

Cuyahoga County

Department of Human Resources
Employee and Labor Relations

2022

Equal Employment Opportunity Plan





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INTRODUCTION

Reaffirmation of Cuyahoga County's Commitment to Equal Employment Opportunity

The County is committed to fostering a diverse and inclusive workforce, which includes building an environment that respects the individual, promotes innovation and offers opportunities for all employees to develop to their full potential.

A diverse workforce helps the County realize its full potential. The County benefits from creativity and innovation that results when people who have different experiences, perspectives, and cultural backgrounds work together.

Through this Equal Employment Opportunity Plan (EEOP), we are committing to our belief that people are our most valuable resource and, for this reason, we must continue to strive for employment and personnel practices that are free of discriminatory treatment and foster a culture of respect in the workplace. In addition, it is our intention to develop an employment posture that reflects the demography of the workforce at large.

Cuyahoga County is also committed to providing a model EEOP that may be used by all elective county offices as well as contractors and grant recipients in meeting Federal, State, and County diversity, equity and inclusion (DEI) objectives.

Sheba N. Marshall
Interim Chief Human Resources Officer



POLICIES & PROCEDURES¹

Equal Opportunity and Commitment to Diversity

Cuyahoga County's equal opportunity, hiring, and employment policies can be found in the Employee Handbook, located at [Employee Handbook \(cuyahogacounty.us\)](http://cuyahogacounty.us).

The County's EEO Policy can be found in Section 3.02 of the Employee Handbook, and reads:

The County is committed to providing equal employment opportunities for all individuals regardless of race, color, ancestry, national origin, language, religion, citizenship status, sex, age, marital status, sexual preference or orientation, gender identity/expression, military/veteran status, disability, genetic information, membership in a collective bargaining unit, status with regard to public assistance, or political affiliation.

Anti-Harassment and Anti-Bullying

The County is committed to providing a workplace free from harassment, including sexual harassment and bullying. Conduct that unreasonably interferes with an individual's work performance, that creates an intimidating, offensive or hostile work environment, and/or adversely affects employment opportunities is strictly prohibited.

An employee who is found to have harassed or bullied an employee, anyone engaged in County business, or anyone on County property may be subject to corrective action, disciplinary action, training, mediation or transfer. This includes any employee who interferes with the resolution of a complaint, retaliates against an individual for filing a complaint, or knowingly files an unfounded or fraudulent complaint intended to cause harm.

Prohibited Retaliation

The County strictly prohibits retaliation against any individual who:

- Reports discrimination or harassment
- Cooperates with an investigation of reported discrimination or harassment
- Complains about discrimination or harassment
- Threatens to report discrimination or harassment
- Refuses to obey a directive the employee reasonably believes is discriminatory
- Pickets in opposition to discrimination
- Requests a reasonable accommodation based on a disability or religious belief

¹ The policies and procedures referenced in this section may be found in Sections 3 & 7 of the Employee Handbook.



Reasonable Accommodations

Disabilities: The County is committed to complying with the Americans with Disabilities Act (ADA) and its amendments and ensuring equal opportunity in employment for qualified persons with disabilities. The ADA and its amendments make it unlawful for an employer to discriminate against qualified applicants or employees with a disability.

Religious Beliefs: The County respects the religious beliefs and practices of all employees and, upon written request, will make reasonable accommodations for the requestor.

Reporting Discrimination, Harassment, Bullying or Retaliation

Employees who believe they are the victim of workplace discrimination, harassment, sexual harassment, bullying or retaliation must immediately report the issue to Human Resources. An employee can also report their concern to their supervisor or department director. Any supervisor or department director made aware of an employee concern regarding workplace discrimination, harassment, sexual harassment, bullying or retaliation must immediately contact Human Resources.

Investigations

The County will investigate all reported concerns of workplace discrimination, harassment, sexual harassment, bullying or retaliation. An investigation may include conducting interviews, obtaining written statements and/or reviewing records. The County will complete investigations in a prompt manner. The length of the investigation will vary based on the circumstances involved.

If, after an investigation, the County finds that an employee has violated any County policy then Human Resources, in consultation with the employee's department director or designee, will determine the appropriate action. Such action may include corrective measures, discipline, mediation, training or transfer.

The County will maintain the confidentiality of all investigations to the extent possible and allowable under applicable Ohio law, and may share information on a need-to-know basis.

Appeals

Classified, non-bargaining employees may appeal certain adverse employment actions to the Personnel Review Commission; bargaining unit employees may appeal such actions through the grievance procedures outlined in their respective collective bargaining agreements.

All employees may appeal work actions or decisions they believe to be discriminatory to the Ohio Civil Rights Commission or the Equal Employment Opportunity Commission.



WORKFORCE

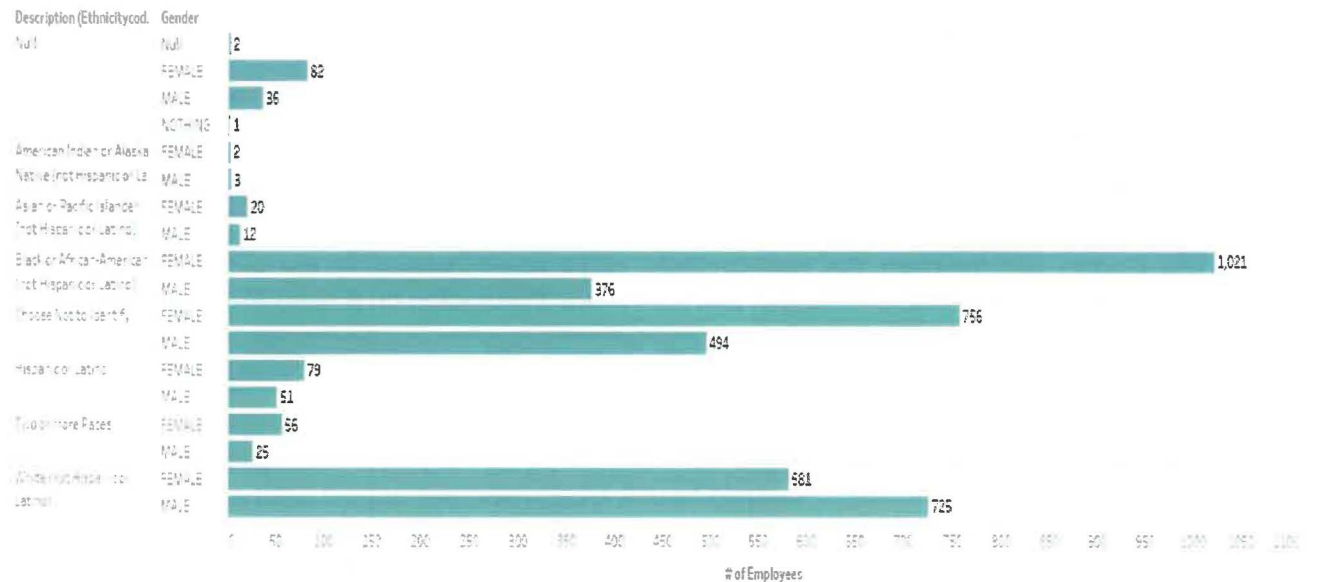
Cuyahoga County (including all elected offices) is one of the largest employers (approximately 7,281) in the Greater Cleveland area. Fifty-nine percent of those employees work for the Cuyahoga County Executive.² The following information compares the demographics of Cuyahoga County's workforce at large with the demographics of the workforce under the County Executive.

Based on the following illustrations, the County's employee demography is closely aligned with the demography of the workforce at large in Cuyahoga County.³ In addition, the County's employee demographics reveal the County's desire to enhance its equal employment opportunity goals and achieve equitable and sufficient representation of protected class members who have traditionally been discriminated against at all levels of employment and specifically where underutilization exists.

In terms of gender, the County's workforce is comprised of mostly female employees. Racially, African Americans comprise the majority of the County's employees who have chosen to self-identify. The racial demographics of the County's workforce as a whole cannot be clearly determined, as 1,254 employees out of 4,326 under the County Executive have chosen not to self-identify. Going forward, the County will continue to take measures listed in the Action Plan section to enhance equal employment opportunities for individuals in the local labor market.

DEMOGRAPHICS

County Workforce



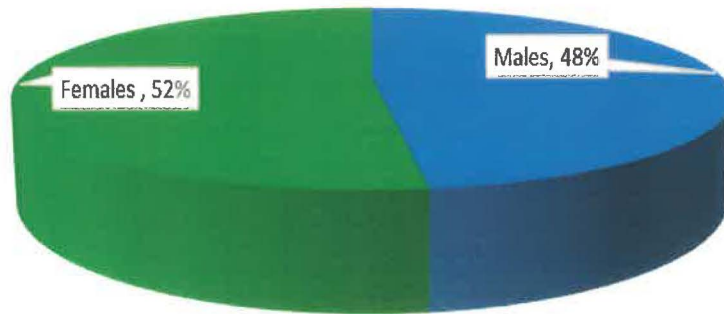
² As of December 14, 2022, there were 4,326 employees under the County Executive.

³ Census.gov (<https://www.census.gov/quickfacts/fact/table/cuyahogacountyohio/PST045221>)

