

## 2024 Board Governance Workshop Human Resources – Diversity Metrics

### Hiring

- We input 400 requisitions resulting 163 permanent hires and 50 Extra Help hires

### Terminations

- 2023 Lake County turnover rate 15.23%
  - Government turnover rate 20%
- 143 full time permanent terminations
- 33 extra help terminations
- 19% of new hires quit within their first year
  - Last year 46% of new hires left within their first year

Termination Reason	Count	%
Deceased	4	2.86%
Retirement	19	13.57%
Termination for Cause- Various	21	15.00%
Voluntary - Family Care	7	5.00%
Voluntary - Health	5	3.57%
Voluntary Job Satisfaction	8	5.71%
Voluntary New Job	36	25.71%
Voluntary - Unspecified	40	28.57%

Lake County Human Resources (HR) advertises with Careers in Government using Diversity Boost. Diversity Boost automatically distributes the employer's job posting to a wide array of leading diversity job sites to ensure the maximum exposure to a diverse pool of top-qualified candidates.

Through Careers in Government, we are currently advertising on the following diversity job boards:

- National Diversity Network
- Latino Job Network
- African American Job Network
- Asian Job Network
- Veteran Job Network
- Women Job Network
- Retirement Job Network
- LGBT Job Network
- Disability Job Network

The following chart details the percentage of candidates by ethnicity for 2023. This data is sourced by Neo GOV, our HR public sector software program used to host recruitment and candidate management system.

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Human Resources – Diversity Metrics**

<b>2023 Ethnicity Per Neo GOV</b>	<b>Lake County</b>	<b>Applied</b>	<b>Interviewed</b>	<b>Offered</b>
American Indian or Alaskan Native	4.70%	117 (3.3%)	14 (3.5%)	7 (2.9%)
Asian or Pacific Islander	1.80%	206 (5.8%)	20 (5%)	5 (2.1%)
Black	2.10%	184 (5.2%)	27 (6.8%)	10 (4.1%)
Hispanic	21.26%	669 (19%)	67 (17%)	48 (20%)
Two or More Races	5.00%			
White	65.80%	2165 (61%)	250 (63%)	141 (58%)
Decline to Answer/Not Answered		230 (6.4%)	21 (5.3%)	31 (12.8%)

<b>2023 New Hires by Ethnicity</b>	<b>Lake County %</b>	<b>Total New Hires</b>	<b>Lake County %</b>	<b>% of New Hires</b>
American Indian/Alaskan	4.70%	4	4.70%	2.5%
Asian/ or Pacific Islander	1.80%	2	1.80%	1.2%
Black	2.10%	1	2.10%	0.6%
Hispanic or Latino	21.26%	31	21.26%	19.1%
Two or More Races	5.00%	12	5.00%	7.4%
White	65.80%	112	65.80%	69.1%
<b>Total 2023 New Hires      162</b>				

<b>2023 New Hires by Gender</b>	<b>Total</b>	<b>%</b>
Female	91	56%
Male	71	44%

## 2024 Board Governance Workshop Human Resources – Diversity Metrics

The chart listed below details department headcount by ethnicity and gender as 1/3/2023.

	Total Employees	Total Ethnicity Diversity	Male	Female
ADMINISTRATIVE OFFICE	12	8%	33%	67%
AG DEPARTMENT	5	20%	40%	60%
AIR QUALITY	7	0%	71%	29%
ANIMAL CARE AND CONTROL	12	17%	25%	75%
ASSESSOR RECORDER	16	6%	38%	63%
AUDITOR-CONTROLLER	12	25%	42%	58%
BEHAVIORAL HEALTH	96	33%	26%	74%
BOARD OF SUPERVISORS	5	40%	80%	20%
CHILD SUPPORT SERVICES	17	30%	6%	94%
COUNTY COUNSEL	7	43%	57%	43%
COMMUNITY DEVELOPMENT	40	23%	45%	55%
DISTRICT ATTORNEY	35	26%	42.86%	54.29%
ELECTIONS	5	60%	0%	100%
HEALTH SERVICES	45	38%	18%	82%
HUMAN RESOURCES	8	63%	0%	100%
INFORMATION TECHNOLOGY	7	29%	86%	14%
LIBRARY	13	8%	23%	77%
PROBATION	34	50%	35%	65%
PUBLIC SERVICES	36	20%	81%	19%
PUBLIC WORKS / WATER RESOURCES	55	26%	78%	22%
SHERIFF / JAIL	116	26%	71%	29%
SOCIAL SERVICES	226	24%	21%	79%
SPECIAL DISTRICTS	46	15%	80%	20%
TREASURER-TAX COLLECTOR	9	22%	67%	33%
U.C. COOPERATIVE EXTENSION	2	0%	0%	100%
<b>TOTALS</b>	<b>866</b>	<b>26%</b>	<b>43%</b>	<b>57%</b>

