

EEO Utilization Report

Organization Information

Name: La Crosse County

City: La Crosse

State: WI

Zip: 54601

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

La Crosse County is committed to providing equal employment opportunities in compliance with all Federal, State and County regulations regarding Equal Opportunity in employment.

It is the policy of La Crosse County to promote equal employment opportunities to individuals seeking employment with La Crosse County and to those who are employed by La Crosse County except where such factors constitute a bona fide occupational qualification.

It is also the policy of La Crosse County to administer programs and services in a non-discriminatory manner, treating all clients and persons with dignity and respect.

Step 4b: Narrative of Interpretation

The results of the utilization analysis for La Crosse County indicates an underutilization of white males in the following job categories: Professionals (-17%), Administrative Support (-20%) and Skilled Craft (-10%), and an underutilization of white females in Protective Services, both Sworn (-15%) and Non-Sworn (-31%).

Step 5: Objectives and Steps

1. Our objective is to provide equal employment opportunities for women when our organization fills vacancies that become available in the Protective job category.

- a. We will recruit at colleges and target women's organizations.
- b. We will increase social media presence, specifically targeting women's groups.

2. The County will develop a mission, vision, and strategies for targeting underutilized populations by job category, by working with the County Board of Supervisors and community partners to drive the desired outcomes of La Crosse County's resolution #2-4/21 "Racism as a Public Health Crisis"

- a. Align on vision & strategies
- b. Create actions plans for strategies
- c. Execute action plans
- d. Measure and control actionable plans

Step 6: Internal Dissemination

The EEOP Utilization Report will be posted on our website.

Step 7: External Dissemination

The EEOP Utilization Report will be posted on our website.

Utilization Analysis Chart
Relevant Labor Market: La Crosse County, Wisconsin

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 #/%	16/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	14/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,395/54%	49/1%	65/1%	4/0%	65/1%	0/0%	18/0%	10/0%	2,645/42%	15/0%	30/0%	30/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-0%	-1%	-1%	-0%	-1%	0%	-0%	-0%	5%	-0%	-0%	-0%	0%	0%	0%	0%
Professionals																
Workforce #/%	75/21%	2/1%	0/0%	0/0%	1/0%	0/0%	0/0%	0/0%	270/74%	2/1%	0/0%	1/0%	13/4%	0/0%	0/0%	0/0%
CLS #/%	4,830/38%	30/0%	100/1%	4/0%	110/1%	0/0%	25/0%	10/0%	7,275/57%	155/1%	0/0%	0/0%	90/1%	4/0%	65/1%	40/0%
Utilization #/%	-17%	0%	-1%	-0%	-1%	0%	-0%	-0%	17%	-1%	0%	0%	3%	-0%	-1%	-0%
Technicians																
Workforce #/%	22/35%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	38/60%	0/0%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,115/39%	4/0%	0/0%	0/0%	20/1%	0/0%	10/0%	0/0%	1,675/59%	0/0%	10/0%	0/0%	20/1%	0/0%	8/0%	0/0%
Utilization #/%	-4%	1%	0%	0%	-1%	0%	-0%	0%	2%	0%	1%	2%	-1%	0%	-0%	0%
Protective Services: Sworn																
Workforce #/%	34/89%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	420/73%	0/0%	0/0%	20/3%	0/0%	0/0%	0/0%	4/1%	130/23%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	16%	0%	0%	-3%	3%	0%	0%	-1%	-15%	0%	0%	0%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	67/60%	0/0%	3/3%	1/1%	1/1%	0/0%	0/0%	0/0%	35/31%	1/1%	3/3%	0/0%	1/1%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	30/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	50/62%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	22%	0%	3%	1%	1%	0%	0%	0%	-31%	1%	3%	0%	1%	0%	0%	0%
Administrative Support																
Workforce #/%	55/12%	0/0%	2/0%	0/0%	6/1%	0/0%	0/0%	0/0%	365/79%	6/1%	12/3%	0/0%	15/3%	0/0%	0/0%	0/0%
CLS #/%	5,880/31%	34/0%	20/0%	4/0%	100/1%	0/0%	10/0%	0/0%	12,115/65%	100/1%	70/0%	35/0%	280/1%	0/0%	49/0%	0/0%

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
Utilization #/%	-20%	-0%	0%	-0%	1%	0%	-0%	0%	14%	1%	2%	-0%	2%	0%	-0%	0%
Skilled Craft																
Workforce #/%	61/80%	0/0%	0/0%	1/1%	1/1%	0/0%	0/0%	0/0%	12/16%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	4,795/91%	80/2%	35/1%	4/0%	80/2%	0/0%	74/1%	0/0%	175/3%	4/0%	15/0%	0/0%	30/1%	0/0%	0/0%	0/0%
Utilization #/%	-10%	-2%	-1%	1%	-0%	0%	-1%	0%	12%	-0%	-0%	0%	-1%	0%	1%	0%
Service/Maintenance																
Workforce #/%	40/45%	0/0%	1/1%	0/0%	2/2%	0/0%	0/0%	0/0%	40/45%	0/0%	0/0%	0/0%	6/7%	0/0%	0/0%	0/0%
CLS #/%	10,510/50%	320/2%	210/1%	75/0%	550/3%	0/0%	60/0%	40/0%	8,530/40%	110/1%	80/0%	55/0%	520/2%	0/0%	40/0%	10/0%
Utilization #/%	-5%	-2%	0%	-0%	-0%	0%	-0%	-0%	5%	-1%	-0%	-0%	4%	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	✓															
Protective Services: Sworn									✓							
Protective Services: Non-sworn									✓							
Administrative Support	✓															
Skilled Craft	✓															

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: Stephen Conrad

HR Director

12-07-2021

[signature]

[title]

[date]