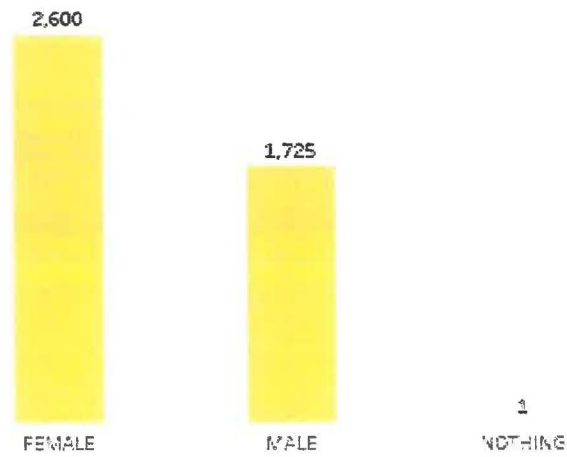


Gender

Cuyahoga County General Population



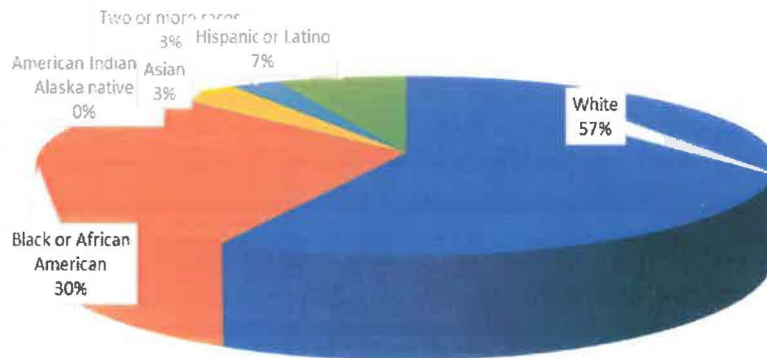
of Employees by Gender



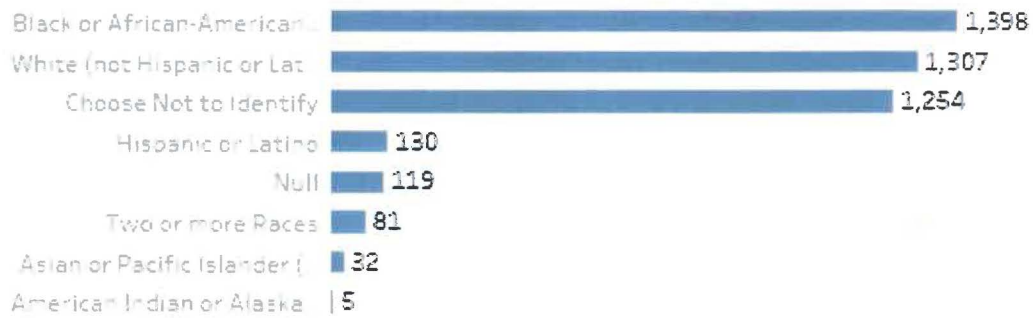


Race

Cuyahoga County General Population



of Employees by Ethnicity





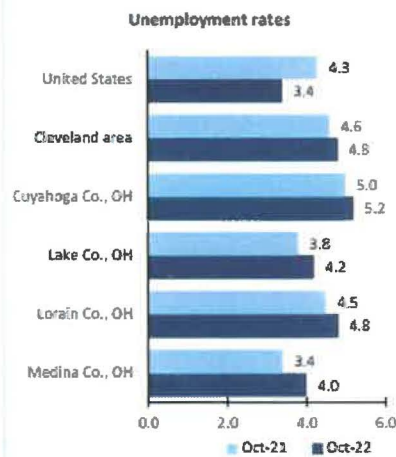
REGIONAL ECONOMIC SUMMARY⁴

Cleveland Area Economic Summary

Updated December 06, 2022

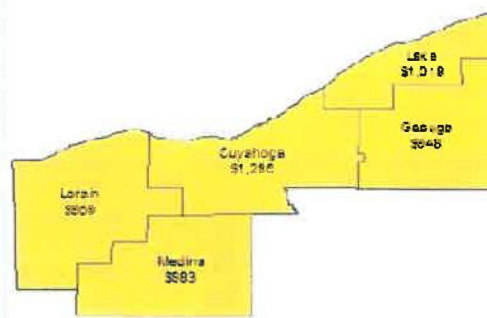
This summary presents a sampling of economic information for the area; supplemental data are provided for regions and the nation. Subjects include unemployment, employment, wages, prices, spending, and benefits. All data are not seasonally adjusted and some may be subject to revision. Area definitions may differ by subject. For more area summaries and geographic definitions, see www.bls.gov/regions/economic-summaries.htm.

Unemployment rates for the nation and selected areas

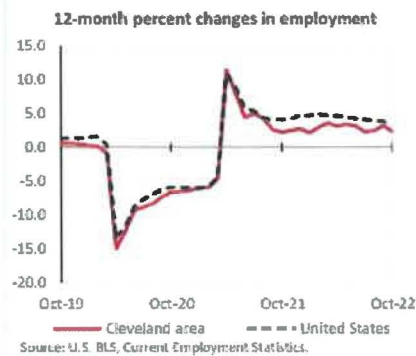


Average weekly wages for all industries by county

Cleveland area, second quarter 2022
(U.S. = \$1,294; Area = \$1,198)



Over-the-year changes in employment on nonfarm payrolls and employment by major industry sector



Cleveland area employment (number in thousands)	Oct. 2022	Change from Oct. 2021 to Oct. 2022	
		Number	Percent
Total nonfarm	1,061.5	23.5	2.3
Mining, logging, and construction	39.8	-0.1	-0.3
Manufacturing	119.3	3.1	2.7
Trade, transportation, and utilities	186.6	1.8	1.0
Information	14.0	0.5	3.7
Financial activities	68.9	-0.5	-0.7
Professional and business services	157.7	-1.3	-0.8
Education and health services	198.3	2.1	1.1
Leisure and hospitality	101.5	9.4	10.2
Other services	42.0	5.0	13.5
Government	133.4	3.5	2.7

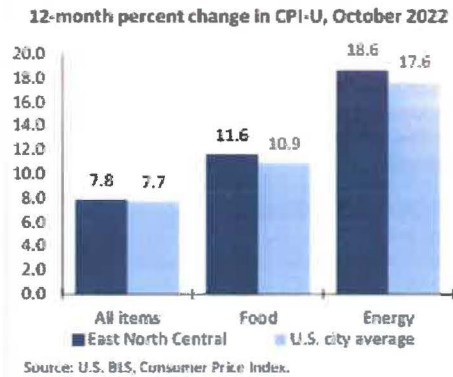
Source: U.S. BLS, Current Employment Statistics.



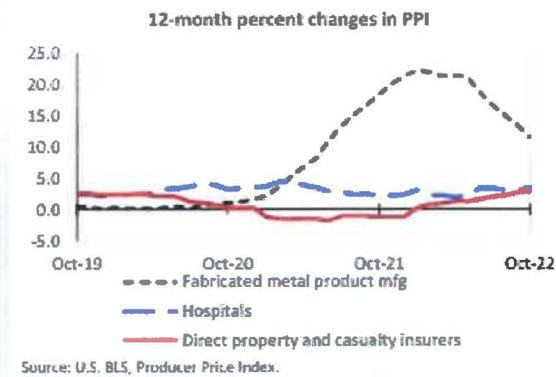
⁴ U.S. Bureau of Labor Statistics: https://stats.bls.gov/regions/midwest/summary/blsummary_cleveland_oh.pdf



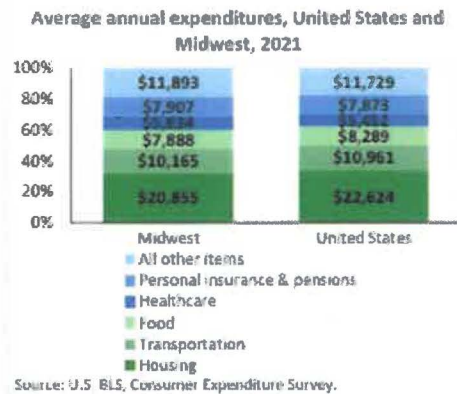
Over-the-year change in the prices paid by urban consumers for selected categories



Over-the-year changes in the selling prices received by producers for selected industries nationwide



Average annual spending and percent distribution for selected categories



Average hourly wages for selected occupations

Occupation	Cleveland area	United States
All occupations	\$26.86	\$28.01
Accountants and auditors	38.55	40.37
Registered nurses	36.01	39.78
Inspectors, testers, sorters, samplers, and weighers	21.68	21.54
Bill and account collectors	18.29	19.85
Laborers and freight, stock, and material movers, hand	17.02	16.80
Cooks, restaurant	14.38	15.21

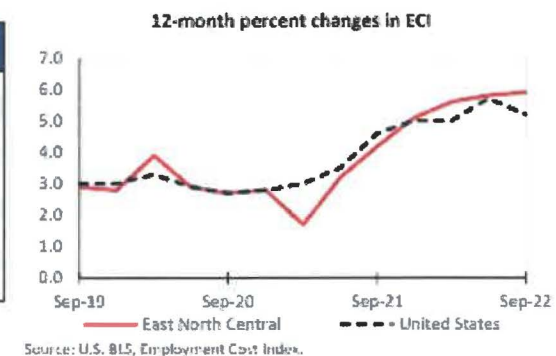
Source: U.S. BLS, Occupational Employment and Wage Statistics, May 2022.

Employer costs per hour worked for wages and selected employee benefits by geographic division

Private Industry, June 2022	East North Central (1)	United States
Total compensation	\$38.22	\$38.91
Wages and salaries	26.45	27.44
Total benefits	11.78	11.47
Paid leave	2.72	2.87
Vacation	1.45	1.47
Supplemental pay	1.50	1.37
Insurance	3.24	2.96
Retirement and savings	1.51	1.33
Legally required benefits	2.80	2.93

(1) The states that compose the East North Central census division are IL, IN, MI, OH, and WI.
Source: U.S. BLS, Employer Costs for Employee Compensation.

Over-the-year changes in wages and salaries





EMPLOYMENT TESTING AND CANDIDATE EVALUATION

Validation Method(s)

The Personnel Review Commission (PRC) uses a content validation method to validate the employment selection procedures it develops and administers for Cuyahoga County. This method begins with job analysis interviews with subject matter experts (SMEs). These typically include the position's direct supervisor, as well as high-performing incumbents when available. During the interview(s), PRC staff collect information on the essential functions and job tasks, as well as the knowledge, skills, and abilities (KSAs) needed for job performance.

Essential functions are ranked based on importance to job performance and rated for the frequency each function is performed relative to the others. These determinations are based on the SMEs' judgment. Tasks related to the performance of each essential function are grouped with that function.

Each KSA is operationally defined and reviewed by the SMEs to determine: 1) whether the KSA is required on the first day or if it's acquired through on-the-job training, 2) the importance of the KSA in performing job tasks, and 3) if the KSA is directly related to job performance. Once the KSA list is complete, the SMEs complete a linkage survey where they link each KSA to each task in which the KSA is required for job performance. These linkages demonstrate the direct relationship between the job duties and the KSAs to be assessed by the selection procedure. All information is documented in a position description, which the SMEs review to confirm its accuracy and completeness.

PRC staff use the position description to create a test plan focused on measuring KSAs that are required on the first day, important to job performance, and directly related to job performance. Attention is also paid to KSAs linked to the most important/frequent essential functions and/or the greatest number of job tasks. The components of the selection procedure are linked directly to the KSA(s) they purport to measure. Together, the position description and the test plan demonstrate the relationship between job duties, KSAs, and test content.

Due to the limited number of hires made from most selection procedures and the lack of reliable criterion data, conducting meaningful criterion-related validation studies for further evidence of validity is not feasible.

Test Content

All tests are developed on a case-by-case basis and are unique to the classification. Test content is developed according to the test plan, focusing on the critical KSAs required on the first day and directly related to job performance. Whenever possible, the PRC creates work samples and performance-based tests meant to simulate job tasks, basing them on documents and materials used by incumbents on the job. This increases the likelihood that the reading level and task complexity of the test are as similar as possible to what is encountered on the job. PRC staff work with SMEs to collect those materials and develop test content that closely resembles job content. For some classifications — typically supervisory/managerial positions or those that require tools and equipment that cannot reasonably or safely be used in a testing environment — a structured



interview is created rather than a practical assessment. Interview questions are developed and selected based on the KSAs included in the test plan. Scoring anchors are developed and reviewed with the SMEs and are written in such a way that they capture behaviors relevant to the question while remaining general enough to allow for a variety of interviewee experiences.

