PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT)—2006 HEALTH DEPARTMENT

			MALE					FEMALE				
Job Category		**TOTAL**	**B**	**W**	**H**	**A/PI**	**AI/AN**	**B**	**W**	**H**	**A/PI**	**AI/AN**
Officials/Administrators		8 100%	0 0%	3 37.5%	0 0%	0 0%	0 0%	1 12.5%	4 50%	0 0%	0 0%	0 0%
Professionals (Nurses)		88 100%	0 0%	8 9.09%	0 0%	0 0%	0 0%	6 6.818%	61 69.318%	11 12.5%	2 2.272%	0 0%
Technicians (Sanitarians)		6 100%	0 0%	1 16.666%	0 0%	0 0%	0 0%	0 0%	2 33.333%	3 50%	0 0%	0 0%
Protective Services	Sworn	The Health Department does not have any employees in this job category										
	Non-Sworn	The Health Department does not have any employees in this job category										
Para-Professional		This category no longer exists in the 2000 census data										
Office/Clerical		49 100%	0 0%	1 2.04%	0 0%	1 2.04%	0 0%	0 0%	12 24.489%	32 65.306 %	2 4.081%	1 2.04%
Skilled Craft		The Health Department does not have any employees in this job category										
Service/Maintenance		The Health Department does not have any employees in this job category										

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KEY

B - Black
W - White
H - Hispanic
A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT)—2006 HEALTH UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE White	MALE Black	MALE Hispanic	MALE Asian	MALE American Indian	FEMALE White	FEMALE Black	FEMALE Hispanic	FEMALE Asian	FEMALE American Indian
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	37.5% 59.3% -21.8%	0% 1.8% -1.8%	0% 3.1% -3.1%	0% .7% -.7%	0% 0% 0%	50% 29.8% 20.2%	12.5% 1.4% 11.1%	0% 2.6% -2.6%	0% .5% -.5%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	9.09% 41.2% -32.11%	0% 1.4% -1.4%	0% 2.3% -2.3%	0% 1.6% -1.6%	0% .1% -.1%	69.318% 47.1% 22.218%	6.818% 1.9% 4.918%	12.5% 2.4% 10.1%	2.272% 1.4% .872%	0% .1% -.1%
TECHNICIANS Workforce #/% CLS #/% Utilization %	16.666% 42.2% -25.534%	0% 2.2% -2.2%	0% 4% -4%	0% 1.2% -1.2%	0% 0% 0%	33.333% 40.5% -7.167%	0% 3.6% -3.6%	50% 3.3% 46.7%	0% 1.8% -1.8%	0% 0% 0%
PROTECTIVE SERVICES — SWORN Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
PROTECTIVE SERVICES — NON-SWORN Workforce #/% Civ. Labor Force #/% Utilization %	NOT APPLICABLE									
PARA-PROFESSIONAL Workforce CLS #/% Utilization	THIS CATEGORY NO LONGER EXISTS IN THE 2000 CENSUS DATA									
OFFICE/CLERICAL Workforce CLS #/% Utilization	2.04% 25.9% -23.86%	0% 1.4% -1.4%	0% 5% -5%	2.04% .7% 1.34%	0% .1% -.1%	24.489% 52.8% -28.311%	0% 3.5% -3.5%	65.306% 8.9% 56.406%	4.081% .7% 3.381%	2.04% .1% 1.94%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									

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KANE COUNTY HEALTH DEPARTMENT'S UNDER UTILIZATION NARRATIVE 2006

NARRITIVE UTILIZATION ANALYSIS

Kane County's Health Department labor statistics indicate the most significant under utilization occurs within the white male groups. The community workforce for the Official/Executive category is 59.3%. The Health Department currently has 3 individuals in that category which represents 37.5% of the community workforce and is up from last year by 4.16%. In the professional category under utilization was identified as -32.11% as compared to last year's report the Health Department increased in that category by 5.19%. The technician's category reflected a -25.534% under utilization and lastly, the Office/Clerical category was -23.86% which has improved by 3.33% compared to last's year's statistic.

