

# EEO Utilization Report

## Organization Information

Name: City Of Pompano Beach

City: Pompano Beach

State: FL

Zip: 33060

Type: County/Municipal Government (not law enforcement)

## **Step 1: Introductory Information**

### **Policy Statement:**

It is the policy of the City of Pompano Beach to ensure a workplace for its employees that is free of any type of discrimination or harassment based on actual or perceived race, color, sex, age, national origin, disability, religion, genetic information, marital status, political affiliation, sexual orientation, gender identity, or familial status. The City complies with Title VII of the Civil Rights Act of 1964 as amended (1991), Title I of the American with Disabilities Act of 1990 as amended (2009), as well as other applicable federal, state, and county laws and regulations prohibiting discrimination and harassment.

Decisions and practices based on an individuals protected status (e.g., race, color, sex or the other categories listed above) that unlawfully affect employment and/or the compensation, terms, conditions or privileges of an individuals employment or potential employment with the City are prohibited by this policy. This includes unlawful employment decisions, actions, policies or practices regarding job advertisements, recruitment, applications, testing, hiring, job referrals, work assignments, promotions, pay and benefits, working conditions, performance evaluations, transfers, discipline, discharge, constructive discharge, dress code, employment references, reasonable accommodations for disability or for religion, training and apprenticeship opportunities, and any other terms and conditions of employment.

## **Step 4b: Narrative of Interpretation**

The City of Pompano Beach reviewed the Utilization Analysis comparing its workforce to the relevant labor market. An analysis of the data shows underutilization in the following areas: White Female Officials/Administrators (-11%), Black or African American Female Professionals (-15%), White Female Technicians (-11%), Black or African American Female Technicians (-27%), Black or African American Female Protective Service Non-sworn (-28%), Hispanic or Latino Male Skilled Craft (-16%), Hispanic or Latino Male Service/Maintenance (-13%), Hispanic or Latino Female Service/Maintenance (-11%), Black or African American Female Service/Maintenance (-12%).

According to the EEO Frequently Asked Questions, the online system will perform a statistical analysis and then display any job categories that have underutilization of two or more standard deviations. The calculations indicate that it is unlikely that the underutilization is based on chance. The underutilized categories listed above denote categories underutilized by more than 10%. Possible contributing factors to underutilization may be due to not getting enough qualified applicants from underutilized groups and having a low turnover rate. The City of Pompano Beach is cognizant of its underutilized groups and will strive to increase the recruitment and hiring of females and minorities. There are no apparent barriers to application; however, the City will continue to monitor this to ensure no barriers exist. Due to the number of underutilized employees in the above categories, even one new hire of an underutilized candidate will bring a category within an appropriate range of representation. The City of Pompano Beach will use this initial EEO to track improvements made in the employment of underutilized groups.

## **Step 5: Objectives and Steps**

- 1. Encourage minority and female applicants to apply for vacancies in underutilized categories**
  - a. o Advertise using targeted and broad exposure websites, trade organizations, and professional associations
  - b. o Attend job fairs and include diverse personnel to represent the City
- 2. Continue to review job postings and advertisements to ensure equal opportunity**
  - a. o Include the statement of Equal Opportunity Employer on job announcements
  - b. o Review requirements for any potential barriers
- 3. Train employees and supervisors**
  - a. o Conduct training classes on equal opportunity and diversity
  - b. o Cover and emphasize equal opportunity and diversity in new hire orientation

## **Step 6: Internal Dissemination**

Place a copy of the EEO Utilization Report on the City's website

A copy of the EEO Utilization Report will be available in the Human Resources Department viewable upon request

## **Step 7: External Dissemination**

Place a copy of the EEO Utilization Report on the City's website

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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
<b>Skilled Craft</b>																
Workforce #/%	35/41%	12/14%	31/38%	0/0%	3/4%	0/0%	0/0%	0/0%	2/2%	0/0%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%
CLS #/%	3,890/43%	2,625/30%	1,555/18%	30/0%	95/1%	0/0%	60/1%	200/2%	135/2%	105/1%	145/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-2%	-16%	18%	-0%	2%	0%	-1%	-2%	1%	-1%	-1%	0%	1%	0%	0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	26/12%	13/6%	162/78%	0/0%	0/0%	0/0%	0/0%	0/0%	2/1%	0/0%	6/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,800/20%	3,755/19%	3,685/19%	20/0%	295/2%	0/0%	95/0%	70/0%	2,195/11%	2,160/11%	2,965/15%	20/0%	275/1%	0/0%	25/0%	60/0%
Utilization #/%	-7%	-13%	59%	-0%	-2%	0%	-0%	-0%	-10%	-11%	-12%	-0%	-1%	0%	-0%	-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: 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: Vincent Marchione

Human Resources Analyst

12-31-2017

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