Test Weighting

Due to the lack of criterion data and the limited number of SMEs, a quantitative methodology for determining test weighting is not feasible. Instead, the PRC uses a rational approach that starts with the test plan focused on the critical KSAs required at the time of hire. Test plans typically begin with each component being given equal weight. Weighting is then adjusted based on the KSA linkages, as well as SMEs' judgment on the relative importance of the competencies measured by each test component. The final weighting is reviewed with SMEs before test administration.

Cut Score

The PRC establishes cut scores for its tests using a modified *Angoff* method. In this method, PRC staff review each item or task on the test with the SMEs. They then ask the SMEs whether a minimally competent employee would correctly answer the question or complete the task on their first day on the job. If the SMEs answer "Yes," then the number of points the question/task is worth is added to the cut score. For structured interviews, the SMEs determine which of the anchors would be considered a minimally acceptable response from an incumbent on the first day, and then add the number of total points those anchors are worth to the cut score. The final cut score is the sum of points the SMEs state a minimally competent employee would earn on the test.

Application Screening

The PRC Classification and Compensation team is responsible for drafting the minimum education, experience, licensure, and certification requirements for each non-bargaining classification specification. The goal is to set meaningful minimum requirements tied to the KSAs necessary to successfully perform the job responsibilities at the time of hire.

The PRC accomplishes this by analyzing job information collected using Comprehensive Position Questionnaires used for classification plan maintenance. The PRC also uses outside research, job descriptions, job shadowing, and job analysis meetings with SMEs and management to determine accurate minimum qualifications. The PRC collaborates with SMEs who have expert knowledge about what is necessary to perform the job and the KSAs the incumbent must demonstrate at a minimally acceptable level on the first day of employment. These KSAs do not include any knowledge, skills, or abilities the incumbent will gain via training on the job.

For bargaining-unit positions, the county's Department of Human Resources collaborates with departmental SMEs to set the minimum requirements.

Prior to application screening, PRC staff meets with the SMEs to review a classification's minimum requirements to determine what is considered a related educational field and what is considered relevant experience. Additionally, for minimum requirements that include the statement "or an equivalent combination of education, training, and experience," PRC staff works with the SMEs



to set those equivalencies. This process establishes how much experience is equivalent to an educational achievement.

The typical equivalency used is 1:1; that is, one year of education beyond a high school diploma or GED is considered equivalent to one year of relevant job experience (an associate degree is two years, a bachelor's degree is four years, etc.). If an applicant does not meet the minimum requirements as exactly written, the equivalencies determine whether they are still considered eligible for the position. If the applicant does not meet the educational requirement, PRC staff use the equivalencies to determine what amount of additional experience beyond the minimum would be considered equivalent, and vice versa.

PRC staff review the application profiles and résumés of all applicants after a job posting closes. Applicants who meet the minimum requirements are considered eligible to test and are notified of the test details — date(s), time(s), location, medium, and general subject matter. If an application is rejected, the PRC notifies the applicant of the reason(s) and gives them five (5) calendar days to submit a request for reconsideration. In this request, the applicant has the opportunity to provide more information about their qualifications that they did not include on their application profile or résumé. If the supplemental information is enough to meet the minimum requirements or equivalencies, the applicant is considered eligible to test.

Test Administration

Test administration methods vary on a case-by-case basis. Whenever reasonable, the PRC administers test content via a third-party online test proctoring service. This provides candidates with greater flexibility by allowing on-demand test administration from their homes, while also allowing the county to recruit from a larger geographic area. Candidates are notified of the technical requirements to test from home, and anyone who is unable to test remotely may come to the PRC's computer lab and test on demand. Tests that cannot be delivered online are administered at the PRC offices using a standardized test administration guide.

Structured interviews are administered using a standard interview guide. The guide ensures the same questions are asked in the same order for each candidate. Panelists take notes on the candidates' answers to use them for scoring after the interview, and each question is scored independently based on the scoring criteria. Follow-up questions are used sparingly or not at all, and only according to well-defined procedures when appropriate.

Structured interviews may be conducted virtually or in person. An interview panel of PRC staff and SMEs is assembled, and all candidates have the same interview panel whenever possible. All panelists are trained on structured interview procedures, and the interview is administered according to the guide to ensure a standard experience for all candidates.

A candidate with an Americans with Disabilities Act (ADA)-related disability may request a reasonable accommodation in testing. Upon receipt of the request and supporting documentation, the PRC works directly with the candidate to provide the accommodation as detailed by the candidate's medical provider.



Test Scoring

For multiple-choice or other question types that have one answer that test takers select, the test content is scored automatically by the online test delivery platform. If test takers type their answers, the questions are scored automatically, but PRC staff also review the answers to ensure insignificant errors were not counted as incorrect. For questions where test takers have to construct their responses, two PRC staff review the answers and score them according to a rubric and well-defined scoring anchors established with the SMEs prior to test administration. Using two scorers increases the accuracy and reliability of test scoring.

For structured interviews, the panel members review candidates' answers according to the scoring anchors developed for each question. While panelists typically reach consensus, a one-point difference between panelists' scores is considered acceptable. A two-point difference must be discussed among the panelists until consensus is reached. The average score is calculated as the candidate's final score.

If a candidate has been honorably discharged from military service or is currently serving in a reserve component, they may request military service credit by providing documentation of their service. Military service credit is an additional 5% of the maximum score for the test. This additional credit can only be added to a candidate's score if they have passed the test before the addition of military service credit; it cannot turn a failing score into a passing score.

All candidates who meet or exceed the cut score are placed on the eligibility list in rank order. If two or more candidates receive the same score, a candidate receiving military service credit is given priority ranking over others with the same score. Priority in the time of submitting the application determines the ranking for remaining tied scores. The PRC certifies the top 10 or the top 25% of names remaining on the eligibility list (whichever is greater) to the appointing authority to consider for each vacancy in the classification. All further hiring activities are managed by the appointing authority and the Department of Human Resources.

Noncompetitive Classifications

The PRC reviews classifications to determine whether to designate them as competitive or noncompetitive. The PRC considers whether competitive testing is practical and/or whether the classification requires peculiar or exceptional qualifications when determining the competitive status.

All competitive classifications are tested according to the above methods. For noncompetitive classifications, competitive testing is suspended. All applicants who meet the minimum requirements of the classification are placed on an eligibility list in alphabetical order, and all names from the eligibility list are certified for hiring consideration.



PERSONNEL ACTIONS⁵

Personnel actions are defined by those activities that have a direct impact on the employee. Actions include hires, transfers, promotions, demotions, disciplines, suspensions and terminations.

Hires are comprised of newly hired and rehired individuals. Most hires in both categories are females, with African Americans representing the majority of new hires and rehires among employees who chose to identify their race/national origin. There is a large number of people who chose not to identify, especially among new hires. Because of this, it is difficult to determine the impact of the County's efforts to recruit people from diverse communities.

Transfers occur when employees move from one position to another within the County. In a lateral transfer, an employee transfers from one position to another within the same classification. This process is largely governed by the County's various collective bargaining agreements. Administrative transfers are usually initiated by management to meet operational needs but may also be requested by employees. An agency transfer occurs when an employee moves between agencies under the Executive, i.e., from Health & Human Services to Public Works. African American females represent the majority of transfers in all three categories, which may be attributable to their being the most populous demographic in the County workforce.

Promotions include all current County employees who received a promotion and hence moved up in job classification and salary. Females received the majority of promotions in most ethnic categories in 2021-2022, led by African American females with 134. White males and females followed with 80 and 63 promotions, respectively. Hispanics as a group received 11 promotions, which, while much fewer than African Americans and Whites, is in proportion to the County's workforce as a whole.

Demotions are based on the number of employees who were involuntarily or voluntarily demoted to a lower job classification and salary. There was a total of twenty-five demotions—twenty females and five males. African American females led this category, followed by White females, White males and Hispanics.

Terminations represent the number of County employees who have been involuntarily terminated from County employment due to a discipline issue or have voluntarily chosen to end their employment with the County. Resignations with no reason given represent the largest number of terminations, followed by retirements. The highest number of involuntary terminations are the result of probationary failures, and the second highest are due to no-call, no-shows. The agencies with the highest turnover are Justice Services and Health and Human Services, respectively. This aligns with the job classifications with the highest number of turnovers—Correction Officers (Justice Services) and Social Service Worker 3s (Health and Human Services). Because the majority of employees in each of these job classifications is African American, it can be inferred that the turnover rate is highest among this racial group.

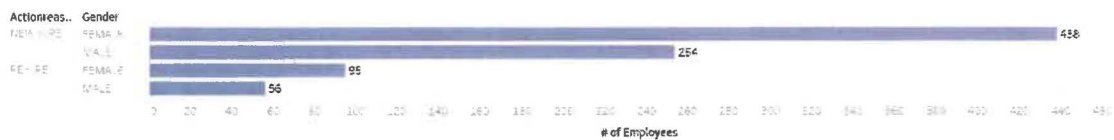
⁵ Data includes personnel actions from 1/1/21 through 12/31/22.



