

EEO Utilization Report

Organization Information

Name: PIMA COUNTY

City: TUCSON

State: AZ

Zip: 85701-1403

Type: County/Municipal Prosecutor

Section 1: EEO Policy Statement

Policy Statement:

Uploaded - see below

Following File has been uploaded: Equal Employment Opportunity and Affirmative Action (PDF).pdf

Section 5: Narrative Interpretation of Data

Noted underutilization in the Professionals and Administrative Support job categories for White Male are important areas for our office to focus on, and continued emphasis in these areas is anticipated. Additionally, while White Male groups appear in this report as underutilized, they represent the next largest group in our offices labor utilization for Professionals, which is in line with the larger labor market.

Pima County just completed a countywide Classification and Compensation study, which changed the classifications and salary grades for some of our positions. The new classifications and salaries will provide the department with new tools for recruitment and retention.

Section 6: Objectives and Steps

1. The Pima County Attorneys office is committed to recruiting and retaining a diverse workforce. To improve the utilization within the categories noted as significantly underutilized, we are currently employing the following steps.

- a. Increase the recruiting pipeline and build awareness of vacant administrative support positions through job postings, social media, internal communications and employee referral incentive programs.
Reallocate existing vacant entry level support positions to higher grade administrative positions, increasing candidate pools, providing promotional opportunities for current employees and improving employee retention.
Utilize public recruiting fairs, professional industry communications, and communicate with internal hiring managers to identify qualified candidates that represent underutilized groups.

Section 7: Dissemination Strategy: Internal

Internal: We will make our findings available to all employees through the Pima County Attorney's Office Intranet and Internet, as well as having hard copy reports available by request.

Section 7: Dissemination Strategy: External

External: Findings will be posted to the public-facing internet site for the Pima County Attorney's Office as well as hard copies being available upon request

Utilization Analysis Chart
Relevant Labor Market: Pima County
, Arizona

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 #/%	2/20%	1/10%	1/10%	0/0%	0/0%	0/0%	0/0%	3/30%	2/20%	1/10%	0/0%	0/0%	0/0%	0/0%
CLS #/%	18,480/37%	7,400/15%	1,025/2%	260/1%	615/1%	25/0%	335/1%	13,615/27%	6,040/12%	490/1%	295/1%	555/1%	25/0%	460/1%
Utilization #/%	-17%	-5%	8%	-1%	-1%	-0%	-1%	3%	8%	9%	-1%	-1%	-0%	-1%
Professionals														
Workforce #/%	29/23%	10/8%	2/2%	2/2%	1/1%	0/0%	4/3%	50/39%	20/16%	1/1%	1/1%	2/2%	0/0%	5/4%
CLS #/%	28,525/32%	7,040/8%	1,110/1%	345/0%	2,635/3%	105/0%	950/1%	32,735/36%	11,510/13%	1,185/1%	645/1%	2,200/2%	50/0%	990/1%
Utilization #/%	-9%	0%	0%	1%	-2%	-0%	2%	3%	3%	-1%	0%	-1%	-0%	3%
Technicians														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	7,265/25%	5,750/20%	330/1%	200/1%	840/3%	0/0%	330/1%	6,750/24%	5,490/19%	500/2%	315/1%	600/2%	0/0%	235/1%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Protective Services: Sworn														
Workforce #/%	6/32%	9/47%	1/5%	0/0%	1/5%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	1/5%
CLS #/%	5,840/46%	3,685/29%	370/3%	330/3%	55/0%	60/0%	165/1%	1,210/9%	830/6%	110/1%	75/1%	10/0%	35/0%	15/0%
Utilization #/%	-14%	19%	2%	-3%	5%	-0%	-1%	-9%	-1%	-1%	-1%	-0%	-0%	5%
Protective Services: Non-sworn														
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	270/25%	240/22%	10/1%	4/0%	0/0%	0/0%	0/0%	420/39%	135/12%	0/0%	0/0%	10/1%	0/0%	0/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Administrative Support														
Workforce #/%	18/12%	14/10%	2/1%	0/0%	0/0%	0/0%	0/0%	64/44%	41/28%	2/1%	2/1%	1/1%	0/0%	3/2%
CLS #/%	20,360/19%	13,670/13%	1,420/1%	380/0%	1,050/1%	50/0%	620/1%	34,330/33%	26,620/25%	1,905/2%	1,295/1%	1,400/1%	55/0%	1,360/1%