

EEOP Utilization Report



Fri Jul 17 09:08:38 EDT 2015

Step 1: Introductory Information

| | | | |
|---------------------------|---|-------------------------|------------------------|
| Grant Title: | Alpha House of Pinellas County | Grant Number: | 215-JAGC-PINE-6-R3-047 |
| Grantee Name: | Pinellas County Board of County Commissioners | Award Amount: | \$20,112.00 |
| Grantee Type: | Local Government Agency | | |
| Address: | 315 Court Street Clearwater, Florida 33756 | | |
| Contact Person: | Paul Valenti, Director of the Office of Human Rights | Telephone #: | 727-464-4880 |
| Contact Address: | 400 S. Ft. Harrison Avenue, 5th Floor Clearwater, FL, Florida 33756 | | |
| DOJ Grant Manager: | Michael Cooksey, Director, Justice and Consumer Services | DOJ Telephone #: | 727-453-7441 |

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|---------------------------|---|-------------------------|------------------------|
| Grant Title: | Mustard Seed Inn | Grant Number: | 2015JAGC-PINE-1-R3-065 |
| Grantee Name: | Pinellas County Board of County Commissioners | Award Amount: | \$36,000.00 |
| Grantee Type: | Local Government Agency | | |
| Address: | 315 Court Street Clearwater, Florida 33756 | | |
| Contact Person: | Paul Valenti, Director of the Office of Human Rights | Telephone #: | 727-464-4880 |
| Contact Address: | 400 S. Ft. Harrison Avenue, 5th Floor Clearwater, Florida 33756 | | |
| DOJ Grant Manager: | Michael Cooksey, Director, Justice and Consumer Services | DOJ Telephone #: | 727-453-7441 |

| | | | |
|----------------------|--|----------------------|-----------------|
| Grant Title: | OJJDP School Justice | Grant Number: | 2014-mu-fx-k005 |
| Grantee Name: | Pinellas County Board of County Commissioners | Award Amount: | \$600,000.00 |
| Grantee Type: | Local Government Agency | | |
| Address: | 315 Court Street Clearwater, Florida 33756 | | |

Contact Person: Paul Valenti, Director of the Office of Human Rights **Telephone #:** 727-464-4880
Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756
DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services **DOJ Telephone #:** 727-453-7441

Grant Title: OVW Justice For Families **Grant Number:** OVW 2014-FJ-AX-0014
Grantee Name: Pinellas County Board of County Commissioners **Award Amount:** \$4,000,000.00
Grantee Type: Local Government Agency
Address: 315 Court Street
Clearwater, Florida
33756
Contact Person: Paul Valenti, Director of the Office of Human Rights **Telephone #:** 727-464-4880
Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756
DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services **DOJ Telephone #:** 727-453-7441

Grant Title: Spirited Girls **Grant Number:** 2015-JACG-PINE-3-R3-065
Grantee Name: Pinellas County Board of County Commissioners **Award Amount:** \$10,000.00
Grantee Type: Local Government Agency
Address: 315 Court Street
Clearwater, Florida
33756
Contact Person: Paul Valenti, Director of the Office of Human Rights **Telephone #:** 727-464-4880
Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756
DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services **DOJ Telephone #:** 727-453-7441

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|---------------------------|---|-------------------------|-----------------------|
| Grant Title: | Firearm Safety Education | Grant Number: | 2015-JAGC-PINE-R3-114 |
| Grantee Name: | Pinellas County Board of County Commissioners | Award Amount: | \$25,000.00 |
| Grantee Type: | Local Government Agency | | |
| Address: | 315 Court Street Clearwater, Florida 33756 | | |
| Contact Person: | Paul Valenti, Director of the Office of Human Rights | Telephone #: | 727-464-4880 |
| Contact Address: | 400 S. Ft. Harrison Avenue, 5th Floor Clearwater, Florida 33756 | | |
| DOJ Grant Manager: | Michael Cooksey, Director, Justice and Consumer Services | DOJ Telephone #: | 727-453-7441 |