HIRES

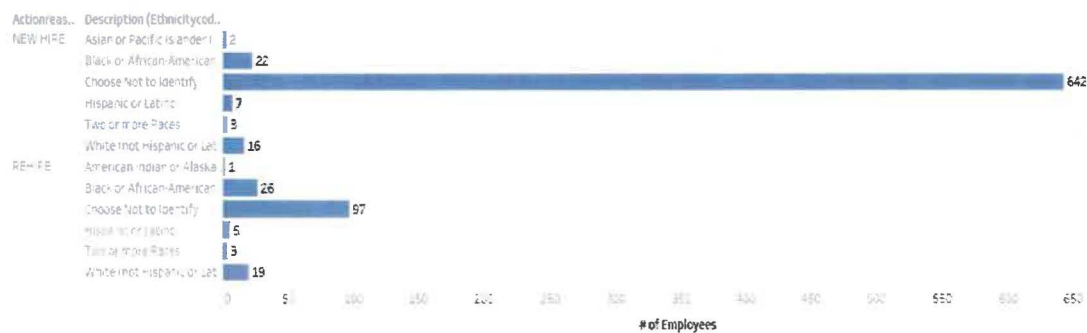
By Gender:

EEO Plan Hires



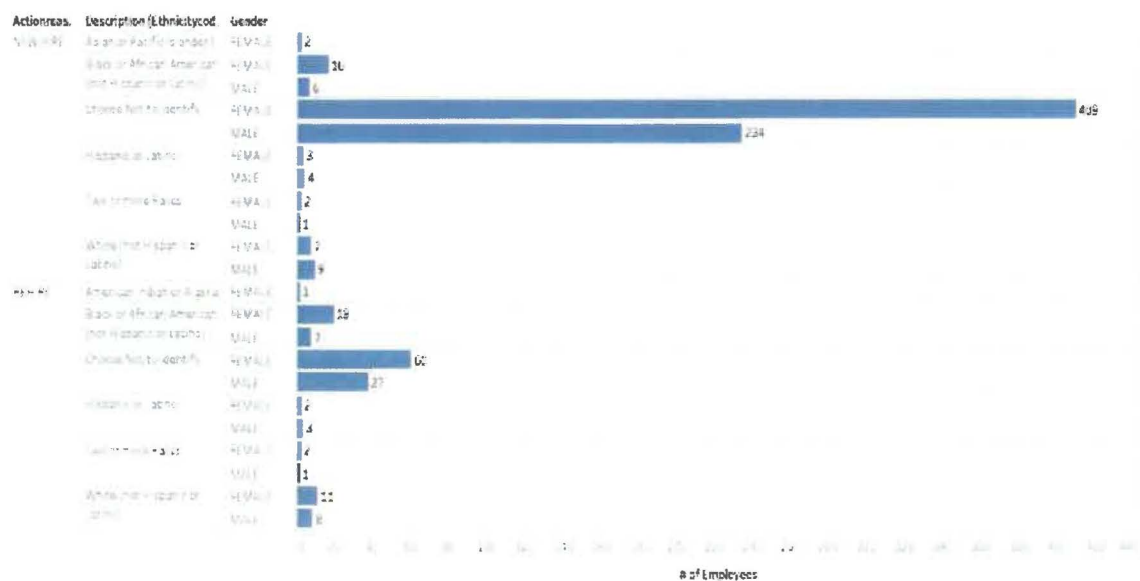
By Race:

EEO Plan Hires



By Gender and Race:

EEO Plan Hires

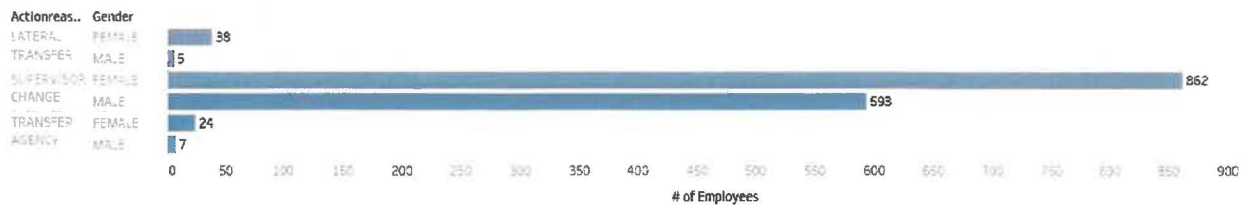




TRANSFERS

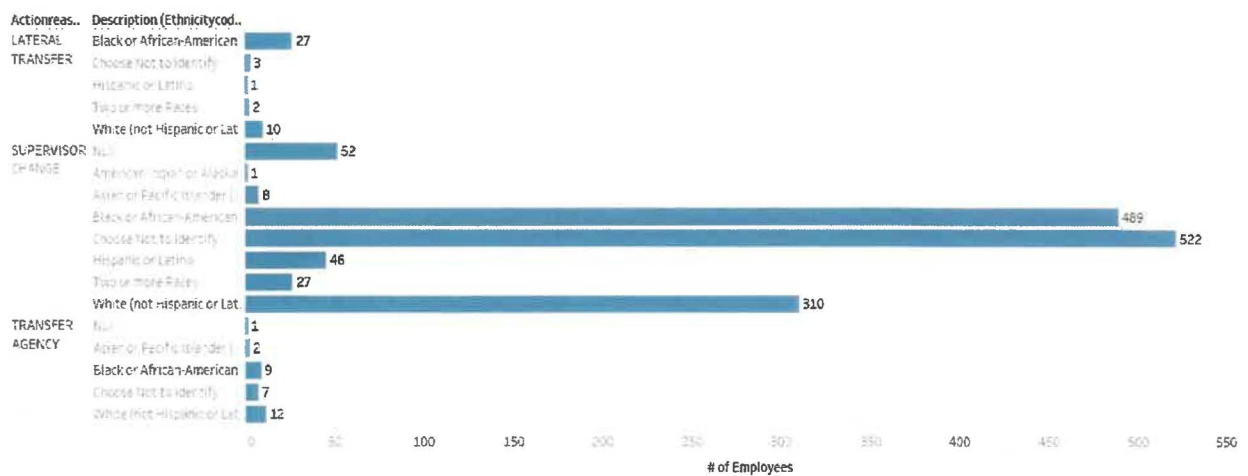
By Gender:

EEO Plan Transfers



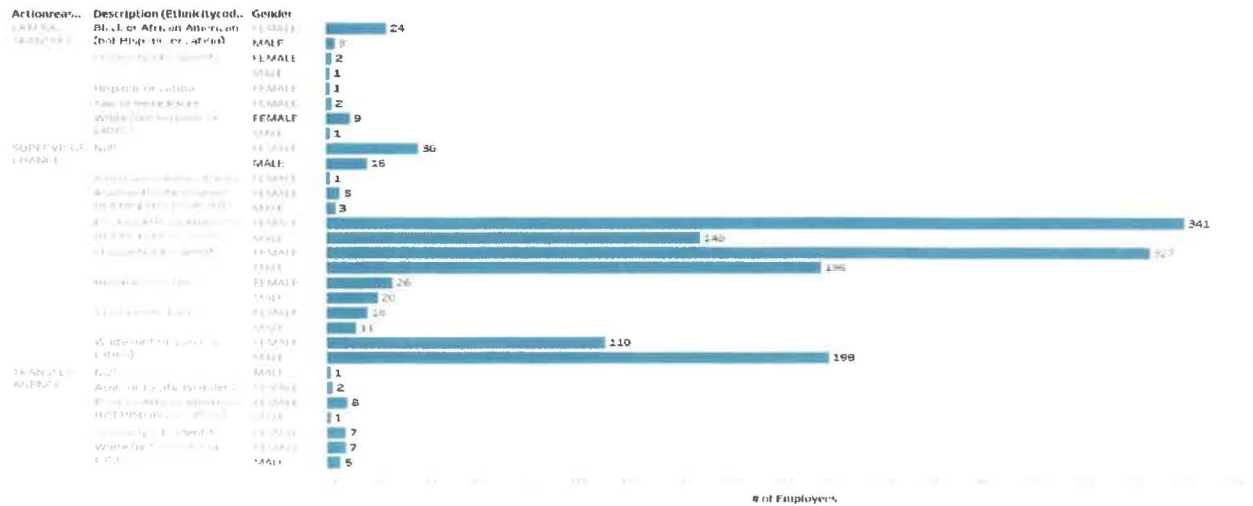
By Race:

EEO Plan Transfers



By Gender and Race:

EEO Plan Transfers





PROMOTIONS

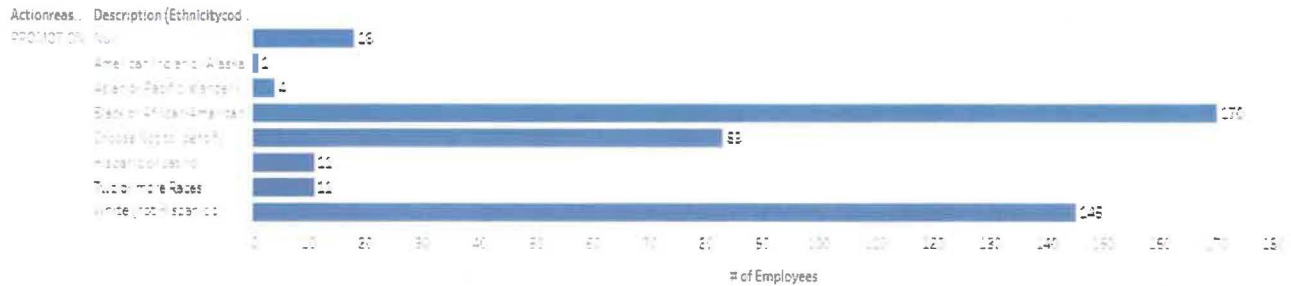
By Gender:

EEO Plan Promotions



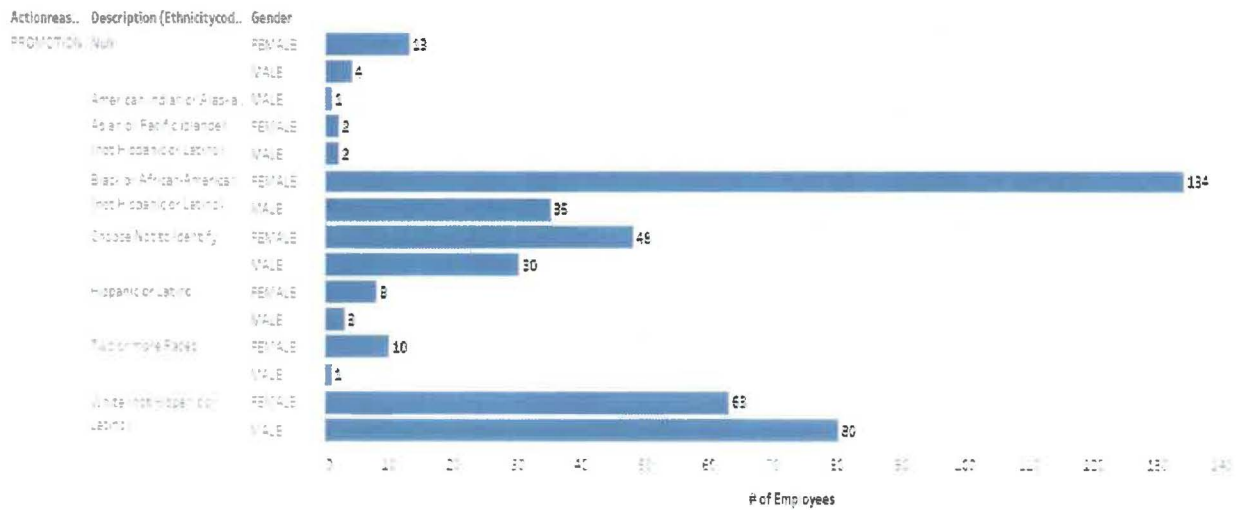
By Race:

EEO Plan Promotions



By Gender and Race:

