

# EEO Utilization Report

## Organization Information

Name: Pinellas County

City: Clearwater

State: FL

Zip: 33756

Type: County/Municipal Government (not law enforcement)

Wed 12-07-2022 11:16:03 EST

## Step 1: Introductory Information

### Policy Statement:

Discrimination - Employment Section

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#### Sec. 2.02. Security of rights of residents. Municode

In order to secure protection to the residents of the county against abuses and encroachments, the county shall use its powers, whenever appropriate, to provide by ordinance or to seek remedy by civil or criminal action for the following:

(e) Protection of human rights. The county shall establish provisions, pursuant to state and federal law, for protection of human rights from discrimination based upon religion, political affiliation, race, color, age, sex, or national origin, sexual orientation and gender identity by providing and ensuring equal rights and opportunities for all people of Pinellas County.

ARTICLE II. DISCRIMINATION DIVISION 1. GENERALLY Sec. 70-36. Territory embraced. All territory within the legal boundaries of Pinellas County, Florida, including all unincorporated and incorporated areas, shall be embraced by the provisions of this article.

## Step 4b: Narrative of Interpretation

Underutilization occurs for White males in the Occupational Categories of Officials and Administrators, Professionals, Administrative Support, and Skilled Craft, Service Maintenance. For females in the Occupational Categories of Professionals, Technicians, Protective Services Non-Sworn and Service/Maintenance.

For "minority" racial groups, underutilization exists for Hispanics for males in the Occupational Categories of Skilled Craft, Service Maintenance. For females in the Occupational Categories of Service Maintenance, Technicians.

No underutilization appears for racial groups for Black males and Black Female. The County will continue to monitor to make sure that underutilization doesn't occur. Underutilization for Asian females in Protective Services Non-Sworn.

We believe these underutilizations attributable to:

- 1) The historically recent increase in the Hispanic population in Pinellas County. Census data suggests that from 2010 to 2019 (the last decennial census), the Hispanic population in Pinellas County has increased by over 6%.
- 2) Turnover in our workforce can be directly connected to the downturn in the economy, rising rent and home prices and COVID 19. Plus a large number of retirements.
- 3) Many positions in the community workforce, such as health careers/positions, being positions for which Pinellas County does not hire.

## Step 5: Objectives and Steps

**1. 1. Monitor Underutilization of White Males and White Females Where Such was Noted. a. Pinellas County will monitor underutilization of Whites in relevant Occupational Categories. Where underutilization persists, Pinellas County will review recruitment, selection and retention efforts which may impact the same. Which would include job postings on social media sites such as LinkedIn, Facebook, twitter and other professional web sites him.**

a. 2. Closer Alignment of Available Asian Female Workforce in the Occupational Category of Protective Services: Non-sworn, Service/Maintenance. The same will also apply to Asian males utilization in Professionals and Skilled Craft.

a. The Office of Human Rights will work with the Unified Personnel System to continue outreach efforts into the Asian Community by attending events such as Laotian New Year, and the annual St. Petersburg Int'l Folk Festival, which has representation from the Laotian, Vietnamese, Hmong, Thai and Chinese communities throughout Pinellas County.

b. Through Pinellas County's Office of Human Rights, the UPS will work Tampa Field Office of the EEOC to further work undertaken on a joint engagement plan to reach Asian communities throughout the Tampa Bay Area.

b. 3. Pinellas County's Office of Human Rights will Continue to Ensure Adherence to County's EEO Policy.

a. Pinellas County's Office of Human Rights will remain available to accept and investigate complaints within the Unified Personnel System. Persons will be advised of the county's internal complaint process under our Anti-Harassment Policy (we regularly offer training on this policy, and since our last EEO, have trained hundreds on the same), or their right to file complaints of discrimination with the Florida Commission on Human Relations or Equal Employment Opportunity Commission.

b. Applicants will also be advised of our EEO policies and advised of their right to file complaints with either the Florida Commission on Human Relations or Equal Employment Opportunity Commission.

c. New hires are also advised of the county's Anti-Harassment Policy as part of new-employee orientation.

### **Step 6: Internal Dissemination**

Pinellas County's Office of Human Rights will share this EEO Utilization Report with our colleagues in the Unified Personnel System for further consultation with all Appointing Authorities on identified underutilizations (a process the Office of Human Rights also makes available to each such Appointing Authority, providing periodic updates to the same, and developing a Diversity & Inclusion report/"dashboard" they can access to view this data in relative real-time).

The Office of Human Rights and the Unified Personnel System (Human Resources), the County Attorneys office will ensure posters are available in county workplaces to inform employees and applicants of their rights to be free from discrimination under federal, state and local law.

The Office of Human Rights remains available to accept and investigate complaints of discrimination and/or harassment under our Anti-Harassment policy, regularly offers trainings on said policy, and, in conjunction with the Unified Personnel System, advises new hires of this policy as part of new employees as part of the orientation process.

Finally, applicants and employees will be advised of their right to also file complaints with the Florida Commission on Human Relations or the Equal Employment Opportunity Commission.

### **Step 7: External Dissemination**

Internal dissemination of the EEO Utilization Report will be made to Pinellas County's Human Rights Board, which consists of Appointing Authorities across the Unified Personnel System.

