

EEO Utilization Report

Organization Information

Name: Indian River County Sheriff's Office

City: Vero Beach

State: FL

Zip: 32960

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The Indian River County Sheriff's Office maintains two primary General Orders which deal with the organizations nondiscriminatory policy, to wit:

General Orders 2050.25 Affirmative Action Plan and 2531.05 Anti-Harassment Policy.

Combined, these two documents reflect the Indian River County Sheriff's Office forward thinking philosophy on providing equal employment opportunities to both applicants and employees, regardless of race, color, national origin, sex, religion, disability, and recognized other state and local protected classes.

Following File has been uploaded:2050-25 Affirmative Action Plan 2015-1.docx

Step 4b: Narrative of Interpretation

Upon review of the Utilization Analysis Chart, the Human Resources Section of the Indian River County Sheriff's Office (IRCSO) made the following observations:

There is noted underutilization of males of Two or More Races (-2%) and females White (-10%), Black (-5%), and Hispanic or Latino (-3%) races in the Protective Services - Sworn Patrol Officers Category. A goal of our agency is to address this underutilization through increased recruiting efforts in order to develop a workforce which reflects the community which we serve. We will specifically examine ways to attract males of two or more races and females of all races for sworn patrol officer positions.

Following File has been uploaded: 2531-05 Anti-Harassment Policy - CLEAN 2016-1.pdf

Step 5: Objectives and Steps

1. Target underrepresented classes in recruitment for sworn positions.

- a. The Human Resources Section will post job vacancies in areas of the county which will increase visibility of job availability to underrepresented classes; i.e.: Gifford Youth Activity Center, North County Pool, Fellsmere Post Office, local libraries and other community resources.
- b. Increase sponsorship opportunities to underrepresented classes.
- c. Recruit underrepresented classes at academy orientations.

Step 6: Internal Dissemination

The EEO Utilization report will be disseminated through the Indian River County Sheriff's Office Power DMS policy management software program. Each employee will be required electronically acknowledge that they have read and understand the report.

Step 7: External Dissemination

The EEO Utilization Report will be uploaded to our website, www.ircsheriff.org.

Utilization Analysis Chart
Relevant Labor Market: Indian River County, 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 #/% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 3/100% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 3,195/52% | 290/5% | 85/1% | 0/0% | 55/1% | 45/1% | 0/0% | 0/0% | 2,235/37% | 45/1% | 130/2% | 0/0% | 25/0% | 0/0% | 4/0% | 10/0% |
| Utilization #/% | -52% | -5% | -1% | 0% | -1% | -1% | 0% | 0% | 63% | -1% | -2% | 0% | -0% | 0% | -0% | -0% |
| Professionals | | | | | | | | | | | | | | | | |
| Workforce #/% | 2/18% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 9/82% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 2,455/32% | 85/1% | 125/2% | 0/0% | 50/1% | 0/0% | 20/0% | 15/0% | 4,060/54% | 260/3% | 380/5% | 30/0% | 55/1% | 0/0% | 15/0% | 4/0% |
| Utilization #/% | -14% | -1% | -2% | 0% | -1% | 0% | -0% | -0% | 28% | -3% | -5% | -0% | -1% | 0% | -0% | -0% |
| Technicians | | | | | | | | | | | | | | | | |
| Workforce #/% | 8/18% | 0/0% | 1/2% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 26/59% | 5/11% | 4/9% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 410/28% | 0/0% | 0/0% | 0/0% | 65/4% | 0/0% | 0/0% | 0/0% | 835/56% | 40/3% | 140/9% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | -9% | 0% | 2% | 0% | -4% | 0% | 0% | 0% | 3% | 9% | -0% | 0% | 0% | 0% | 0% | 0% |
| Protective Services: Sworn-Officials | | | | | | | | | | | | | | | | |
| Workforce #/% | 48/77% | 2/3% | 5/8% | 0/0% | 1/2% | 0/0% | 0/0% | 0/0% | 4/6% | 0/0% | 2/3% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 575/62% | 30/3% | 125/13% | 0/0% | 0/0% | 0/0% | 25/3% | 0/0% | 110/12% | 0/0% | 65/7% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | 16% | 0% | -5% | 0% | 2% | 0% | -3% | 0% | -5% | 0% | -4% | 0% | 0% | 0% | 0% | 0% |
| Protective Services: Sworn-Patrol Officers | | | | | | | | | | | | | | | | |
| Workforce #/% | 144/57% | 20/8% | 32/13% | 0/0% | 2/1% | 0/0% | 0/0% | 0/0% | 34/13% | 5/2% | 17/7% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Civilian Labor Force #/% | 1,610/39% | 460/11% | 220/5% | 0/0% | 65/2% | 0/0% | 65/2% | 10/0% | 945/23% | 210/5% | 475/12% | 0/0% | 25/1% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | 17% | -3% | 7% | 0% | -1% | 0% | -2% | -0% | -10% | -3% | -5% | 0% | -1% | 0% | 0% | 0% |
| Protective Services: Non-sworn | | | | | | | | | | | | | | | | |
| 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% | 0/0% | 0/0% |
| CLS #/% | 15/15% | 35/35% | 0/0% | 0/0% | 0/0% | 0/0% | 10/10% | 0/0% | 40/40% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |

