

EEO Utilization Report

Organization Information

Name: Butler County Prosecutor

City: Hamilton

State: OH

Zip: 45011

Type: County Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

All employees and applicants for employment will be recruited, hired, promoted transferred, demoted, laid off, terminated, suspended, disciplined, evaluated, compensated, and offered other terms and conditions of employment without discrimination on the basis of race, color, sex, religion, national origin, age, or disability, in accordance with the Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Americans with Disabilities Act, as well as similar Ohio laws.

The Prosecuting Attorneys Office takes part in an Equal Employment Opportunity Program, as outlined in Section 42.304 of the Department of Justice Rules. There are several focus points to the EEOP, all in an attempt to achieve fair and impartial employment and recruitment. The Prosecuting Attorneys Office is committed to a diverse work force reflecting the diversity of the community it serves. Accordingly, the Prosecuting Attorney=s Office is committed to attracting and retaining qualified employees from groups that have traditionally been under-represented or under-utilized in the work force, including women, racial and ethnic minorities, and persons with disabilities. As an employee you are encouraged to notify any qualified person of any open job position so as to promote diversity and opportunity to those who might not be aware of an open position for which they may be qualified and properly considered.

The Prosecuting Attorney is committed to securing equal employment opportunity, including dissemination of job information and recruiting advertisements to organizations, publications, and community centers serving all genders, religions, racial and ethnic minorities, and persons with disabilities; participation in targeted job fairs; and consistent, public announcement of all available job opportunities.

Step 4b: Narrative of Interpretation

The Butler County Prosecutor's office reviewed the Utilization Analysis (comparing the County's workforce to the relevant labor market), and noted the following:

1. White females were significantly under-represented in the Professionals category (-9%)
2. Black or African American females were under-represented in the Administrative Support category (-5%)

Step 5: Objectives and Steps

1. To encourage White females to apply for vacancies in the Professionals category.

- a. The prosecutor's office will enhance outreach efforts that target white female applicants in this job category.

2. To encourage Black or African American females to apply for vacancies in the Administrative Support Category.

- a. The Prosecutor's Office will enhance outreach efforts that target Black or African American female applicants in the job category.

Step 6: Internal Dissemination

Display a copy of the EEOP Utilization Report in a conspicuous place located in a common area.

Step 7: External Dissemination

Display a copy of the EEOP Utilization Report on the website.

Utilization Analysis Chart
Relevant Labor Market: Butler County, Ohio

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 #/%	1/100%	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%
CLS #/%	9,375/57%	125/1%	485/3%	0/0%	240/1%	0/0%	20/0%	0/0%	5,705/35%	50/0%	300/2%	10/0%	80/0%	15/0%	20/0%	0/0%
Utilization #/%	43%	-1%	-3%	0%	-1%	0%	-0%	0%	-35%	-0%	-2%	-0%	-0%	-0%	-0%	0%
Professionals																
Workforce #/%	16/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	13/43%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,515/36%	240/1%	555/2%	25/0%	515/2%	0/0%	65/0%	55/0%	12,430/52%	160/1%	685/3%	15/0%	430/2%	0/0%	39/0%	55/0%
Utilization #/%	18%	-1%	-2%	-0%	-2%	0%	-0%	-0%	-9%	-1%	0%	-0%	-2%	0%	-0%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,265/31%	25/1%	0/0%	10/0%	20/0%	0/0%	15/0%	0/0%	2,450/60%	15/0%	135/3%	0/0%	155/4%	0/0%	10/0%	0/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,745/80%	0/0%	60/3%	0/0%	0/0%	0/0%	30/1%	0/0%	275/13%	0/0%	75/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	65/27%	15/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	160/66%	0/0%	0/0%	0/0%	0/0%	0/0%	4/2%	0/0%
Utilization #/%	48%	-6%	0%	0%	0%	0%	0%	0%	-41%	0%	0%	0%	0%	0%	-2%	0%
Administrative Support																
Workforce #/%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	24/96%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	13,330/34%	175/0%	880/2%	0/0%	65/0%	0/0%	110/0%	30/0%	21,915/55%	500/1%	1,920/5%	20/0%	395/1%	0/0%	120/0%	50/0%

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 #/%	-30%	-0%	-2%	0%	-0%	0%	-0%	-0%	-41%	-1%	-5%	-0%	-1%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	11,895/87%	435/3%	430/3%	75/1%	95/1%	0/0%	70/1%	30/0%	460/3%	40/0%	120/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	22,355/48%	1,450/3%	2,810/6%	0/0%	460/1%	30/0%	264/1%	75/0%	16,325/35%	685/1%	1,545/3%	55/0%	635/1%	0/0%	175/0%	40/0%
Utilization #/%																

