December 31, 2019

Jill Monroe
Project/Program Coordinator II
Jackson County
10 S Oakdale St
Medford, OR 97501


Dear Ms. Monroe,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the Equal Employment Opportunity Plan (EEOP) Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The approval of your EEOP Utilization Report is effective for two years from the date of this letter, and satisfies the EEOP reporting requirement for all open Department of Justice (DOJ) awards during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization’s non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

Sincerely,

Michael L. Alston
Director
Signed by: MICHAEL ALSTON
EEO Utilization Report

Organization Information
Name: Jackson County
City: Medford
State: OR
Zip: 97501
Type: County/Municipal Government (not law enforcement)
Step 1: Introductory Information

Policy Statement:

Following File has been uploaded: 2019 EEO Policy Statement and Supporting Documentation.docx
Jackson County Equal Employment Opportunity Plan

Step 1: Introductory Information

Policy Statement:
Grant Title: ROD-Recovery Opportunity Court Measure S7 Drug Court Program
Grant Number: SC-19-018
Grantee Name: Jackson County
Award Amount: $579,558.44
Grantee Type: Local Government Agency
Address: 10 S. Oakdale Avenue, Medford, Oregon 97501
Contact Person: Marie Curren Telephone 541-774-4990
Contact Address: 1101 W. Main Street, Medford, Oregon 97501
DOJ Grant Manager: Joanna Robert, DOJ Telephone #: 503-378-2655

Grant Title: CFC – Community Family Court Jackson County – Community Family Court
Grant Number: IGA 5536
Grantee Name: Jackson County
Award Amount: $626,726.99
Grantee Type: Local Government Agency
Address: 10 S. Oakdale Avenue, Medford, Oregon 97501
Contact Person: Marie Curren Telephone 541-774-4990
Contact Address: 1101 W. Main Street, Medford, Oregon 97501
DOJ Grant Manager: Joanna Robert, DOJ Telephone #: 503-378-2655

Grant Title: FSAPP Family Sentencing Alternative Pilot Program
Grant Number: IGA 5536
Grantee Name: Jackson County
Award Amount: $229,365.00
Grantee Type: Local Government Agency
Address: 10 S. Oakdale Avenue, Medford, Oregon 97501
Contact Person: Marie Curren Telephone 541-774-4990
Contact Address: 1101 W. Main Street, Medford, Oregon 97501
DOJ Grant Manager: Denise Sitler, DOJ Telephone #: 503-945-9051

Grant Title: MS7 – Measure S7 Supplemental Funds Intervention Program
Grant Number: IGA 5430
Grantee Name: Jackson County
Award Amount: $602,678.00
Grantee Type: Local Government Agency
Address: 10 S. Oakdale Avenue, Medford, Oregon 97501
Contact Person: Marie Curren Telephone 541-774-4990
Contact Address: 1101 W. Main Street, Medford, Oregon 97501
DOJ Grant Manager: Denise Sitler, DOJ Telephone #: 503-945-9051

Grant Title: JRI – Criminal Justice Commission Justice Reinvestment Grant Program
Grant Number: JR – 17-015
Grantee Name: Jackson County
Award Amount: $2,609,930.16
Grantee Type: Local Government Agency
Address: 10 S. Oakdale Avenue, Medford, Oregon 97501
Contact Person: Marie Curren Telephone 541-774-4990
Contact Address: 1101 W. Main Street, Medford, Oregon 97501
DOJ Grant Manager: Ian Davidson, DOJ Telephone #: 503-378-6374
Policy Statement

It is the policy of Jackson County to provide equal employment opportunity in County government for all persons; to prohibit discrimination in employment on the basis of race, color, sex, sexual orientation, national origin, religion, age, marital status or disability; and to promote the full utilization of all incumbent employees in the County. Jackson County will follow this policy in recruitment, hiring, promotion into all classifications, compensation, benefits, transfers, assignments, tours of duty, shifts, layoffs, returns from layoff, demotions, terminations, training, educational leave, social and recreational programs, and use of County facilities. It is not the intent of this policy to permit or require the lowering of bona fide job requirements or qualification standards to give preference to any employee or applicant for employment; however, we will take positive affirmative measures in accordance with the prevailing Federal and state law to recruit minorities, females, and persons with disabilities to all levels of County government.

