



EEO Utilization Report

Organization Information

Name: Franklin County

City: Pasco

State: WA

Zip: 99301

Type: County Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

Franklin County prohibits discrimination and harassment on the basis of race, creed, color, national origin, age, sex, sexual orientation, gender identity, religion, marital status, pregnancy, maternity, breastfeeding, honorably discharged veteran, military status, disability, use of service animal, genetic information, and political or union activities. Conduct of this type is forbidden against employees, members of the public, vendors, clients, job applicants, sales representatives and all others involved with Franklin County.

Step 4b: Narrative of Interpretation

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

There continues to be an under-representation of Hispanic males and females, persisting over multiple job categories.

Hispanic males are under-represented in the job categories of: Officials/Administrators (-7%), Protective Services: Sworn-Officials (-22%), Protective Services: Sworn-Patrol Officers (-35%), Protective Services: Non-Sworn (-25%), Administrative Support (-2%), Skilled Craft (-10%), and Service/Maintenance (-18%).

The representation for Hispanic males has improved since the last report in the following categories: Professionals (up 2%), Technicians (up 6%), Administrative Support (up 4%), and Service/Maintenance (up 11%).

Hispanic females continue to be under-represented in the categories of: Officials/Administrators (-7%), Professionals (-13%), Protective Services: Sworn-Patrol Officers (-16%), Skilled Craft (-1%), and Service/Maintenance (-23%).

The representation for Hispanic females has improved since the last report in the following categories: Protective Services: Sworn-Patrol Officers (up 2%) and Administrative Support (up 5%).

Under-representation of females and non-white employees is especially prevalent in Officials/Administrators and Professionals positions. The County should continue to focus on advancement for under-represented groups in order to promote a workforce that reflects the community we serve.

Step 5: Objectives and Steps

1. Focus recruitment efforts on Hispanic populations.

- a. Enhance outreach efforts by identifying and utilizing advertising resources that target Hispanic applicants.

2. Identify barriers in recruitment that might discourage or screen out Hispanic applicants.

- a. Review applicant flow data to identify if there are steps in the recruitment process which resulted in high fallout of Hispanic applicants.

3. Encourage advancement of female employees.

- a. Utilize data to explore flexible work arrangements that encourage the advancement of female employees.

4. Analyze turnover trends for under-represented groups.

- a. Conduct voluntary exit interviews with employees leaving the County.
- b. Research and compile data to determine how employment policies may affect the retention of under-represented groups.

Step 6: Internal Dissemination

1. Distribute a hard copy of the EEOP Utilization Report to all Department Heads and Elected Officials.
2. Post a copy of the EEOP Utilization Report on the County's public drive, an electronic storage drive on the County's internal network.
3. Send an e-mail to all County employees advising them that the report is available for viewing online or upon request from Human Resources.

Step 7: External Dissemination

1. Include an equal opportunity statement on all job postings.
2. Post a copy of the EEOP Utilization Report on the Franklin County public website.

Utilization Analysis Chart
Relevant Labor Market: Franklin County, Washington

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 #/%	7/78%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,950/60%	215/7%	10/0%	20/1%	10/0%	0/0%	14/0%	0/0%	805/25%	240/7%	0/0%	10/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	18%	-7%	-0%	-1%	-0%	0%	-0%	0%	-2%	-7%	0%	-0%	0%	0%	0%	0%
Professionals																
Workforce #/%	24/48%	4/8%	0/0%	0/0%	2/4%	0/0%	0/0%	0/0%	16/32%	2/4%	0/0%	0/0%	2/4%	0/0%	0/0%	0/0%
CLS #/%	985/33%	115/4%	55/2%	0/0%	0/0%	0/0%	4/0%	0/0%	1,345/45%	340/11%	15/1%	0/0%	90/3%	0/0%	35/1%	0/0%
Utilization #/%	15%	4%	-2%	0%	4%	0%	-0%	0%	-13%	-7%	-1%	0%	1%	0%	-1%	0%
Technicians																
Workforce #/%	6/33%	2/11%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%	8/44%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	265/48%	40/7%	0/0%	-0/0%	10/2%	0/0%	0/0%	0/0%	170/31%	55/10%	0/0%	0/0%	15/3%	0/0%	0/0%	0/0%
Utilization #/%	-14%	4%	0%	0%	4%	0%	0%	0%	14%	-4%	0%	0%	-3%	0%	0%	0%
Protective Services:																
Sworn-Officials																
Workforce #/%	8/89%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	260/52%	110/22%	20/4%	0/0%	0/0%	0/0%	0/0%	0/0%	110/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	37%	-22%	-4%	0%	0%	0%	0%	0%	-11%	0%	0%	0%	0%	0%	0%	0%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	13/81%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	675/19%	1,270/35%	55/2%	0/0%	4/0%	0/0%	0/0%	0/0%	545/15%	1,005/28%	0/0%	25/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	62%	-35%	-2%	0%	-0%	0%	0%	0%	-9%	-16%	0%	-1%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	22/48%	7/15%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	9/20%	7/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	0/0%	20/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	30/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	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 #/%	48%	-25%	2%	0%	0%	0%	0%	0%	-40%	15%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	2/3%	6/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	39/56%	20/29%	1/1%	2/3%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,925/29%	710/11%	10/0%	20/0%	20/0%	0/0%	80/1%	0/0%	2,545/38%	1,165/18%	50/1%	10/0%	30/0%	20/0%	20/0%	10/0%
Utilization #/%	-26%	-2%	-0%	-0%	-0%	0%	-1%	0%	17%	11%	1%	3%	-0%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	18/78%	4/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,905/66%	785/27%	60/2%	0/0%	4/0%	0/0%	25/1%	0/0%	75/3%	25/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	12%	-10%	-2%	0%	-0%	0%	-1%	0%	2%	-1%	0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	4/80%	1/20%	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%
CLS #/%	2,565/20%	4,855/38%	140/1%	55/0%	160/1%	0/0%	55/0%	0/0%	1,545/12%	2,945/23%	110/1%	80/1%	150/1%	50/0%	40/0%	0/0%
Utilization #/%	60%	-18%	-1%	-0%	-1%	0%	-0%	0%	-12%	-23%	-1%	-1%	-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
Protective Services: Non-sworn		✓							✓							
Administrative Support	✓															

Law Enforcement Category Rank 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
Commander																
Workforce #/%	2/100%	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%
Captain																
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	5/100%	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%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	13/81%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

