

CHESHIRE COUNTY EEOP

Contact Person:  
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Director of Human Resources

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Policy Statement:

The policy of Cheshire County is to provide equal opportunities for all its employees and for any applicants for employment. It is the County's policy to administer all conditions and privileges of employment, compensation, training, transfer, advancement and termination of employment for all employees without discrimination because of race, religion, color, national origin, age or sex. This policy also applies without discrimination to handicapped applicants or employees who are able to fulfill the requirements of a specific job being considered or in which may be employed.

STEP 2: AGENCY'S WORKFORCE -- In the following Utilization Chart, please fill in the workforce statistics for your agency according to the categories indicated.

STEP 3: COMMUNITY LABOR STATISTICS (CLS) -- In the following Utilization Chart, please fill in the available workforce statistics for the community according to the categories indicated.

STEP 4a: UTILIZATION ANALYSIS -- Please subtract the percentages obtained in Step 3 from those obtained in Step 2 and fill in on the following Utilization Chart.

STEP 4b: NARRATIVE UTILIZATION ANALYSIS -- In the space provided below, please analyze the figures obtained for Step 4a -- the Utilization Chart -- by pointing out specific areas of concern.

The Community Labor Statistics for the Keene Statistical Area are:

Total jobs in government: 27,881

Cheshire County: 615

% of Women Employed	47.00%	68.78%
% of Blacks Employed	.60%	.16%
% of Hispanics Employed	1.00%	.49%
% of Asians Employed	.60%	0.00%
% of Indians Employed	.80%	.33%

The figures show that the female employee representation is considerably higher than that of Community Labor Statistics and although the minority employee representation is slightly less than the Community Labor Statistics they are representative of minority representation in the community as a whole.

STEP 5: OBJECTIVES -- In the space provided below, please summarize the objectives your EEOP sets forth to address any underutilization identified in Step 4.

The specific goals of Cheshire County's Equal Opportunity Policy are:

- To attempt to maintain female representation within the applicant pool so that it is at least equivalent to the female representation within the community.
- To attempt to maintain minority representation within the applicant pool that is at least equivalent to the minority representation within the community.
- To continue to hire and promote the best available candidate, regardless of gender, race, religious or ethnic background so as to provide equal employment opportunities that result in a process that is fair and equitable.

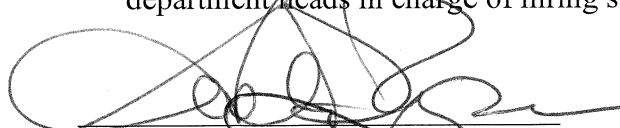
STEP 6: STEPS TO ACHIEVE OBJECTIVES -- In the space provided below, please briefly describe the specific steps you have determined will enable you to meet the objectives presented in Step 5.

- The County's goal is to maintain representation of minorities within the County at current levels.
- Job openings are posted in house and all applicants who are able to fulfill the requirements of a specific job will be considered without discrimination because of race, religion, color, national origin, age or sex.
- Job openings unable to be filled by internal staff will be advertised in newspapers that have a broad general circulation. A statement will be included with each advertisement stating Cheshire County is an EEO employer.

STEP 7: DISSEMINATION

[In the space provided below, please summarize your plan to disseminate the EEOP.]

- A copy will be posted at the Cheshire County website.
- Advertise that an EEOP is in place when posting internally any job openings as well as those that are posted in a newspaper of broad, general circulation.
- Distribute a copy of the County's EEOP to all County elected officials and department heads in charge of hiring staff.

  
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Stillman Rogers, Chairman

9/23/09  
Date

  
\_\_\_\_\_  
John Pratt, Vice Chairman

9/23/09  
Date

  
\_\_\_\_\_  
Roger Zerba, Clerk

9/23/09  
Date