Any employee of Jackson County who fails to comply with this policy is subject to appropriate disciplinary action.
Step 4b: Narrative of Interpretation
A comparison of Jackson County’s workforce to the community labor statistics for Jackson County indicated
underutilization of men, women and minorities in some areas.

1. White males were under-represented in the Protective Services: Non-sworn category by -24% and Administrative
   Support category by -28%.

2. White females were under-represented in the Technicians category by -23% and in the Service/Maintenance category
   by -9%.

3. Hispanic/Latino females were under-represented in the Service/Maintenance category by -7%.

Although the Utilization Analysis indicated other instances of under-representation, the actual numbers of employees in
these job categories made it difficult to draw any reliable conclusions regarding underutilizations. Also, the community
labor statistics show that the population of Black, Asian, Native Hawaiian or Other Pacific Islander, American Indian or
Alaska Native, and Two or more races are diminutive in Jackson County. Although these populations are diminutive,
Jackson County welcomes the opportunity to increase its utilization of females and males in each of the recognized
categories.

In reviewing the EEOP Report Form that Jackson County submitted to the Office of Civil Rights in 2017, we were able to
track improvements in the recruitment and retention of White males in the Professions category. Jackson County has
formulated our current objectives and the steps to achieve them based on our successful recruitment efforts over the last
two years.

Step 5: Objectives and Steps
1. Jackson County continues to seek to improve in its employment of Whites. Jackson County will continue to
   apply its successful recruitment strategies to increase employment for Whites. Jackson County will identify
   particular County departments, offices, or job positions that represent underutilization of White females in the
   Technicians categories and white males in the Protective Services: non-sworn and Administrative Support. In
   an effort to achieve this objective see the steps below
   a. Jackson County will continue to partner with colleges and universities in Southern Oregon to reach the diverse
      student population who are seeking internships, summer work and employment.
   b. Jackson County will continue to attend college and university job fairs in Klamath Falls, Ashland, Medford and
      surrounding areas to present information about job opportunities.
   c. Jackson County will continue to look for opportunities to attend new job fairs.
   d. Department representatives visit local colleges and university classes regularly to present job opportunities,
      applicable skills required for jobs, internships, and regular positions, along with instructions on completing
      employment applications.
   e. Jackson County will continue to utilize national college and university online recruitment resources to advertise
      open positions and communicate with prospective applicants.

2. Because White females are underutilized in the Technicians category and White Males are underutilized in
   Protective Services: non-sworn and Administrative Support categories, it is Jackson Countyys objective to
   increase representation by trying to attract qualified female and male applicants for these positions. Jackson
   County will enhance outreach efforts that target White females and males in the under-represented categories.
   To achieve this Jackson County will
   a. Expand its outreach through online posting, community job fairs, and advertising to ensure diverse applicant pools
      to improve its employment of women and minorities.
   b. Continue to utilize online job posting platforms, technological applicant outreach, community job fairs, and
advertising.
c. Continue to recruit applicants on national online and social media job posting platforms (e.g. NeoGov, Indeed, LinkedIn, Monster, Handshake, Twitter, etc.)
d. Continue to attend Police Academy recruiting days.
e. Continue to partner with local employment agencies (e.g. Barrett Business Services, Confident Staffing, Personnel Sources, WorkSource Oregon, and the Oregon Employment Department) who provide career path training for job seekers along with helping them to explore a diverse pool of job opportunities.
f. Continue to advertise in local and national publications, periodicals, and trade magazines.

Step 6: Internal Dissemination
Jackson County will continue to conspicuously post the Equal Employment Opportunity Plan on bulletin boards throughout the County.

Jackson County will continue to post the Equal Employment Opportunity Plan on the County's employees website, JC Central.

