

# EEO Utilization Report

## Organization Information

Name: City Of Cape Coral

City: Cape Coral

State: FL

Zip: 33990

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

§ 2-26.1 - Equal employment.

The city is an equal opportunity employer. The city shall assure fair and equal treatment of its employees regardless of race, religion, national origin, color, sex, age, political affiliation, gender identity, gender expression, sexual orientation, or disability.

(Ord. 4-17 , § 1, 1-23-2017)

§ 2-26.2 - Prohibition of discrimination.

Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, or any other personnel action because of race, religion, national origin, color, sex, age, political affiliation, gender identity, gender expression, sexual orientation, or disability is prohibited. The city manager shall provide for an alternate reporting procedure for sexual harassment complaints.

(Ord. 4-17 , § 1, 1-23-2017)

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

In reviewing the Utilization Analysis Chart, the Human Resources Department for the City of Cape Coral (COCC) made the following observations:

There is current underrepresentation in the Officials/Administrators, Professionals, Technicians, Protective Services: sworn-patrol officers (which includes fire fighters), Protective Services: non-sworn, Administrative Support, Skilled Craft and Service/Maintenance (non-traditional roles for women in general).

In keeping with the City of Cape Corals commitment to having a workforce that reflects the community it serves, the COCC will review its recruitment and retention practices to determine if there may be additional options to continue attracting a more diverse workforce.

The City of Cape Coral workforce continues to work positively toward gender and diversity composition. Although the presence of underutilization is present in many categories, the tight labor market during the previous 12+ months has been a large contributor to these deficits. The COCC will continue good faith efforts in the recruitment of diverse populations.

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

### **1. To actively recruit and employ Hispanic or Latino females in the 7 categories showing deficiencies.**

a. The City of Cape Coral will continue to monitor EEO reports and its good faith efforts toward equality across all genders and races as we fill vacancies.

### **2. To actively recruit and employ White females in the 7 categories showing deficiencies.**

a. The City of Cape Coral will continue to monitor EEO reports and its good faith efforts toward equality across all genders and races as we fill vacancies

### **3. To review bi-annually the progress toward these objectives and to make any needed revisions and/or adjustments to this plan.**

a. The City of Cape Coral will maintain, expand and work with our network of professional associations, colleges, universities, publications, social media and other potential candidate pools to showcase municipal employment opportunities when positions become available.

### **4. To actively recruit and employ male and female candidates in the 9 categories showing deficiencies.**

a. The City of Cape Coral will maintain, expand and work with our network of professional associations, colleges, universities, publications, social media and other potential candidate pools to showcase municipal employment opportunities when positions become available.

### **5. To actively recruit and employ Black or African American males and females in the 9 categories showing deficiencies.**

a. The City of Cape Coral will continue to monitor EEO reports and its good faith efforts toward equality across all genders and races as we fill vacancies.

### **6. To actively recruit and employ Hispanic or Latino males in the 3 categories showing deficiencies.**

a. The City of Cape Coral will continue to monitor EEO reports and its good faith efforts toward equality across all genders and races as we fill vacancies.

## **Step 6: Internal Dissemination**

The City of Cape Coral Human Resources Department will disseminate the information in this report as follows:

The completed and approved Equal Opportunity Employment Plan will be:

\* posted on the Human Resources Share Point site on the Administration page.

\* available for review in the Human Resources Department, 1015 Cultural Park Blvd Cape Coral, FL 33990.

\* available for review in the Office of the Law Enforcement Grantwriter, 1100 Cultural Park Blvd Cape Coral, FL 33990.

\* provided to City Department Directors and their Administrative Staff.

### **Step 7: External Dissemination**

The completed and approved Equal Opportunity Employment Plan will be referenced on all job announcements for City of Cape Coral positions indicating that applicants may obtain a copy of the report from Human Resources on request. A copy of the report will also be posted on the Human Resources section of the City's website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Lee 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 #/%	90/69%	5/4%	1/1%	0/0%	0/0%	0/0%	1/1%	0/0%	31/24%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15,055/54%	1,550/6%	390/1%	35/0%	115/0%	0/0%	124/0%	120/0%	8,885/32%	910/3%	495/2%	40/0%	120/0%	0/0%	65/0%	15/0%
Utilization #/%	15%	-2%	-1%	-0%	-0%	0%	0%	-0%	-8%	-2%	-2%	-0%	-0%	0%	-0%	-0%
<b>Professionals</b>																
Workforce #/%	73/39%	12/6%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	78/42%	14/8%	3/2%	0/0%	2/1%	0/0%	2/1%	0/0%
CLS #/%	10,695/33%	785/2%	515/2%	0/0%	500/2%	0/0%	100/0%	45/0%	16,110/50%	1,715/5%	1,175/4%	45/0%	440/1%	0/0%	165/1%	75/0%
Utilization #/%	6%	4%	-1%	0%	-2%	0%	-0%	-0%	-8%	2%	-2%	-0%	-0%	0%	1%	-0%
<b>Technicians</b>																
Workforce #/%	31/66%	3/6%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%	10/21%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,965/30%	360/5%	175/3%	0/0%	4/0%	0/0%	0/0%	35/1%	2,825/43%	455/7%	585/9%	0/0%	110/2%	0/0%	30/0%	10/0%
Utilization #/%	36%	1%	-3%	0%	-0%	0%	2%	-1%	-22%	-3%	-9%	0%	-2%	0%	-0%	-0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	122/85%	11/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/7%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,740/66%	505/9%	265/5%	0/0%	60/1%	0/0%	130/2%	0/0%	770/14%	60/1%	130/2%	0/0%	15/0%	0/0%	0/0%	0/0%
Utilization #/%	19%	-1%	-5%	0%	-1%	0%	-2%	0%	-7%	-0%	-2%	0%	-0%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	225/78%	24/8%	5/2%	0/0%	3/1%	0/0%	0/0%	0/0%	30/10%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	8,780/33%	2,305/9%	1,040/4%	0/0%	260/1%	0/0%	50/0%	245/1%	8,370/32%	3,070/12%	1,665/6%	35/0%	120/0%	0/0%	140/1%	160/1%
Utilization #/%	45%	-0%	-2%	0%	0%	0%	-0%	-1%	-21%	-11%	-6%	-0%	-0%	0%	-1%	-1%
<b>Protective Services: Non-sworn</b>																