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|---------------------------|---|-------------------------|-----------------|
| Grant Title: | Joint BJA-SAMHSA-You Can! | Grant Number: | 2012-DC-BX-0054 |
| Grantee Name: | Pinellas County Board of County Commissioners | Award Amount: | \$300,000.00 |
| Grantee Type: | Local Government Agency | | |
| Address: | 315 Court Street Clearwater, Florida 33756 | | |
| Contact Person: | Paul Valenti, Director of the Office of Human Rights | Telephone #: | 727-464-4880 |
| Contact Address: | 400 S. Ft. Harrison Avenue, 5th Floor Clearwater, Florida 33756 | | |
| DOJ Grant Manager: | Michael Cooksey, Director, Justice and Consumer Services | DOJ Telephone #: | 727-453-7441 |

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|------------------------|--|----------------------|-----------------|
| Grant Title: | Pinellas Re-Entry Court Grant | Grant Number: | 2010-RM-BX-0006 |
| Grantee Name: | Pinellas County Board of County Commissioners | Award Amount: | \$18,500,000.00 |
| Grantee Type: | Local Government Agency | | |
| Address: | 315 Court Street Clearwater, Florida 33756 | | |
| Contact Person: | Paul Valenti, Director of the Office of Human Rights | Telephone #: | 727-464-4880 |

Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756

DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services **DOJ Telephone #:** 727-453-7441

Grant Title: Pinellas WEMERGE **Grant Number:** 2013-MO-BX-0005

Grantee Name: Pinellas County Board of County Commissioners **Award Amount:** \$200,000.00

Grantee Type: Local Government Agency

Address: 315 Court Street
Clearwater, Florida
33756

Contact Person: Paul Valenti, Director of the Office of Human Rights **Telephone #:** 727-464-4880

Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756

DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services **DOJ Telephone #:** 727-453-7441

Grant Title: Joint SAMHSA Pinellas County YouCan! **Grant Number:** 1H9T102447-01-5H79T1024477-02:5H79T1024477-03

Grantee Name: Pinellas County Board of County Commissioners **Award Amount:** \$975,000.00

Grantee Type: Local Government Agency

Address: 315 Court Street
Clearwater, Florida
33756

Contact Person: Paul Valenti, Director of the Office of Human Rights **Telephone #:** 727-464-4880

Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756

DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services **DOJ Telephone #:** 727-453-7441

Grant Title: Prevent Domestic Violence **Grant Number:** 211-WC-AX-K018

Grantee Name: Pinellas County Board of County Commissioners
Award Amount: \$299,310.00
Grantee Type: Local Government Agency
Address: 315 Court Street
Clearwater, Florida
33756
Contact Person: Paul Valenti, Director of the Office of Human Rights
Telephone #:
Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756
DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services
DOJ Telephone #: 727-453-7441

Grant Title: CPIS
Grant Number: 2015-JAGC-PINE-R3-046
Grantee Name: Pinellas County Board of County Commissioners
Award Amount: \$33,000.00
Grantee Type: Local Government Agency
Address: 315 Court Street
Clearwater, Florida
33756
Contact Person: Paul Valenti, Director of the Office of Human Rights
Telephone #: 727-464-4880
Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756
DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services
DOJ Telephone #: 727-453-7441

Grant Title: Veterans Treatment Court
Grant Number: 5H79T1024983:5H9T1024983-02
Grantee Name: Pinellas County Board of County Commissioners
Award Amount: \$975,000.00
Grantee Type: Local Government Agency
Address: 315 Court Street
Clearwater, Florida
33756
Contact Person: Paul Valenti, Director of the Office of Human Rights
Telephone #:
Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida

33756

DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services **DOJ Telephone #:** 727-453-7441

Grant Title: Planning Grant **Grant Number:** 2015-JAGC-OINE-5-R3-054
Grantee Name: Pinellas County Board of County Commissioners **Award Amount:** \$29,299.00
Grantee Type: Local Government Agency
Address: 315 Court Street
Clearwater, Florida
33756
Contact Person: Paul Valenti, Director of the Office of Human Rights **Telephone #:** 727-464-4880
Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756
DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services **DOJ Telephone #:** 727-453-7441