EEO Plan Promotions

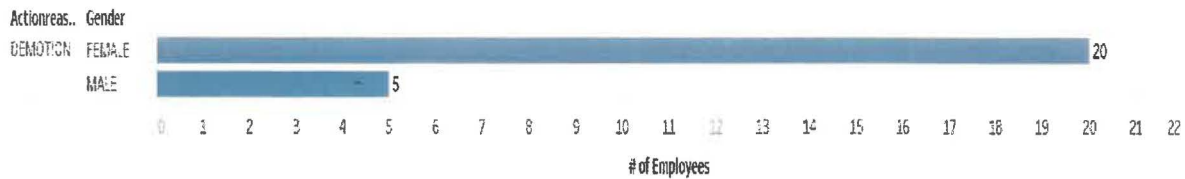




DEMOTIONS

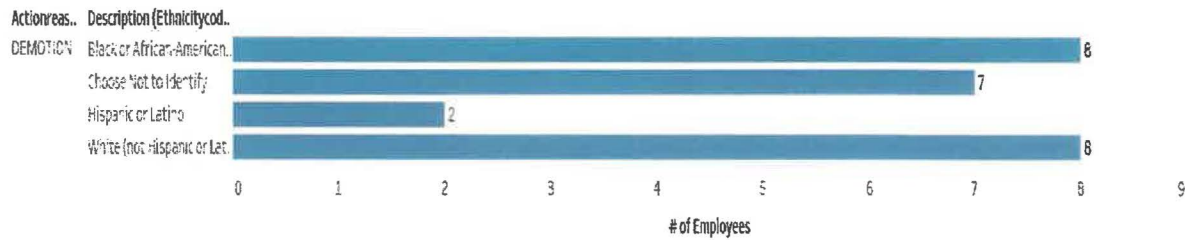
By Gender:

EEO Plan Demotions



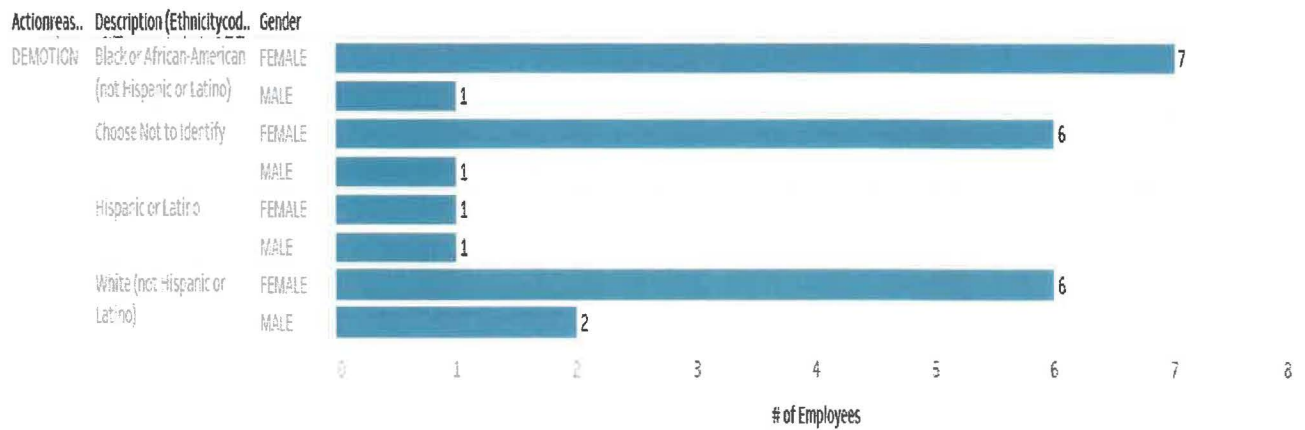
By Race:

EEO Plan Demotions



By Gender and Race:

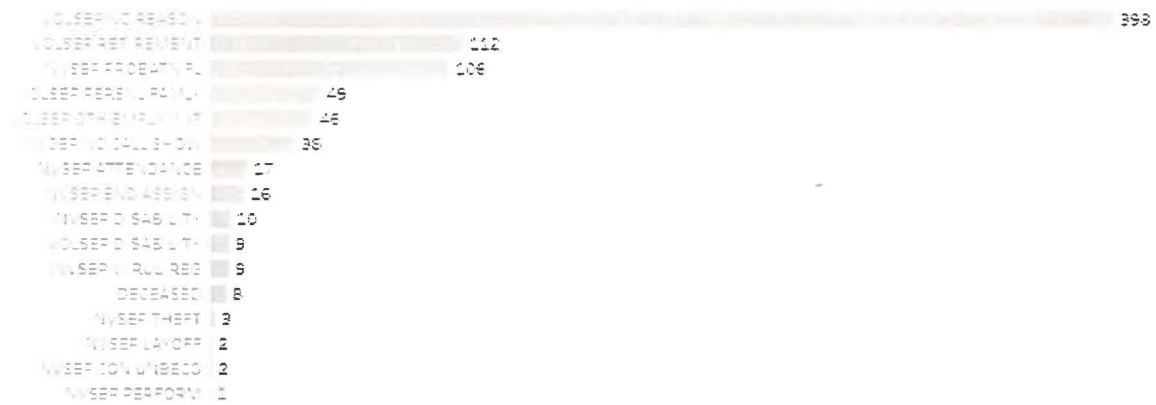
EEO Plan Demotions



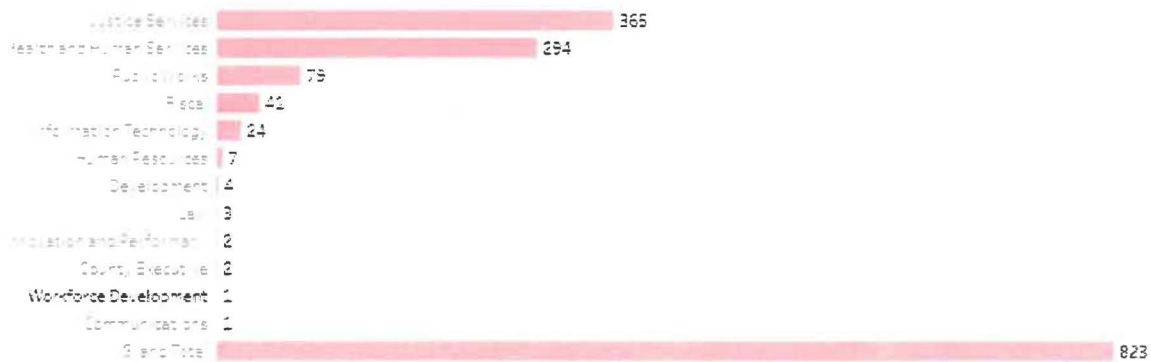


TERMINATIONS

Turnover by Reason



Turnover by Agency



Turnover by Job





JOB CLASSIFICATIONS & RATES OF PAY

Job classifications and salary schedules for classified, non-bargaining employees can be found on the Personnel Review Commission (PRC) website, located at [Classification Plan - Personnel Review Commission \(cuyahogacounty.us\)](#).

Job classifications and rates of pay for bargaining unit employees can be found within each collective bargaining agreement, located on the Department of Law website at [Cuyahoga County Department of Law](#).

ACTION PLANS

Recruiting & Retention

Goals

- To create a more diverse applicant pool at all levels of employment, while specifically focusing on underrepresented groups based on gender and/or race in higher job classifications.
- To strengthen the County's ability to serve all its citizens by retaining employees that represent its demographic diversity.
- Establish Cuyahoga County as an employer of choice in the region by promoting its culture of respect in the workplace and other DEI initiatives.

Strategies

- Target recruitment efforts in communities whose residents are underrepresented in the County's current workforce.
- Advertise in minority publications and work closely with the Office of Workforce Development, neighborhood associations and other community partners to find qualified candidates.
- Apply DEI principles to create more internal advancement opportunities.
- Monitor employee engagement by providing regular surveys and other opportunities for employees to share their ideas and workplace concerns.



Training & Professional Development

Goals

- To develop a comprehensive training and professional development program that will support and encourage workforce diversity.
- To incorporate DEI principles in all levels of the employment journey, from onboarding through retirement.
- Continued annual DEI training for County leadership, management and staff.

Strategies

- Recognize and work to remove barriers to success, such as introducing a Tuition Assistance Program in 2022.
- Provide enhanced annual “Culture of Respect” training for all employees.
- Increase efforts to ensure civility in the workplace.
- Engage employees in their development process by encouraging them to set professional goals.
- Individual professional development plans will be supported by supervisors and senior staff.
- Include professional development activities in department budgets.
- Continue succession planning and leadership development programs already in place.

Measuring Outcomes

Goals

- To develop an internal auditing and reporting system that will document various personnel activities and their impact on the County’s EEO Plan.
- To provide information regarding each department’s equal employment efforts measured against established goals.

Strategies

- Continue to develop data reporting protocols to track and analyze workforce trends.
- Establish metrics and reporting to communicate how employee feedback from engagement efforts has been implemented.
- Use a tracking system to identify and address underutilization throughout the organization.



DISSEMINATION OF INFORMATION

The Department of Human Resources shall take the following measures to inform all interested parties of the County's commitment to its workforce:

