

# EEO Utilization Report

## Organization Information

Name: Indian River County Sheriff's Office

City: Vero Beach

State: FL

Zip: 32960

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

The Indian River County Sheriff's Office maintains two primary General Orders which deal with the organizations nondiscriminatory policy, to wit:

General Orders 2050.25 Affirmative Action Plan and 2531.05 Anti-Harassment Policy.

Combined, these two documents reflect the Indian River County Sheriff's Office forward thinking philosophy on providing equal employment opportunities to both applicants and employees, regardless of race, color, national origin, sex, religion, disability, and recognized other state and local protected classes.

Following File has been uploaded:2050-25 Affirmative Action Plan 2015-1.docx

## **Step 4b: Narrative of Interpretation**

Upon review of the Utilization Analysis Chart, the Human Resources Section of the Indian River County Sheriff's Office (IRCSO) made the following observations:

There is noted underutilization of White, Black and Hispanic females in the Protective Services - Sworn Patrol Officers Category. A goal of our agency is to address this underutilization through increased recruiting efforts in order to develop a workforce which reflects the community which we serve. We will specifically examine ways to attract females of all races for sworn patrol officer positions.

## **Step 5: Objectives and Steps**

### **1. Target underrepresented classes in recruitment efforts for sworn positions.**

- a. Increase sponsorship opportunities for underrepresented classes.
- b. Recruit underrepresented classes at academy orientations and job fairs.

## **Step 6: Internal Dissemination**

The EEO Utilization report will be disseminated through the Indian River County Sheriff's Office Power DMS policy management software program. Each employee will be required electronically acknowledge that they have read and understand the report.

## **Step 7: External Dissemination**

The EEO Utilization Report will be uploaded to our website, [www.ircsheriff.org](http://www.ircsheriff.org).

**Utilization Analysis Chart**  
**Relevant Labor Market: Indian River 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
<b>Officials/Administrators</b>																
Workforce #/%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,195/52%	290/5%	85/1%	0/0%	55/1%	45/1%	0/0%	0/0%	2,235/37%	45/1%	130/2%	0/0%	25/0%	0/0%	4/0%	10/0%
Utilization #/%	-32%	-5%	-1%	0%	-1%	-1%	0%	0%	43%	-1%	-2%	0%	-0%	0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	4/27%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	9/60%	0/0%	2/13%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,455/32%	85/1%	125/2%	0/0%	50/1%	0/0%	20/0%	15/0%	4,060/54%	260/3%	380/5%	30/0%	55/1%	0/0%	15/0%	4/0%
Utilization #/%	-6%	-1%	-2%	0%	-1%	0%	-0%	-0%	6%	-3%	8%	-0%	-1%	0%	-0%	-0%
<b>Technicians</b>																
Workforce #/%	10/20%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	28/56%	5/10%	5/10%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	410/28%	0/0%	0/0%	0/0%	65/4%	0/0%	0/0%	0/0%	835/56%	40/3%	140/9%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-8%	2%	2%	0%	-4%	0%	0%	0%	-0%	7%	1%	0%	0%	0%	0%	0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	43/74%	2/3%	5/9%	0/0%	1/2%	0/0%	0/0%	0/0%	5/9%	0/0%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	575/62%	30/3%	125/13%	0/0%	0/0%	0/0%	25/3%	0/0%	110/12%	0/0%	65/7%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	12%	0%	-5%	0%	2%	0%	-3%	0%	-3%	0%	-4%	0%	0%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	143/56%	23/9%	32/12%	0/0%	2/1%	0/0%	2/1%	0/0%	32/12%	4/2%	17/7%	0/0%	0/0%	0/0%	1/0%	0/0%
Civilian Labor Force #/%	1,610/39%	460/11%	220/5%	0/0%	65/2%	0/0%	65/2%	10/0%	945/23%	210/5%	475/12%	0/0%	25/1%	0/0%	0/0%	0/0%
Utilization #/%	16%	-2%	7%	0%	-1%	0%	-1%	-0%	-11%	-4%	-5%	0%	-1%	0%	0%	0%
<b>Protective Services: Non-sworn</b>																
Workforce #/%	2/67%	0/0%	1/33%	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 #/%	15/15%	35/35%	0/0%	0/0%	0/0%	0/0%	10/10%	0/0%	40/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

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 #/%	52%	-35%	33%	0%	0%	0%	-10%	0%	-40%	0%	0%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	17/21%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	53/65%	4/5%	6/7%	1/1%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,775/26%	345/2%	220/2%	10/0%	135/1%	0/0%	20/0%	20/0%	8,410/58%	730/5%	820/6%	15/0%	45/0%	0/0%	25/0%	15/0%
Utilization #/%	-5%	-2%	-0%	-0%	-1%	0%	-0%	-0%	7%	-0%	2%	1%	-0%	0%	-0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	7/88%	1/12%	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 #/%	4,285/67%	1,225/19%	245/4%	15/0%	40/1%	15/0%	50/1%	0/0%	385/6%	85/1%	40/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	20%	-7%	-4%	-0%	-1%	-0%	-1%	0%	-6%	-1%	-1%	0%	0%	0%	0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	8/62%	2/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/23%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,315/31%	2,180/13%	1,225/7%	0/0%	105/1%	0/0%	80/0%	10/0%	5,350/31%	1,120/7%	1,660/10%	45/0%	115/1%	0/0%	10/0%	0/0%
Utilization #/%	31%	3%	-7%	0%	-1%	0%	-0%	-0%	-8%	-7%	-10%	-0%	-1%	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
<b>Protective Services: Sworn-Patrol Officers</b>																

### Law Enforcement Category Rank 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
<b>Sheriff</b>																
Workforce #/%	1/100%	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%	0/0%	0/0%
<b>Undersheriff</b>																
Workforce #/%	1/100%	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%	0/0%	0/0%
<b>Deputy Chief</b>																
Workforce #/%	1/50%	0/0%	1/50%	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%
<b>Captain</b>																
Workforce #/%	3/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Lieutenant</b>																
Workforce #/%	12/92%	1/8%	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%
<b>Sergeant</b>																
Workforce #/%	25/69%	1/3%	4/11%	0/3%	1/3%	0/0%	0/0%	0/0%	5/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	143/56%	23/9%	32/12%	0/1%	2/1%	0/0%	2/1%	0/0%	32/12%	4/2%	17/7%	0/0%	0/0%	0/0%	1/0%	0/0%

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: Laura Turner

Director

02-09-2021

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[signature]

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