Jackson County will continue to inform all new employees about the Equal Employment Opportunity Plan, and how they may obtain a copy, at New Employee Orientation.

Step 7: External Dissemination
Jackson County will continue to include the statement Women, Minorities and Disabled Encouraged to Apply and Equal Opportunity Employer on employment ads.

Jackson County will continue to include the statement Jackson County is an Equal Opportunity Employer on job postings.


Jackson County will continue to include on job announcements, and post on the County's public job board, information explaining how applicants and members of the public may obtain a copy of the EEO plan.
<table>
<thead>
<tr>
<th>Job Categories</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>White</td>
<td>Hispanic or Latino</td>
</tr>
<tr>
<td>Officials/Administrators</td>
<td>41.62%</td>
<td>0.0%</td>
</tr>
<tr>
<td>CLS #/%</td>
<td>4,915/50%</td>
<td>245/2%</td>
</tr>
<tr>
<td>Utilization #/%</td>
<td>12%</td>
<td>-2%</td>
</tr>
<tr>
<td>Professionals</td>
<td>54.37%</td>
<td>3.2%</td>
</tr>
<tr>
<td>CLS #/%</td>
<td>5,005/39%</td>
<td>130/1%</td>
</tr>
<tr>
<td>Utilization #/%</td>
<td>-2%</td>
<td>1%</td>
</tr>
<tr>
<td>Technicians</td>
<td>51.59%</td>
<td>4.5%</td>
</tr>
<tr>
<td>CLS #/%</td>
<td>940/42%</td>
<td>40/2%</td>
</tr>
<tr>
<td>Utilization #/%</td>
<td>17%</td>
<td>3%</td>
</tr>
<tr>
<td>Protective Services: Sworn</td>
<td>96/77%</td>
<td>7/6%</td>
</tr>
<tr>
<td>CLS #/%</td>
<td>950/50%</td>
<td>75/6%</td>
</tr>
<tr>
<td>Utilization #/%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Protective Services: Non-sworn</td>
<td>12/19%</td>
<td>2/3%</td>
</tr>
<tr>
<td>Utilization #/%</td>
<td>60/43%</td>
<td>0/0%</td>
</tr>
<tr>
<td>Administrative Support</td>
<td>5/3%</td>
<td>2/1%</td>
</tr>
<tr>
<td>CLS #/%</td>
<td>7,975/31%</td>
<td>585/2%</td>
</tr>
<tr>
<td>Job Categories</td>
<td>White</td>
<td>Hispanic or Latino</td>
</tr>
<tr>
<td>--------------------</td>
<td>-------</td>
<td>-------------------</td>
</tr>
<tr>
<td>Utilization #/%</td>
<td>-28%</td>
<td>-1%</td>
</tr>
<tr>
<td>Skilled Craft</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workforce #/%</td>
<td>22/81%</td>
<td>1/4%</td>
</tr>
<tr>
<td>CLS #/%</td>
<td>6,675/82%</td>
<td>800/10%</td>
</tr>
<tr>
<td>Utilization #/%</td>
<td>-1%</td>
<td>-6%</td>
</tr>
<tr>
<td>Service/Maintenance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workforce #/%</td>
<td>18/62%</td>
<td>2/7%</td>
</tr>
<tr>
<td>CLS #/%</td>
<td>11,760/44%</td>
<td>2,750/10%</td>
</tr>
<tr>
<td>Utilization #/%</td>
<td>18%</td>
<td>-3%</td>
</tr>
</tbody>
</table>
## Significant Underutilization Chart

<table>
<thead>
<tr>
<th>Job Categories</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>White</td>
<td>Hispanic or Latino</td>
</tr>
<tr>
<td>Technicians</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Protective Services: Nonsworn</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Administrative Support</td>
<td>✓</td>
<td></td>
</tr>
</tbody>
</table>
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: Jill Monroe

[signature]

Project/Program Coordinator II

[title]

10-11-2019

[date]