

EEO Utilization Report

Organization Information

Name: COUNTY OF CHIPPEWA

City: CHIPPEWA FALLS

State: WI

Zip: 54729-1845

Type: County/Municipal Law Enforcement

Tue 01-21-2025 11:19:52 EST

Section 1: EEO Policy Statement

Policy Statement:

Equal Employment Opportunity

It is the policy of Chippewa County to provide equal opportunity in employment to all qualified employees and applicants for employment. Positive action is required from all employees to help ensure that Chippewa County complies with its obligations under state and federal law. Equal consideration to all qualified persons includes, but is not limited to, the following functions:

1. Hiring, placement, promotion, transfer, or demotion;
2. Recruitment;
3. Compensation for employment;
4. Conditions of employment;
5. Training; and,
6. Involuntary layoff or separation from employment.

The policy objective of Chippewa County is to employ individuals who are qualified for specific work by such job-related standards as experience, demonstrated attitude and skill, education, training, overall ability and other relevant considerations.

Chippewa County is an equal opportunity employer and complies with the principles and practices of equal opportunity employment applicable by Federal, State and local laws and regulations prohibiting employment discrimination on the basis of race, color, age, religion, sex, sexual orientation, national origin, disability, marital status, veteran status, political affiliation, arrest and conviction record or other non-job related factors protected by law. In compliance with the Americans with Disabilities Act, Chippewa County shall provide reasonable accommodations to qualified individuals with disabilities and encourages employees to discuss potential accommodations with the employer.

Violations and/or complaints of this section shall be referred to the Human Resources Director or County Administrator. It is the intent that issues be dealt with in a timely and appropriate manner.

Employees found to be in violation of this policy shall be subject to disciplinary action.

Section 5: Narrative Interpretation of Data

In past reports, we are typically underutilizing white males in the professional and administrative support areas. We have a large number of Social Workers (professionals) that tend to drive a higher female applicant. So no change was made to change recruitment strategies.

This report illustrated an underutilization of white females in the technician and trade roles. We advertise the same for all positions using facebook (highly female), Indeed and Linked In. We also have a Referral Bonus policy that was added. I don't think there is any new or creative way for us to change the applicant pool in this positions. But this data is good to be aware of the changes year by year.

Section 6: Objectives and Steps

1. Continue to analyze annually the advertising options (Facebook, Indeed, Linked in, Word of Mouth).
 - a. Recruitment has been a struggle, as it is for many organizations, so we are analyzing strategies in recruitment often to get more applicants. We aren't trying to get more applicants of a certain gender or race, but overall. We will continue to do this.
2. Discuss with advertising and recruitment teams to ensure we are not screening out candidates based on gender.
 - a. HR meets weekly, we will discuss this each quarter going forward.

Section 7: Dissemination Strategy: Internal

We will post this on our County website for both the general public and employees.

Section 7: Dissemination Strategy: External

County website under Human Resources Division

Utilization Analysis Chart

Relevant Labor Market: Chippewa County , Wisconsin

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 #/%	10/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,895/60%	20/1%	10/0%	0/0%	25/1%	0/0%	0/0%	1,165/37%	20/1%	0/0%	0/0%	15/0%	0/0%	4/0%
Utilization #/%	-10%	-1%	-0%	0%	-1%	0%	0%	13%	-1%	0%	0%	-0%	0%	-0%
Professionals														
Workforce #/%	22/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	118/83%	1/1%	0/0%	0/0%	1/1%	1/1%	0/0%
CLS #/%	1,610/41%	0/0%	0/0%	0/0%	40/1%	0/0%	0/0%	2,265/57%	10/0%	0/0%	4/0%	25/1%	0/0%	20/1%
Utilization #/%	-25%	0%	0%	0%	-1%	0%	0%	26%	0%	0%	-0%	0%	1%	-1%
Technicians														
Workforce #/%	23/85%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	3/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,305/62%	0/0%	10/0%	4/0%	100/3%	0/0%	10/0%	1,230/33%	0/0%	0/0%	0/0%	20/1%	0/0%	55/1%
Utilization #/%	23%	0%	-0%	-0%	1%	0%	-0%	-22%	0%	0%	0%	-1%	0%	-1%
Protective Services: Sworn														
Workforce #/%	32/82%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	6/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	425/83%	0/0%	0/0%	0/0%	15/3%	0/0%	0/0%	75/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-0%	0%	0%	3%	-3%	0%	0%	1%	0%	0%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	14/44%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	16/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	10/56%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/22%	4/22%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-12%	6%	0%	0%	0%	0%	0%	28%	-22%	0%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	10/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	92/86%	2/2%	0/0%	0/0%	2/2%	0/0%	1/1%
CLS #/%	1,750/35%	4/0%	0/0%	0/0%	10/0%	0/0%	20/0%	3,125/63%	30/1%	0/0%	20/0%	20/0%	0/0%	20/0%
Utilization #/%	-26%	-0%	0%	0%	-0%	0%	-0%	23%	1%	0%	-0%	1%	0%	1%
Skilled Craft														
Workforce #/%	50/100%	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%
CLS #/%	2,515/88%	60/2%	0/0%	0/0%	20/1%	0/0%	4/0%	240/8%	0/0%	0/0%	0/0%	35/1%	0/0%	0/0%
Utilization #/%	12%	-2%	0%	0%	-1%	0%	-0%	-8%	0%	0%	0%	-1%	0%	0%
Service/Maintenance														
Workforce #/%	11/79%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,400/58%	30/0%	20/0%	0/0%	25/0%	0/0%	35/0%	3,025/40%	20/0%	0/0%	4/0%	50/1%	0/0%	25/0%
Utilization #/%	21%	-0%	-0%	0%	-0%	0%	-0%	-18%	-0%	0%	-0%	-1%	0%	-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
Professionals	✓													
Technicians								✓						
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
Sheriff														
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%
Jail Captain														
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%
Chief Deputy														
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%
Field Service Lieutenant														
Workforce #/%	2/100%	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%
Jail Lieutenant														
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%
Patrol Sergeant														
Workforce #/%	4/100%	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%
Jail Sergeant														
Workforce #/%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Investigators														
Workforce #/%	3/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	18/90%	0/0%	0/0%	1/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

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: Toni Hohlfelder	Human Resources Director	01-21-2025
_____	_____	_____
[signature]	[title]	[date]

