

# EEO Utilization Report

## Organization Information

Name: Midland County

City: Midland

State: TX

Zip: 79705

Type: County/Municipal Law Enforcement

Wed 06-09-2021 13:30:15 EDT

**Step 1: Introductory Information**

**Policy Statement:**

It is the policy of Midland County to prohibit discrimination against any person in job structuring, recruitment, examination, selection, appointment, placement, training, upward mobility, discipline, or any other aspect of personnel administration based on race, age, gender, religion, color, disability, or national origin.

Personnel decisions will be made on the basis of occupational qualifications and job-related factors such as skill, knowledge, education, experience, and ability to perform a specific job.

An employee will not engage in conduct at work, which involves the use of racial or ethnic joking or derogatory remarks. Reports of such conduct will be investigated, and necessary corrective action will be taken.

Retaliation or discrimination against an employee for alleging discrimination on any of the bases covered is prohibited.

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

A COMPARISON OF THE MIDLAND CO WORKFORCE TO THE COMMUNITY LABOR STATISTICS FOR MIDLAND CO INDICATES UNDERUTILIZATION OF WHITE, HISPANIC AND BLACK MALES IN ADMINISTRATIVE ROLES AND WHITE AND MINORITY WOMEN IN PROTECTIVE SERVICES AND MAINTENANCE ROLES. THE DEMOGRAPHICS OF THE PERMIAN BASIN HAS MANY JOBS IN THE OILFIELD/ENERGY MARKET THAT ARE MAINLY SUITED FOR MALES. TAKING THEM EFFECTIVELY OUT OF THE ADMINISTRATIVE SUPPORT/CLERICAL ROLES IN COUNTY GOVERNMENT. MIDLAND CO WELCOMES THE OPPORTUNITY TO HIRE MORE FEMALE IN THE PROTECTIVE SERVICES JOBS AND THE COUNTY HAS OFFERED AND DOES OFFER THEM THE OPPORTUNITY TO ATTEND THE POLICY ACADEMY AT EVERY OPPORTUNITY.

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

**1. MIDLAND COUNTY IS FULLY COMMITTED TO A POLICY OF EQUAL OPPORTUNITY, AND TO THIS END ABIDES BY ALL APPLICABLE FEDERAL, STATE, AND LOCAL LAWS PERTAINING TO NON-DISCRIMINATION AND FAIR EMPLOYMENT PRACTICES. MIDLAND COUNTY DOES NOT DISCRIMINATE IN PERSONNEL ACTIONS SUCH AS COMPENSATION, BENEFITS, TRANSFERS, LAYOFFS, RETURN FROM LAYOFFS, EDUCATION, TUITION ASSISTANCE, AND SOCIAL AND RECREATIONAL PROGRAMS.**

a. MIDLAND COUNTY HUMAN RESOURCES RECRUITS, HIRES, AND CREATES OBJECTIVE JOB-RELATED QUALIFICATION STANDARDS RELATED TO THOSE DUTIES, FUNCTIONS, AND COMPETENCIES TO MAKE SURE THEY ARE BEING CONSISTENTLY APPLIED WHEN CHOOSING AMONG CANDIDATES TO AVOID SUBJECTIVE EMPLOYMENT DECISIONS BASED ON PERSONAL STEREOTYPES OR HIDDEN BIASES. THE COUNTY PROMOTES WITH EEO PRINCIPLES IN MIND AND IMPLEMENTS A STRONG EEO POLICY. ALL PROMOTIONAL CRITERIA AND JOB OPENINGS ARE COMMUNICATED TO ALL ELIGIBLE EMPLOYEES BY IMPLEMENTING PRACTICES DESIGNED TO WIDEN AND DIVERSIFY THE POOL OF CANDIDATES CONSIDERED FOR EMPLOYMENT OPENINGS, INCLUDING OPENINGS IN UPPER-LEVEL MANAGEMENT. WE MONITOR COMPENSATION PRACTICES FOR PATTERNS OF POTENTIAL DISCRIMINATION BY TRAINING HUMAN RESOURCES MANAGERS, OPERATION MANAGERS, SUPERVISORS, AND ALL EMPLOYEES ON EEO LAWS. THE COUNTY ADOPTS A STRONG ANTI-HARASSMENT POLICY, PERIODICALLY TRAINING EACH EMPLOYEE ON ITS CONTENTS, FOLLOW-UP, AND ENFORCEMENT.

#### **Step 6: Internal Dissemination**

WE WILL INCLUDE THE EEO POLICY STATEMENT IN THE COUNTY'S EMPLOYEE PERSONNEL POLICY MANUAL, AND WE WILL DISTRIBUTE A SEPARATE COPY TO ALL DEPARTMENTS.

WE WILL POST THE EEO PLAN ON THE COUNTY'S INTRANET SITE.

WE WILL CONSPICUOUSLY POST THE EEO POLICY ON BULLETIN BOARDS THROUGHOUT THE COUNTY BUILDINGS.

WE WILL CONTINUE TO INFORM ALL NEW EMPLOYEES ABOUT THE EEO PLAN, AND HOW THEY MAY OBTAIN A COPY, AT THE NEW EMPLOYEE ORIENTATION.

#### **Step 7: External Dissemination**

WE WILL POST THE EEO PLAN ON THE COUNTY'S WEBSITE.

