

EEO Utilization Report

Organization Information

Name: Unified Government Of Wyandotte County/Kansas City, KS

City: Kansas City

State: KS

Zip: 66101

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

General: It is the policy of the Unified Government not to discriminate against any employee or applicant for employment because of race, color, national origin or ancestry, religion or creed, sex, pregnancy, sexual orientation, gender identity, age, or disability.

The Unified Government shall follow applicable federal, state, and local laws and rules and regulations for the protection of the rights of applicants and employees.

Following File has been uploaded:Equal Opportunity in Employment_final_04-06-15.pdf

Step 4b: Narrative of Interpretation

A comparison of the Unified Government's workforce to the community labor statistics of Wyandotte County shows some underutilization of certain groups. The Unified Government would welcome the opportunity to increase the representation of all the underutilized groups and will continue to explore ways of communicating job opportunities to men and women of all races and ethnic groups.

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We advertise our current openings with local media outlets through social media accounts, including Twitter and Facebook, and online via CareerBroad.com, LinkedIn, Indeed, UG website and other platforms as needed. The Unified Government website has been updated to provide easier access to job opportunities and career possibilities within our organization.

The Unified Government created a Public Safety Taskforce that includes members of the community and UG staff from County Administration, Human Resources, Police, Fire, Sheriff's Departments, to discuss our hiring practices. One of our primary initiatives was to create a dedicated recruiter for Public Safety. As a result, there have been notable improvements in our processes and the level of transparency in our community.

Both the Public Safety Recruiter and our Non-Public Safety Recruiter regularly attend local middle and high school career-jumping events to educate students on careers offered within our organization. They also attend career fairs at local career fairs and community colleges.

Step 5: Objectives and Steps

1. 1. To provide an equal opportunity for who seek employment with our organization.

- a. We will continue to strive to improve the promotion of our current our job openings throughout our community via maintaining a consistent presence and representation at local schools' career events.
- b. We will continue to strive to improve the promotion of our current job openings throughout our community via online and print advertising.

Step 6: Internal Dissemination

The Unified Government is committed to placing the EEO Utilization Report and EEOP Certification Certificate on the Intranet for employees to be able to view. The Police Department and Wyandotte County Sheriff's Department will place the EEO Utilization Report and EEOP Certification Certificate on their intranets for employees to review.

Step 7: External Dissemination

The Unified Government is committed to placing the EEOP Utilization Report and EEO Utilization Report on the Human Resources page of the Unified Government website as well as the KCK Police Department and Wyandotte County Sheriff's webpages.

Utilization Analysis Chart
Relevant Labor Market: Wyandotte County, Kansas

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 #/%	21/44%	2/4%	2/4%	1/2%	0/0%	0/0%	0/0%	0/0%	12/25%	5/10%	5/10%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,725/48%	385/5%	410/5%	40/1%	90/1%	0/0%	65/1%	0/0%	2,310/30%	220/3%	435/6%	10/0%	35/0%	0/0%	15/0%	4/0%
Utilization #/%	-4%	-1%	-1%	2%	-1%	0%	-1%	0%	-5%	8%	5%	-0%	-0%	0%	-0%	-0%
Professionals																
Workforce #/%	142/39%	7/2%	35/10%	2/1%	1/0%	0/0%	0/0%	0/0%	102/28%	23/6%	44/12%	3/1%	2/1%	0/0%	1/0%	0/0%
CLS #/%	4,360/32%	175/1%	440/3%	0/0%	265/2%	0/0%	65/0%	15/0%	6,385/48%	405/3%	920/7%	10/0%	270/2%	0/0%	115/1%	15/0%
Utilization #/%	7%	1%	6%	1%	-2%	0%	-0%	-0%	-19%	3%	5%	1%	-1%	0%	-1%	-0%
Technicians																
Workforce #/%	31/47%	1/2%	6/9%	1/2%	1/2%	0/0%	0/0%	0/0%	15/23%	4/6%	6/9%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	620/27%	50/2%	120/5%	0/0%	50/2%	0/0%	15/1%	0/0%	935/40%	110/5%	385/17%	0/0%	25/1%	0/0%	0/0%	0/0%
Utilization #/%	20%	-1%	4%	2%	-1%	0%	-1%	0%	-18%	1%	-8%	0%	0%	0%	0%	0%
Protective Services: Sworn																
Workforce #/%	496/59%	79/9%	96/11%	4/0%	12/1%	1/0%	2/0%	0/0%	91/11%	18/2%	32/4%	0/0%	1/0%	1/0%	2/0%	0/0%
CLS #/%	960/54%	70/4%	305/17%	0/0%	10/1%	0/0%	0/0%	0/0%	160/9%	25/1%	225/13%	0/0%	0/0%	0/0%	10/1%	0/0%
Utilization #/%	5%	5%	-6%	0%	1%	0%	0%	0%	2%	1%	-9%	0%	0%	0%	-0%	0%
Protective Services: Non-sworn																
Workforce #/%	138/52%	12/4%	22/8%	0/0%	3/1%	0/0%	0/0%	0/0%	40/15%	16/6%	33/12%	0/0%	3/1%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	35/35%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	45/45%	0/0%	10/10%	0/0%	0/0%	0/0%	10/10%	0/0%
Utilization #/%	17%	4%	8%	0%	1%	0%	0%	0%	-30%	6%	2%	0%	1%	0%	-10%	0%
Administrative Support																
Workforce #/%	15/7%	3/1%	8/4%	0/0%	0/0%	0/0%	0/0%	0/0%	78/36%	48/22%	55/25%	3/1%	6/3%	0/0%	0/0%	0/0%
CLS #/%	5,500/31%	690/4%	1,090/6%	25/0%	215/1%	0/0%	60/0%	10/0%	6,905/38%	1,110/6%	1,980/11%	20/0%	145/1%	25/0%	205/1%	10/0%
Utilization #/%	-24%	-2%	-2%	-0%	-1%	0%	-0%	-0%	-2%	16%	14%	1%	2%	-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 #/%	52/63%	10/12%	17/20%	2/2%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	7,300/69%	2,030/19%	470/4%	90/1%	130/1%	0/0%	25/0%	45/0%	260/2%	70/1%	85/1%	0/0%	90/1%	0/0%	45/0%	0/0%
Utilization #/%	-6%	-7%	16%	2%	-0%	0%	-0%	-0%	-2%	-1%	0%	0%	-1%	0%	-0%	0%
Service/Maintenance																
Workforce #/%	89/50%	25/14%	19/11%	3/2%	0/0%	0/0%	1/1%	0/0%	19/11%	3/2%	17/10%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	11,200/42%	3,440/13%	3,695/14%	75/0%	255/1%	4/0%	255/1%	25/0%	3,400/13%	1,705/6%	2,255/8%	15/0%	120/0%	0/0%	145/1%	40/0%
Utilization #/%	8%	1%	-3%	1%	-1%	-0%	-0%	-0%	-2%	-5%	1%	-0%	0%	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
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.


[signature]

County Administrator
[title]

4/09/2020
[date]