

EEO Utilization Report

Organization Information

Name: City Of North Miami Beach

City: North Miami Beach

State: FL

Zip: 33162

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

An Equal Opportunity and Affirmative Action Employer

All applicants receive consideration for employment without regard to age, ancestry, color, marital status, national origin, irrelevant physical disability, political affiliation, race, religious creed, sex, or other non merit factors (except as limited by law, personnel rules, collective bargaining agreements, or bona fide occupational disqualifications).

Following File has been uploaded:Policy 13-Equal Opportunity Policy.pdf

Step 4b: Narrative of Interpretation

In keeping with the commitment of the City of North Miami Beach (NMB or The City) and the City of North Miami Beach Police Department (NMBPD) to maintaining and developing a workforce that reflects the community it serves, the City and its Police Department are pleased to recognize the overall diversity of its workforce, in terms of both ethnicity as well as gender.

Step 5: Objectives and Steps

1. 1. Target females for professional development (Specifically white,Hispanic and Asian females).

a. NMB will hold succession planning discussions with its female employees to explore career plans and possibilities for advancement available to them, and develop a pipeline of future leaders.

2. 2.Target females specifically, (white,Hispanic and Asian) in police recruitment campaigns.

a. To attract female recruits,NMPD plans in the next six months to evaluate their recruitment plans and marketing materials, and will ensure that recruitment terms specifically target females when visiting police academies to recruit.

3. 3.Identify any barriers in receruitment that might deter women from applying for entry -level Police Officer positions.

a. The NMBPD will arrange to meet with female recruits to find out how they learned about the opportunity to become a NMBPD Officer and to assess their level of interest in pursuing a leadership path within the NMBPD and the City of North Miami Beach. The NMBPD will also inquire from the female recruits areas within the recruitment or training process that may need to be revised or taken out so as to attract more female recruits to the NMBPD. In addition, the NMBPD will also include innovative ideas during recruitment and training to maximize positive traits within the new recruits that may be beneficial to the NMBPD in minimizing the level of crime within the City and maximizing safety of its residents.

Step 6: Internal Dissemination

1. Send an e-mail memorandum to all employees, including Supervisors and Directors to let them know that a copy of the EEOP Utilization Report is available upon request.

2. Post a copy of the EEOP Utilization Report on the NMB's intranet service, an in-house electronic communication network.

3. Provide a hard copy of the EEO Utilization Report to the City Manager's Office.

Step 7: External Dissemination

1.Post a copy of the EEOP Utilization Report on the NMB's public website.

2. Include on all job announcements for NMB positions that applicant's may obtain a copy of NMB's EEOP Utilization Report upon request.

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
Officials/Administrators																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	28,005/19%	50,635/35%	5,945/4%	55/0%	2,105/1%	0/0%	365/0%	540/0%	14,290/10%	33,675/23%	7,150/5%	65/0%	1,005/1%	0/0%	170/0%	430/0%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	29,540/16%	41,110/22%	8,045/4%	25/0%	3,065/2%	0/0%	450/0%	545/0%	26,485/14%	51,030/28%	18,205/10%	65/0%	3,670/2%	20/0%	505/0%	545/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,580/9%	8,430/30%	1,730/6%	0/0%	575/2%	25/0%	75/0%	35/0%	2,085/7%	8,040/29%	4,230/15%	15/0%	115/0%	0/0%	75/0%	35/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	8/30%	14/52%	3/11%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,045/15%	13,705/39%	6,680/19%	10/0%	280/1%	70/0%	70/0%	30/0%	1,540/4%	2,935/8%	4,315/12%	0/0%	65/0%	0/0%	15/0%	0/0%
Utilization #/%	15%	12%	-8%	-0%	-1%	-0%	-0%	4%	-4%	-8%	-9%	0%	-0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	16/22%	23/32%	18/25%	0/0%	0/0%	0/0%	0/0%	2/3%	3/4%	6/8%	4/6%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	9,160/7%	41,190/32%	10,660/8%	0/0%	790/1%	70/0%	325/0%	620/0%	7,945/6%	42,280/33%	14,245/11%	60/0%	680/1%	35/0%	129/0%	540/0%
Utilization #/%	15%	-0%	17%	0%	-1%	-0%	-0%	2%	-2%	-25%	-6%	-0%	-1%	-0%	-0%	-0%
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 #/%	0/0%	0/0%	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%
CLS #/%	160/8%	885/45%	255/13%	0/0%	10/1%	0/0%	0/0%	0/0%	15/1%	405/21%	210/11%	0/0%	10/1%	0/0%	20/1%	0/0%
Utilization #/%	-8%	-45%	37%	0%	-1%	0%	0%	0%	-1%	-21%	39%	0%	-1%	0%	-1%	0%
Administrative Support																
Workforce #/%	3/9%	7/21%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/9%	2/6%	18/55%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	26,915/8%	86,210/25%	14,920/4%	15/0%	2,705/1%	45/0%	330/0%	875/0%	33,420/10%	144,610/4%	31,460/9%	160/0%	3,020/1%	35/0%	620/0%	1,425/0%
Utilization #/%	1%	-4%	-4%	-0%	-1%	-0%	-0%	-0%	-1%	-36%	45%	-0%	-1%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/0%	1/50%	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%
CLS #/%	13,010/13%	71,230/71%	8,980/9%	85/0%	600/1%	20/0%	185/0%	215/0%	790/1%	3,940/4%	705/1%	25/0%	65/0%	0/0%	10/0%	25/0%
Utilization #/%	-13%	-21%	41%	-0%	-1%	-0%	-0%	-0%	-1%	-4%	-1%	-0%	-0%	0%	-0%	-0%
Service/Maintenance																
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%	0/0%	0/0%
CLS #/%	17,690/5%	130,555/40%	29,800/9%	45/0%	3,485/1%	90/0%	355/0%	425/0%	11,710/4%	99,310/30%	28,895/9%	85/0%	2,520/1%	20/0%	245/0%	475/0%
Utilization #/%	-5%	60%	-9%	-0%	-1%	-0%	-0%	-0%	-4%	-30%	-9%	-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										✓						
Administrative Support										✓						

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 #/%	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%	0/0%	0/0%
Deputy Chief																
Workforce #/%	0/0%	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%	0/0%
Major																
Workforce #/%	1/50%	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%	0/0%
Captain																
Workforce #/%	1/20%	3/60%	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%	0/0%
Sergeant																
Workforce #/%	4/31%	6/46%	2/15%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%
Corporal																
Workforce #/%	2/40%	3/60%	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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	16/22%	23/32%	18/25%	0/0%	0/0%	0/0%	0/0%	2/3%	3/4%	6/8%	4/6%	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: Harvette Smith

Police Officer

12-18-2017

[signature]

[title]

[date]