

# EEO Utilization Report

## Organization Information

Name: City of Aventura

City: Aventura

State: FL

Zip: 33180

Type: County/Municipal Law Enforcement

## **Section 1: EEO Policy Statement**

### **Policy Statement:**

It is the policy of the City of Aventura (City) to provide equal employment opportunities to qualified individuals regardless of race, color, sex, national origin, religion, age, marital status, disability or sexual preference; and to promote the full utilization of all incumbent employees in the community. The City shall follow this policy in recruitment, hiring, and promotion into all job classifications. It is the City's policy that under-represented and under-utilized classes within the community are provided the opportunity of employment with the City and to earn promotion and placement into all levels of supervision and management. The City shall take positive measures in accordance with the prevailing Federal and State laws to recruit minorities, females, and persons with disabilities to all levels of City government.

## **Section 5: Narrative Interpretation of Data**

I understand that the City has under-representation in the categories of Sworn Patrol Officers in female population of Hispanic or Latino and Black or African American. WE have under-representation in the categories of Professionals in the female population of Hispanic or Latino and male Protective Services: non-Sworn and Administrative Support for Hispanic or Latino.

## **Section 6: Objectives and Steps**

### **1. The City shall continue to recruit Hispanic or Latino and Black/African American for the Patrol Officer, Professional, Non-Sworn and Administrative Support job categories within the City.**

- a. Inform and provide guidance to staff and management personnel who make hiring decisions so that all applications for selection and promotion are given an equal opportunity
- b. Advertise open City positions in Hispanic and Black/African American trade journals, magazines, newspapers, websites and associations.
- c. Increase attendance at job fairs, which target Hispanics or Latinos and Black/African American.

## **Section 7: Dissemination Strategy: Internal**

The City shall distribute the EEO Plan to the City's Department Directors and ensure that they are familiar with the EEO plans objectives.

The City shall inform all new employees about the EEO plan and how they may obtain a copy of the new employee orientation.

The EEO Plan will be posted on the Employee Portal for all employees to view when they log on.

## **Section 7: Dissemination Strategy: External**

The City will post the EEO Utilization Report on its city website.

The City shall continue to include the statement We are an Equal Opportunity Employer on all job announcements.

The City shall continue to include the statement Equal Employment Opportunity Employer on the City's website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Miami-Dade 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 #/%	4/36%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	2/18%	1/9%	0/0%	0/0%	1/9%	0/0%	1/9%
CLS #/%	31,190/17%	68,270/37%	7,215/4%	90/0%	2,270/1%	50/0%	1,180/1%	16,165/9%	48,360/26%	7,110/4%	65/0%	1,485/1%	35/0%	890/0%
Utilization #/%	19%	-19%	-4%	-0%	-1%	-0%	-1%	9%	-17%	-4%	-0%	8%	-0%	9%
<b>Professionals</b>														
Workforce #/%	4/27%	3/20%	0/0%	0/0%	1/7%	0/0%	0/0%	4/27%	0/0%	3/20%	0/0%	0/0%	0/0%	0/0%
CLS #/%	27,215/12%	55,565/25%	8,655/4%	10/0%	3,635/2%	10/0%	1,605/1%	26,100/12%	73,965/33%	19,155/9%	0/0%	4,650/2%	30/0%	1,370/1%
Utilization #/%	14%	-5%	-4%	-0%	5%	-0%	-1%	15%	-33%	11%	0%	-2%	-0%	-1%
<b>Technicians</b>														
Workforce #/%	0/0%	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%
CLS #/%	6,605/9%	25,490/34%	4,580/6%	25/0%	670/1%	0/0%	315/0%	4,535/6%	24,815/33%	6,595/9%	155/0%	505/1%	0/0%	245/0%
Utilization #/%	-9%	66%	-6%	-0%	-1%	0%	-0%	-6%	-33%	-9%	-0%	-1%	0%	-0%
<b>Protective Services: Sworn-Officials</b>														
Workforce #/%	5/56%	2/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	1/11%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,305/11%	16,120/41%	8,345/21%	0/0%	240/1%	0/0%	335/1%	790/2%	3,855/10%	5,065/13%	0/0%	40/0%	0/0%	60/0%
Utilization #/%	45%	-19%	-21%	0%	-1%	0%	-1%	-2%	1%	-2%	0%	-0%	0%	-0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	26/32%	26/32%	11/14%	0/0%	2/2%	0/0%	1/1%	8/10%	4/5%	3/4%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	245/10%	830/34%	400/17%	0/0%	0/0%	0/0%	0/0%	80/3%	425/18%	380/16%	0/0%	40/2%	0/0%	15/1%
Utilization #/%	22%	-2%	-3%	0%	2%	0%	1%	7%	-13%	-12%	0%	-2%	0%	-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 #/%	3/11%	3/11%	4/15%	0/0%	0/0%	0/0%	0/0%	1/4%	7/26%	9/33%	0/0%	0/0%	0/0%	0/0%
CLS #/%	24,385/7%	95,465/27%	15,195/4%	100/0%	2,870/1%	10/0%	1,205/0%	26,865/8%	153,340/43%	30,010/8%	95/0%	2,785/1%	115/0%	1,915/1%
Utilization #/%	4%	-16%	11%	-0%	-1%	-0%	-0%	-4%	-17%	25%	-0%	-1%	-0%	-1%
<b>Administrative Support</b>														
Workforce #/%	2/8%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%	4/17%	10/42%	4/17%	0/0%	0/0%	0/0%	1/4%
CLS #/%	9,130/9%	77,425/73%	9,420/9%	135/0%	690/1%	60/0%	715/1%	545/1%	7,275/7%	1,220/1%	10/0%	85/0%	0/0%	20/0%
Utilization #/%	-0%	-60%	-9%	-0%	-1%	-0%	-1%	16%	35%	16%	-0%	-0%	0%	4%
<b>Skilled Craft</b>														
Workforce #/%	0/0%	1/33%	2/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	16,945/5%	158,935/43%	36,380/10%	50/0%	3,200/1%	140/0%	1,230/0%	9,985/3%	113,750/31%	26,955/7%	45/0%	2,865/1%	100/0%	860/0%
Utilization #/%	-5%	-9%	57%	-0%	-1%	-0%	-0%	-3%	-31%	-7%	-0%	-1%	-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>Protective Services: Sworn-Patrol Officers</b>									✓	✓				
<b>Protective Services: Non-sworn</b>		✓							✓					
<b>Administrative Support</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>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%
<b>Major</b>														
Workforce #/%	2/67%	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%
<b>Captain</b>														
Workforce #/%	2/40%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>														
Workforce #/%	25/31%	26/32%	11/14%	0/2%	2/2%	0/0%	1/1%	8/10%	4/5%	3/4%	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.

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[signature]

[title]

[date]