

EEO Utilization Report

Organization Information

Name: Town Of Jupiter

City: Jupiter

State: FL

Zip: 33458

Type: County/Municipal Government (not law enforcement)

Step 1: Introductory Information

Policy Statement:

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The Town of Jupiter (Town) values diversity and welcomes input from all interested parties, regardless of cultural identity, background or income level. Moreover, the Town does not tolerate discrimination in any of its programs, services or activities. The Town will not exclude participation in, deny the benefits of, or subject to discrimination anyone on the grounds of race, color, creed, religion, sex, national origin, age, physical disability, mental disability, history of physical or mental disability, marital status, familial status, veteran status, sexual orientation, the presence of a non-job related medical condition, or any form of unlawful discrimination.

Following File has been uploaded:TM - 14.01 - Title VI Plan.pdf

Step 4b: Narrative of Interpretation

To ensure equal employment opportunities for Black or African American, Hispanic or Latino women and men when our organization fills vacancies that become available in the following areas:

- Protective Services (Sworn-Patrol Officers)
- Skilled Craft
- Service Maintenance

Step 5: Objectives and Steps

1. Increase Minority Participation in Underutilized Workforce Categories

- a. The Town of Jupiter will review, expand and explore creative methods for recruiting qualified professional personnel in the specific areas that are underrepresented in the various job categories while taking into consideration the budget constraints.
- b. Work with internal team to review current recruitment resources and methods.
- c. Develop relationships with external parties in order to expand recruitment field.

Step 6: Internal Dissemination

We will post a copy of our EEO Utilization Report on our intranet site for employees to review.

Step 7: External Dissemination

We will post a copy of our EEO Utilization Report on our internet site for review by the public.

Utilization Analysis Chart
Relevant Labor Market: Palm Beach 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 #/%	16/73%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/27%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	37,100/48%	4,705/6%	3,420/4%	60/0%	930/1%	0/0%	320/0%	160/0%	21,805/28%	3,810/5%	3,430/4%	55/0%	570/1%	0/0%	60/0%	250/0%
Utilization #/%	24%	-6%	-4%	-0%	-1%	0%	-0%	-0%	-1%	-5%	-4%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	21/49%	1/2%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%	14/33%	3/7%	1/2%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	33,200/33%	5,015/5%	3,435/3%	4/0%	2,010/2%	115/0%	275/0%	250/0%	37,745/38%	6,610/7%	8,120/8%	150/0%	1,935/2%	15/0%	420/0%	335/0%
Utilization #/%	16%	-3%	-1%	-0%	0%	-0%	-0%	-0%	-5%	0%	-6%	-0%	0%	-0%	-0%	-0%
Technicians																
Workforce #/%	18/49%	2/5%	4/11%	0/0%	1/3%	0/0%	0/0%	1/3%	10/27%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/3%
CLS #/%	3,990/25%	885/5%	845/5%	0/0%	615/4%	55/0%	18/0%	35/0%	5,460/34%	1,335/8%	2,450/15%	0/0%	225/1%	40/0%	65/0%	90/1%
Utilization #/%	24%	-0%	6%	0%	-1%	-0%	-0%	2%	-7%	-8%	-15%	0%	-1%	-0%	-0%	2%
Protective Services: Sworn-Officials																
Workforce #/%	19/90%	1/5%	1/5%	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 #/%	6,410/50%	910/7%	2,350/18%	10/0%	100/1%	0/0%	4/0%	155/1%	1,110/9%	295/2%	1,490/12%	10/0%	15/0%	0/0%	60/0%	0/0%
Utilization #/%	41%	-2%	-13%	-0%	-1%	0%	-0%	-1%	-9%	-2%	-12%	-0%	-0%	0%	-0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	57/64%	9/10%	5/6%	0/0%	0/0%	0/0%	0/0%	2/2%	13/15%	2/2%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	11,855/26%	8,240/18%	6,100/13%	20/0%	400/1%	0/0%	210/0%	405/1%	7,110/16%	4,760/10%	5,890/13%	55/0%	220/0%	0/0%	85/0%	125/0%
Utilization #/%	38%	-8%	-8%	-0%	-1%	0%	-0%	1%	-1%	-8%	-12%	-0%	-0%	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 #/%	4/14%	1/3%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	19/66%	2/7%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	640/44%	20/1%	120/8%	0/0%	0/0%	0/0%	4/0%	0/0%	520/36%	60/4%	80/6%	10/1%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-30%	2%	-5%	0%	0%	0%	-0%	0%	30%	3%	1%	-1%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	6/16%	0/0%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%	23/61%	4/11%	2/5%	1/3%	0/0%	0/0%	0/0%	1/3%
CLS #/%	41,675/25%	9,745/6%	8,810/5%	120/0%	1,965/1%	35/0%	515/0%	475/0%	68,520/40%	17,790/11%	16,040/9%	140/0%	2,040/1%	50/0%	705/0%	735/0%
Utilization #/%	-9%	-6%	-3%	-0%	-1%	-0%	-0%	-0%	20%	0%	-4%	3%	-1%	-0%	-0%	2%
Skilled Craft																
Workforce #/%	43/80%	8/15%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	25,700/49%	16,425/31%	5,850/11%	110/0%	440/1%	35/0%	315/1%	250/0%	1,880/4%	870/2%	245/0%	0/0%	90/0%	0/0%	0/0%	105/0%
Utilization #/%	31%	-17%	-7%	-0%	-1%	-0%	-1%	-0%	-2%	-2%	-0%	0%	-0%	0%	0%	-0%
Service/Maintenance																
Workforce #/%	27/87%	3/10%	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%
CLS #/%	34,560/22%	28,865/18%	18,720/12%	70/0%	1,685/1%	10/0%	425/0%	510/0%	29,650/19%	18,060/12%	20,375/13%	135/0%	1,930/1%	0/0%	545/0%	595/0%
Utilization #/%	65%	-9%	-12%	-0%	-1%	-0%	-0%	-0%	-16%	-12%	-13%	-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
Technicians											✓					
Protective Services: Sworn-Patrol Officers			✓							✓	✓					
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%
Major																
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%
Captain																
Workforce #/%	2/67%	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%	0/0%
Sergeant																
Workforce #/%	13/93%	0/0%	1/7%	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 #/%	57/64%	9/10%	5/6%	0/0%	0/0%	0/0%	0/0%	2/2%	13/15%	2/2%	1/1%	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: Nikki Carpenito

Senior Director, Internal Customer Service 04-29-2021

[signature]

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