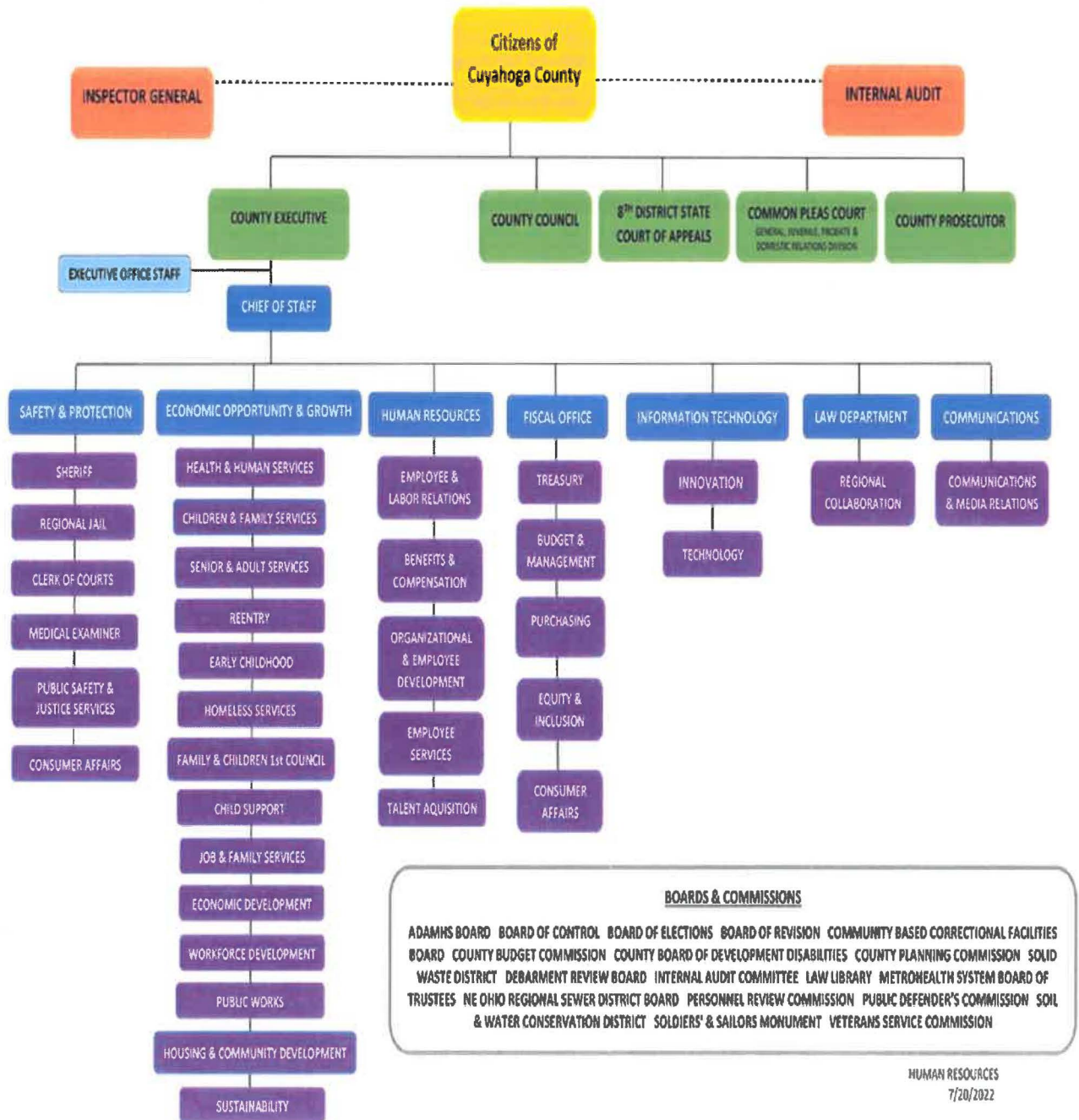
- The Chief Human Resources Officer approves the current EEO Plan.
- County Leadership is informed of the EEO Plan during Leadership Meetings.
- Information regarding how to view the County's EEO Plan is posted on the County's website and intranet.
- A link to the EEO Plan is published in the County's DEI newsletter.

DOCUMENT VERSION

Date	Update By	Update Description
12/15/22	Brooke Deines	First draft of updated 2018 EEOP
12/21/22	Brooke Deines	Second draft incorporating feedback from HR Leadership
12/22/22	Brooke Deines	Third draft adding enhanced content from the PRC
12/30/22	Brooke Deines	Final draft revisions for submission and approval



ORGANIZATIONAL CHART





Appendix A

EEOP Utilization Report

EEO Utilization Report

Organization Information

Name: Cuyahoga County

City: Cleveland

State: OH

Zip: 44115

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

The County is committed to providing equal employment opportunities for all individuals regardless of race, color, ancestry, national origin, language, religion, citizenship status, sex, age, marital status, sexual preference or orientation, gender identity/expression, military/veteran status, disability, genetic information, membership in a collective bargaining unit, status with regard to public assistance, or political affiliation.

Equal opportunity extends to all aspects of the employment relationship, including but not limited to hiring, transfers, promotions, training, terminations, working conditions, compensation, benefits, and other terms and conditions of employment.

Step 4b: Narrative of Interpretation

The County's Utilization Report indicates underutilization of white males in the Officials/Administrators, Professionals, Protective Services: Non-sworn, Administrative Support and Skilled Craft categories. White females are underutilized in the Professionals, Technicians, Protective Services: Non-sworn, Administrative Support and Service/Maintenance categories. These relatively high levels of underutilization may be insignificant due to the concentration of non-white persons in the City of Cleveland, where many of the County's employees reside.

The Utilization Report reflects an underutilization of Black or African American males and females in the Protective Services: Sworn category. This category includes the following job classifications within the Sheriff's Department: Deputy Sheriffs, Deputy Sheriff Sergeants, Deputy Sheriff Lieutenants and Deputy Sheriff Captains. The bulk of job classifications in the Sheriff's Department are in the Protective Services: Non-sworn category, including Correction Officers (the most populous job classification in Cuyahoga County), Correction Officer Corporals, Correction Officer Sergeants, Correction Officer Lieutenants and Security Officer 2s. Both Black or African American males and females are well represented in these job classifications.

Asian males and females are underutilized in the Professionals category. Targeted recruitment efforts should be used to attract more Asian applicants to job classifications in this category.

Step 5: Objectives and Steps

1. Highlight County career opportunities for females, people of color, members of the LGBTQ+ community and LEP persons by performing community outreach at local job fairs, neighborhood events, high schools, colleges and universities.

- a. Promote Cuyahoga County as an employer of choice.
- b. Partner with local educational institutions to encourage underutilized populations to apply for County employment opportunities.
- c. Publicize Cuyahoga County's commitment to a "Culture of Respect" in the workplace.

2. Use DEI principles to create a more diverse applicant pool at all levels of employment while specifically focusing on underrepresented groups based on gender and/or race.

- a. Advertise in a wide array of publications, social media, and internet job sites. Continue to host regular in-person recruiting events in transportation-accessible, demographically different areas of the County.
- b. Include recruitment and retention as part of senior staff performance evaluations.
- c. Use data retrieval systems to track applicant and workforce metrics and identify/analyze recruitment and retention trends.

3. Expand use of non-mainstream advertising methods and partner with minority trade and community associations to reach targeted populations.

- a. Use targeted social media to reach a broader, more diverse selection of applicants.
- b. Reduce underutilization of Asian males and females in the Professionals category by reaching out to Asian community organizations such as Asian Services in Action, Inc., MotivAsians for Cleveland, OCAGC (Organization for Chinese Americans of Greater Cleveland) and AsiaTown Cleveland to publicize employment opportunities and recruit qualified candidates.
- c. Reduce underutilization of Black or African American males and females in the Protective Services: Sworn category by targeting recruitment efforts for Deputy Sheriff positions to employees in the Protective Services: Non-sworn category, where Black or African American males and females are well represented.

Step 6: Internal Dissemination

1. Post a copy of the Equal Employment Opportunity Plan (EEOP) on the County's Intranet (pending review by the County's Law Department).
2. Post the EEOP on Infor, the County's internal Human Resources site.
3. Provide a link to the EEOP to each individual agency under the County Executive so it can be accessed via their respective intranet pages.
4. Send an email to all employees under the County Executive with an electronic copy of the EEOP and information on how to obtain a hard copy.
5. Include a copy of the EEOP among the materials displayed in the reception area of the Human Resources Department.

Step 7: External Dissemination

1. Post a copy of the Equal Employment Opportunity Plan (EEOP) on the County's website (pending review by the County's Law Department).
2. Include a link to the EEOP on all job postings on the County's website.
3. Send emails to the County's Union partners with an electronic copy of the EEOP so they can share it with their members.
4. Include a copy of the EEOP among the materials in the public reception area of the Human Resources Department.

Utilization Analysis Chart
Relevant Labor Market: Cuyahoga County, Ohio

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 #/%	37/31%	2/2%	12/10%	0/0%	0/0%	0/0%	0/0%	0/0%	35/29%	0/0%	31/26%	0/0%	0/0%	0/0%	2/2%	0/0%
CLS #/%	46,955/51%	1,280/1%	4,000/4%	85/0%	1,380/1%	0/0%	185/0%	90/0%	30,085/33%	1,010/1%	5,985/6%	95/0%	805/1%	0/0%	330/0%	95/0%
Utilization #/%	-20%	0%	6%	-0%	-1%	0%	-0%	-0%	-3%	-1%	20%	-0%	-1%	0%	1%	-0%
Professionals																
Workforce #/%	226/19%	13/1%	79/7%	1/0%	2/0%	0/0%	6/1%	0/0%	314/27%	24/2%	469/40%	1/0%	7/1%	0/0%	26/2%	0/0%
CLS #/%	54,090/37%	1,430/1%	5,505/4%	80/0%	4,390/3%	10/0%	395/0%	150/0%	62,655/43%	1,750/1%	12,505/8%	190/0%	3,395/2%	4/0%	500/0%	270/0%
Utilization #/%	-17%	0%	3%	0%	-3%	-0%	0%	-0%	-16%	1%	32%	-0%	-2%	-0%	2%	-0%
Technicians																
Workforce #/%	56/53%	3/3%	9/9%	0/0%	7/7%	0/0%	2/2%	0/0%	15/14%	0/0%	11/10%	0/0%	0/0%	0/0%	2/2%	0/0%
CLS #/%	8,300/33%	255/1%	1,375/6%	10/0%	630/3%	0/0%	14/0%	35/0%	9,315/38%	455/2%	3,820/15%	10/0%	485/2%	0/0%	55/0%	25/0%
Utilization #/%	20%	2%	3%	-0%	4%	0%	2%	-0%	-23%	-2%	-5%	-0%	-2%	0%	2%	-0%
Protective Services: Sworn																
Workforce #/%	95/74%	7/5%	12/9%	0/0%	2/2%	0/0%	1/1%	0/0%	7/5%	1/1%	4/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	8,660/59%	315/2%	2,945/20%	75/1%	50/0%	0/0%	80/1%	35/0%	1,070/7%	130/1%	1,170/8%	15/0%	10/0%	10/0%	20/0%	0/0%
Utilization #/%	14%	3%	-11%	-1%	1%	0%	0%	-0%	-2%	-0%	-5%	-0%	-0%	-0%	-0%	0%
Protective Services: Non-sworn																
Workforce #/%	105/24%	14/3%	168/38%	1/0%	1/0%	0/0%	6/1%	0/0%	23/5%	9/2%	110/25%	0/0%	0/0%	0/0%	1/0%	0/0%
Civilian Labor Force #/%	540/38%	10/1%	70/5%	0/0%	0/0%	0/0%	10/1%	0/0%	610/43%	30/2%	140/10%	0/0%	0/0%	0/0%	15/1%	0/0%
Utilization #/%	-14%	2%	33%	0%	0%	0%	1%	0%	-38%	-0%	15%	0%	0%	0%	-1%	0%
Administrative Support																
Workforce #/%	40/6%	3/0%	39/6%	1/0%	1/0%	0/0%	4/1%	0/0%	161/24%	42/6%	341/51%	1/0%	13/2%	0/0%	22/3%	0/0%
CLS #/%	53,720/27%	1,965/1%	10,625/5%	40/0%	1,100/1%	0/0%	290/0%	135/0%	94,660/48%	3,440/2%	27,510/14%	150/0%	1,570/1%	0/0%	805/0%	520/0%

