

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.

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
Officials/Administrators																
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%
Professionals																
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%
Technicians																
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%
Protective Services: Sworn-Officials																
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%
Protective Services: Sworn-Patrol Officers																
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%
Protective Services: Non-sworn																
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%
Administrative Support																
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%
Skilled Craft																
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%
Service/Maintenance																
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
Protective Services: Sworn-Patrol Officers																

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
Sheriff																
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%
Undersheriff																
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%
Deputy Chief																
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%
Captain																
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%
Lieutenant																
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%
Sergeant																
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%
Protective Services: Sworn-Patrol Officers																
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

[signature]

[title]

[date]