

EEO Utilization Report

Organization Information

Name: Thurston County Sheriff's Office

City: Olympia

State: WA

Zip: 98502

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Thurston County is committed to affirmative recruitment and diversity in employment opportunities. It is the policy of Thurston County to provide equal opportunity to all persons seeking or having access to employment, services and activities, which is free from restriction based on race, color, religion, national origin, age, sex, marital status, veteran status, sexual orientation or disability. In addition, pursuant to Article 6 of the working agreements between Thurston County, AFSCME Local 618-CD, Captains' Association and the Deputy Sheriff's Association, the unions and the employer agree to provide equal opportunity to all their members and employees. Neither the employer nor the union shall discriminate against any person on the basis of such person's race, sex, marital status, color, creed or religion, national origin, age, veteran status, sexual orientation or the presence of any sensory, mental or physical disability, unless based upon a bona fide occupation qualification. Sexual harassment shall be considered discrimination under this same Article.

All references to gender in the Agreement are intended to refer equally to male and female. Each party agrees to advise the other of any equal employment opportunity problems of which they are aware. The employer and union will jointly seek solutions to such problems through good personnel management procedures, programs provided in the agreement and county resolutions.

Step 4b: Narrative of Interpretation

The Thurston County Sheriff's Office will continue to consider diverse applicants for all job categories. In particular, the job category of Protective Service: Sworn Patrol Officers shows an underrepresentation of White and Asian Females.

Step 5: Objectives and Steps

1. The Thurston County Sheriff's Office will continue to consider diverse applicants for positions within the Sheriff's Office. Job postings are shared with local colleges, the Washington State Employment Security Department, and Joint Base Lewis-McChord. Additionally, job postings are advertised on governmentjobs.com.

- a. Partner with Joint Base Lewis-McChord's transition and spouse employment programs to encourage more females to apply for law enforcement positions.
- b. Routinely review and expand the list of organizations for postings.
- c. Expand advertisement of job opportunities.
- d. Conduct targeted recruitment efforts in a wide variety of locations where people gather such as sports arenas, gyms, and movie theaters.
- e. Conduct community outreach at schools and build rapport with teachers to involve them in the recruiting effort.
- f. Continue to provide for hands-on training via the Explorer program.
- g. Conduct tours of the Corrections Facility and encourage potential applicants to schedule ride-a-longs to promote transparency, enhance community relations, and
- h. Continue to participate in transition summits at Joint Base Lewis-McChord.

Step 6: Internal Dissemination

The Thurston County Sheriff's Office's EEO Utilization Report will be posted on the Sheriff's Office and Civil Service external (internet) web pages. Copies of the EEO Utilization Report will be provided upon request.

The Thurston County Sheriff's Office will continue to include the statement, "Thurston County is an Equal Opportunity Employer" on all job announcements and postings.

Thurston County's EEO policy is posted on its external (internet) Human Resources web page. Thurston County will continue to post and update this information as needed.

Step 7: External Dissemination

The Thurston County Sheriff's Office's EEO Utilization Report will be posted on the Sheriff's Office and Civil Service external (internet) web pages. Copies of the EEO Utilization Report will be provided upon request.

The Thurston County Sheriff's Office will continue to include the statement, "Thurston County is an Equal Opportunity Employer" on all job announcements and postings.

Thurston County's EEO policy is posted on its external (internet) Human Resources web page. Thurston County will continue to post and update this information as needed.

Utilization Analysis Chart
Relevant Labor Market: Thurston County, Washington

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 #/%	2/100%	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%	0/0%	0/0%
CLS #/%	6,775/43 %	260/2%	185/1%	125/1%	330/2%	50/0%	155/1%	45/0%	6,510/42 %	365/2%	160/1%	220/1%	305/2%	20/0%	110/1%	15/0%
Utilization #/%	57%	-2%	-1%	-1%	-2%	-0%	-1%	-0%	-42%	-2%	-1%	-1%	-2%	-0%	-1%	-0%
Professionals																
Workforce #/%	3/60%	0/0%	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%	0/0%
CLS #/%	8,290/39 %	335/2%	170/1%	80/0%	360/2%	55/0%	115/1%	10/0%	10,160/48 %	380/2%	230/1%	95/0%	635/3%	15/0%	164/1%	45/0%
Utilization #/%	21%	-2%	-1%	-0%	-2%	-0%	-1%	-0%	-8%	-2%	-1%	-0%	-3%	-0%	-1%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	825/29%	70/2%	70/2%	4/0%	130/4%	0/0%	45/2%	0/0%	1,415/49 %	65/2%	70/2%	60/2%	70/2%	25/1%	45/2%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	33/77%	1/2%	2/5%	0/0%	1/2%	0/0%	0/0%	0/0%	6/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,420/70 %	75/4%	75/4%	20/1%	20/1%	20/1%	15/1%	15/1%	220/11%	0/0%	45/2%	0/0%	0/0%	0/0%	0/0%	110/5%
Utilization #/%	7%	-1%	1%	-1%	1%	-1%	-1%	-1%	3%	0%	-2%	0%	0%	0%	0%	-5%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	104/68%	6/4%	4/3%	0/0%	11/7%	1/1%	6/4%	0/0%	17/11%	1/1%	2/1%	0/0%	0/0%	0/0%	1/1%	0/0%
Civilian Labor Force #/%	4,335/44 %	525/5%	170/2%	69/1%	155/2%	115/1%	190/2%	25/0%	3,025/31 %	360/4%	165/2%	105/1%	295/3%	115/1%	120/1%	40/0%
Utilization #/%	24%	-1%	1%	-1%	6%	-1%	2%	-0%	-20%	-3%	-0%	-1%	-3%	-1%	-1%	-0%
Protective Services: Non-sworn																

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
Workforce #/%	8/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	90/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	80/42%	20/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	6%	0%	0%	0%	0%	0%	0%	0%	5%	-11%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	1/4%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	20/87%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%
CLS #/%	7,675/27 %	195/1%	355/1%	30/0%	375/1%	85/0%	120/0%	110/0%	16,345/57 %	965/3%	420/1%	205/1%	870/3%	105/0%	495/2%	125/0%
Utilization #/%	-27%	4%	-1%	-0%	3%	-0%	-0%	-0%	30%	-3%	-1%	-1%	-3%	-0%	3%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	6,020/78 %	735/9%	145/2%	55/1%	160/2%	0/0%	85/1%	65/1%	455/6%	0/0%	0/0%	4/0%	0/0%	0/0%	15/0%	4/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	9,360/40 %	1,140/5%	355/2%	215/1%	460/2%	105/0%	395/2%	60/0%	8,580/36 %	950/4%	195/1%	150/1%	1,125/5%	125/1%	375/2%	75/0%
Utilization #/%																

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
Protective Services: Sworn-Patrol Officers									✓				✓			

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
Captain																
Workforce #/%	3/75%	0/0%	1/25%	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%
Lieutenant																
Workforce #/%	6/50%	1/8%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	4/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	24/89%	0/0%	0/0%	0/4%	1/4%	0/0%	0/0%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	104/68%	6/4%	4/3%	0/7%	11/7%	1/1%	6/4%	0/0%	17/11%	1/1%	2/1%	0/0%	0/0%	0/0%	1/1%	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: Heidi Thomsen

Chief Deputy Financial Services

04-26-2022

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