Grant Title: Jail Division Expansion **Grant Number:** 2015-jagc-pine-4-R3-079
Grantee Name: Pinellas County Board of County Commissioners **Award Amount:** \$40,000.00
Grantee Type: Local Government Agency
Address: 315 Court Street
Clearwater, Florida
33756
Contact Person: Paul Valenti, Director of the Office of Human Rights **Telephone #:** 727-464-4880
Contact Address: 400 S. Ft. Harrison Avenue, 5th Floor
Clearwater, Florida
33756
DOJ Grant Manager: Michael Cooksey, Director, Justice and Consumer Services **DOJ Telephone #:** 727-453-7441

Policy Statement:

This policy is promulgated pursuant to section 2.02(e) of the Pinellas County Home Rule Charter entitled, "Protection of Human Rights," which reads, "The County shall establish provisions pursuant to state and Federal laws, for the protection of human rights from discrimination based upon religion, political affiliation, race, color, religion, age, sex, national origin and disability by providing and ensuring equal rights and opportunities for all people of Pinellas County."

By way of county ordinances, Pinellas County also prohibits discrimination based on sexual orientation, gender identity, or gender expression.

Step 4b: Narrative Underutilization Analysis

The Utilization Analysis Chart demonstrates statistically significant underutilization of Hispanic males in the occupational categories of Technicians (-2%), Administrative Support (-2%), Skilled Craft (-8%), and Service Maintenance (-5%), and underutilization of Hispanic females in the occupational categories of Technicians (-2%), and Service Maintenance (-5%).

We believe this statistically significant underutilization is largely attributable to:

- 1) The historically recent and significant increase in the Hispanic population in Pinellas County. Indeed, the U.S. Census Bureau suggests that from 2000 to 2010, the Hispanic population in Pinellas County has increased by over 30,000, or 71%;
- 2) Turnover in the Pinellas County workforce being less dynamic. Positions in the underutilized occupational groups traditionally have seen lesser turnover and attrition than other occupational groups (e.g. Professionals and Officials and Administrators). Thus, there are fewer opportunities to more closely align Pinellas County's workforce to the available community workforce through replacement upon attrition.
- 3) The Great Recession of 2007-2011 saw several successive rounds of unfortunate, but necessary, reductions in force (RIFs). While not always the sole criterion for selection for RIF, tenure weighed heavily (if not exclusively) in the RIF process. This in turn tended to lock in a workforce profile which was composed prior to the recent explosion in the Hispanic population; and
- 4) Positions which might otherwise have been added through replacement with the newly available workforce of Hispanics has been stunted by efforts to outsource certain functions for budget savings - many of these functions fall under the occupational categories of Skilled Craft and Service Maintenance.

SEE ATTACHMENT

Step 5 & 6: Objectives and Steps

1. Closer Alignment of Available Hispanic Workforce in Service Maintenance, Skilled Craft, and Technician Occupational Categories

- a. Pinellas County will continue efforts undertaken to end by mutual agreement a previous judicial consent agreement between the Department of Justice and Pinellas County relating to county employment practices. These efforts include monthly advertising of employment opportunities in two Spanish language Tampa Bay area newspapers with distribution within the Hispanic Community.
- b. Ongoing efforts will continue in working with the Unified Personnel System (human resources) to have a telephone line for employment inquiries in Spanish, and identification of positions within the UPS susceptible to being filled by persons of limited English proficiency.
- c. Ongoing efforts will also include flyers of UPS employment opportunities being distributed within Hispanic businesses and places of community interest. These flyers are (and will be) in English and Spanish.
- d. Finally, Pinellas County's Diversity-Inclusion Group (which boasts membership from across Appointing Authorities within Pinellas County) will serve as a resource and guide for further outreach to the Hispanic Community.

2. Closer Alignment of Available Black female workforce in Technician and Protective Services - Non-Sworn Occupational Categories

- a. Pinellas County will continue outreach within the African-American/Black community, including our continuing practice of sending information about employment opportunities and the application process to religious institutions within the community.
- b. Pinellas County will work with community based organizations such as the Urban League and local NAACP chapters (especially once the dormant St. Petersburg chapter becomes active again).
- c. Pinellas County's Diversity-Inclusion Group (which has membership from across Appointing Authorities within the Unified Personnel System) will serve as a resource for further outreach into the African-American/Black community, and will consider serving as a resource for mentoring and guidance to those within the workforce or interested in public service.

