

EEOP Utilization Report



Mon Feb 22 08:57:33 EST 2016

Step 1: Introductory Information

Grant Title:	Iowa Accountability Program (IAP)	Grant Number:	2015-WE-AX-0017
Grantee Name:	Iowa State Judicial Branch	Award Amount:	\$900,000.00
Grantee Type:	State Government Agency		
Address:	1111 E. Court Avenue Des Moines, Iowa 50319-5003		
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DOJ Grant Manager:	Sue Pugliese	DOJ Telephone #:	202-305-1660

Policy Statement:

The Judicial Branch is committed to providing equal employment as an essential component of its basic personnel and administrative policies. This commitment is to ensure that persons will not be denied access to employment and promotion, and other terms, conditions and privileges of employment due to discrimination on the basis of race, color, creed, ancestry, national origin, sex, age, marital status, religion, disability, sexual orientation or gender identity.

Step 4b: Narrative Underutilization Analysis

1. White males were under-represented in the following categories: Officials/Administrators (-37%), Technicians (-28%), Administrative Support (-26%). the current unemployment rate in Iowa is 3.4% which is the 6th lowest in the nation. Many of our Officials/Administrators are Clerks of Court and those positions are typically filled by promotions from within. The initial hiring point is with the Administrative Support positions and due to the clerical nature of the job and lower wages we do not have white males interested in these positions. Also, our technicians category is comprised mostly of court reporters. We are finding it extremely difficult to find applicants for this position as very few schools are teaching this skill. Our only school recently stopped offering this career. A community college is attempting to offer these classes and have 25 students enrolled.
2. White females were under-represented in the category Professional(-6%). Our professional category includes our Juvenile Court Officers which has typically been a more male dominated class.

Step 5 & 6: Objectives and Steps

1. **1. To encourage white males to apply for vacancies in the Officials/Administrators, Technicians, and Administrative Support job categories.**
 - a. We will work with our community colleges and state universities to broaden our pool of applicants.
 - b. We will increase our use of technology to advertise vacancies by using tools like LinkedIn.
2. **2. To encourage white females to apply for vacancies in the Profession job categories.**
 - a. We will work with our community colleges and state universities to broaden our pool of applicants.
 - b. We will use technology tools like LinkedIn to broaden our pool of applicants.

Step 7a: Internal Dissemination

1. Distribute the EEOP Utilization Report to state and district management.
2. Post a copy of the EEOP Utilization Report on our in-house network which is available to all employees.
3. Maintain a hard copy of the report in our Human Resource Office.

Step 7b: External Dissemination

1. Post a copy of the EEOP Utilization Report on our public website.
2. Post a copy of the EEOP Utilization Report on bulletin boards through out our organization so vendors and contractors are aware that it is available.
3. Maintain a hard copy of the report in our human resource office that is available for the public or vendors and contractors to view.

Utilization Analysis Chart
Relevant Labor Market: Iowa

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 #/%	25/24%	0/0%	3/3%	0/0%	0/0%	0/0%	0/0%	0/0%	78/74%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	114,280/61%	1,690/1%	1,130/1%	80/0%	1,135/1%	4/0%	380/0%	120/0%	65,210/35%	990/1%	680/0%	95/0%	925/0%	15/0%	535/0%	30/0%
Utilization #/%	-37%	-1%	2%	-0%	-1%	-0%	-0%	-0%	39%	-1%	-0%	-0%	-0%	-0%	-0%	-0%
Professionals																
Workforce #/%	128/42%	5/2%	13/4%	0/0%	1/0%	0/0%	0/0%	0/0%	149/49%	2/1%	0/0%	1/0%	4/1%	0/0%	0/0%	0/0%
CLS #/%	93,570/37%	2,000/1%	2,050/1%	85/0%	4,700/2%	45/0%	380/0%	310/0%	140,380/56%	2,660/1%	2,175/1%	195/0%	3,100/1%	45/0%	605/0%	215/0%
Utilization #/%	5%	1%	3%	-0%	-2%	-0%	-0%	-0%	-6%	-0%	-1%	0%	0%	-0%	-0%	-0%
Technicians																
Workforce #/%	17/8%	0/0%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	198/91%	0/0%	0/0%	0/0%	2/1%	0/0%	0/0%	0/0%
CLS #/%	15,330/36%	435/1%	220/1%	4/0%	735/2%	0/0%	125/0%	15/0%	24,415/57%	445/1%	370/1%	15/0%	450/1%	0/0%	125/0%	10/0%
Utilization #/%	-28%	-1%	-0%	-0%	-2%	0%	-0%	-0%	34%	-1%	-1%	-0%	-0%	0%	-0%	-0%
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	13,465/78%	320/2%	310/2%	75/0%	80/0%	0/0%	75/0%	35/0%	2,565/15%	170/1%	40/0%	4/0%	15/0%	4/0%	44/0%	0/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	1,335/50%	25/1%	15/1%	10/0%	45/2%	0/0%	14/1%	10/0%	1,145/43%	35/1%	0/0%	10/0%	0/0%	0/0%	0/0%	15/1%
Utilization #/%																
Administrative Support																
Workforce #/%	33/4%	2/0%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	749/92%	17/2%	6/1%	1/0%	6/1%	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
CLS #/%	123,900/32%	3,240/1%	2,520/1%	330/0%	1,735/0%	30/0%	1,115/0%	330/0%	239,320/62%	5,510/1%	5,485/1%	570/0%	2,370/1%	95/0%	1,415/0%	285/0%
Utilization #/%	-28%	-1%	-1%	-0%	-0%	-0%	-0%	-0%	30%	1%	-1%	-0%	0%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	116,755/88%	4,935/4%	1,335/1%	275/0%	630/0%	25/0%	680/1%	150/0%	7,505/6%	185/0%	170/0%	45/0%	325/0%	0/0%	29/0%	30/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	247,240/50%	22,510/5%	8,195/2%	540/0%	4,630/1%	175/0%	1,990/0%	585/0%	182,505/37%	11,810/2%	5,975/1%	660/0%	4,270/1%	145/0%	1,785/0%	530/0%
Utilization #/%	-0%	-5%	-2%	-0%	-1%	-0%	-0%	-0%	-37%	48%	-1%	-0%	-1%	-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
Officials/Administrators	✓															
Professionals									✓							
Technicians	✓															
Administrative Support	✓															

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 EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

 State Court Administrator 2/22/16

[signature] [title] [date]