## 2024 Board Governance Workshop Human Resources – Diversity Metrics

Department	Total Number of Employees	American Indian / Alaskan	Asian	Black	Hispanic or Latino	Native Hawaiian/ Pacific Islander	Two or More Races	White	Total Diversity	Male	Female
ADMINISTRATIVE OFFICE	12	0%	0%	0%	0%	0%	8%	92%	<b>8%</b>	33%	67%
AG DEPARTMENT	5	0%	0%	0%	20%	0%	0%	80%	<b>20%</b>	40%	60%
AIR QUALITY	7	0%	0%	0%	0%	0%	0%	100%	<b>0%</b>	71%	29%
ANIMAL CARE AND CONTROL	12	8.33%	0%	0%	8.33%	0%	0%	83.33%	<b>17%</b>	25%	75%
ASSESSOR RECORDER	16	0%	6%	0%	0%	0%	0%	94%	<b>6%</b>	38%	63%
AUDITOR-CONTROLLER	12	0%	0%	0%	25%	0%	0%	75%	<b>25%</b>	42%	58%
BEHAVIORAL HEALTH	96	4%	2%	2%	19%	0%	6%	67%	<b>33%</b>	26%	74%
BOARD OF SUPERVISORS	5	40%	0%	0%	0%	0%	0%	60%	<b>40%</b>	80%	20%
CHILD SUPPORT SERVICES	17	0%	0%	0%	24%	0%	6%	71%	<b>30%</b>	6%	94%
COUNTY COUNSEL	7	0%	14%	0%	29%	0%	0%	57%	<b>43%</b>	57%	43%
COMMUNITY DEVELOPMENT	40	0%	0%	2.5%	15.0%	2.5%	2.5%	77.5%	<b>23%</b>	45%	55%
DISTRICT ATTORNEY	35	0%	5.71%	2.86%	11.43%	0%	5.71%	74.29%	<b>26%</b>	42.86%	54.29%
ELECTIONS	5	0%	0%	0%	60%	0%	0%	40%	<b>60%</b>	0%	100%
HEALTH SERVICES	45	0%	9%	2%	16%	0%	11%	62%	<b>38%</b>	18%	82%
HUMAN RESOURCES	8	0%	0%	13%	25%	0%	25%	38%	<b>63%</b>	0%	100%
INFORMATION TECHNOLOGY	7	0%	0%	0%	29%	0%	0%	71%	<b>29%</b>	86%	14%
LIBRARY	13	0%	0%	0%	8%	0%	0%	92%	<b>8%</b>	23%	77%
PROBATION	34	0%	3%	0%	35%	0%	12%	50%	<b>50%</b>	35%	65%
PUBLIC SERVICES	36	3%	0%	3%	8%	0%	6%	81%	<b>20%</b>	81%	19%
PUBLIC WORKS / WATER RESOURCES	55	0%	0%	2%	22%	0%	2%	75%	<b>26%</b>	78%	22%
SHERIFF / JAIL	116	0%	3%	0%	17%	1%	5%	73%	<b>26%</b>	71%	29%
SOCIAL SERVICES	226	2%	1%	2%	13%	0%	6%	76%	<b>24%</b>	21%	79%
SPECIAL DISTRICTS	46	2%	0%	0%	13%	0%	0%	85%	<b>15%</b>	80%	20%
TREASURER-TAX COLLECTOR	9	0%	0%	0%	22%	0%	0%	78%	<b>22%</b>	67%	33%
U.C. COOPERATIVE EXTENSION	2	0%	0%	0%	0%	0%	0%	100%	<b>0%</b>	0%	100%
<b>TOTALS</b>	<b>866</b>	<b>2%</b>	<b>2%</b>	<b>1%</b>	<b>17%</b>	<b>0%</b>	<b>4%</b>	<b>74%</b>	<b>26%</b>	<b>43%</b>	<b>57%</b>