

EEO Utilization Report



Organization Information

Name: Bulloch County Board of Commissioners

City: Statesboro

State: GA

Zip: 30458

Type: County/Municipal Government

Section 1: EEO Policy Statement

Policy Statement:

Bulloch County provides equal opportunity to all employees and applicants without regard to race, color, religion, gender, sexual orientation, gender identification, national origin, age, disability, martial status, genetic information, or status as covered veterans in accordance with applicable Federal, State, and local laws. This policy applies to all terms and conditions of employment including, but not limited to, recruitment, placement, promotion, corrective action, termination, reduction in force, transfers, leaves of absence, compensation, working conditions, training, and benefits.

Section 5: Narrative Interpretation of Data

The Human Resources Department has reviewed the data comparing the current workforce to the local labor market, and noted the following areas of significant underrepresentation:

1. White males were underrepresented in the Administrative Support category (-21%).
2. Hispanic/Latino males were underrepresented in the Service/Maintenance category (-4%).
3. Black/African-American males were underrepresented in the Technicians category (-22%).
4. White females were underrepresented in the Protective Services, Sworn and Protective Services, Non-Sworn categories (-8% and -56%, respectively).
5. Black/African-American females were underrepresented in the Technicians and Service/Maintenance categories (-15% and -12%, respectively).

We appreciate the opportunity to review and analyze the utilization data generated, and we believe that our organization will benefit from targeted recruitment efforts intended to address underutilization trends as identified. Bulloch County remains committed to employing a diverse workforce with equal employment opportunities available to all qualified candidates.

Section 6: Objectives and Steps

1. To encourage White males to apply for vacancies in the Administrative Support job category.

- a. The County will participate in local and regional job fairs to connect with a wider pool of applicants.
- b. The County Human Resources Department will recommend partnerships with local high schools, trade schools, and universities to create internships and/or to educate students about job opportunities with the County.
- c. The County will broaden its efforts to utilize state and local agencies, to include the local Department of Labor, civic organizations, and community engagement and communications channels, to reach a wider, more diverse range of applicants and potential applicants.
- d. The County Human Resources Department will randomly audit applicant data for job openings in this category, to analyze the diversity of the applicant pool and determine whether additional efforts are needed to recruit candidates for specific roles.

2. To encourage Hispanic/Latino males to apply for vacancies in the Service/Maintenance job category.

- a. The County will participate in local and regional job fairs to connect with a wider pool of applicants.
- b. The County Human Resources Department will recommend partnerships with local high schools, trade schools, and universities to create internships and/or to educate students about job opportunities with the County.
- c. The County will broaden its efforts to utilize state and local agencies, to include the local Department of Labor, civic organizations, and community engagement and communications channels, to reach a wider, more diverse range of applicants and potential applicants.
- d. The County Human Resources Department will randomly audit applicant data for job openings in this category, to analyze the diversity of the applicant pool and determine whether additional efforts are needed to recruit candidates for specific roles.

3. To encourage Black/African-American males to apply for vacancies in the Technicians job category.

- a. The County will participate in local and regional job fairs to connect with a wider pool of applicants.
- b. The County Human Resources Department will recommend partnerships with local high schools, trade schools, and universities to create internships and/or to educate students about job opportunities with the County.
- c. The County will broaden its efforts to utilize state and local agencies, to include the local Department of Labor,

civic organizations, and community engagement and communications channels, to reach a wider, more diverse range of applicants and potential applicants.

d. The County Human Resources Department will randomly audit applicant data for job openings in this category, to analyze the diversity of the applicant pool and determine whether additional efforts are needed to recruit candidates for specific roles.

4. To encourage White females to apply for vacancies in the Protective Services, Sworn and Protective Services, Non-Sworn job categories.

a. The County will participate in local and regional job fairs to connect with a wider pool of applicants.

b. The County Human Resources Department will recommend partnerships with local high schools, trade schools, and universities to create internships and/or to educate students about job opportunities with the County.

c. The County will broaden its efforts to utilize state and local agencies, to include the local Department of Labor, civic organizations, and community engagement and communications channels, to reach a wider, more diverse range of applicants and potential applicants.

d. The County Human Resources Department will randomly audit applicant data for job openings in this category, to analyze the diversity of the applicant pool and determine whether additional efforts are needed to recruit candidates for specific roles.

5. To encourage Black/African-American females to apply for vacancies in the Technicians and Service/Maintenance job categories.

a. The County will participate in local and regional job fairs to connect with a wider pool of applicants.

b. The County Human Resources Department will recommend partnerships with local high schools, trade schools, and universities to create internships and/or to educate students about job opportunities with the County.

c. The County will broaden its efforts to utilize state and local agencies, to include the local Department of Labor, civic organizations, and community engagement and communications channels, to reach a wider, more diverse range of applicants and potential applicants.

d. The County Human Resources Department will randomly audit applicant data for job openings in this category, to analyze the diversity of the applicant pool and determine whether additional efforts are needed to recruit candidates for specific roles.

