2025 Board Governance Workshop
Human Resources – Diversity Metrics

Hiring

- We input 341 requisitions resulting 239 Full Time hires and 50 Extra Help hires
- This included the hiring of 7 Department Heads without utilizing external recruiters

Terminations

- 2024 Lake County turnover rate 18.25%
- 169 full time permanent terminations
- 33 extra help terminations
- 16% of new hires quit within their first year
    - Last year 19% of new hires left within their first year

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

Lake County EEO Totals as of 12/31/2024	Lake County Employees	Lake County	US
American Indian/Alaskan	0.46%	4.8%	1.3%
Asian	2.07%	1.6%	6.4%
Black	2.12%	2.2%	13.7%
Hispanic Latino	19.49%	25.4%	19.5%
Native Hawaiian/ Pacific Islander	0.16%	0.3%	0.3%
Two or More Races	2.98%	5.1%	3.1%
White	73.13%	64.9%	58.4%

Lake County Employees	
Male	44%
Female	56%

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The chart listed below details department headcount by ethnicity and gender as of 12/31/2024.

Department	Total Number of Employees	Total Ethnicity Diversity	Male	Female
ADMINISTRATIVE OFFICE	14	**14%**	29%	71%
AG DEPARTMENT	6	**0%**	50%	50%
AIR QUALITY	3	**0%**	33%	67%
ANIMAL CARE AND CONTROL	12	**33%**	33%	67%
ASSESSOR RECORDER	15	**13%**	47%	53%
AUDITOR-CONTROLLER	15	**27%**	33%	67%
BEHAVIORAL HEALTH	102	**33%**	32%	68%
BOARD OF SUPERVISORS	3	**0%**	67%	33%
CHILD SUPPORT SERVICES	16	**25%**	6%	94%
COMMUNITY DEVELOPMENT	37	**19%**	46%	54%
COUNTY COUNSEL	8	**50%**	63%	38%
DISTRICT ATTORNEY	33	**24%**	48%	52%
ELECTIONS	5	**60%**	0%	100%
HEALTH SERVICES	56	**23%**	23%	77%
HUMAN RESOURCES	8	**63%**	0%	100%
INFORMATION TECHNOLOGY	7	**29%**	86%	14%
LIBRARY	12	**8%**	25%	75%
PROBATION	37	**46%**	35%	65%
PUBLIC DEFENDER	13	**38%**	46%	54%
PUBLIC SERVICES	47	**26%**	77%	23%
PUBLIC WORKS	50	**34%**	82%	18%
SHERIFF / JAIL	122	**25%**	70%	30%
SOCIAL SERVICES	232	**25%**	21%	79%
SPECIAL DISTRICTS	48	**21%**	75%	25%
TREASURER-TAX COLLECTOR	9	**33%**	67%	33%
U.C. COOPERATIVE EXTENSION	3	**33%**	33%	67%
WATER RESOURCES	9	**22%**	67%	33%
TOTALS	922	**27%**	**44%**	**56%**

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Department	Total Number of Employees	American Indian / Alaskan	Asian	Black	Hispanic or Latino	Native Hawaiian/ Pacific Islander	Two or More Races	White	Total Ethnicity Diversity	Male	Female
ADMINISTRATIVE OFFICE	14	0%	0%	0%	7%	0%	7%	86%	14%	29%	71%
AG DEPARTMENT	6	0%	0%	0%	0%	0%	0%	100%	0%	50%	50%
AIR QUALITY	3	0%	0%	0%	0%	0%	0%	100%	0%	33%	67%
ANIMAL CARE AND CONTROL	12	0%	0%	8%	17%	0%	8%	67%	33%	33%	67%
ASSESSOR RECORDER	15	0%	7%	0%	7%	0%	0%	87%	13%	47%	53%
AUDITOR-CONTROLLER	15	0%	0%	7%	20%	0%	0%	73%	27%	33%	67%
BEHAVIORAL HEALTH	102	4%	2%	4%	18%	0%	6%	67%	33%	32%	68%
BOARD OF SUPERVISORS	3	0%	0%	0%	0%	0%	0%	100%	0%	67%	33%
CHILD SUPPORT SERVICES	16	0%	0%	0%	19%	0%	6%	75%	25%	6%	94%
COMMUNITY DEVELOPMENT	37	0%	0%	3%	14%	3%	0%	81%	19%	46%	54%
COUNTY COUNSEL	8	0%	13%	0%	38%	0%	0%	50%	50%	63%	38%
DISTRICT ATTORNEY	33	0%	6%	3%	12%	0%	3%	76%	24%	48%	52%
ELECTIONS	5	0%	0%	0%	60%	0%	0%	40%	60%	0%	100%
HEALTH SERVICES	56	0%	5%	0%	13%	0%	5%	77%	23%	23%	77%
HUMAN RESOURCES	8	0%	0%	13%	50%	0%	0%	38%	63%	0%	100%
INFORMATION TECHNOLOGY	7	0%	0%	0%	29%	0%	0%	71%	29%	86%	14%
LIBRARY	12	0%	0%	0%	8%	0%	0%	92%	8%	25%	75%
PROBATION	37	0%	0%	0%	35%	0%	11%	54%	46%	35%	65%
PUBLIC DEFENDER	13	0%	8%	15%	15%	0%	0%	62%	38%	46%	54%
PUBLIC SERVICES	47	2%	0%	2%	17%	0%	4%	74%	26%	77%	23%
PUBLIC WORKS	50	2%	0%	0%	28%	0%	4%	66%	34%	82%	18%
SHERIFF / JAIL	122	0%	3%	1%	14%	1%	6%	75%	25%	70%	30%
SOCIAL SERVICES	232	2%	1%	2%	13%	1%	6%	75%	25%	21%	79%
SPECIAL DISTRICTS	48	2%	0%	0%	17%	0%	2%	79%	21%	75%	25%
TREASURER-TAX COLLECTOR	9	0%	0%	0%	33%	0%	11%	67%	33%	67%	33%
U.C. COOPERATIVE EXTENSION	3	0%	0%	0%	33%	0%	0%	67%	33%	33%	67%
WATER RESOURCES	9	0%	11%	0%	11%	0%	0%	78%	22%	67%	33%
TOTALS		**0.46%**	**2.07%**	**2.12%**	**19.49%**	**0.16%**	**2.98%**	**73.13%**	**26.87%**	**44.21%**	**55.79%**