3. Closer Alignment of Available Asian male workforce in Technician, Administrative Support, and Skilled Craft Occupational Categories.

- a. Pinellas County's Unified Personnel System and Office of Human Rights will continue outreach efforts into the Asian community by attending events such as the Laotian New Year celebration and the annual St. Petersburg International Folk Festival, which has representation from the Laotian, Vietnamese, Khmer, Hmong, Chinese, Indian, and Korean communities within Pinellas County and the Tampa Bay area. Attendance will include information about civil rights and equal employment opportunity laws in these languages (as provided by the EEOC), as well as information about employment opportunities and the application process for the Unified Personnel System.
- b. Through Pinellas County's Office of Human Rights, the Unified Personnel System will continue working with the Tampa Field Office of the EEOC on a joint engagement plan to reach into the Asian community to advise of equal employment laws, and the complaint process. Materials in various languages, as provided by the EEOC will be disseminated. The Pinellas County Office of Human Rights will also use these opportunities to provide general information relating to current employment opportunities within the Unified Personnel System, and general information about the application process.

4. Closer Alignment of Available Asian female workforce in Professional and Technician Occupational Categories.

- a. Pinellas County's Unified Personnel System and Office of Human Rights will continue outreach efforts into the Asian community by attending events such as the Laotian New Year celebration and the annual St. Petersburg International Folk Festival, which has representation from the Laotian, Vietnamese, Khmer, Hmong, Chinese, Indian, and Korean communities within Pinellas County and the Tampa Bay area. Attendance will include information about civil rights and equal employment opportunity laws in these languages (as provided by the EEOC), as well as information about employment opportunities and the application process for the Unified Personnel System.
- b. Through Pinellas County's Office of Human Rights, the Unified Personnel System will continue working with the Tampa Field Office of the EEOC on a joint engagement plan to reach into the Asian community to advise of equal employment laws, and the complaint process. Materials in various languages, as provided by the EEOC will be disseminated. The Pinellas County Office of Human Rights will also use these opportunities to provide general information relating to current employment opportunities within the Unified Personnel System, and general information about the application process.

5. Monitor Underutilization of White males in Occupational Categories of Administrative Support and Skilled Craft, White females in Technicians and Service Maintenance.

- a. Pinellas County will monitor underutilization of Whites in relevant occupational categories. Where underutilization persists, Pinellas County will look at recruitment and retention efforts which may impact the same.
- b. Pinellas County's Diversity-Inclusion Group (which boasts membership from across Appointing Authorities within Pinellas County) will serve as a resource and guide for further recruitment and retention efforts in areas where underutilization of Whites exist.

6. 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 of discrimination within Unified Personnel System. Persons will be advised of the county's internal complaint process under policy, or of the option to file complaints with the EEOC or Florida Commission on Human Relations.
- b. Applicants will be advised of options for filing complaints, and new hires will be apprised of county's anti-discrimination policies and procedures as part of the new hire process.

Step 7a: Internal Dissemination

Internal dissemination of the EEOP Utilization Report will be made available internally to the County's Affirmative Action Committee, which consists of representatives from Appointing Authorities across the Unified Personnel system.

The EEOP Utilization Report will be made available internally to the County's Employee Advisory Committee (EAC), which consists of membership of employees across all Appointing Authorities, for further distribution to all employees (the EAC also has a representative on Pinellas County's Affirmative Action Committee).

The EEOP Utilization Report will **also** be provided to the Board of County Commissioners through the County Administrator.

The EEOP Utilization Report will **also** be provided to the County's Diversity-Inclusion Group for informational purposes and to glean efforts to help address any area of underutilization.

Internal Distribution will also include posting of the EEOP Utilization Report on Pinellas County's intranet sites for the Unified Personnel System and Office of Human Rights.

Finally, the Office of Human Rights and the Unified Personnel System will remain available to answer any questions persons may have.

Step 7b: External Dissemination

The EEOP Utilization Report will be provided to public libraries for reference by the general public.

The EEOP Utilization Report will also be posted (or a link to the same will be provided) on the internet pages for the Office of Human Rights and the Unified Personnel System. These websites are accessible to the general public.