Other under utilizations groups were: Hispanic males in the following categories: Technicians identified as being under utilized at -4% and -5% under utilized in Office/Clerical positions. Whites females were under utilized in the Technician positions by -7.16% which increased by 25% compared to last year's report and lastly -28% under utilized in the Office/Clerical positions.

After reviewing the under utilization analysis, the Health Department continues to be committed to having it's Department reflect the community workforce as evidenced by increases in 3 groups that were identified as under utilized. We will continue to actively recruit individuals in the categories identified as under utilized (White and Hispanic males and white females in the respective categories). The Health Department recognizes the difficulty it will have recruiting White males in the Official/Executive category due to the competitive wages in other non-for profit organizations and for profits organizations that exist in the community. Additionally, males make up less than 5% of the nursing profession nationally and the nursing position falls within the professional category which will limit the increase in White males in the professional category. Lastly, the Health Department recognizes the challenges it will face in recruiting Hispanic and White Males in the Office/Clerical category due to the entry level salaries that are associated with those positions however, we remain committed to the recruiting that population for it's workforce.

OBJECTIVES

The Health Department is dedicated to having its workforce reflect the community it represents as identified by the Utilization Analysis Report. The Health Department has established the following objectives for accomplishing it's under utilization:

- Promote and recruit White Males for the Official/Executive, Professional, technicians and Office/Clerical positions when they become available as demonstrated by the previous year.
- Actively recruit Hispanic males for positions within the Technical and Office/Clerical categories.

- Promote and recruit White Females in the Technical and Office/Clerical categories.
- Actively recruit in the areas under utilized in the various medians: internet postings, local newspaper, County wide and promotions.

STEPS TO ACHIEVE OBJECTIVES

The following steps will be taken by the Health Department to address the under utilization:

- Participate in career fairs at Northern Illinois and Western Illinois Universities
- Post positions on the internet
- Post positions on the County web site and local newspapers
- Promote applicants within Health Department and other County Departments
- Provide job postings to organizations and schools that reach the targeted populations
- Post in professional journals and newsletters

DISSEMINATION

- The Health Department will list the EEO Employer/Program statement on all of it's postings for hire
- Post the EEO Plan in all 4 Health Departments buildings in a location where all employees have access to the Plan.
- Provide the County's Director of Human Resources a copy of the EEOP for the dissemination of all interested parties
- The Coordinator of Resources and Development at the Health Department will be responsible for the dissemination of the EEOP Plan to all Health Department Employees

Health Department

Disciplinary Report 2006:

Total number of Disciplinary Actions:	15
Race:	13- D, 2- B
Gender:	15 –F
National Origin:	USA, Mexico
Sanctions:	11 – Oral Reprimands, 3 Written Reprimands, 1 Termination

Health Department
EEOC Promotions & Transfers 2006

Total: 10
Promoted: 8, Transferred: 2
Gender: 9-F, 1-M
Race: 5 Whites, 4 Hispanics, 1 Asian/Pacific Islander
National Origin: Mexico, Romania, Philippines, USA

Job Category	Promotion from	To:	Race	Gender	National origin
Clerical	Public Health Associate	KCHAIN Advocate	D	F	Mexico
Clerical	Receptionist	Adm. Asst.	D	F	Mexico
Professional	Case Manager	Sanitarian	B	F	USA
Professional	Disease Investigator	Supervisor	B	F	Romania
Professional	Nurse	Supervisor	B	F	USA
2 Clerical	Receptionist	Public Health Assoc.	D	F	Mexico
Professional	Case Manager	Supervisor	B	F	USA
Clerical	Public Health Associate	Admn. Asst.	D	F	Mexico

Job Category	Transferred from:	Transferred to:	Race	Gender	National Origin
Clerical	Clerk	Adm. Asst	E	F	Philippines
Professional	Audit Dept	Health Dept	B	M	USA

Health Department

EEOC Publications 2006

Web Sites
Kane County Website
Sent to other Health Departments via e-mail
State Universities (NIU, ISU, WIU)

Newspapers
The Beacon
The Herald
The Chronicle
The Courier

Professional Publications
The Nursing Spectrum

Newsletters
Illinois Environmental Health Newsletter
State Universities (NIU, ISU, WIU)

Others
Job Fairs