WE WILL INCLUDE ON ALL JOB ANNOUNCEMENTS, AND POST AT THE COUNTY'S JOB BOARD, INFORMATION EXPLAINING HOW APPLICANTS AND MEMBERS OF THE PUBLIC MAY OBTAIN A COPY OF THE EEO PLAN.

WE WILL ANNUALLY INFORM RECRUITING SOURCES IN WRITING OF THE EEO PLAN AND COMMITMENT.



**Utilization Analysis Chart  
 Relevant Labor Market: Midland County, Texas**

Job Categories	Male										Female									
	White	Hispanic or Latino	Black or African American	Indian or Alaska Native	Asian	Hawaiian Native or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	Indian or Alaska Native	Asian	Hawaiian Native or Other Pacific Islander	Two or More Races	Other				
<b>Officials/Administrators</b>	9/45%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/30%	5/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
Workforce #/%	4,275/57%	825/11%	115/2%	140/2%	0/0%	30/0%	20/0%	1,425/19%	510/7%	100/1%	0/0%	0/0%	30/0%	0/0%	0/0%	0/0%				
Utilization #/%	-12%	-11%	-2%	0%	-2%	0%	-0%	11%	18%	-1%	0%	-0%	0%	0%	0%	0%				
<b>Professionals</b>	16/17%	2/2%	1/1%	0/0%	0/0%	0/0%	0/0%	49/51%	22/23%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
Workforce #/%	3,500/35%	640/6%	230/2%	15/0%	160/2%	0/0%	50/1%	3,925/40%	875/9%	355/4%	30/0%	65/1%	0/0%	60/1%	0/0%	0/0%				
Utilization #/%	-19%	-4%	-1%	-0%	-2%	0%	-1%	11%	14%	2%	-0%	-1%	0%	0%	0%	0%				
<b>Technicians</b>	4/36%	4/36%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
Workforce #/%	750/34%	230/10%	40/2%	0/0%	25/1%	0/0%	0/0%	795/36%	290/13%	85/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
Utilization #/%	3%	28%	-2%	0%	-1%	0%	0%	-27%	5%	-4%	0%	0%	0%	0%	0%	0%				
<b>Protective Services: Sworn-Officials</b>	17/61%	6/21%	2/7%	0/0%	0/0%	0/0%	0/0%	1/4%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
Workforce #/%	430/50%	150/17%	25/3%	0/0%	0/0%	0/0%	10/1%	165/19%	75/9%	10/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
Utilization #/%	11%	4%	4%	0%	0%	0%	-1%	-16%	-2%	-1%	0%	0%	0%	0%	0%	0%				
<b>Protective Services: Sworn-Patrol Officers</b>	43/49%	28/32%	3/3%	1/1%	1/1%	0/0%	0/0%	2/2%	8/9%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
Workforce #/%	1,525/24%	1,860/30%	245/4%	60/1%	10/0%	0/0%	0/0%	760/12%	1,550/25%	235/4%	25/0%	15/0%	0/0%	0/0%	0/0%	0/0%				
Utilization #/%	25%	2%	-0%	0%	1%	1%	0%	-10%	-16%	-3%	-0%	-0%	0%	0%	0%	0%				
<b>Protective Services: Non-Sworn</b>	45/29%	26/17%	15/10%	0/0%	1/1%	5/3%	0/0%	0/0%	17/11%	36/23%	15/21%	0/0%	0/0%	0/0%	0/0%	0/0%				
Workforce #/%	20/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/14%	25/36%	15/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				
CLs #/%	20/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/14%	25/36%	15/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%				

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 #/%	0%	17%	10%	1%	3%	0%	0%	0%	-3%	-13%	-14%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	2/1%	6/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	93/40%	108/47%	19/8%	0/0%	1/0%	1/0%	1/0%	0/0%
CLS #/%	3,985/21%	1,885/10%	365/2%	50/0%	10/0%	0/0%	45/0%	0/0%	7,605/39%	4,405/23%	890/5%	50/0%	70/0%	0/0%	55/0%	20/0%
Utilization #/%	-20%	-7%	-2%	-0%	-0%	0%	-0%	0%	1%	24%	4%	-0%	0%	0%	0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,500/46%	4,685/47%	220/2%	85/1%	55/1%	0/0%	15/0%	10/0%	110/1%	130/1%	15/0%	10/0%	25/0%	0/0%	20/0%	0/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	30/52%	24/41%	2/3%	0/0%	0/0%	0/0%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,300/23%	5,470/29%	890/5%	25/0%	70/0%	0/0%	30/0%	10/0%	2,820/15%	4,330/23%	645/3%	30/0%	65/0%	0/0%	15/0%	10/0%
Utilization #/%	29%	12%	-1%	-0%	-0%	0%	2%	-0%	-13%	-23%	-3%	-0%	-0%	0%	-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	✓															
Protective Services: Sworn-Patrol Officers									✓	✓						
Protective Services: Non-sworn										✓	✓					
Administrative Support	✓	✓	✓													
Service/Maintenance									✓	✓						

**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
<b>Above the rank of Patrol</b>																
Workforce #/%	17/61%	6/21%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	43/49%	28/32%	3/3%	1/1%	1/1%	1/1%	0/0%	0/0%	2/2%	8/9%	1/1%	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: Mitzi Baker

Midland County Treasurer

06-09-2021

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[signature]

[title]

[date]