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 #/%	27/54%	4/8%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%	17/34%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	235/44%	25/5%	65/12%	0/0%	0/0%	0/0%	0/0%	0/0%	180/34%	24/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	3%	-12%	0%	0%	0%	2%	0%	-0%	-3%	0%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	86/23%	6/2%	3/1%	0/0%	2/1%	0/0%	0/0%	0/0%	239/63%	30/8%	10/3%	0/0%	3/1%	0/0%	1/0%	0/0%
CLS #/%	21,070/28%	3,295/4%	1,305/2%	80/0%	425/1%	0/0%	70/0%	90/0%	36,675/50%	7,090/10%	3,115/4%	45/0%	330/0%	0/0%	155/0%	235/0%
Utilization #/%	-6%	-3%	-1%	-0%	-0%	0%	-0%	-0%	13%	-2%	-2%	-0%	0%	0%	0%	-0%
<b>Skilled Craft</b>																
Workforce #/%	142/83%	16/9%	3/2%	0/0%	0/0%	0/0%	0/0%	0/0%	9/5%	0/0%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	17,970/60%	8,160/27%	1,565/5%	80/0%	100/0%	0/0%	110/0%	170/1%	1,190/4%	405/1%	125/0%	0/0%	20/0%	0/0%	0/0%	0/0%
Utilization #/%	23%	-18%	-3%	-0%	-0%	0%	-0%	-1%	1%	-1%	0%	0%	-0%	0%	0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	191/66%	43/15%	13/5%	2/1%	0/0%	0/0%	2/1%	0/0%	31/11%	4/1%	2/1%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	20,145/32%	11,555/18%	2,985/5%	25/0%	630/1%	0/0%	170/0%	270/0%	16,655/26%	5,820/9%	3,790/6%	50/0%	615/1%	15/0%	205/0%	195/0%
Utilization #/%	34%	-3%	-0%	1%	-1%	0%	0%	-0%	-16%	-8%	-5%	-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>Professionals</b>									✓							
<b>Technicians</b>									✓		✓					
<b>Protective Services: Sworn-Officials</b>			✓						✓							
<b>Protective Services: Sworn-Patrol Officers</b>									✓	✓	✓					
<b>Protective Services: Non-sworn</b>			✓													
<b>Administrative Support</b>	✓	✓														
<b>Skilled Craft</b>		✓	✓													
<b>Service/Maintenance</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>Sworn: Fire Chief/Emergency Mgt Director</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>Sworn: Fire Deputy Chief</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>Sworn: Fire Division Chief</b>																
Workforce #/%	3/100%	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>Sworn: Fire Battalion Chief</b>																
Workforce #/%	11/100%	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>Sworn: Fire Marshal</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>Sworn: Fire Inspector</b>																
Workforce #/%	4/80%	1/20%	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>Sworn: Fire Lieutenant</b>																
Workforce #/%	29/85%	4/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sworn: Fire Engineer/Driver</b>																
Workforce #/%	39/87%	3/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/4%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sworn-Police Chiefs</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>Sworn-Police Deputy Chiefs</b>																
Workforce #/%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Sworn-Police Captains</b>																
Workforce #/%	5/100%	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>Sworn-Police Lieutenants</b>																
Workforce #/%	7/78%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	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
<b>Sworn-Police Sergeants</b>																
Workforce #/%	19/73%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/19%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	225/78%	24/8%	5/2%	0/1%	3/1%	0/0%	0/0%	0/0%	30/10%	1/0%	0/0%	0/0%	0/0%	0/0%	0/0%	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: Angela D Cline

Classification & Compensation Manager

03-30-2020

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[signature]

[title]

[date]