

EEO Utilization Report

Organization Information

Name: Prosecutor's Office, County Of Thurston

City: Olympia

State: WA

Zip: 98502

Type: State Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

Thurston County is committed to provide equal opportunity to all persons seeking or having access to its employment, services and activities, which is free from restriction based on race, sex, marital status, color, creed or religion, national origin, age, sexual orientation, including gender expression or identity, pregnancy, status as an honorably discharged veteran or military status, genetic information, or the presence of any sensory, mental or physical disability, unless based upon bona fide occupational qualifications. Applicants with disabilities who need accommodation with the application or selection process should contact Thurston Countys Human Resources, at (360) 786-5498. Those who are deaf, deaf-blind, hard of hearing or speech impaired may use the statewide relay system to reach Thurston County offices and departments to conduct their business telephonically. Relay users can simply dial 7-1-1 (or 1-800-833-6388) to connect with Washington Relay.

Step 4b: Narrative of Interpretation

The job category of Administrative Support shows an underutilization of males.

Step 5: Objectives and Steps

- 1. To ensure equal employment opportunities for males when our organization fills vacancies that become available in the Administrative Support job category.**
 - a. The Prosecuting Attorney's office will continue to consider diverse applicants for the positions of Administrative Support.
 - b. An administrative support staff member has been added to the South Puget Sound Community College advisory board along with our elected official attending. In addition, there are two Professionals, Deputy Prosecuting Attorneys, teaching at the local community college in their legal administrative support programs. Their presence allows them to seek applicants for the Administrative Support positions.
 - c. Administrators and Administrative Support staff continue to attend job fairs and continue to maintain relationships with local universities and colleges.
 - d. The Prosecuting Attorney's Office has a large intern program attracting diverse applicants from across the United States.

Step 6: Internal Dissemination

Thurston County Prosecuting Attorney Office's EEOP short form will be posted on the Prosecuting Attorney's external (internet) web page. Copies of the EEOP short form will be provide upon request.

Continue to include the statement "Thurston County is an Equal Opportunity Employer" on all job applications and postings.

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

Step 7: External Dissemination

Thurston County Prosecuting Attorney Office's EEOP short form will be posted on the Prosecuting Attorney's external (internet) web page. Copies of the EEOP short form will be provide upon request.

Continue to include the statement "Thurston County is an Equal Opportunity Employer" on all job applications and postings.

Thurston County's EEO Policy statement is posted on its internal (intranet) and external (internet) web page under Human Resources. 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 #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/100%	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 #/%	-43%	-2%	-1%	-1%	-2%	-0%	-1%	-0%	58%	-2%	-1%	-1%	-2%	-0%	-1%	-0%
Professionals																
Workforce #/%	12/39%	0/0%	0/0%	0/0%	0/0%	2/6%	1/3%	0/0%	14/45%	0/0%	0/0%	0/0%	0/0%	2/6%	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 #/%	-1%	-2%	-1%	-0%	-2%	6%	3%	-0%	-3%	-2%	-1%	-0%	-3%	6%	-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																
Workforce #/%	0/	0/	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 #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	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 #/%																
Administrative Support																
Workforce #/%	4/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	31/79%	2/5%	1/3%	0/0%	0/0%	1/3%	0/0%	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%

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 #/%	-17%	-1%	-1%	-0%	-1%	-0%	-0%	-0%	22%	2%	1%	-1%	-3%	2%	-2%	-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
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 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: Christen A Peters

Chief of Staff

12-20-2019

[signature]

[title]

[date]

