

EEO Utilization Report

Organization Information

Name: BUCKS, THE COUNTY OF

City: DOYLESTOWN

State: PA

Zip: 18901-4318

Type: County/Municipal Government

Section 1: EEO Policy Statement

Policy Statement:

Non-Discrimination Policy is upload.

Following File has been uploaded:2-NonDiscrimination.pdf

Section 5: Narrative Interpretation of Data

The County of Bucks Human Resources department has reviewed the utilization analysis chart and identified the following:

1. White females were under-represented in the following categories: Technicians (-8%), Protective Services: Non-Sworn (-10%), and under-represented in Protective Services: Sworn (-7%). White females were over-represented in the following categories: Officials/Administrators (13%), Professionals (11%), Administrative Support (19%), and Skilled Craft (21%).
2. Black females were over-represented in the Technician category (37%) and slightly over-represented in Protective Services: Non-Sworn (5%).
3. Black males are over-represented in Protective Services: No-Sworn (10%). Black males are slightly under-represented in Protective Services: Sworn (-5%).
4. Hispanic or Latino males under-represented in Skilled Craft (-7%), Service and Maintenance (-6%) and Technicians (4%).
5. Hispanic or Latino females are slightly under-represented in Technicians (-4%) and Service and Maintenance (-4%).
6. Asian males are slightly under-represented in Technicians (-4%).
7. Asian females are slightly under-represented in Technicians (-4%).
8. White males were under-represented in the following categories: Officials/Administrators (-7%), Professionals (-9%), Technicians (-20%), and Administrative Support (-13%). White males are over-represented in Protective Services: Sworn (17%) and Service and Maintenance (14%).

Section 6: Objectives and Steps

1. To encourage white females to apply for vacancies in Technicians, Protective Services: Sworn, and Protective Services: Non-Sworn.

- a. Review the composition of the applicant pool for all vacancies in these job categories in to determine whether white female applicants were under-represented.
- b. Minority and women employees who are qualified or can become qualified through training will be recommend for promotions.
- c. Increase the recruitment efforts at local colleges through Bucks and surrounding Counties.
- d. All individuals will be promoted based on their based on their ability, skills, and experience.

2. Our objective is to provide equal opportunities for minorities when our organization fills vacancies that become available in the Protective Services category.

- a. The County of Bucks does not discriminate against any person because of race, color, creed, religion, sex, ancestry, national origin, nationality, age, marital, familial, veteran status, sexual orientation or preference, or the presence of a non-job-related medical condition, handicap or disability, or any other legally protected status.
- b. Management will continue to communicate that it does not tolerate or permit harassment of any employee because of race, color religion, sex, national origin, or any other protected class.
- c. Continue to have recruitment efforts at local colleges through Bucks and surrounding Counties and post open positions on Indeed to reach additional candidates.
- d. All employment decisions will be consistent with the principles of EEO.

Section 7: Dissemination Strategy: Internal

The County of Bucks will post the current EEO Utilization Report on the County of Bucks website, which is easily accessible to the public. They can search EEO or they can click on Government to detail the departments and then click on Human Resources to quickly locate the report. We will also post a notice on our internal system for employees through the Service Now Knowledge Base dashboard directing employees to our website for the report. If any employee wishes to have a copy without accessing the website, they may ask Human Resources. After the 2023 EEO Utilization Report has been approved it will be disseminated electronically to appropriate management staff. All new hires will be trained on anti-discrimination, anti-retaliation, anti-harassment and anti-bullying during their new hire orientation. Bucks

County encourages employees to bring questions or complaints to Human Resources.

Section 7: Dissemination Strategy: External

The County of Bucks will post the current EEO Utilization Report on the County of Bucks website, which is easily accessible to the public. They can search EEO or they can click on Government to detail the departments and then click on Human Resources to quickly locate the report.