| 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 #/% | 85% | -35% | 0% | 0% | 0% | 0% | -10% | 0% | -40% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Administrative Support | | | | | | | | | | | | | | | | |
| Workforce #/% | 14/17% | 1/1% | 1/1% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 51/63% | 5/6% | 8/10% | 1/1% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 3,775/26% | 345/2% | 220/2% | 10/0% | 135/1% | 0/0% | 20/0% | 20/0% | 8,410/58% | 730/5% | 820/6% | 15/0% | 45/0% | 0/0% | 25/0% | 15/0% |
| Utilization #/% | -9% | -1% | -0% | -0% | -1% | 0% | -0% | -0% | 5% | 1% | 4% | 1% | -0% | 0% | -0% | -0% |
| Skilled Craft | | | | | | | | | | | | | | | | |
| Workforce #/% | 7/88% | 1/12% | 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% | 0/0% |
| CLS #/% | 4,285/67% | 1,225/19% | 245/4% | 15/0% | 40/1% | 15/0% | 50/1% | 0/0% | 385/6% | 85/1% | 40/1% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | 20% | -7% | -4% | -0% | -1% | -0% | -1% | 0% | -6% | -1% | -1% | 0% | 0% | 0% | 0% | 0% |
| Service/Maintenance | | | | | | | | | | | | | | | | |
| Workforce #/% | 13/65% | 2/10% | 1/5% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 4/20% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 5,315/31% | 2,180/13% | 1,225/7% | 0/0% | 105/1% | 0/0% | 80/0% | 10/0% | 5,350/31% | 1,120/7% | 1,660/10% | 45/0% | 115/1% | 0/0% | 10/0% | 0/0% |
| Utilization #/% | 34% | -3% | -2% | 0% | -1% | 0% | -0% | -0% | -11% | -7% | -10% | -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 |
| Protective Services: Sworn-Patrol Officers | | | | | | | ✓ | | ✓ | ✓ | ✓ | | | | | |

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 |
| Sheriff | | | | | | | | | | | | | | | | |
| 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% | 0/0% | 0/0% |
| Undersheriff | | | | | | | | | | | | | | | | |
| 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% | 0/0% | 0/0% |
| Major | | | | | | | | | | | | | | | | |
| Workforce #/% | 2/67% | 0/0% | 1/33% | 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% |
| Captain | | | | | | | | | | | | | | | | |
| Workforce #/% | 4/100% | 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% | 0/0% | 0/0% |
| Sergeant | | | | | | | | | | | | | | | | |
| Workforce #/% | 26/70% | 1/3% | 4/11% | 0/3% | 1/3% | 0/0% | 0/0% | 0/0% | 4/11% | 0/0% | 1/3% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Lieutenant | | | | | | | | | | | | | | | | |
| Workforce #/% | 14/88% | 1/6% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 1/6% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Protective Services: Sworn-Patrol Officers | | | | | | | | | | | | | | | | |
| Workforce #/% | 144/57% | 20/8% | 32/13% | 0/1% | 2/1% | 0/0% | 0/0% | 0/0% | 34/13% | 5/2% | 17/7% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |

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: Laura Turner

Director

09-05-2019

[signature]

[title]

[date]