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 #/%	-21%	-1%	0%	0%	-0%	0%	0%	-0%	-24%	5%	37%	0%	1%	0%	3%	-0%
Skilled Craft																
Workforce #/%	111/63%	8/5%	23/13%	0/0%	0/0%	0/0%	1/1%	0/0%	10/6%	1/1%	23/13%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	39,970/76%	1,870/4%	6,610/13%	65/0%	340/1%	10/0%	360/1%	90/0%	2,260/4%	185/0%	885/2%	0/0%	40/0%	0/0%	0/0%	20/0%
Utilization #/%	-13%	1%	0%	-0%	-1%	-0%	-0%	-0%	1%	0%	11%	0%	-0%	0%	0%	-0%
Service/Maintenance																
Workforce #/%	51/36%	2/1%	33/24%	0/0%	0/0%	0/0%	3/2%	0/0%	14/10%	2/1%	32/23%	0/0%	0/0%	0/0%	3/2%	0/0%
CLS #/%	67,945/37%	6,220/3%	26,815/14%	210/0%	1,985/1%	10/0%	780/0%	230/0%	46,090/25%	4,485/2%	27,465/15%	65/0%	2,005/1%	0/0%	535/0%	180/0%
Utilization #/%	-0%	-2%	9%	-0%	-1%	-0%	2%	-0%	-15%	-1%	8%	-0%	-1%	0%	2%	-0%

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
Officials/Administrators	✓															
Professionals	✓				✓				✓				✓			
Technicians									✓							
Protective Services: Sworn			✓								✓					
Protective Services: Non-sworn	✓								✓							
Administrative Support	✓								✓							
Skilled Craft	✓															
Service/Maintenance									✓							

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: Brooke Deines

Employee & Labor Relations Manager

12-09-2022

[signature]

[title]

[date]



Appendix B

EEO-4 Report

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION				OMB Control No. 3046-0008 Expires: 01/31/2025	
STATE AND LOCAL GOVERNMENT INFORMATION REPORT (EEO-4)					
EEOC Form 164					
Control Number: 39200180 Reporting Year: 2023					
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State <input checked="" type="checkbox"/> 2. County <input type="checkbox"/> 3. City <input type="checkbox"/> 4. Township <input type="checkbox"/> 5. Special District <input type="checkbox"/> 6. Other (Specify)					
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION Cuyahoga County					
2. MAILING ADDRESS		CITY/TOWN	COUNTY	STATE	ZIP
2079 E. 9th Street		Cleveland	Cuyahoga	OH	44115
C. FUNCTIONS					
<input checked="" type="checkbox"/>	1. FINANCIAL ADMINISTRATION. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and;		<input checked="" type="checkbox"/>	8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.	
	GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, et al.)			9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.	
<input checked="" type="checkbox"/>	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways, and bridges.		<input checked="" type="checkbox"/>	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.	
<input checked="" type="checkbox"/>	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals should be reported under function 7.)		<input checked="" type="checkbox"/>	11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities.	
<input checked="" type="checkbox"/>	4. POLICE PROTECTION. Duties of a police department, sheriff's, constable's, coroner's office, etc. Including technical and clerical employees engaged in police activities.		<input checked="" type="checkbox"/>	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.	
	5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Forest fire protection activities should be reported under function 6.)		<input checked="" type="checkbox"/>	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.	
	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and;			14. EMPLOYMENT SECURITY. State governments only.	
	PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.		<input checked="" type="checkbox"/>	15. OTHER (Specify.) Facilities Maintenance & Construction; Trades; Grounds/Exterior Maintenance; Movers/Delivery Services	
	7. HOSPITALS. Operation and maintenance of institutions for inpatient medical care.				

D. EMPLOYMENT DATA AS OF JUNE 30

Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY													TOTALS		
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE						FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 - 15.9																0
	2. \$16.0 - 19.9																0
	3. \$20.0 - 24.9																0
	4. \$25.0 - 32.9			1	1					1	1						4
	5. \$33.0 - 42.9																0
	6. \$43.0 - 54.9		1	2							2						5
	7. \$55.0 - 69.9	1		8	1					4	1						15
	8. \$70.0 PLUS	1		36	7	1				21	11						77
PROFESSIONALS	9. \$0.1 - 15.9																0
	10. \$16.0 - 19.9																0
	11. \$20.0 - 24.9																0
	12. \$25.0 - 32.9																0
	13. \$33.0 - 42.9									1	2						3
	14. \$43.0 - 54.9	1		12	2	1				2	21	25	2			1	67
	15. \$55.0 - 69.9	1	7	30	11	1				1	42	39	2			4	138
16. \$70.0 PLUS	3	4	98	19	2				2	81	43	2			4	258	
TECHNICIANS	17. \$0.1 - 15.9																0
	18. \$16.0 - 19.9																0
	19. \$20.0 - 24.9																0
	20. \$25.0 - 32.9																0
	21. \$33.0 - 42.9															1	3
	22. \$43.0 - 54.9		1	5	2					1	1						10
	23. \$55.0 - 69.9	1		11						3							15
24. \$70.0 PLUS		1	22	4	6				1	5	3	1			2	45	
PROTECTIVE SERVICE	25. \$0.1 - 15.9																0
	26. \$16.0 - 19.9																0
	27. \$20.0 - 24.9																0
	28. \$25.0 - 32.9																0
	29. \$33.0 - 42.9																0
	30. \$43.0 - 54.9	1		3	23					2	26						55
	31. \$55.0 - 69.9	3		2	36					3	17						61
32. \$70.0 PLUS	1			1						1						3	
PARAPROFESSIONALS	33. \$0.1 - 15.9																0
	34. \$16.0 - 19.9																0
	35. \$20.0 - 24.9																0
	36. \$25.0 - 32.9																0
	37. \$33.0 - 42.9			1													2
	38. \$43.0 - 54.9		1	3	7					9	15					2	37
	39. \$55.0 - 69.9		1	2	2					9	14					2	30
40. \$70.0 PLUS									1	1						2	

D. EMPLOYMENT DATA AS OF JUNE 30

Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE							FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9																0
	42. \$16.0 - 19.9																0
	43. \$20.0 - 24.9																0
	44. \$25.0 - 32.9	2	6	25	7	1				1	32	33	2		1	2	112
	45. \$33.0 - 42.9		3	17	5					1	38	44				2	110
	46. \$43.0 - 54.9		5	14	8					1	61	64	1			3	157
	47. \$55.0 - 69.9	1		6	4					1	10	17				2	41
	48. \$70.0 PLUS			1	1						5	4					11
SKILLED CRAFT	49. \$0.1 - 15.9																0
	50. \$16.0 - 19.9																0
	51. \$20.0 - 24.9																0
	52. \$25.0 - 32.9																0
	53. \$33.0 - 42.9																0
	54. \$43.0 - 54.9																0
	55. \$55.0 - 69.9																0
	56. \$70.0 PLUS			1													1
SERVICE - MAINTENANCE	57. \$0.1 - 15.9																0
	58. \$16.0 - 19.9																0
	59. \$20.0 - 24.9																0
	60. \$25.0 - 32.9										1						1
	61. \$33.0 - 42.9			2	6						7						15
	62. \$43.0 - 54.9			6	7						3				1	1	18
	63. \$55.0 - 69.9	1		3	3					1	1						9
	64. \$70.0 PLUS			3						1	1						5
65. TOTAL FULL-TIME (LINES 1-64)		17	30	314	157	12	0	0	10	352	380	10	0	2	26	1310	
2. OTHER THAN FULL-TIME EMPLOYEES																	
66. OFFICIALS - ADMINISTRATORS			5	1						1							7
67. PROFESSIONALS			1	2								1					4
68. TECHNICIANS			1							1							2
69. PROTECTIVE SERVICE	1										1						2
70. PARAPROFESSIONALS				1							1						2
71. ADMINISTRATIVE SUPPORT			2	1						1	3						7
72. SKILLED CRAFT																	0
73. SERVICE - MAINTENANCE										1							1
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		1	0	9	5	0	0	0	0	4	5	1	0	0	0		25

D. EMPLOYMENT DATA AS OF JUNE 30

Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL

		RACE/ETHNICITY												TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO										
		MALE					FEMALE							
MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS			1											1	
76. PROFESSIONALS	1		3	2	1			2	8	11				1	29
77. TECHNICIANS															0
78. PROTECTIVE SERVICE			2	12						15					29
79. PARAPROFESSIONALS										2					2
80. ADMINISTRATIVE SUPPORT	2	1	8	3	1			1	16	24	1			2	59
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE	1									2					3
83. TOTAL NEW HIRES (LINES 75 - 82)	4	1	14	17	2	0	0	3	24	54	1	0	0	3	123

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Executive Agencies; Cuyahoga County Juvenile Court; Board of Elections; Board of Revision; County Council; County Planning Commission; Inspector General; Internal Audit; Juvenile Court; Law Library; Personnel Review Commission; Soil & Water Conservation District; Soldiers & Sailors Monument; Solid Waste Management District; Veterans Service Commission; Prosecutor; Public Defender

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

Board of Developmental Disabilities, 1400 W. 25th St., Cleveland, OH 44113; Board of Health, 5550 Venture Dr., Parma, OH 44130; Court of Common Pleas, 1200 Ontario St., Cleveland, OH 44113; Domestic Relations Court, 1 Lakeside Ave., Cleveland, OH 44113; Probate Court, 1 Lakeside Ave., Cleveland, OH 44113

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 1632 employees performing this Function, 135 Males and 187 Females chose not to identify their race/ethnicity.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 2 - STREETS AND HIGHWAYS

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS			2					1							3
76. PROFESSIONALS									1						1
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	2	0	0	0	0	1	1	0	0	0	0	0	4

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Executive Agencies

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 98 employees performing this Function, 23 Males and 8 Females chose not to identify their race/ethnicity.

