

EEO Utilization Report

Organization Information

Name: Pinellas County

City: Clearwater

State: FL

Zip: 33756

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

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, 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 of Interpretation

Underutilization occurs for White males in the Occupational Categories of Officials and Administrators, Administrative Support, and Skilled Craft, and for females in the Occupational Categories of Professionals, Technicians, Protective Services Non-Sworn (which shows broad underutilization across racial groups for females), and Service Maintenance.

For "minority" racial groups, underutilization exists for Hispanics for males in the Occupational Categories of Technicians, Administrative Support, and Skilled Craft, and for females in the Occupational Categories of Protective Services Non-Sworn, and Service Maintenance.

While no underutilization appears for other racial groups for males, we note underutilization of Black females in the Occupational Categories of Protective Services Non-Sworn, and Service Maintenance, and 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 2000 to 2010 (the last decennial census), the Hispanic population in Pinellas County has increased by over 30,000 persons, or 71%.
- 2) Turnover in our workforce being less dynamic than experienced in the private sector. Positions showing underutilization are therefore less susceptible to becoming aligned with the community workforce;
- 3) The Great Recession saw several RIFs. While not the sole criterion for selection for RIF, tenure weighed heavily. This in turn locked-in a workforce profile which was composed prior in time to the explosion of the Hispanic population within the county;
- 4) Positions which might have been added through replacement with the newly available workforce of Hispanics has been stunted by efforts to outsource certain functions to contain costs; and
- 5) 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. Closer Alignment of Available Black Female Workforce in Protective Services Non-Sworn and Service Maintenance.

- a. The county will continue outreach to the Black community, including continuing to send information about employment opportunities and the application process to community religious institutions.
- b. Continue work with organizations such as the Urban League and local NAACP chapters.
- c. Refinement and use of the Office of Human Rights Diversity & Inclusion report to identify issues with candidate pools for targeted recruiting, and job classifications and selection practices which may evince an adverse impact on this available workforce.

2. Closer Alignment of Available Asian Female Workforce in the Occupational Category of Protective Services Non-Sworn.

- 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.

3. 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.

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

a. Pinellas County will continue to refine the Office of Human Rights' Diversity & Inclusion report to identify applicant pool and selection data to identify areas for recruitment efforts, and identification of classification and selection criteria which may be impacting selection from certain communities.

b. Pinellas County will continue efforts undertaken to end a Consent Agreement between the county and the Department of Justice relating to county employment practices. These efforts include monthly advertising of employment opportunities in two Spanish language Tampa Bay area newspapers within our Hispanic Community.

c. Pinellas County will make continuing use of a dedicated telephone line for employment inquiries in Spanish, and identification of positions within the UPS susceptible to being filled by persons with Limited English Proficiency.

d. Pinellas County will continue distribution of bi-lingual (Spanish and English) flyers and posters of UPS employment opportunities across Hispanic businesses and places of communal congregation.

5. 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 EEOP, 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 also advised of their right to file complaints with either the Florida Commission on Human Relations or Equal Employment Opportunity Commission.

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 EEOP 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) also ensures 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 EEOP Utilization Report will be made to Pinellas County's Human Rights Board, which consists of Appointing Authorities across the Unified Personnel System.

The EEOP 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 also has representation on the Human Rights Board).

Upon approval by the DOJ, the EEOP 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 #/%	161/45%	8/2%	13/4%	1/0%	2/1%	0/0%	1/0%	0/0%	142/40%	6/2%	20/6%	0/0%	3/1%	0/0%	0/0%	0/0%
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 #/%	-6%	-1%	1%	0%	-1%	0%	-0%	-0%	5%	-0%	3%	-0%	0%	0%	-0%	-0%
Professionals																
Workforce #/%	247/37%	16/2%	20/3%	1/0%	9/1%	2/0%	1/0%	0/0%	283/42%	29/4%	48/7%	2/0%	7/1%	0/0%	3/0%	0/0%
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%	110/0%
Utilization #/%	0%	-0%	1%	0%	-1%	0%	-0%	-0%	-4%	1%	3%	0%	-1%	-0%	0%	-0%
Technicians																
Workforce #/%	396/42%	23/2%	77/8%	0/0%	12/1%	0/0%	2/0%	0/0%	318/34%	24/3%	64/7%	0/0%	16/2%	0/0%	4/0%	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%	25/0%
Utilization #/%	10%	-2%	5%	-0%	-1%	0%	0%	-0%	-9%	-1%	-1%	-0%	-0%	0%	-0%	-0%
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 #/%	84/67%	8/6%	5/4%	0/0%	1/1%	0/0%	0/0%	0/0%	25/20%	0/0%	3/2%	0/0%	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%	0/0%
Utilization #/%	30%	5%	-0%	0%	1%	0%	0%	-2%	-17%	-3%	-10%	0%	-3%	0%	0%	0%
Administrative Support																
Workforce #/%	73/13%	7/1%	19/3%	0/0%	2/0%	0/0%	0/0%	0/0%	344/61%	33/6%	70/12%	2/0%	10/2%	0/0%	5/1%	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 #/%	-18%	-1%	1%	-0%	-1%	-0%	-0%	-0%	10%	2%	7%	0%	1%	-0%	0%	-0%
Skilled Craft																
Workforce #/%	199/62%	14/4%	82/26%	2/1%	1/0%	1/0%	1/0%	0/0%	16/5%	0/0%	4/1%	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 #/%	-12%	-6%	20%	0%	-1%	0%	-0%	-0%	-0%	-1%	1%	0%	-1%	0%	-0%	-0%
Service/Maintenance																
Workforce #/%	48/50%	6/6%	35/36%	0/0%	1/1%	0/0%	0/0%	0/0%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	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 #/%	13%	-2%	29%	-0%	-1%	-0%	-1%	-0%	-24%	-5%	-7%	-0%	-3%	-0%	1%	-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: Paul Valenti

Director, Human Rights

11-19-2019

[signature]

[title]

[date]