

EEO Utilization Report

Organization Information

Name: City of Winter Park

City: Winter Park

State: FL

Zip: 32789

Type: County/Municipal Law Enforcement

Section 1: EEO Policy Statement

Policy Statement:

The City of Winter Park is an equal opportunity employer. The City does not discriminate in employment, make any employment decisions, or take any employment actions because of race, color, sex, national origin, religion, age, marital status, genetic discrimination under the Genetic Information Discrimination Act, handicap not affecting qualifications for a particular position, or the disability of a qualified individual with a disability. Anyone who believes that he or she has been the victim of any discrimination in employment or an employment decision made or action taken because of any one or more of these factors should immediately so inform his or her immediate supervisor; the Human Resources Director; the Assistant City Manager; or the City Manager

Section 5: Narrative Interpretation of Data

Steps taken toward meeting the objective in the prior report:

See attachment.

Narrative

In protective services sworn (police) under utilization exists for Black or African American females.

In protective services non-sworn (fire) under utilization exists for Hispanic and Latino males and Black or African American and Caucasian females.

In the category of administrative support under utilization for Hispanic and Latino males and females and Caucasian females is shown.

Service maintenance and skilled craft show under utilization. These are career fields that few female candidates are interested in pursuing.

Section 6: Objectives and Steps

1. 1. Encourage Black or African American females to apply for positions in Protective Services - Sworn

- a. Attend police and fire academies in and outside the central Florida area.
- b. Review hiring processes to ensure that tests are administered and scored fairly for all applicants.
- c. Review content of website and recruitment materials to ensure content is reflective of our commitment to diversity in the workplace.

2. Encourage Hispanic or Latino males and Black or African American and Caucasian females to apply for positions in Protective Services Nonsworn

- a. Post open positions on niche jobsites focused on specific occupations or industries.
- b. Attend local job fairs to actively recruit in this category and group.
- c. Partner with local agencies on training and recruiting efforts.

3. Encourage Hispanic or Latino males and females and Caucasian females to apply for positions in Administrative Support.

- a. Partner with local agencies on training and recruiting efforts.
- b. Post open positions on niche jobsites focused on specific occupations or industries.
- c. Attend local job fairs to actively recruit in this category and group.

4. Encourage Hispanic or Latino males and females to apply for positions in the Skilled Craft category

- a. Identify local trade schools and provide notice of job openings in this category.
- b. Review job descriptions for minimum requirements particularly years of experience to determine the potential for hiring at an apprentice or trainee level.
- c. Continue to use trade publications and professional association websites to post open positions.

5. Encourage females of all demographics to apply for positions in the Service/Maintenance category.

- a. Review job descriptions for minimum requirements particularly years of experience to determine the potential for hiring at an apprentice or trainee level.
- b. Partner with local agencies on training and recruiting efforts.
- c. Address recruitment efforts city-wide
- d. Utilize new applicant tracking data collection to assist in areas of under utilization.

Section 7: Dissemination Strategy: Internal

Post on City Intranet.

Email to department heads.

Section 7: Dissemination Strategy: External

Post EEO statement on Police, Fire and City of Winter Park websites.

Post on City of Winter Parks Employment web page.

