

# EEO Utilization Report

## Organization Information

Name: Egyptian Health Department

City: Eldorado

State: IL

Zip: 62930

Type: County/Municipal Government (not law enforcement)

## **Step 1: Introductory Information**

### **Policy Statement:**

See below ploicy

Following File has been uploaded:Equal opportunity employer policy.pdf

#### **Step 4b: Narrative of Interpretation**

We have many RN, case workers, secretaries, and counselor positions in our professional category that are generally filled with women candidates. We are also a health department which by reasons of funding usually has a lower pay scale than the normal market. Women tend to apply more for human service jobs.

#### **Step 5: Objectives and Steps**

**1. Our objective is to provide equal employment opportunities for White men when our organization fills vacancies that become available in the Professionals job category based on applications received.**

a. Based on the type of jobs that we have at our agency, there is very low applications submitted by white men. We will consider them if they fill all the requirements for the job. We will reach out to local colleges and universities to find more males in these type of job areas.

#### **Step 6: Internal Dissemination**

We will post our utilization report on the Share program that all employees have access to and send an announcement that it is available to look at.

#### **Step 7: External Dissemination**

We will post on our agency website that our EEO utilization report is available to review upon request.

**Utilization Analysis Chart**  
**Relevant Labor Market: Saline County, Illinois**

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
<b>Officials/Administrators</b>																
Workforce #/%	5/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	540/60%	20/2%	15/2%	0/0%	15/2%	0/0%	0/0%	0/0%	305/34%	4/0%	0/0%	0/0%	0/0%	0/0%	4/0%	0/0%
Utilization #/%	-26%	-2%	-2%	0%	-2%	0%	0%	0%	33%	-0%	0%	0%	0%	0%	-0%	0%
<b>Professionals</b>																
Workforce #/%	26/21%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	93/74%	0/0%	5/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	550/38%	0/0%	0/0%	0/0%	0/0%	0/0%	10/1%	0/0%	835/58%	4/0%	10/1%	30/2%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-17%	0%	1%	0%	0%	0%	-1%	0%	16%	-0%	3%	-2%	0%	0%	0%	0%
<b>Technicians</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	155/41%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	225/59%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Protective Services: Sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	365/99%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Protective Services: Non-sworn</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	15/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Administrative Support</b>																
Workforce #/%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	26/93%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	905/33%	15/1%	15/1%	0/0%	0/0%	0/0%	10/0%	0/0%	1,675/62%	15/1%	50/2%	0/0%	0/0%	0/0%	10/0%	15/1%
Utilization #/%	-26%	-1%	-1%	0%	0%	0%	-0%	0%	31%	-1%	-2%	0%	0%	0%	-0%	-1%
<b>Skilled Craft</b>																

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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,455/93%	10/1%	0/0%	0/0%	0/0%	0/0%	0/0%	10/1%	85/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	6/86%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,410/48%	20/1%	25/1%	0/0%	4/0%	0/0%	20/1%	0/0%	1,415/48%	30/1%	20/1%	0/0%	15/1%	0/0%	0/0%	4/0%
Utilization #/%	38%	-1%	-1%	0%	-0%	0%	-1%	0%	-33%	-1%	-1%	0%	-1%	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	✓															

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: David Aldridge

CFO

03-09-2020

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[signature]

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