

EEOP Utilization Report



Wed Jul 08 16:31:09 EDT 2015

Step 1: Introductory Information

Grant Title:	2013 Edward Byrne Memorial Justice Assistance Grant- Local Solicitation	Grant Number:	2013-DJ-BX-0633
Grantee Name:	City of Cape Coral	Award Amount:	\$19,096.00
Grantee Type:	Local Government Agency		
Address:	1100 Cultural Park Blvd Cape Coral, Florida 33990		
Contact Person:	Shannon Northorp	Telephone #:	239-574-0675
Contact Address:	1100 Cultural Park Blvd Cape Coral, Florida 33990		
DOJ Grant Manager:	Gerardo Velazques	DOJ Telephone #:	202-353-8645

Grant Title:	2014 Edward Byrne Memorial Justice Assistance Grant- Local Solicitation	Grant Number:	2014-DJ-BX-0113
Grantee Name:	City of Cape Coral	Award Amount:	\$18,728.00
Grantee Type:	Local Government Agency		
Address:	1100 Cultural Park Blvd Cape Coral, Florida 33990		
Contact Person:	Shannon Northorp	Telephone #:	239-574-0675
Contact Address:	1100 Cultural Park Blvd Cape Coral, Florida 33990		
DOJ Grant Manager:	Gerardo Velazques	DOJ Telephone #:	202-353-8645

Grant Title:	2013 Edward Byrne Memorial Justice Assistance Grant- Countywide Solicitation	Grant Number:	2014-JAGC-LEE-3-E5-225
Grantee Name:	City of Cape Coral	Award Amount:	\$33,362.00
Grantee Type:	Local Government Agency		
Address:	1100 Cultural Park Blvd Cape Coral, Florida 33990		
Contact Person:	Shannon Northorp	Telephone #:	239-574-0675

Contact Address: 1100 Cultural Park Blvd
Cape Coral, Florida
33990

DOJ Grant Manager: Gary Carmichael

DOJ Telephone #: 850-617-1270

Grant Title: 2014 Edward Byrne Memorial
Justice Assistance Grant-
Countywide Solicitation

Grant Number: 2015-JAGC-LEE-3-R3-095

Grantee Name: City of Cape Coral

Award Amount: \$43,333.00

Grantee Type: Local Government Agency

Address: 1100 Cultural Park Blvd
Cape Coral, Florida
33990

Contact Person: Shannon Northorp

Telephone #: 239-574-0675

Contact Address: 1100 Cultural Park Blvd
Cape Coral, Florida
33990

DOJ Grant Manager: Gary Carmichael

DOJ Telephone #: 850-617-1270

Grant Title: 2015 Edward Byrne Memorial
Justice Assistance Grant-
Countywide Solicitation

Grant Number: 2015-JAGC-LEE-7-D7-257

Grantee Name: City of Cape Coral

Award Amount: \$13,480.00

Grantee Type: Local Government Agency

Address: 1100 Cultural Park Blvd
Cape Coral, Florida
33990

Contact Person: Shannon Northorp

Telephone #: 239-574-0675

Contact Address: 1100 Cultural Park Blvd
Cape Coral, Florida
33990

DOJ Grant Manager: Gary Carmichael

DOJ Telephone #: 850-617-1270

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, or disability.

§ 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, or disability is prohibited. The City Manager shall provide for an alternate reporting procedure for sexual harassment complaints.

Step 4b: Narrative Underutilization Analysis

The City of Cape Coral workforce continues to face concerns regarding gender composition. Administrative Support is a job category that is typically a non traditional role for men in general. Therefore, it may contribute to the underutilization of Hispanic or Latino men in that category.

Women represent approximately 50% of the City's workforce. There is current underrepresentation in the professionals, technicians, protective services: sworn-patrol officers, protective services: non-sworn, and service/maintenance (a non traditional role for women in general), and administrative support.

Although the presence of underutilization may be due to staff reductions and hiring freezes, the City of Cape Coral will continue good faith efforts in the recruitment of women.

Step 5 & 6: Objectives and Steps

1. 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, and other potential candidate pools to showcase municipal employment opportunities when positions become available.

2. To actively recruit and employ female candidates in the 6 categories showing deficiencies.

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

3. To actively recruit and employ black or African American males in protective services: Non-sworn and Hispanic or Latino males in administrative support, skilled craft, and service maintenance.

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 position vacancies.

Step 7a: 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.

An electronic copy will be provided to City Department Directors and their Administrative Staff.

Step 7b: External Dissemination

Include on all job announcements for City of Cape Coral positions that applicants may obtain a copy of the report from Human Resources on request.

Post a copy of the report 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
Officials/Administrators																
Workforce #/%	46/64%	1/1%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	23/32%	1/1%	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 #/%	10%	-4%	-0%	-0%	-0%	0%	-0%	-0%	0%	-2%	-2%	-0%	-0%	0%	-0%	-0%
Professionals																
Workforce #/%	59/51%	8/7%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	38/33%	6/5%	3/3%	0/0%	0/0%	0/0%	0/0%	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 #/%	18%	5%	-1%	0%	-2%	0%	-0%	-0%	-17%	-0%	-1%	-0%	-1%	0%	-1%	-0%
Technicians																
Workforce #/%	47/84%	1/2%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	5/9%	0/0%	1/2%	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 #/%	54%	-4%	1%	0%	-0%	0%	0%	-1%	-34%	-7%	-7%	0%	-2%	0%	-0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	30/79%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/13%	0/0%	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 #/%	13%	-1%	-5%	0%	-1%	0%	-2%	0%	-0%	-1%	-2%	0%	-0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	134/78%	14/8%	4/2%	0/0%	0/0%	0/0%	0/0%	0/0%	18/11%	1/1%	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%	-1%	-2%	0%	-1%	0%	-0%	-1%	-21%	-11%	-6%	-0%	-0%	0%	-1%	-1%
Protective Services: Non-sworn																

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 #/%	217/72%	17/6%	2/1%	0/0%	1/0%	0/0%	1/0%	0/0%	61/20%	3/1%	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 #/%	27%	1%	-12%	0%	0%	0%	0%	0%	-14%	-4%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	160/34%	8/2%	7/1%	0/0%	0/0%	0/0%	0/0%	0/0%	260/55%	26/5%	10/2%	0/0%	4/1%	0/0%	0/0%	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 #/%	5%	-3%	-0%	-0%	-1%	0%	-0%	-0%	5%	-4%	-2%	-0%	0%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	152/84%	18/10%	4/2%	0/0%	1/1%	0/0%	0/0%	0/0%	6/3%	0/0%	0/0%	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 #/%	24%	-17%	-3%	-0%	0%	0%	-0%	-1%	-1%	-1%	-0%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	131/46%	36/13%	14/5%	4/1%	1/0%	0/0%	1/0%	0/0%	76/27%	14/5%	8/3%	0/0%	0/0%	0/0%	1/0%	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 #/%	14%	-6%	0%	1%	-1%	0%	0%	-0%	0%	-4%	-3%	-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
Professionals									✓							
Technicians									✓	✓						
Protective Services: Sworn-Patrol Officers									✓	✓	✓					
Protective Services: Non-sworn			✓						✓	✓						
Administrative Support		✓								✓	✓					
Skilled Craft		✓														
Service/Maintenance		✓								✓	✓					

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
Chief																
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 #/%	1/100%	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%
Captain																
Workforce #/%	3/60%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
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%
Sergeant																
Workforce #/%	21/81%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	134/78%	14/8%	4/2%	0/0%	0/0%	0/0%	0/0%	0/0%	18/11%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

