

EEO Utilization Report

Organization Information

Name: COUNTY OF GLYNN

City: BRUNSWICK

State: GA

Zip: 31520-6436

Type: County/Municipal Law Enforcement

Section 1: EEO Policy Statement

Policy Statement:

It is the policy of the Board of Commissioners to promote truthfulness in employment applications and to prohibit discrimination in the employment of any person who is an applicant for a position because of race, religion, color, sex, age, disability, political affiliation, or national origin. Any official or employee of the County government with information concerning a violation of the provisions of this Section may file a written complaint alleging unlawful discrimination with the County Manager or appointing authority, as applicable.

The Americans with Disabilities Act (ADA) requires employers to reasonably accommodate qualified individuals with disabilities. It is the policy of the Glynn County Board of Commissioners not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training, or other terms, conditions, and privileges of employment. Glynn County will make an individualized assessment of whether a qualified individual with a disability meets the selection criteria for employment decisions. To the extent Glynn County's selection criteria have the effect of disqualifying an individual because of a disability, those criteria will be job-related and consistent with business necessity.

Section 5: Narrative Interpretation of Data

The Glynn County Human Resources Department has reviewed the Utilization Analysis Chart and noted the following trends in regards to our county's workforce in relation to our labor market.

1. White males are notably under-represented in following category: Administrative Support.
2. Hispanic or Latino males are under-represented in following categories: Administrative Support and Skilled Craft.
3. Black or African American males are under-represented in following category: Administrative Support.
4. White females are notably under-represented in following categories: Professionals, Protective Services Sworn-Patrol Officers, Protective Services - Non-Sworn, and Skilled Craft.
5. Hispanic or Latino females are under-represented in following category: Protective Services-Non-Sworn.
6. Black or African American females are notably under-represented in following categories: Protective Services Sworn-Patrol Officers, Protective Services-Non-Sworn, and Skilled Craft.

In analyzing the information and understanding the underutilization data presented, we understand that our County will benefit from utilizing the data to address and increase our recruitment/retention efforts as it relates to the groups noted in the trends above.

Glynn County is committed to the continuous recruiting and retaining of a diverse workforce that reflects the community we serve. As such, we will work to review our current practices and aim to strengthen the diversity of our workforce in these job categories.

Section 6: Objectives and Steps

1. Recruitment and Outreach

a. The Glynn County Human Resources Department is committed addressing our underutilized workforce groups by hosting more community employment job fairs. To partner with our local colleges - College of Coastal Georgia, Coastal Pines Technical College, and Golden Isles College and Career Academy (GICCA) to recruit more new graduates. To collaborate with Goodwill Job Connections to conduct additional outreach strategies within our community. We are committed to advertise vacancies on various job boards not only on our County website in an effort to target a more diverse workforce.

2. Equal Opportunity Employment Commitment

- a. Glynn County Board of Commissioners is committed to providing equal employment opportunities for every qualified candidate regardless of race, age, or gender.
- b. Our organization will review all the employment data related to the underutilized categories to identify any issues that may pose barriers to those in our labor markets.
- c. The Human Resources Department will communicate the final report to the department and executive leadership teams to strengthen our recruitment efforts in the underutilized categories.

3. Applicant Interview and Selection

a. The Glynn County Human Resources Department is committed to being available and involved in all applicant interviews to ensure the recruitment process is fair and consistent without any barriers in selection.

Section 7: Dissemination Strategy: Internal

Glynn County Government and the Human Resources Department will ensure internal dissemination by doing the following:

- Posting the report on our Glynn County internal website (GCINFO/SharePoint)

- Make available full access of the EEOP report to all Glynn County Departments, and make it available on their communication bulletins.
- Review during Leadership Team meeting
- Distributing an email copy of the completed 2022 EEOP Utilization report to all department hiring managers.
- Send an county-wide email to all employees to notify them know where the Utilization report can be found on Glynn County's Internal website.
- Include a copy of the EEOP Utilization report amongst the materials available in the Human Resources Department lobby.

Section 7: Dissemination Strategy: External

Glynn County Board of Commissioners will ensure external dissemination by doing the following:

- Posting the EEOP to the Glynn County website and Human Resources Department webpage
- Notify the Office of Procurement in order to communicate with contractors and vendors doing business with Glynn County that a copy of the EEOP Utilization report is available upon request.
- Hard copies of the EEOP Utilization report will be provided upon request in the Human Resources Department.