Utilization Analysis Chart
Relevant Labor Market: Bucks County
, Pennsylvania

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 #/%	62/46%	2/1%	1/1%	0/0%	2/1%	0/0%	0/0%	63/47%	1/1%	3/2%	0/0%	1/1%	0/0%	0/0%
CLS #/%	19,710/53%	910/2%	840/2%	15/0%	1,165/3%	0/0%	155/0%	12,545/34%	535/1%	555/1%	10/0%	520/1%	0/0%	110/0%
Utilization #/%	-7%	-1%	-2%	-0%	-2%	0%	-0%	13%	-1%	1%	-0%	-1%	0%	-0%
Professionals														
Workforce #/%	152/24%	4/1%	9/1%	0/0%	2/0%	2/0%	0/0%	400/63%	23/4%	32/5%	0/0%	10/2%	2/0%	1/0%
CLS #/%	17,310/33%	965/2%	1,130/2%	0/0%	1,705/3%	0/0%	530/1%	27,025/51%	895/2%	1,090/2%	90/0%	1,610/3%	0/0%	290/1%
Utilization #/%	-9%	-1%	-1%	0%	-3%	0%	-1%	11%	2%	3%	-0%	-1%	0%	-0%
Technicians														
Workforce #/%	66/21%	1/0%	21/7%	0/0%	1/0%	1/0%	1/0%	76/24%	2/1%	128/41%	0/0%	5/2%	6/2%	4/1%
CLS #/%	8,700/41%	905/4%	635/3%	0/0%	920/4%	0/0%	100/0%	6,925/33%	890/4%	890/4%	10/0%	1,155/5%	0/0%	155/1%
Utilization #/%	-20%	-4%	4%	0%	-4%	0%	-0%	-8%	-4%	37%	-0%	-4%	2%	1%
Protective Services: Sworn														
Workforce #/%	108/86%	3/2%	6/5%	0/0%	1/1%	0/0%	0/0%	6/5%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,025/69%	95/3%	290/10%	0/0%	50/2%	0/0%	40/1%	340/12%	15/1%	55/2%	0/0%	0/0%	0/0%	25/1%
Utilization #/%	17%	-1%	-5%	0%	-1%	0%	-1%	-7%	0%	-2%	0%	0%	0%	-1%
Protective Services: Non-sworn														
Workforce #/%	226/51%	14/3%	45/10%	2/0%	2/0%	2/0%	6/1%	101/23%	14/3%	23/5%	0/0%	4/1%	0/0%	2/0%
Civilian Labor Force #/%	220/52%	35/8%	0/0%	0/0%	10/2%	0/0%	20/5%	140/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-1%	-5%	10%	0%	-2%	0%	-3%	-10%	3%	5%	0%	1%	0%	0%
Administrative Support														
Workforce #/%	122/18%	4/1%	8/1%	0/0%	2/0%	0/0%	1/0%	498/73%	20/3%	20/3%	0/0%	2/0%	1/0%	4/1%
CLS #/%	21,100/31%	1,090/2%	1,470/2%	15/0%	1,230/2%	0/0%	265/0%	36,525/54%	2,010/3%	2,245/3%	35/0%	1,255/2%	20/0%	625/1%

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 #/%	-13%	-1%	-1%	-0%	-2%	0%	-0%	19%	-0%	-0%	-0%	-2%	0%	-0%
Skilled Craft														
Workforce #/%	64/69%	0/0%	2/2%	1/1%	0/0%	1/1%	0/0%	24/26%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	16,750/79%	1,450/7%	785/4%	10/0%	385/2%	4/0%	255/1%	1,055/5%	205/1%	75/0%	0/0%	280/1%	0/0%	45/0%
Utilization #/%	-10%	-7%	-2%	1%	-2%	1%	-1%	21%	-1%	1%	0%	-1%	0%	-0%
Service/Maintenance														
Workforce #/%	78/56%	2/1%	6/4%	0/0%	2/1%	0/0%	0/0%	43/31%	0/0%	8/6%	0/0%	0/0%	1/1%	0/0%
CLS #/%	27,405/42%	4,660/7%	3,525/5%	140/0%	1,325/2%	0/0%	445/1%	20,135/31%	2,450/4%	2,950/4%	4/0%	2,065/3%	40/0%	525/1%
Utilization #/%	14%	-6%	-1%	-0%	-1%	0%	-1%	0%	-4%	1%	-0%	-3%	1%	-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
Professionals	✓	✓			✓		✓					✓		
Technicians	✓	✓			✓			✓	✓			✓		
Protective Services: Sworn			✓					✓						
Protective Services: Non-sworn		✓			✓		✓	✓						
Administrative Support	✓	✓	✓		✓							✓		
Skilled Craft	✓	✓												
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.

Certified As Final By: Lauren Smith

Chief HR Officer

06-14-2023

[signature]

[title]

[date]