PART I. COUNTY OF KANE (EXCLUDING ELECTED OFFICIALS) – 2007 ANIMAL CONTROL DEPARTMENT

Job Category		TOTAL	MALE B	MALE W	MALE H	MALE A/PI	MALE AI/AN	FEMALE B	FEMALE W	FEMALE H	FEMALE A/PI	FEMALE AI/AN
Officials/Administrators		Animal Control Department does not have any employees in this job category										
Professionals		1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%
Technicians		Animal Control Department does not have any employees in this job category										
Protective Services	Sworn	Animal Control Department does not have any employees in this job category										
	Non-Sworn	4 100%	0 0%	1 25%	0 0%	0 0%	0 0%	0 0%	3 75%	0 0%	0 0%	0 0%
Para-Professional		This category no longer exists in the 2000 census data										
Office/Clerical		5 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 80%	1 20%	0 0%	0 0%
Skilled Craft		Animal Control Department does not have any employees in this job category										
Service/Maintenance		3 100%	0 0%	1 33.333%	0 0%	0 0%	0 0%	0 0%	2 66.666%	0 0%	0 0%	0 0%

08/23/07

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 (EXCLUDING ELECTED OFFICIALS) – 2007 ANIMAL CONTROL 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 %		NOT APPLICABLE									
PROFESSIONALS Workforce #/% CLS #/% Utilization %		0% 41.2% -41.2%	0% 1.4% -1.4%	0% 2.3% -2.3%	0% 1.6% -1.6%	0% .1% -.1%	100% 47.1% 52.9%	0% 1.9% -1.9%	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 %	25% 30.9% -5.9%	0% 7.3% -7.3%	0% 0% 0%	0% 0% 0%	0% 0% 0%	75% 49.1% 25.9%	0% 3.6% -3.6%	0% 7.3% -7.3%	0% 0% 0%	0% 0% 0%
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%	80% 52.8% 27.2%	0% 3.5% -3.5%	20% 8.9% 11.1%	0% .7% -.7%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %		33.333% 28.4% 4.933%	0% 3.3% -3.3%	0% 27.9% -27.9%	0% .9% -.9%	0% .1% -.1%	0% 19.7% -19.7%	66.666% 2.9% 63.766%	0% 14.6% -14.6%	0% .1% -.1%	0% .9% -.9%

9/12/07

KANE COUNTY ANIMAL CONTROL DEPARTMENT'S UNDER UTILIZATION NARRATIVE 2007

NARRITIVE UTILIZATION ANALYSIS

Kane County's Animal Control Department labor statistics indicate the most significant under utilization occurs within the white male groups. The community workforce for the Professional category for white males is 41.2% and it has -41.2%. under utilization. The Animal Control Department has a very small workforce where there is only one Professional employed therefore it would be very difficult to make the statistics for any other groups in that category. White males are also under utilized in the categories of Protective Services by -5.9% and Office/Clerical by -25%.

Other under utilizations groups were: Black males are under utilized by -7.3% in the Protective Services category. Hispanic males in the following categories are under utilized: Office/Clerical by -5% and SVCS Maintenance by -27%. Hispanic females are under utilized in the SVCS Maintenance category by -19%. Black females are under utilized in the following categories: -3.6% in the Protective Services, and by -3.5% in Office/Clerical. Asian males were under utilized by -7% in the Office/Clerical category whereas Asian females were under utilized in the Office/Clerical by -7% . Lastly American Indian females were under utilized by -9% in the SVCS Maintenance category.

The Department of Animal Control employees approximately 13 employees, with several classification limited to one position. This makes it very difficult to meet the utilization needs of the community however, the Department of Animal Control is committed to diversifying it's workforce so that it reflects the community which it serves.

OBJECTIVES

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

- Promote and recruit the under utilized categories exceeding -3% if the opportunity exist to hire additional employees or if an employee separates from the Department and a vacancy exist.

- 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 Department of Animal Control to address the under utilization:

- Participate in career fairs at University of Illinois at Champaign, Northern Illinois and Aurora University
- Post positions on the internet on NAACHO, U of I Veterinary Website and other applicable animal websites.
- Post positions on the County web site and local newspapers
- Promote applicants within the County Departments
- Provide job postings to organizations and schools that reach the targeted populations
- Post in professional journals and newsletters

DISSEMINATION

- The Department of Animal Control will list the EEO Employer/Program statement on all of it's postings for hire
- Post the EEO Plan in it's 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 Administrator of Animal Control will be responsible for the dissemination of the EEOP Plan to all Animal Control Department Employees

Kane County Animal Control Department

EEOC Publications 2007

Web Sites
Kane County Website
Sent to other local shelters via e-mail
State Universities (UIC)
NAACHO
NACS

Newspapers
The Beacon
The Herald
The Chronicle
The Courier

Others
Job Fairs