

EEOP Utilization Report



Mon Apr 07 14:38:52 EDT 2014

Step 1: Introductory Information

Grant Title: Hendry County Safe School Initiative
Grant Number: 2013UMWX0055
Grantee Name: Hendry County Sheriff's Office
Award Amount: \$904,895.00
Grantee Type: Local Government Agency
Address: 101 S. Bridge Street
LaBelle, Florida
33935
Contact Person: Yvette Wingate, Grant Coordinator
Telephone #: 863-675-5620
Contact Address: 101 S. Bridge Street
LaBelle, Florida
33935
DOJ Grant Manager: Verlena Braxton
DOJ Telephone #: 202-514-7016

Grant Title: Edward Byrne Memorial Justice Assistance Grant-Local
Grant Number: 2013-DJ-BX-1147
Grantee Name: Hendry County Board of County Commissioners
Award Amount: \$14,135.00
Grantee Type: Local Government Agency
Address: 640 S. Main Street
LaBelle, Florida
33935
Contact Person: Janet E Papinaw
Telephone #: 863-675-5264
Contact Address: 640 S. Main Street
LaBelle, Florida
33935
DOJ Grant Manager: Elaine Van Landingham
DOJ Telephone #: 202-305-0034

Grant Title: Edward Byrne Memorial Justice Assistance Grant - Countywide
Grant Number: 2014-JAGC-HEND-2-E5-221 ²⁵⁰⁹ (VP)
Grantee Name: Hendry County Board of County Commissioners/HCSO
Award Amount: [REDACTED] \$70,974 (JP)
Grantee Type: Local Government Agency
Address: 640 S. Main Street
LaBelle
33935
Contact Person: Janet E Papinaw
Telephone #: 863-675-5264
Contact Address: 640 S. Main Street

LaBelle, Florida
33935

State Granting Agency:

FDLE

Grant Number:

2014-JAGC-HEND-3-E5-251

Contact Name: Gary Carmichael

Contact Address: 2331 Phillips Road
Tallahassee, Florida
32308

Telephone #: 850-617-1270

Policy Statement:

Recorded in Resolution Book XXVI Page 117 - 123

Title VI and Nondiscrimination Policy and Plan

Policy Statement:

Hendry County values diversity and welcomes input from all interested parties, regardless of cultural identity, background or income level. Moreover, the County believes that the best public policy and governmental services result from careful consideration of the needs of all of its communities and when those communities are involved in the public policy and governmental services decision making process. Thus, the County does not tolerate discrimination in any of its programs, services, or activities. Pursuant to Title VI of the Civil Rights Act of 1964 and related laws and regulations, the County will not exclude from participation in, deny the benefits of, or subject to discrimination anyone on the grounds of race, color, national origin, sex, age, disability, religion, income or family status.

The entire policy is posted on the Hendry County website www.hendryfla.net

Step 4b: Narrative Underutilization Analysis

The Protective Services Non-Sworn category includes Hendry County EMS paramedics and EMT's. There is an underutilization of Hispanic females in this field (-97%). In keeping with Hendry County's commitment to having a workforce that reflects the community it serves, Hendry County will examine its recruitment practices to see if there may be other ways to attract more Hispanic women into the EMS field.

Step 5 & 6: Objectives and Steps

1. 1. Identify any barriers in recruitment that might deter Hispanic women from entering into the EMS profession.

a. Hendry County EMS will meet with female Hispanic students at the LaBelle High School and Clewiston High School job fairs and career days to ask whether anything in the recruitment or training process might be changed to encourage more females to seek careers in the EMS field. Based on their feedback, Hendry County EMS will re-examine its outreach and recruitment efforts to develop a revised outreach program within 6 months, prior to the next job/career fairs.

2. 2. Target female Hispanic students in recruitment campaigns at the local high schools job fairs and career days.

- a. Hendry County EMS will continue to participate in job/career fairs at the local high schools and inform potential recruits about scholarships that may be available for training.
- b. b. Interface with the directors of the Allied Health Academy at the LaBelle and Clewiston High Schools to recruit EMS Applicants.

Step 7a: Internal Dissemination

1. Hendry County will distribute a hard copy of the EEOP Utilization Report to all employees in a supervisory position.
2. Send an e-mail and a hard-copy memorandum to all employees, to let them know that a copy of the EEOP Utilization report is available on request.
3. Include a bound copy of the EEOP Utilization Report among the materials displayed in the lobby of the Hendry County Administration Building and the Human Resources Office.

Step 7b: External Dissemination

1. Post a copy of the EEOP Utilization Report on the Hendry County public website www.hendryfla.net.

Utilization Analysis Chart
Relevant Labor Market: Hendry 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 #/%	10/62%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/19%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	435/42%	185/18%	20/2%	0/0%	45/4%	0/0%	0/0%	0/0%	175/17%	145/14%	40/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	21%	-11%	-2%	0%	-4%	0%	0%	0%	2%	-1%	-4%	0%	0%	0%	0%	0%
Professionals																
Workforce #/%	6/46%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/31%	1/8%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	185/18%	65/6%	0/0%	0/0%	10/1%	0/0%	0/0%	0/0%	490/47%	215/21%	65/6%	0/0%	15/1%	0/0%	0/0%	0/0%
Utilization #/%	28%	1%	0%	0%	-1%	0%	0%	0%	-16%	-13%	1%	0%	-1%	0%	0%	0%
Technicians																
Workforce #/%	6/25%	5/21%	5/21%	0/0%	0/0%	0/0%	0/0%	0/0%	2/8%	2/8%	4/17%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	140/36%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	85/22%	80/21%	85/22%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-11%	21%	21%	0%	0%	0%	0%	0%	-13%	-12%	-5%	0%	0%	0%	0%	0%
Protective Services: Sworn																
Workforce #/%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	175/44%	15/4%	40/10%	0/0%	0/0%	0/0%	0/0%	0/0%	140/35%	10/2%	20/5%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	23%	-4%	-10%	0%	0%	0%	0%	0%	-35%	-2%	28%	0%	0%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	29/66%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/34%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	20/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	66%	0%	0%	0%	0%	0%	0%	0%	34%	-100%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	12/57%	5/24%	3/14%	1/5%	0/0%	0/0%	0/0%	0/0%
CLS #/%	475/15%	305/9%	60/2%	0/0%	15/0%	0/0%	0/0%	0/0%	1,265/39%	835/26%	275/8%	10/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-15%	-9%	-2%	0%	-0%	0%	0%	0%	18%	-2%	6%	4%	0%	0%	0%	0%
Skilled Craft																

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 #/%	27/79%	7/21%	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 #/%	650/57%	400/35%	65/6%	10/1%	0/0%	0/0%	0/0%	0/0%	10/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	22%	-15%	-6%	-1%	0%	0%	0%	-1%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	8/40%	5/25%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	3/15%	1/5%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,065/14%	3,935/53%	230/3%	0/0%	10/0%	0/0%	0/0%	0/0%	700/10%	895/12%	420/6%	0/0%	0/0%	0/0%	65/1%	45/1%
Utilization #/%	26%	-28%	7%	0%	-0%	0%	0%	0%	5%	-7%	-1%	0%	0%	0%	-1%	-1%

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: Non-sworn										✓						

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.



HR Director

4/7/14

[signature]

[title]

[date]

David Hoess