

# EEO Utilization Report

## Organization Information

Name: County Of San Bernardino

City: San Bernardino

State: CA

Zip: 92415

Type: County/Municipal Government (not law enforcement)

## **Step 1: Introductory Information**

### **Policy Statement:**

See attached San Bernardino County Policy Prohibiting Discrimination, Harassment and Retaliation.  
Following File has been uploaded:Policy Prohibiting Discrimination, Harassment and Retaliation.pdf

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

See attached narrative of interpretation and objectives and steps.

Following File has been uploaded:2019 eeop objectives and steps.pdf

Following File has been uploaded:2019 EEOP narrative of interpretation.pdf

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

### **1. Included in attachment to Step 4b**

### **2. document attached as PDF file**

- a. Objectives are included in the document uploaded in Section 4b.
- b. See the attached objectives

## **Step 6: Internal Dissemination**

Report Dissemination

Internal Dissemination

1. The EEO Office will post the EEOP Utilization Report on the County's HR Intranet website.
2. The EEO Office will distribute the report to the Sheriff and Probation Departments.
3. The EEO Utilization Report will be provided to employees at Fundamentals of Supervision and Fundamentals of Management training.
4. The EEO Office will provide a copy of the EEOP Utilization Report upon request.

## **Step 7: External Dissemination**

External Dissemination

1. The EEO Office will post the EEOP Utilization Report on the County's HR Internet website.
2. The HR Department will ensure job announcements/postings and the County job application continues to include the statement, "The County of San Bernardino is an Equal Employment Opportunity and ADA Compliant Employer".
3. The EEO Office will provide a copy of the EEOP Utilization Report upon request.

**Utilization Analysis Chart**  
**Relevant Labor Market: San Bernardino County, California**

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 #/%	78/29%	20/7%	11/4%	1/0%	10/4%	2/1%	4/1%	0/0%	64/24%	32/12%	29/11%	0/0%	10/4%	1/0%	6/2%	0/0%
CLS #/%	24,400/35%	10,670/15%	2,320/3%	105/0%	2,900/4%	135/0%	765/1%	280/0%	14,380/21%	8,200/12%	2,435/4%	75/0%	2,115/3%	30/0%	340/0%	155/0%
Utilization #/%	-6%	-8%	1%	0%	-0%	1%	0%	-0%	3%	0%	7%	-0%	1%	0%	2%	-0%
<b>Professionals</b>																
Workforce #/%	788/9%	628/8%	218/3%	8/0%	362/4%	22/0%	105/1%	0/0%	1638/20%	2597/31%	914/11%	32/0%	707/8%	38/0%	293/4%	0/0%
CLS #/%	23,005/22%	8,100/8%	3,015/3%	55/0%	6,180/6%	135/0%	555/1%	295/0%	33,475/32%	13,545/13%	5,460/5%	165/0%	7,685/7%	115/0%	770/1%	500/0%
Utilization #/%	-13%	-0%	-0%	0%	-2%	0%	1%	-0%	-13%	18%	6%	0%	1%	0%	3%	-0%
<b>Technicians</b>																
Workforce #/%	250/12%	234/11%	63/3%	6/0%	79/4%	9/0%	27/1%	0/0%	429/21%	579/28%	213/10%	5/0%	88/4%	5/0%	57/3%	0/0%
CLS #/%	4,045/25%	2,105/13%	675/4%	65/0%	965/6%	20/0%	70/0%	25/0%	3,575/22%	2,265/14%	1,285/8%	10/0%	1,010/6%	45/0%	205/1%	90/1%
Utilization #/%	-12%	-1%	-1%	-0%	-2%	0%	1%	-0%	-1%	15%	3%	0%	-2%	-0%	2%	-1%
<b>Protective Services: Sworn</b>																
Workforce #/%	1037/32%	797/25%	203/6%	11/0%	68/2%	6/0%	70/2%	0/0%	356/11%	451/14%	172/5%	3/0%	23/1%	5/0%	44/1%	0/0%
CLS #/%	6,460/39%	4,160/25%	1,795/11%	100/1%	440/3%	20/0%	140/1%	110/1%	1,395/9%	960/6%	725/4%	30/0%	25/0%	0/0%	24/0%	25/0%
Utilization #/%	-7%	-1%	-5%	-0%	-1%	0%	1%	-1%	2%	8%	1%	-0%	1%	0%	1%	-0%
<b>Protective Services: Non-sworn</b>																
Workforce #/%	9/21%	5/12%	0/0%	0/0%	0/0%	0/0%	3/7%	0/0%	18/42%	6/14%	1/2%	0/0%	0/0%	0/0%	1/2%	0/0%
Civilian Labor Force #/%	210/28%	99/13%	35/5%	0/0%	70/9%	0/0%	0/0%	0/0%	165/22%	105/14%	20/3%	0/0%	30/4%	0/0%	15/2%	0/0%
Utilization #/%	-7%	-2%	-5%	0%	-9%	0%	7%	0%	20%	-0%	-0%	0%	-4%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	106/3%	162/5%	44/1%	4/0%	25/1%	3/0%	14/0%	0/0%	928/26%	1664/47%	336/9%	15/0%	79/2%	14/0%	145/4%	0/0%
CLS #/%	33,405/16%	32,510/16%	5,280/3%	280/0%	5,570/3%	105/0%	965/0%	515/0%	53,595/26%	58,305/28%	9,135/4%	350/0%	6,590/3%	230/0%	1,760/1%	860/0%

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 #/%	-13%	-11%	-1%	-0%	-2%	0%	-0%	-0%	1%	19%	5%	0%	-1%	0%	3%	-0%
<b>Skilled Craft</b>																
Workforce #/%	238/36%	169/25%	15/2%	5/1%	20/3%	1/0%	13/2%	0/0%	38/6%	71/11%	40/6%	2/0%	42/6%	0/0%	12/2%	0/0%
CLS #/%	26,865/37%	36,180/50%	1,810/2%	120/0%	2,475/3%	210/0%	725/1%	330/0%	1,240/2%	1,990/3%	220/0%	35/0%	275/0%	0/0%	0/0%	80/0%
Utilization #/%	-1%	-24%	-0%	1%	-0%	-0%	1%	-0%	4%	8%	6%	0%	6%	0%	2%	-0%
<b>Service/Maintenance</b>																
Workforce #/%	87/16%	116/22%	51/10%	2/0%	5/1%	2/0%	9/2%	0/0%	56/11%	128/24%	58/11%	1/0%	2/0%	3/1%	13/2%	0/0%
CLS #/%	36,810/15%	91,970/39%	8,185/3%	400/0%	6,030/3%	395/0%	1,385/1%	675/0%	26,075/11%	50,850/21%	7,665/3%	375/0%	5,460/2%	190/0%	750/0%	670/0%
Utilization #/%	1%	-17%	6%	0%	-2%	0%	1%	-0%	-0%	3%	8%	0%	-2%	0%	2%	-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
<b>Officials/Administrators</b>	✓	✓														
<b>Professionals</b>	✓				✓			✓	✓							✓
<b>Technicians</b>	✓		✓		✓								✓			✓
<b>Protective Services: Sworn</b>	✓		✓		✓			✓								✓
<b>Protective Services: Non-sworn</b>					✓											
<b>Administrative Support</b>	✓	✓	✓		✓			✓					✓			✓
<b>Skilled Craft</b>		✓														
<b>Service/Maintenance</b>		✓			✓								✓			

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.

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[signature]

[title]

[date]