

COUNTY OF SAN BERNARDINO

EEOP Utilization Report 2019

Utilization Analysis of the County's Workforce

The Utilization Analysis is a statistical comparison of the County's workforce by gender and race or ethnicity to the available community labor in the County of San Bernardino. The DOJ's on-line automated survey computes the statistical analysis and determines areas of significant underutilization (or under representation) in the County's workforce in the following job categories: Officials/Administrators, Professionals, Technicians, Sworn Protective Services, Non-Sworn Protective Services, Administrative Support, Skilled Craft, and Service

Maintenance. Per the DOJ guidelines, the composition of the County's workforce includes employees in regular and contract positions. Elected Officials, Public Service Employees, and other Extra-Help employees are excluded from the data analysis. Below is the narrative of the County's underrepresented groups:

Hispanic males were significantly underrepresented in the following categories:

Officials/Administrators (-8%), Administrative Support (-11%), Skilled Craft (-24%), and Service Maintenance (-17%)

Black males were significantly underrepresented in the following categories:

Protective Services – Sworn (-5%), Protective Services – Non-Sworn (-5%)

Asian males were significantly underrepresented in the following categories:

Protective Services - Non-sworn (-9%)

White females were significantly underrepresented in the following category:

Professionals (-13%)

Asian females were significantly underrepresented in the following category:

Protective Services - Non-sworn (-4%)

In reviewing the last EEOP Utilization Report that the County submitted, we were able to track significant improvements in the recruitment of Hispanic males. Most notably, Hispanic male representation in the Protective Services – Sworn category improved from -3% underutilization in 2017 to -1% in 2019. Additional

NARRATIVE OF INTERPRETATION

improvements for Hispanic male recruitment were realized in the Professional (-1% underutilization in 2017 to -0% in 2019), and Skilled Craft categories (-26% underutilization in 2017 to -24% in 2019); and Hispanic females in the Officials/Administrators category (-3% underutilization in 2017 to 0% in 2019). Our objectives and steps to achieve these goals should result in continued improvement in the underrepresented categories.