Upon request, the EEOP Utilization Report will also be provided in summary in alternative formats (such as audio recording).

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 #/% | 164/51% | 6/2% | 13/4% | 1/0% | 2/1% | 0/0% | 1/0% | 0/0% | 109/34% | 3/1% | 21/7% | 0/0% | 0/0% | 0/0% | 0/0% |
| | CLS #/% | 29,795/51% | 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% |
| | Utilization #/% | -0% | -1% | 1% | 0% | -1% | 0% | -0% | -0% | -1% | -1% | 4% | -0% | -0% | 0% | -0% |
| Professionals | | | | | | | | | | | | | | | | |
| | Workforce #/% | 214/37% | 9/2% | 21/4% | 0/0% | 5/1% | 0/0% | 0/0% | 0/0% | 260/45% | 19/3% | 51/9% | 1/0% | 3/1% | 0/0% | 1/0% |
| | 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% |
| | Utilization #/% | 0% | -1% | 2% | -0% | -1% | -0% | -0% | -0% | -2% | -0% | 5% | 0% | -1% | -0% | -0% |
| Technicians | | | | | | | | | | | | | | | | |
| | Workforce #/% | 382/54% | 15/2% | 56/8% | 0/0% | 7/1% | 1/0% | 0/0% | 0/0% | 205/29% | 10/1% | 25/4% | 1/0% | 3/0% | 0/0% | 0/0% |
| | 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% |
| | Utilization #/% | 22% | -2% | 5% | -0% | -1% | 0% | -0% | -0% | -14% | -2% | -4% | 0% | -2% | 0% | -1% |
| Protective Services: Sworn | | | | | | | | | | | | | | | | |
| | Workforce #/% | 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% | 10/0% |
| | Utilization #/% | | | | | | | | | | | | | | | |
| Protective Services: Non-sworn | | | | | | | | | | | | | | | | |
| | Workforce #/% | 63/64% | 1/1% | 5/5% | 1/1% | 0/0% | 0/0% | 0/0% | 0/0% | 27/28% | 0/0% | 1/1% | 0/0% | 0/0% | 0/0% | 0/0% |
| | 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% |
| | Utilization #/% | 28% | 0% | 1% | 1% | 0% | 0% | 0% | -2% | -10% | -3% | -12% | 0% | -3% | 0% | 0% |
| Administrative Support | | | | | | | | | | | | | | | | |
| | Workforce #/% | 137/16% | 3/0% | 20/2% | 0/0% | 2/0% | 0/0% | 0/0% | 0/0% | 515/61% | 24/3% | 133/16% | 2/0% | 12/1% | 0/0% | 0/0% |
| | 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 #/% | -14% | -2% | -0% | -0% | -1% | -0% | -0% | -0% | 10% | -1% | 10% | 0% | 0% | -0% | -1% | -0% |
| Skilled Craft | | | | | | | | | | | | | | | | |
| Workforce #/% | 168/63% | 7/3% | 74/28% | 1/0% | 0/0% | 0/0% | 0/0% | 0/0% | 17/6% | 0/0% | 1/0% | 0/0% | 0/0% | 0/0% | 0/0% | 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 #/% | -11% | -8% | 22% | 0% | -2% | -0% | -1% | -0% | 1% | -1% | 0% | 0% | -1% | 0% | -0% | -0% |
| Service/Maintenance | | | | | | | | | | | | | | | | |
| Workforce #/% | 54/49% | 3/3% | 37/33% | 0/0% | 1/1% | 0/0% | 0/0% | 0/0% | 13/12% | 0/0% | 3/3% | 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 #/% | 12% | -5% | 26% | -0% | -1% | -0% | -1% | -0% | -17% | -5% | -5% | -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 |
| 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 EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

[signature]

[title]

[date]

Step 4.b. of 7 (cont.):

Statistically significant under-utilization of Asian males exist in the occupational categories of Technicians (-1%), Administrative Support (-1%), and Skilled Craft (-1%), while significant under-utilization of Asian females are noted in the occupational categories of Professionals (-1%) and Technicians (-2%).

