PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2007 CORONER'S WORKFORCE

			MALE					FEMALE				
Job Category		**TOTAL**	**B**	**W**	**H**	**A/PI**	**AI/AN**	**B**	**W**	**H**	**A/PI**	**AI/AN**
Officials/Administrators		1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals		10 100%	0 0%	2 20%	0 0%	0 0%	0 0%	1 10%	7 70%	0 0%	0 0%	0 0%
Technicians		The Coroner's Office does not have any employees in this job category										
Protective Services	Sworn	The Coroner's Office does not have any employees in this job category										
	Non-Sworn	The Coroner's Office does not have any employees in this job category										
Para-Professional		This category no longer exists in the 2000 census data										
Office/Clerical		3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 66.666%	1 33.333%	0 0%	0 0%
Skilled Craft		The Coroner's Office does not have any employees in this job category										
Service/Maintenance		The Coroner's Office does not have any employees in this job category										

08/27/07

KEY

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

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2007 CORONER 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 %		100% 59.3% 40.7%	0% 1.8% -1.8%	0% 3.1% -3.1%	0% .7% -.7%	0% 0% 0%	0% 29.8% -29.8%	0% 1.4% -1.4%	0% 2.6% -2.6%	0% .5% -.5%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %		20% 41.2% -21.2%	0% 1.4% -1.4%	0% 2.3% -2.3%	0% 1.6% -1.6%	0% .1% -.1%	70% 47.1% 22.9%	10% 1.9% 8.1%	0% 2.4% -2.4%	0% 1.4% -1.4%	0% .1% -.1%
TECHNICIANS Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
	NON-SWORN Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
PARA-PROFESSIONAL Workforce CLS #/% Utilization		THIS CATEGORY NO LONGER EXISTS IN THE 2000 CENSUS DATA									
OFFICE/CLERICAL Workforce CLS #/% Utilization		0% 25.9% -25.9%	0% 1.4% -1.4%	0% 5% -5%	0% .7% -.7%	0% .1% -.1%	66.666% 52.8% 13.866%	0% 3.5% -3.5%	33.333% 8.9% 24.433%	0% .7% -.7%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									

9/13/07

NARRATIVE UTLIZATION ANALYSIS

In the job categories of Officials/Administrators and Professionals, a comparison of the Coroner's Office workforce to the community labor statistics for Kane County indicates underutilization of males in the categories of Black, Hispanic, Asian and American Indian. Underutilization for females in these job categories include; Hispanic, Asian and American Indian.

In the Office/Clerical job category, males are underutilized in every racial category. Females are underutilized in the Black, Asian and American Indian categories.

The Department strives to promote individuals from within when applicable.

Recruitment of males for office/clerical positions is difficult as the pay is relatively low when compared to other professions.

The Coroner's Office is a relatively small office which consists of:

1. The Coroner, an elected official
2. 1 Chief Deputy
3. 2 full time deputies
4. 3 part time deputies
5. 1 Office Manager
6. 3 Administrative Secretaries
7. A contracted Forensic Pathologist
8. A contracted transcriptionist

The Coroner's Office proportionately reflects the available labor force in the community. Based upon the results of the underutilization analysis, the Coroner's office will:

- Attempt to recruit the male population for job categories where underutilized, as positions become available.
- Promote from within the department as appropriate when positions become available.

STEPS TO ACHIEVE OBJECTIVES:

- Attend careers fairs at Aurora University.
- Review recruitment and retention efforts and apply information derived from exit interviews in an effort to improve retention.
- Continue to post all openings on the county website.
- Provide opportunities for management training to supervisory level personnel to develop future managers and improve diversity at the management level.
- Provide job postings to organizations that reach the target population.

DISSEMINATION:

- We will continue to include the statement "EEO Employer/Program – Auxiliary aids are available to individuals with disabilities upon request" on all job postings.
- The EEO Plan will be posted prominently on a bulletin board in the Department.