The EEO Utilization Report will also be made available to the county's Employee Advisory Committee, which represents the interests of employees in classified service throughout the UPS (and has representation on the Human Rights Board).

Upon approval by the DOJ, the EEO will also be posted on the Office of Human Rights website for review internally and externally.

Finally, the Office of Human Rights will continue to be available to answer any questions internal stakeholders may have.

# Utilization Analysis Chart

## Relevant Labor Market: Pinellas 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 #/%	161/44%	8/2%	18/5%	0/0%	2/1%	0/0%	1/0%	6/2%	130/38%	10/3%	20/5%	0/0%	3/1%	0/0%	3/1%	3/1%
CLS #/%	29,785/51%	1,865/3%	1,575/3%	110/0%	980/2%	0/0%	335/1%	4/0%	20,165/35%	1,105/2%	1,400/2%	55/0%	270/0%	0/0%	265/0%	45/0%
Utilization #/%	-7%	-1%	2%	-0%	-1%	0%	-0%	2%	1%	1%	3%	-0%	0%	0%	0%	1%
Professionals																
Workforce #/%	333/30%	24/2%	46/4%	0/0%	8/1%	1/0%	7/1%	20/2%	470/42%	57/5%	84/8%	3/0%	21/2%	0/0%	14/1%	28/3%
CLS #/%	28,095/37%	2,040/3%	1,595/2%	105/0%	1,520/2%	4/0%	225/0%	75/0%	35,460/46%	2,550/3%	3,090/4%	20/0%	1,485/2%	60/0%	250/0%	110/0%
Utilization #/%	-7%	-1%	2%	-0%	-1%	0%	0%	2%	-4%	2%	3%	0%	-0%	-0%	1%	2%
Technicians																
Workforce #/%	326/51%	22/3%	51/8%	2/0%	17/3%	0/0%	4/1%	14/2%	145/23%	10/2%	26/4%	0/0%	8/1%	0/0%	5/1%	13/2%
CLS #/%	5,145/32%	700/4%	515/3%	15/0%	345/2%	0/0%	4/0%	65/0%	6,915/43%	580/4%	1,225/8%	4/0%	315/2%	0/0%	80/1%	25/0%
Utilization #/%	18%	-1%	5%	0%	0%	0%	1%	2%	-21%	-2%	-4%	-0%	-1%	0%	0%	2%
Protective Services:																
Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,800/65%	395/5%	590/8%	35/0%	40/1%	0/0%	35/0%	15/0%	1,180/16%	120/2%	170/2%	10/0%	15/0%	0/0%	0/0%	10/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	84/60%	6/4%	5/4%	0/0%	0/0%	0/0%	1/1%	3/2%	32/23%	1/1%	3/2%	0/0%	0/0%	0/0%	1/1%	4/3%
Civilian Labor Force #/%	170/36%	4/1%	20/4%	0/0%	0/0%	0/0%	0/0%	10/2%	175/37%	15/3%	60/13%	0/0%	15/3%	0/0%	0/0%	0/0%
Utilization #/%	24%	3%	-1%	0%	0%	0%	1%	0%	-14%	-2%	-11%	0%	-3%	0%	1%	3%
Administrative Support																
Workforce #/%	72/15%	8/2%	15/3%	0/0%	2/0%	0/0%	2/0%	6/1%	266/54%	32/7%	50/10%	3/1%	8/2%	0/0%	8/2%	17/3%
CLS #/%	39,725/30	3,505/3%	3,380/3%	155/0%	1,405/1%	30/0%	340/0%	115/0%	66,005/51	5,465/4%	7,360/6%	150/0%	1,605/1%	95/0%	710/1%	400/0%

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 #/%	-16%	-1%	0%	-0%	-1%	-0%	0%	1%	4%	2%	5%	0%	0%	-0%	1%	3%
Skilled Craft																
Workforce #/%	180/57%	19/6%	79/25%	2/1%	0/0%	1/0%	0/0%	10/3%	16/5%	2/1%	4/1%	0/0%	0/0%	0/0%	1/0%	0/0%
CLS #/%	25,300/74%	3,660/11%	2,045/6%	45/0%	555/2%	20/0%	215/1%	160/0%	1,720/5%	230/1%	125/0%	0/0%	175/1%	0/0%	15/0%	20/0%
Utilization #/%	-16%	-5%	19%	1%	-2%	0%	-1%	3%	0%	-0%	1%	0%	-1%	0%	0%	-0%
Service/Maintenance																
Workforce #/%	30/11%	7/3%	218/80%	0/0%	2/1%	1/0%	2/1%	6/2%	6/2%	0/0%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	38,740/37%	8,335/8%	7,845/7%	50/0%	2,525/2%	155/0%	530/1%	170/0%	30,710/29%	5,175/5%	7,825/7%	65/0%	2,950/3%	95/0%	435/0%	195/0%
Utilization #/%	-26%	-5%	72%	-0%	-2%	0%	0%	2%	-27%	-5%	-7%	-0%	-3%	-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: Jeffery Lorick	Director	12-07-2022
_____	_____	_____
[signature]	[title]	[date]