Control Number: 39200180

Reporting Year: 2023

Jurisdiction: Brooke Deines

D. EMPLOYMENT DATA AS OF JUNE 30

Function 3 - PUBLIC WELFARE

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY													TOTALS		
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE						FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 - 15.9																0
	2. \$16.0 - 19.9																0
	3. \$20.0 - 24.9																0
	4. \$25.0 - 32.9																0
	5. \$33.0 - 42.9																0
	6. \$43.0 - 54.9																0
	7. \$55.0 - 69.9																0
	8. \$70.0 PLUS	1		9	4					8	5					2	29
PROFESSIONALS	9. \$0.1 - 15.9																0
	10. \$16.0 - 19.9																0
	11. \$20.0 - 24.9																0
	12. \$25.0 - 32.9																0
	13. \$33.0 - 42.9		1		1					11	35					2	50
	14. \$43.0 - 54.9	1	12	14	31				1	1	42	179	4		1	9	295
	15. \$55.0 - 69.9	3	5	19	15				1	1	84	182	1		1	7	319
	16. \$70.0 PLUS	2	5	30	26					1	81	120				7	272
TECHNICIANS	17. \$0.1 - 15.9																0
	18. \$16.0 - 19.9																0
	19. \$20.0 - 24.9																0
	20. \$25.0 - 32.9																0
	21. \$33.0 - 42.9																0
	22. \$43.0 - 54.9			1								1					2
	23. \$55.0 - 69.9									1	1						2
	24. \$70.0 PLUS									1							1
PROTECTIVE SERVICE	25. \$0.1 - 15.9																0
	26. \$16.0 - 19.9																0
	27. \$20.0 - 24.9																0
	28. \$25.0 - 32.9																0
	29. \$33.0 - 42.9																0
	30. \$43.0 - 54.9																0
	31. \$55.0 - 69.9																0
	32. \$70.0 PLUS																0
PARAPROFESSIONALS	33. \$0.1 - 15.9																0
	34. \$16.0 - 19.9																0
	35. \$20.0 - 24.9																0
	36. \$25.0 - 32.9																0
	37. \$33.0 - 42.9			1	3						2	16				1	23
	38. \$43.0 - 54.9		7	16	11					2	23	54				4	117
	39. \$55.0 - 69.9	1	2	5	4						4	13				1	30
	40. \$70.0 PLUS			1	1						7	5					14

D. EMPLOYMENT DATA AS OF JUNE 30

Function 3 - PUBLIC WELFARE

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9	2	19	3	5				1	23	74	4			6	137
	46. \$43.0 - 54.9		4		1					5	10					20
	47. \$55.0 - 69.9									3	2				2	7
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9			1	1				1		1					4
	63. \$55.0 - 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		10	55	100	103	0	0	2	7	295	698	9	0	2	41	1322
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT		1			2					3	11				2	19
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		1	0	0	2	0	0	0	0	3	11	0	0	0	2	19

D. EMPLOYMENT DATA AS OF JUNE 30

Function 3 - PUBLIC WELFARE

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0	
76. PROFESSIONALS		2	1						3	14					2	22
77. TECHNICIANS			1													1
78. PROTECTIVE SERVICE																0
79. PARAPROFESSIONALS				1												1
80. ADMINISTRATIVE SUPPORT			1						2	11					2	16
81. SKILLED CRAFT																0
82. SERVICE - MAINTENANCE																0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	2	3	1	0	0	0	0	5	25	0	0	0	4	40	

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Executive Agencies

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 1790 employees performing this Function, 70 Males and 398 Females chose not to identify their race/ethnicity.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 4 - POLICE PROTECTION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY													TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES
OFFICIALS - ADMINISTRATORS	1. \$0.1 - 15.9															0
	2. \$16.0 - 19.9															0
	3. \$20.0 - 24.9															0
	4. \$25.0 - 32.9															0
	5. \$33.0 - 42.9															0
	6. \$43.0 - 54.9															0
	7. \$55.0 - 69.9															0
	8. \$70.0 PLUS			12							1					13
PROFESSIONALS	9. \$0.1 - 15.9															0
	10. \$16.0 - 19.9															0
	11. \$20.0 - 24.9															0
	12. \$25.0 - 32.9															0
	13. \$33.0 - 42.9															0
	14. \$43.0 - 54.9			1	2					7	6				2	18
	15. \$55.0 - 69.9	1	1	26	3	1				23	4	1				60
	16. \$70.0 PLUS	7	2	94	6	4			3	89	16	4			1	226
TECHNICIANS	17. \$0.1 - 15.9															0
	18. \$16.0 - 19.9															0
	19. \$20.0 - 24.9															0
	20. \$25.0 - 32.9															0
	21. \$33.0 - 42.9															0
	22. \$43.0 - 54.9			1	1				1	2						5
	23. \$55.0 - 69.9	1		7	4				2	3						17
	24. \$70.0 PLUS			17	4				3							24
PROTECTIVE SERVICE	25. \$0.1 - 15.9															0
	26. \$16.0 - 19.9															0
	27. \$20.0 - 24.9															0
	28. \$25.0 - 32.9															0
	29. \$33.0 - 42.9	1	1						1							3
	30. \$43.0 - 54.9	2	2	13	28	1			1	20						67
	31. \$55.0 - 69.9			2	1											3
	32. \$70.0 PLUS	5	1	73	12	1			2	5	3					102
PARAPROFESSIONALS	33. \$0.1 - 15.9															0
	34. \$16.0 - 19.9															0
	35. \$20.0 - 24.9															0
	36. \$25.0 - 32.9															0
	37. \$33.0 - 42.9															0
	38. \$43.0 - 54.9									4						4
	39. \$55.0 - 69.9			8						16	9	2			1	36
	40. \$70.0 PLUS		1	4	3					7	10					25

D. EMPLOYMENT DATA AS OF JUNE 30

Function 4 - POLICE PROTECTION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9			9	1	2				7	2	1				22
	45. \$33.0 - 42.9			2						5	1				1	9
	46. \$43.0 - 54.9	1	3	4	2	1				28	13					52
	47. \$55.0 - 69.9			2	1					4	2					9
	48. \$70.0 PLUS									1						1
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9			2												2
	63. \$55.0 - 69.9			1												1
	64. \$70.0 PLUS			1												1
65. TOTAL FULL-TIME (LINES 1-64)		18	11	279	68	10	0	0	6	205	90	8	0	0	5	700
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS										2						2
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	0	0	0	0	0	0	2	0	0	0	0	0	2

D. EMPLOYMENT DATA AS OF JUNE 30

Function 4 - POLICE PROTECTION

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS			1						3						4
77. TECHNICIANS															0
78. PROTECTIVE SERVICE			2	2					1						5
79. PARAPROFESSIONALS			1						1	2					4
80. ADMINISTRATIVE SUPPORT			6	1	1				4	2	1				15
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	10	3	1	0	0	0	9	4	1	0	0	0	28

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Sheriff's Department; Cuyahoga County Medical Examiner's Office

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 949 employees performing this Function, 146 Males and 103 Females chose not to identify their race/ethnicity.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 8 - HEALTH

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS			2	1						1					5
77. TECHNICIANS				1											1
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	2	2	0	0	0	0	0	1	0	0	0	1	6

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Division of Senior & Adult Services; Alcohol & Drug Addiction Mental Health Services Board

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 84 employees performing this Function, 11 Females chose not to identify their race/ethnicity.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 10 - COMMUNITY DEVELOPMENT

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9			2												2
	45. \$33.0 - 42.9															0
	46. \$43.0 - 54.9										1					1
	47. \$55.0 - 69.9															0
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9															0
	63. \$55.0 - 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		0	0	12	1	0	0	0	0	8	4	1	0	0	0	26
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT				1						1						2
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	1	0	0	0	0	0	1	0	0	0	0	0	2

D. EMPLOYMENT DATA AS OF JUNE 30

Function 10 - COMMUNITY DEVELOPMENT

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS										1					1
80. ADMINISTRATIVE SUPPORT			2												2
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	2	0	0	0	0	0	0	1	0	0	0	0	3

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Executive Agencies

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 42 employees performing this Function, 6 Males and 10 Females chose not to identify their race/ethnicity.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 11 - CORRECTIONS

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE		1	1	1				1	2					1	7
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	1	1	1	0	0	0	0	1	2	0	0	0	1	7

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Sheriff's Department

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 702 employees performing this Function, 121 Males and 189 Females chose not to identify their race/ethnicity.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 12 - UTILITIES AND TRANSPORTATION

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Executive Agencies

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 9 employees performing this Function, 3 Males chose not to identify their race/ethnicity.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 13 - SANITATION AND SEWAGE

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Executive Agencies

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 87 employees performing this Function, 22 Males and 4 Females chose not to identify their race/ethnicity.

D. EMPLOYMENT DATA AS OF JUNE 30

Function 15 - OTHER

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS			3	1						1					5
76. PROFESSIONALS	3	1	26	8					32	34	2			3	109
77. TECHNICIANS	1		7	1					1	1					11
78. PROTECTIVE SERVICE	2	2	6	5						7					22
79. PARAPROFESSIONALS		1		2					4	9				1	17
80. ADMINISTRATIVE SUPPORT	2	5	27	19	1			1	34	47	1		1	5	143
81. SKILLED CRAFT			1												1
82. SERVICE - MAINTENANCE		1	1	6						2					10
83. TOTAL NEW HIRES (LINES 75 - 82)	8	10	71	42	1	0	0	1	71	101	3	0	1	9	318

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Cuyahoga County Executive Agencies; Board of Elections; Board of Revision; county Council; County Planning Commission; Alcohol & Drug Addiction Mental Health Services; Inspector General; Internal Audit; Juvenile Court; Law Library; Personnel Review Commission; Prosecutor; Public Defender; Soil & Water Conservation District; Soldiers & Sailors Monument; Solid Waste Management District; Veterans Service Commission

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

Board of Developmental Disabilities, 1400 W. 25th St., Cleveland, OH 44113; Board of Health, 5550 Venture Dr., Parma, OH 44130; Court of Common Pleas, 1200 Ontario Ave., Cleveland, OH 44113; Domestic Relations Court, 1 Lakeside Ave., Cleveland, OH 44113; Probate Court, 1 Lakeside Ave., Cleveland, OH 44113

G. REMARKS ABOUT THIS FUNCTION REPORT

Of the 296 employees performing this Function, 96 Males and 27 Females chose not to identify their race/ethnicity.

Control Number: 39200180
Jurisdiction: Cuyahoga County

Reporting Year: 2023

SUMMARY OF FUNCTIONS			
✓	1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL		9 - HOUSING
✓	2 - STREETS AND HIGHWAYS	✓	10 - COMMUNITY DEVELOPMENT
✓	3 - PUBLIC WELFARE	✓	11 - CORRECTIONS
✓	4 - POLICE PROTECTION	✓	12 - UTILITIES AND TRANSPORTATION
	5 - FIRE PROTECTION	✓	13 - SANITATION AND SEWAGE
	6 - NATURAL RESOURCES/PARKS AND RECREATION		14 - EMPLOYMENT SECURITY
	7 - HOSPITALS	✓	15 - OTHER
✓	8 - HEALTH		
COMMENTS			
<p>The Cuyahoga County HR and Communications Departments encouraged employees to voluntarily self-identify their race/ethnicity through a communications campaign. This campaign included step-by-step instructions for including this information in employees' personnel profiles. Very few opted to do so, and, although permissible per the 2023 EEO-4 Instruction Booklet, assigning a race/ethnicity to an individual using visualization does not align with Cuyahoga County's DEI principles. Employees who chose not to identify their race/ethnicity are not included in the spreadsheets, but are accounted for in the comments sections following each Function.</p>			
CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)			
NAME OF CERTIFYING OFFICIAL		TITLE	
Brooke Deines		Employee & Labor Relations Manager	
MAILING ADDRESS		TELEPHONE NUMBER	
2079 E. 9th Street Cleveland OH, 44115		216-881-5371	
DATE	EMAIL ADDRESS	TYPED NAME	
1/3/2024	brooke.deines@jfs.ohio.gov	Brooke Deines	