Utilization Analysis Chart
Relevant Labor Market: Glynn 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 #/%	8/50%	0/0%	1/6%	1/6%	0/0%	0/0%	0/0%	6/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,335/48%	70/1%	100/2%	0/0%	65/1%	0/0%	10/0%	1,970/41%	15/0%	260/5%	10/0%	10/0%	15/0%	0/0%
Utilization #/%	2%	-1%	4%	6%	-1%	0%	-0%	-3%	-0%	-5%	-0%	-0%	-0%	0%
Professionals														
Workforce #/%	35/43%	1/1%	7/9%	0/0%	0/0%	0/0%	0/0%	26/32%	1/1%	11/14%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,240/29%	70/1%	480/6%	15/0%	70/1%	0/0%	45/1%	3,515/45%	190/2%	1,115/14%	30/0%	35/0%	0/0%	35/0%
Utilization #/%	15%	0%	3%	-0%	-1%	0%	-1%	-13%	-1%	-1%	-0%	-0%	0%	-0%
Technicians														
Workforce #/%	25/58%	0/0%	2/5%	0/0%	0/0%	0/0%	0/0%	12/28%	0/0%	4/9%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,075/38%	60/2%	235/8%	0/0%	0/0%	10/0%	35/1%	790/28%	55/2%	535/19%	0/0%	10/0%	0/0%	50/2%
Utilization #/%	20%	-2%	-4%	0%	0%	-0%	-1%	0%	-2%	-9%	0%	-0%	0%	-2%
Protective Services: Sworn-Officials														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	730/56%	40/3%	240/18%	0/0%	25/2%	0/0%	0/0%	155/12%	0/0%	110/8%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Protective Services: Sworn-Patrol Officers														
Workforce #/%	132/53%	6/2%	34/14%	1/0%	0/0%	0/0%	0/0%	41/17%	3/1%	28/11%	1/0%	0/0%	0/0%	2/1%
Civilian Labor Force #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/40%	0/0%	15/60%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	53%	2%	14%	0%	0%	0%	0%	-23%	1%	-49%	0%	0%	0%	1%
Protective Services: Non-sworn														
Workforce #/%	107/80%	3/2%	8/6%	0/0%	0/0%	0/0%	0/0%	15/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,265/22%	135/1%	560/6%	0/0%	100/1%	0/0%	15/0%	5,000/50%	265/3%	1,530/15%	30/0%	55/1%	0/0%	140/1%
Utilization #/%	58%	1%	0%	0%	-1%	0%	-0%	-38%	-3%	-15%	-0%	-1%	0%	-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
Administrative Support														
Workforce #/%	22/11%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	136/65%	3/1%	45/22%	0/0%	0/0%	0/0%	2/1%
CLS #/%	2,805/74%	385/10%	335/9%	0/0%	35/1%	0/0%	0/0%	60/2%	75/2%	115/3%	0/0%	4/0%	0/0%	0/0%
Utilization #/%	-63%	-10%	-9%	0%	-1%	0%	0%	63%	-1%	19%	0%	-0%	0%	1%
Skilled Craft														
Workforce #/%	48/64%	0/0%	18/24%	0/0%	0/0%	0/0%	0/0%	8/11%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,900/29%	795/6%	2,395/18%	0/0%	75/1%	0/0%	220/2%	2,715/21%	435/3%	2,430/18%	25/0%	155/1%	0/0%	85/1%
Utilization #/%	35%	-6%	6%	0%	-1%	0%	-2%	-10%	-3%	-17%	-0%	-1%	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
Professionals								✓						
Protective Services: Sworn-Patrol Officers								✓		✓				
Protective Services: Non-sworn								✓	✓	✓				
Administrative Support	✓	✓	✓											
Skilled Craft		✓						✓		✓				

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
Protective Services: Sworn-Patrol Officers														
Workforce #/%	132/53%	6/2%	34/14%	1/0%	0/0%	0/0%	0/0%	41/17%	3/1%	28/11%	1/0%	0/0%	0/0%	2/1%

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: Dwayne Pollock

Director of Human Resources

09-11-2023

[signature]

[title]

[date]