Utilization Analysis Chart
Relevant Labor Market: Florida

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 #/%	33/61%	1/2%	2/4%	0/0%	5/9%	0/0%	0/0%	9/17%	1/2%	1/2%	0/0%	1/2%	0/0%	1/2%
CLS #/%	471,395/39%	146,835/12%	49,430/4%	1,250/0%	19,665/2%	400/0%	11,565/1%	315,090/26%	111,160/9%	55,470/5%	1,180/0%	14,210/1%	320/0%	9,515/1%
Utilization #/%	22%	-10%	-0%	-0%	8%	-0%	-1%	-9%	-7%	-3%	-0%	1%	-0%	1%
Professionals														
Workforce #/%	25/46%	4/7%	2/4%	0/0%	2/4%	0/0%	3/6%	12/22%	1/2%	1/2%	0/0%	2/4%	0/0%	2/4%
CLS #/%	435,170/27%	134,275/8%	62,365/4%	1,090/0%	41,910/3%	300/0%	14,205/1%	573,005/35%	181,045/11%	130,500/8%	1,245/0%	40,390/2%	715/0%	17,240/1%
Utilization #/%	20%	-1%	-0%	-0%	1%	-0%	5%	-13%	-9%	-6%	-0%	1%	-0%	3%
Technicians														
Workforce #/%	12/40%	2/7%	3/10%	0/0%	0/0%	0/0%	0/0%	9/30%	2/7%	0/0%	0/0%	1/3%	0/0%	1/3%
CLS #/%	150,005/27%	72,155/13%	36,210/7%	925/0%	8,610/2%	195/0%	4,420/1%	139,170/25%	75,390/14%	54,450/10%	560/0%	9,010/2%	195/0%	4,770/1%
Utilization #/%	13%	-6%	3%	-0%	-2%	-0%	-1%	5%	-7%	-10%	-0%	2%	-0%	2%
Protective Services: Sworn														
Workforce #/%	40/48%	11/13%	12/14%	0/0%	3/4%	0/0%	1/1%	6/7%	5/6%	2/2%	0/0%	1/1%	0/0%	2/2%
CLS #/%	92,045/44%	34,430/16%	32,130/15%	185/0%	1,700/1%	85/0%	2,165/1%	18,350/9%	8,370/4%	18,665/9%	110/0%	430/0%	4/0%	805/0%
Utilization #/%	4%	-3%	-1%	-0%	3%	-0%	0%	-2%	2%	-7%	-0%	1%	-0%	2%
Protective Services: Non-sworn														
Workforce #/%	39/70%	3/5%	3/5%	0/0%	1/2%	1/2%	2/4%	4/7%	2/4%	0/0%	0/0%	1/2%	0/0%	0/0%
CLS #/%	5,220/30%	2,395/14%	1,440/8%	15/0%	40/0%	0/0%	220/1%	3,930/23%	1,675/10%	1,975/11%	25/0%	180/1%	35/0%	170/1%
Utilization #/%	40%	-8%	-3%	-0%	2%	2%	2%	-16%	-6%	-11%	-0%	1%	-0%	-1%
Administrative Support														
Workforce #/%	49/26%	8/4%	17/9%	1/1%	2/1%	0/0%	4/2%	45/24%	12/6%	40/21%	1/1%	4/2%	0/0%	8/4%
CLS #/%	480,685/21%	227,535/10%	107,815/5%	1,475/0%	22,150/1%	525/0%	15,855/1%	792,190/34%	380,030/16%	230,985/10%	2,440/0%	31,450/1%	780/0%	26,275/1%

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 #/%	5%	-6%	4%	0%	0%	-0%	1%	-11%	-10%	11%	0%	1%	-0%	3%
Skilled Craft														
Workforce #/%	60/56%	17/16%	23/21%	0/0%	2/2%	0/0%	4/4%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	336,465/48%	232,640/33%	67,365/10%	1,760/0%	7,390/1%	395/0%	8,470/1%	19,975/3%	19,455/3%	7,945/1%	140/0%	2,425/0%	40/0%	870/0%
Utilization #/%	8%	-17%	12%	-0%	1%	-0%	3%	-1%	-3%	-1%	-0%	-0%	-0%	-0%
Service/Maintenance														
Workforce #/%	41/34%	19/16%	37/31%	0/0%	2/2%	0/0%	5/4%	13/11%	1/1%	0/0%	0/0%	0/0%	0/0%	3/2%
CLS #/%	570,530/24%	486,495/20%	262,955/11%	2,000/0%	30,195/1%	995/0%	22,095/1%	418,315/18%	319,460/13%	217,490/9%	1,605/0%	33,955/1%	610/0%	18,595/1%
Utilization #/%	10%	-5%	20%	-0%	0%	-0%	3%	-7%	-13%	-9%	-0%	-1%	-0%	2%

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								✓	✓	✓				

Law Enforcement Category Rank 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
Police Chief														
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Police Chief														
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain														
Workforce #/%	0/0%	0/0%	2/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant														
Workforce #/%	6/75%	1/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	0/0%
Sergeant														
Workforce #/%	4/50%	1/12%	1/12%	0/0%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%	0/0%	1/12%	0/0%	0/0%
Master Police Officer														
Workforce #/%	5/42%	4/33%	0/0%	0/0%	0/0%	0/0%	0/0%	2/17%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%
Senior Police Officer														
Workforce #/%	15/65%	2/9%	2/9%	0/4%	1/4%	0/0%	0/0%	2/9%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers														
Workforce #/%	9/32%	3/11%	7/25%	0/7%	2/7%	0/0%	1/4%	1/4%	2/7%	1/4%	0/0%	0/0%	0/0%	2/7%

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.


Pamela Russell (Jul 17, 2024 07:19 EDT)

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