We believe many of the factors relating to the under-utilization of Hispanics applies to under-utilization of Asians as well. As with Hispanics, Pinellas County's Asian population has recently exploded. According to the U.S. Census Bureau, the Asian population in Pinellas County grew 41% between 2000 and 2010. As previously stated, turnover in the Pinellas County workforce is relatively less dynamic. Positions in the under-utilized occupational groups traditionally have seen lesser turnover and attrition than other occupational groups. Therefore, as discussed in regards to Hispanics, there have been fewer opportunities to more closely align Pinellas County's workforce to the available community workforce of Asians through replacement upon attrition.

As also previously explained, the Great Recession of 2007-2011 saw several successive rounds of unfortunate, but necessary, reductions in force (RIFs). While not always the sole criterion for selection for a RIF, tenure weighed heavily (if not exclusively) in the RIF process. This in turn tended to lock in a workforce profile which was composed prior to the recent explosion in the Asian (and Hispanic) population.

We also see under-utilization of Black females in the occupational categories of Technicians (-4%) and Protective Services, Non-Sworn (-12%). We believe that some under-utilization in this regard is a consequence of long term, historical housing patterns, as concentrations of this available workforce is more dense in south Pinellas County (South St. Petersburg, in particular), while opportunities for County employment for this occupational group span the entirety of Pinellas County (this is especially true for the occupational category of Protective Services-Non-Sworn, as the largest number of jobs in this group are Park Rangers, and parks are distributed throughout Pinellas County, with most larger parks being outside of St. Petersburg).

Conversely, there is no demonstration of statistically significant under-utilization of Black males in any occupational category.

Finally, significant under-utilization of White males are noted in the occupational categories of Skilled Craft (-11%) and Administrative Support (-14%), while significant under-utilization of White females are noted in occupational categories of Technicians (-14%) and Service Maintenance (-17%). We believe this is resultant of several factors working in combination.

Between 1980 and 2014, Pinellas County was a party to a consent agreement with the U.S. Department of Justice relating to employment practices. By joint application of the Department of Justice and Pinellas County, this consent agreement was partially dissolved as it related to Pinellas County and its Unified Personnel System on July 14, 2014 (the Pinellas County Sheriff's Office was also a party to this consent agreement, and was not released at this time). At that time, the Department of Justice noted that "[t]he current composition of the Pinellas County workforce substantially both meets the Agreement's long-term goals and reflects the make-up of the relevant civilian labor force."

This consent agreement mandated filling of certain vacancies with certain percentages of African-Americans/Blacks and "Spanish surnamed" applicants. Many of the positions enumerated in the consent agreement fall into the occupational categories for which under-utilization of Whites is noted.

Faithful to this consent agreement, efforts were made to recruit and hire African-Americans/Blacks within these positions, with interim goals exceeding the current representation of the available workforce of African-Americans/Blacks (for example, an interim goal of the consent agreement was to hire African-Americans/Blacks into 33% of all vacancies for certain positions such as craftsmen, while the current composition of the available workforce of Skilled Craft workers is 6.4% African-American/Black).

In addition, long-term goals also called for representation of African-Americans/Blacks in excess of the workforce currently available within Pinellas County in certain occupational groups (for example, save for certain job classifications for which higher interim goals were established, the long-term goal of the consent agreement was to have 11% representation of African-Americans across numerous job categories, yet the current composition of the available workforce of Skilled Craft workers is 6.4% African-American/Black).

In short, we believe some of the under-utilization under discussion is attributable to faithful adherence to the consent agreement.

We also believe that the considerations of low turnover and the RIFs resultant of the Great Recession are factors in this under-utilization as well. In short, we believe that while adhering to the consent agreement over time, the dynamics of low turnover and RIFs tended to lock in a workforce that developed at a time when Pinellas County had not yet experienced the rapid growth of our Asian or Hispanic communities, but while being faithful to a consent agreement which established as long-term goals representation of African-Americans/Blacks in excess of the workforce currently available within Pinellas County in certain occupational groups. These factors, working in conjunction, have affected our opportunity to more closely align our workforce with the available community workforce upon attrition and replacement.

With the consent agreement partially dissolved as it relates to Pinellas County and the Unified Personnel System, and with the seeming improvement in general economic conditions, we anticipate these factors should no longer prove to be impediments to efforts to more closely align our workforce with the available community workforce.