

EEO Utilization Report

Organization Information

Name: City of Port St Joe

City: Port St Joe

State: FL

Zip: 32456-1906

Type: County/Municipal Government

Section 1: EEO Policy Statement

Policy Statement:

The City of Port St. Joe is an Equal Opportunity Employer and shall strive to maintain the high standard of fairness and opportunity expressed in the Federal Statutes. The City's policy may be viewed in the Employee Personnel Manual, Article 8 Grievance Procedures beginning on page 38 that was adopted by the City Commission on October 1, 1991.

Section 5: Narrative Interpretation of Data

The professionals field within the City of Port St Joe is under represented by White Females. There have been 0 applications of white females for the fields in the last several years and most of these jobs have been held by the same person for a very long period of time with that part of the workforce unchanging.

Section 6: Objectives and Steps

1. We will look for any opportunities to hire white females that are qualified to work in our Professional Fields

- a. Interviewing any applications for these fields applied by white females

Section 7: Dissemination Strategy: Internal

Posting information on bulletin boards in employee break areas about how to obtain a copy;
Distributing a copy of the EEO Report to all of a recipient's supervisors and department heads.

Section 7: Dissemination Strategy: External

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

Utilization Analysis Chart
Relevant Labor Market: Gulf 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 #/% | 10/83% | 0/0% | 1/8% | 0/0% | 0/0% | 0/0% | 0/0% | 1/8% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 305/58% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 15/3% | 120/23% | 0/0% | 85/16% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | 25% | 0% | 8% | 0% | 0% | 0% | -3% | -15% | 0% | -16% | 0% | 0% | 0% | 0% |
| Professionals | | | | | | | | | | | | | | |
| Workforce #/% | 12/75% | 0/0% | 4/25% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 180/23% | 15/2% | 35/4% | 0/0% | 0/0% | 0/0% | 0/0% | 395/50% | 20/3% | 90/11% | 20/3% | 0/0% | 0/0% | 35/4% |
| Utilization #/% | 52% | -2% | 21% | 0% | 0% | 0% | 0% | -50% | -3% | -11% | -3% | 0% | 0% | -4% |
| Technicians | | | | | | | | | | | | | | |
| Workforce #/% | 0/0% | 0/0% | 4/100% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 125/46% | 0/0% | 55/20% | 0/0% | 0/0% | 0/0% | 0/0% | 85/32% | 0/0% | 4/1% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | -46% | 0% | 80% | 0% | 0% | 0% | 0% | -32% | 0% | -1% | 0% | 0% | 0% | 0% |
| Protective Services: Sworn | | | | | | | | | | | | | | |
| Workforce #/% | 9/82% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 2/18% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 315/69% | 0/0% | 45/10% | 0/0% | 0/0% | 0/0% | 0/0% | 40/9% | 0/0% | 55/12% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | 13% | 0% | -10% | 0% | 0% | 0% | 0% | 9% | 0% | -12% | 0% | 0% | 0% | 0% |
| Protective Services: Non-sworn | | | | | | | | | | | | | | |
| Workforce #/% | 15/88% | 0/0% | 1/6% | 0/0% | 0/0% | 0/0% | 0/0% | 1/6% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN | 0/NaN |
| Utilization #/% | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN | NaN |
| Administrative Support | | | | | | | | | | | | | | |
| Workforce #/% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 5/71% | 0/0% | 2/29% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 210/22% | 0/0% | 90/9% | 0/0% | 4/0% | 0/0% | 0/0% | 635/66% | 10/1% | 0/0% | 0/0% | 10/1% | 0/0% | 10/1% |
| Utilization #/% | -22% | 0% | -9% | 0% | -0% | 0% | 0% | 6% | -1% | 29% | 0% | -1% | 0% | -1% |
| 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 #/% | 4/100% | 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% |
| CLS #/% | 330/96% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 15/4% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| Utilization #/% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | -4% | 0% | 0% | 0% | 0% | 0% | 0% |
| Service/Maintenance | | | | | | | | | | | | | | |
| Workforce #/% | 9/45% | 0/0% | 6/30% | 0/0% | 0/0% | 0/0% | 0/0% | 5/25% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 630/43% | 4/0% | 245/17% | 55/4% | 15/1% | 0/0% | 55/4% | 400/28% | 0/0% | 30/2% | 0/0% | 10/1% | 0/0% | 10/1% |
| Utilization #/% | 2% | -0% | 13% | -4% | -1% | 0% | -4% | -3% | 0% | -2% | 0% | -1% | 0% | -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 |
| Professionals | | | | | | | | ✓ | | | | | | |

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.

[signature]

[title]

[date]