: External Dissemination

The Human Resources Director will post the EEOP Short form on the County's website.

Copies of the EEOP Short form will be made available in the reading rooms of the local libraries.

Information will be posted on bulletin boards in the public access areas about how to obtain a copy of EEOP Short form.

A written statement will be included on all job announcements of the availability of the EEOP Short Form on the County's website.

Utilization Analysis Chart
Relevant Labor Market: Davie County, North Carolina

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 #/%	18/51%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/43%	0/0%	1/3%	0/0%	0/0%	1/3%	0/0%	0/0%
CLS #/%	605/54%	20/2%	25/2%	0/0%	0/0%	0/0%	0/0%	0/0%	445/40%	15/1%	4/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-3%	-2%	-2%	0%	0%	0%	0%	0%	3%	-1%	2%	0%	0%	3%	0%	0%
Professionals																
Workforce #/%	12/22%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	38/69%	0/0%	4/7%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	500/35%	0/0%	0/0%	0/0%	10/1%	0/0%	0/0%	0/0%	900/64%	0/0%	4/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-14%	0%	2%	0%	-1%	0%	0%	0%	5%	0%	7%	0%	0%	0%	0%	0%
Technicians																
Workforce #/%	56/72%	1/1%	2/3%	0/0%	1/1%	0/0%	0/0%	0/0%	17/22%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	100/41%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	135/55%	0/0%	10/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	31%	1%	3%	0%	1%	0%	0%	0%	-33%	1%	-4%	0%	0%	0%	0%	0%
Protective Services: Sworn																
Workforce #/%	90/84%	1/1%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	12/11%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	170/83%	0/0%	10/5%	0/0%	0/0%	0/0%	0/0%	0/0%	25/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	1%	1%	-3%	0%	0%	0%	0%	0%	-1%	0%	2%	0%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	2/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/67%	0/0%	0/0%	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%	10/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	33%	0%	0%	0%	0%	0%	0%	0%	-33%	0%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	18/16%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	86/75%	5/4%	6/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	910/33%	29/1%	40/1%	0/0%	0/0%	0/0%	0/0%	0/0%	1,655/60%	0/0%	115/4%	0/0%	10/0%	0/0%	15/1%	0/0%
Utilization #/%	-17%	-1%	-1%	0%	0%	0%	0%	0%	15%	4%	1%	0%	-0%	0%	-1%	0%
Skilled Craft																

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
Workforce #/%	23/92%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,165/81%	125/9%	50/3%	0/0%	20/1%	0/0%	25/2%	0/0%	55/4%	0/0%	4/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	11%	-9%	-3%	0%	-1%	0%	-2%	0%	4%	0%	-0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,625/39%	290/7%	155/4%	20/0%	20/0%	0/0%	0/0%	0/0%	1,560/38%	175/4%	290/7%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-14%	-7%	-4%	-0%	-0%	0%	0%	0%	37%	-4%	-7%	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
Professionals	✓															
Technicians									✓							
Administrative Support	✓															

