

EEOP Short Form



Thu Apr 05 21:28:32 EDT 2012

Step 1: Introductory Information

Grant Title: FY 2009 Recovery Act JAG Program
Grant Number: 2009-SB-B9-2573
Grantee Name: Lancaster County
Award Amount: \$102,595.00
Grantee Type: Local Government Agency
Address: 101 N. Main St.
Lancaster, South Carolina
29271
Contact Person: Ms. Miesha Jackson
Telephone #: 803-416-9486
Contact Address: 101 N. Main St.
Lancaster, South Carolina
29271
DOJ Grant Manager: Tamaro White
DOJ Telephone #: 202-353-3503

Grant Title: Technology and Officer Equipment Project
Grant Number: 2011-DJ-BX-2400
Grantee Name: Lancaster County
Award Amount: \$19,652.00
Grantee Type: Local Government Agency
Address: 101 N. Main St.
Lancaster, South Carolina
29271
Contact Person: Ms. Miesha Jackson
Telephone #: 803-416-9486
Contact Address: 101 N. Main St.
Lancaster, South Carolina
29271
DOJ Grant Manager: Tamaro White
DOJ Telephone #: 202-353-3503

Grant Title: Technology Improvements Program
Grant Number: 2010-DJ-BX-1210
Grantee Name: Lancaster County
Award Amount: \$24,609.00
Grantee Type: Local Government Agency
Address: 101 N. Main St.
Lancaster, South Carolina
29271
Contact Person: Ms. Miesha Jackson
Telephone #: 803-416-9486
Contact Address: 101 N. Main St.
Lancaster, South Carolina
29271

DOJ Grant Manager: Tamaro White

DOJ Telephone #: 202-353-3503

Grant Title: FY 2009 Justice Assistance Grant Program
Grant Number: 2009-DJ-BX-1015

Grantee Name: Lancaster County
Award Amount: \$24,977.00

Grantee Type: Local Government Agency

Address: 101 N. Main St.
Lancaster, South Carolina
29271

Contact Person: Ms. Miesha Jackson
Telephone #: 803-416-9486

Contact Address: 101 N. Main St.
Lancaster, South Carolina
29271

DOJ Grant Manager: Tamaro White

DOJ Telephone #: 202-353-3503

Grant Title: Lancaster County Arrest and Enforcement Project
Grant Number: 2011-WE-AX-0047

Grantee Name: Lancaster County
Award Amount: \$394,613.00

Grantee Type: Local Government Agency

Address: 101 N. Main St.
Lancaster, South Carolina
29271

Contact Person: Ms. Miesha Jackson
Telephone #: 803-416-9486

Contact Address: 101 N. Main St.
Lancaster, South Carolina
29271

DOJ Grant Manager: Chanell Jones

DOJ Telephone #: 202-305-2379

Policy Statement:

Lancaster County is an Equal Employment Opportunity Employer. The Federal and state laws prohibit employment decisions from being made based on race, color, religion, sex, national origin, citizenship, age or disability. The Countys goal of equal employment opportunity and nondiscrimination extends to recruitment, employment, advancement and promotion, compensation and benefits administration, training and development, and other personnel actions. Anyone who believes he has encountered discrimination should report it to the Human Resource Director. Reports of discrimination made in good faith will not result in retaliation against the employee.

Step 4b: Narrative Underutilization Analysis

Please see the attached hard copy document.

Step 5 & 6: Objectives and Steps

1. Increase interest among black and female individuals in underrepresented areas.

- a. Identify potential barriers to entry for black and female workers in underrepresented areas.
- b. Work with department heads to eliminate barriers to entry to black and female workers.
- c. Evaluate the County's outside advertising for openings to determine whether the County is reaching as wide an audience as possible.
- d. Educate department heads and elected officials about the County's EEOP and equal employment opportunity objectives.

Step 7a: Internal Dissemination

The County will disseminate its EEOP internally by presentation to and discussion with County Council, department heads and elected officials. Copies will be posted on bulletin boards within County facilities where appropriate, and will be available from Human Resources. In addition, the County will include the EEOP on its website.

Step 7b: External Dissemination

The County's primary mode of external dissemination will be through its website, which will contain a link to the EEOP.

Utilization Analysis Chart
Relevant Labor Market: Lancaster County, South Carolina

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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	35/80%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	7/16%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,220/49%	20/1%	80/3%	0/0%	0/0%	0/0%	4/0%	1,030/41%	0/0%	130/5%	10/0%	20/1%	0/0%	0/0%
Utilization #/%	31%	-1%	-1%	0%	0%	0%	-0%	-25%	0%	-3%	-0%	-1%	0%	0%
Professionals														
Workforce #/%	2/29%	1/14%	1/14%	0/0%	0/0%	0/0%	0/0%	2/29%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%
CLS #/%	985/33%	15/0%	110/4%	0/0%	0/0%	0/0%	0/0%	1,600/53%	35/1%	250/8%	10/0%	15/0%	0/0%	0/0%
Utilization #/%	-4%	14%	11%	0%	0%	0%	0%	-24%	-1%	6%	-0%	-0%	0%	-0%
Technicians														
Workforce #/%	65/78%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	17/20%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	210/32%	0/0%	15/2%	0/0%	0/0%	0/0%	0/0%	360/54%	0/0%	80/12%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	47%	0%	-2%	0%	0%	0%	0%	-34%	1%	-12%	0%	0%	0%	0%
Protective Services: Sworn														
Workforce #/%	113/80%	0/0%	11/8%	0/0%	0/0%	0/0%	0/0%	8/6%	0/0%	9/6%	0/0%	0/0%	0/0%	0/0%
CLS #/%	290/72%	0/0%	60/15%	0/0%	0/0%	0/0%	0/0%	30/7%	0/0%	25/6%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	9%	0%	-7%	0%	0%	0%	0%	-2%	0%	0%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/86%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	4/14%	0/0%	10/34%	0/0%	0/0%	0/0%	0/0%	15/52%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	0%	0%	-34%	0%	0%	0%	0%	34%	0%	0%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	7/3%	0/0%	2/1%	0/0%	0/0%	0/0%	0/0%	205/83%	0/0%	32/13%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,360/20%	50/1%	370/5%	0/0%	0/0%	0/0%	0/0%	4,175/62%	30/0%	760/11%	10/0%	4/0%	0/0%	0/0%
Utilization #/%	-17%	-1%	-5%	0%	0%	0%	0%	22%	-0%	2%	-0%	-0%	0%	0%
Skilled Craft														
Workforce #/%	21/58%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	12/33%	0/0%	2/6%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,915/80%	65/1%	560/11%	10/0%	0/0%	0/0%	4/0%	250/5%	10/0%	100/2%	4/0%	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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Utilization #/%	-21%	-1%	-9%	-0%	0%	0%	-0%	28%	-0%	4%	-0%	0%	0%	0%
Service/Maintenance														
Workforce #/%	33/85%	0/0%	6/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,930/34%	210/2%	2,050/18%	0/0%	15/0%	0/0%	4/0%	2,845/25%	45/0%	2,315/20%	0/0%	20/0%	0/0%	0/0%
Utilization #/%	50%	-2%	-3%	0%	-0%	0%	-0%	-25%	-0%	-20%	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	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators								✓						
Technicians								✓		✓				
Protective Services: Sworn			✓											
Administrative Support	✓		✓											
Skilled Craft	✓													
Service/Maintenance								✓		✓				