Section 7: Dissemination Strategy: Internal

Bulloch County will internally disseminate the EEOP Utilization Report by taking the following steps:

1. Post the report in the Resources section of the Employee Self-Service portal, making it available to view at any time.
2. Send an email to all employees notifying them that the report has been posted to the Employee Self-Service portal.
3. Email the report to all managers and supervisors who interview and select candidates for departmental job openings.
4. Provide a copy of the report and discuss the data with County leadership.
5. Maintain a printed copy of the report in the Human Resources Department for access at any time.

Section 7: Dissemination Strategy: External

Bulloch County will externally disseminate the EEOP Utilization Report by taking the following steps:

1. Post the report in the Human Resources section of the Bulloch County public website.

2. Post a link to the report on the Bulloch County Jobs website, making it easily accessible to applicants.
3. Provide a copy of the report to the Countys Purchasing Manager, who will disseminate it to contractors, vendors, or bidders upon request.
4. Provide copies (email or printed) to members of the public upon request.

Utilization Analysis Chart
Relevant Labor Market: Bulloch County
, Georgia

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 #/%	16/50%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	12/38%	1/3%	2/6%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,275/42%	55/2%	195/6%	0/0%	15/0%	0/0%	20/1%	1,100/36%	60/2%	290/9%	0/0%	25/1%	0/0%	35/1%
Utilization #/%	8%	-2%	-3%	0%	-0%	0%	-1%	2%	1%	-3%	0%	-1%	0%	-1%
Professionals														
Workforce #/%	6/55%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/36%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%
CLS #/%	1,725/31%	45/1%	210/4%	4/0%	125/2%	0/0%	65/1%	2,485/45%	70/1%	615/11%	0/0%	95/2%	0/0%	50/1%
Utilization #/%	23%	-1%	-4%	-0%	-2%	0%	-1%	-9%	-1%	-11%	0%	-2%	9%	-1%
Technicians														
Workforce #/%	33/50%	1/2%	1/2%	0/0%	0/0%	0/0%	2/3%	26/39%	0/0%	2/3%	0/0%	0/0%	0/0%	1/2%
CLS #/%	485/26%	20/1%	445/24%	0/0%	0/0%	0/0%	0/0%	510/27%	40/2%	330/18%	0/0%	25/1%	0/0%	0/0%
Utilization #/%	24%	0%	-22%	0%	0%	0%	3%	12%	-2%	-15%	0%	-1%	0%	2%
Protective Services: Sworn														
Workforce #/%	129/56%	3/1%	35/15%	0/0%	0/0%	0/0%	4/2%	18/8%	3/1%	33/14%	0/0%	0/0%	1/0%	3/1%
CLS #/%	385/49%	0/0%	130/16%	0/0%	0/0%	0/0%	10/1%	125/16%	4/1%	130/16%	0/0%	0/0%	0/0%	4/1%
Utilization #/%	7%	1%	-1%	0%	0%	0%	0%	-8%	1%	-2%	0%	0%	0%	1%
Protective Services: Non-sworn														
Workforce #/%	2/33%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	2/33%	0/0%	1/17%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	65/89%	0/0%	4/5%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	28%	17%	0%	0%	0%	0%	0%	-56%	0%	11%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	3/3%	0/0%	2/2%	0/0%	0/0%	0/0%	1/1%	62/66%	2/2%	23/24%	1/1%	0/0%	0/0%	0/0%
CLS #/%	1,680/24%	85/1%	420/6%	0/0%	40/1%	0/0%	45/1%	3,130/44%	100/1%	1,405/20%	0/0%	80/1%	0/0%	100/1%
Utilization #/%	-21%	-1%	-4%	0%	-1%	0%	0%	22%	1%	5%	1%	-1%	0%	-1%
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 #/%	25/89%	1/4%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,525/71%	135/6%	250/12%	0/0%	10/0%	50/2%	10/0%	20/1%	30/1%	85/4%	0/0%	0/0%	0/0%	40/2%
Utilization #/%	19%	-3%	-4%	0%	-0%	-2%	-0%	-1%	-1%	-4%	0%	0%	0%	-2%
Service/Maintenance														
Workforce #/%	34/50%	0/0%	15/22%	0/0%	0/0%	1/1%	0/0%	12/18%	0/0%	6/9%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,735/28%	425/4%	1,965/20%	0/0%	30/0%	0/0%	90/1%	2,175/23%	140/1%	1,980/20%	30/0%	40/0%	0/0%	50/1%
Utilization #/%	22%	-4%	2%	0%	-0%	1%	-1%	-5%	-1%	-12%	-0%	-0%	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
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.

Cindy B. Mallett

Digitally signed by Cindy B. Mallett
Date: 2024.04.05 13:16:39 -04'00'

Human Resources Director

04/05/2024

[signature]

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[date]