

EEO Utilization Report

Organization Information

Name: City Of Punta Gorda

City: PUNTA GORDA

State: FL

Zip: 33950

Type: County/Municipal Law Enforcement

Tue 07-26-2022 10:13:15 EDT

Step 1: Introductory Information

Policy Statement:

It is the policy of the City of Punta Gorda to recognize and fulfill its commitment to the community in the area of Equal Employment Opportunity through an affirmative action plan, which will increase both the quantity of minorities employed and the level of responsibility of jobs held by minorities employed and females within the City government. The City will not knowingly permit discrimination in hiring, promotion, or other conditions of employment with regard to race, color, creed, religion, national origin, ethnicity, age, sex, gender, pregnancy, sexual orientation, gender identity, genetic information, marital status, veteran status or disability. Those charged with the daily administration of this policy will be responsible for guarding against under-utilization of minorities and females within the organization and will work toward the eventual goal of full representation of minorities and females at all levels in the organization.

Following File has been uploaded:EEO from PRR.pdf

Step 4b: Narrative of Interpretation

The City of Punta Gorda will increase recruitment and hiring efforts for the following classifications:

White female technicians, white female protective services: Sworn Officials, and white female service/maintenance.

Step 5: Objectives and Steps

1. Our objective is to provide equal employment opportunities for White women when our organization fills vacancies that become available in the Protective Services: Sworn-Officials category.

a. We will increase our recruitment and hiring efforts.

2. Our objective is to provide equal employment opportunities for White women when our organization fills vacancies that become available in the Technician category.

a. Will increase recruitment and hiring efforts.

3. Our objective is to provide equal employment opportunities for White women when our organization fills vacancies that become available in the Service/Maintenance category.

a. We will increase our recruitment and hiring efforts.

Step 6: Internal Dissemination

The City of Punta Gorda will disseminate our organization's EEO Utilization Report in the following ways:

Notifying applicants, vendors and contractors in writing that the recipient has developed an EEOP Report and that it is available on request for review;

Posting a copy of the Report on the recipient's public website; and

Making copies of Posting the EEOP Report on the recipient's intranet, an in-house, electronic communication service that only employees can access;

Distributing a copy of the EEOP Report to all of a recipient's supervisors, department heads, or elected officials; and

Sending electronic and hard copy memoranda to every employee stating that a copy is available on request in the recipient's human resources office.

Step 7: External Dissemination

The City of Punta Gorda will disseminate our organization's EEO Utilization Report in the following ways:

Notifying applicants, vendors and contractors in writing that the recipient has developed an EEOP Report and that it is available on request for review;

Posting a copy of the Report on the recipient's public website; and

Making copies of Posting the EEOP Report on the recipient's intranet, an in-house, electronic communication service that only employees can access;

Distributing a copy of the EEOP Report to all of a recipient's supervisors, department heads, or elected officials; and

Sending electronic and hard copy memoranda to every employee stating that a copy is available on request in the recipient's human resources office.

Utilization Analysis Chart
Relevant Labor Market: Charlotte 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 #/%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,740/54 %	135/3%	90/2%	75/1%	15/0%	0/0%	10/0%	0/0%	1,945/38 %	35/1%	50/1%	0/0%	15/0%	0/0%	0/0%	0/0%
Utilization #/%	-34%	-3%	-2%	-1%	-0%	0%	-0%	0%	42%	-1%	-1%	0%	-0%	0%	0%	0%
Professionals																
Workforce #/%	17/53%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,995/29 %	275/4%	125/2%	10/0%	190/3%	0/0%	10/0%	10/0%	3,655/53 %	100/1%	290/4%	10/0%	175/3%	0/0%	15/0%	10/0%
Utilization #/%	24%	-4%	-2%	-0%	-3%	0%	-0%	-0%	-6%	-1%	-4%	-0%	-3%	0%	-0%	-0%
Technicians																
Workforce #/%	44/81%	2/4%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	5/9%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%
CLS #/%	545/26%	4/0%	0/0%	0/0%	15/1%	0/0%	15/1%	25/1%	1,255/60 %	25/1%	155/7%	0/0%	0/0%	0/0%	45/2%	0/0%
Utilization #/%	55%	4%	4%	0%	-1%	0%	-1%	-1%	-51%	-1%	-7%	0%	0%	0%	-0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	35/76%	3/7%	2/4%	0/0%	2/4%	0/0%	0/0%	0/0%	3/7%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,070/74 %	10/1%	35/2%	0/0%	0/0%	0/0%	0/0%	0/0%	265/18%	0/0%	60/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	2%	6%	2%	0%	4%	0%	0%	0%	-12%	2%	-4%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	15/60%	2/8%	1/4%	0/0%	1/4%	0/0%	0/0%	0/0%	6/24%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	2,470/53 %	250/5%	130/3%	10/0%	65/1%	0/0%	44/1%	0/0%	1,325/28 %	140/3%	235/5%	0/0%	10/0%	0/0%	15/0%	0/0%
Utilization #/%	7%	3%	1%	-0%	3%	0%	-1%	0%	-4%	-3%	-5%	0%	-0%	0%	-0%	0%
Protective Services: Non-sworn																

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
Workforce #/%	6/30%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	13/65%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	30/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-3%	0%	5%	0%	0%	0%	0%	0%	-2%	0%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	19/76%	3/12%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,195/31 %	300/2%	160/1%	4/0%	40/0%	0/0%	39/0%	125/1%	9,635/57 %	665/4%	375/2%	0/0%	120/1%	10/0%	115/1%	40/0%
Utilization #/%	-23%	-2%	-1%	-0%	-0%	0%	-0%	-1%	19%	8%	2%	0%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	20/87%	1/4%	2/9%	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 #/%	4,350/88 %	250/5%	55/1%	4/0%	60/1%	0/0%	4/0%	0/0%	195/4%	0/0%	10/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-1%	-1%	8%	-0%	-1%	0%	-0%	0%	-4%	0%	-0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	34/79%	0/0%	8/19%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,710/39 %	1,225/8%	560/4%	40/0%	55/0%	0/0%	105/1%	0/0%	5,145/35 %	615/4%	795/5%	50/0%	155/1%	0/0%	35/0%	15/0%
Utilization #/%	40%	-8%	15%	-0%	-0%	0%	-1%	0%	-33%	-4%	-5%	-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
Technicians									✓		✓					
Protective Services: Sworn-Officials									✓							
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
Fire Training 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%	0/0%	0/0%
Fire Operations 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%	0/0%	0/0%
Firefighter/EMT																
Workforce #/%	21/78%	1/4%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	2/7%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
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%	0/0%	0/0%
Captain																
Workforce #/%	1/50%	1/50%	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%
Lieutenant																
Workforce #/%	6/86%	1/14%	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%
Corporal																
Workforce #/%	5/71%	0/0%	0/0%	0/29%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	15/60%	2/8%	1/4%	0/4%	1/4%	0/0%	0/0%	0/0%	6/24%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%