

EEO Utilization Report

Organization Information

Name: City of Vernon

City: Vernon

State: CA

Zip: 90058

Type: County/Municipal Law Enforcement

Section 1: EEO Policy Statement

Policy Statement:

The Vernon Human Resources Department is responsible for benefits administration, workers compensation, employee/labor relations, classification, recruitment and selection, training and development. Additionally, we are responsible for all safety programs.

The City of Vernon is an Equal Employment Opportunity employer and does not discriminate on the basis of race, national origin, color, sex, religion, ancestry, age, medical condition or physical disability, veteran status, or sexual orientation in employment or the provision of services.

The Human Resources Department provides support to the various departments in hiring and retaining talented people who are self motivated and strive to deliver a high quality of service.

Section 5: Narrative Interpretation of Data

Explanation of Data:

The under represented and minority groups identified as in this report are White Male in the job category of Protective Services Non-Sworn. White Female in the job category of Professionals. White Female, Hispanic or Latino Female, and Asian Female in the job category of Technicians. White Female, and Asian Female in the job category of Administrative Support. Hispanic or Latino Female in the job category of Service Maintenance.

Additional Factors:

The majority of the City's employees reside in Los Angeles county. However, there are a number of employees that reside outside of Los Angeles county that may have contributed to the under representation results.

All open City of Vernon recruitments are advertised online and various other sites for a minimum of 10 days or once the identified number of qualified applications is received.

Number of applicants has decreased by approximately half since 2020. This has also been a trend experience by other local neighboring agencies.

Section 6: Objectives and Steps

1. To ensure equal employment opportunities for White Male in the job category of Protective Services Non-Sworn; White Female in the job category of Professionals; White Female, Hispanic or Latino Female, and Asian Female in the job category of Technicians; White Female and Asian Female in the job category of Administrative Support; Hispanic or Latino Female in the job category of Service Maintenance when our organization fills vacancies that become available in these job categories.

- a. The organization will designate at least one Human Resources staff member to promote and increase City of Vernon job opportunity visibility by attending at least two job fairs each year.
- b. Our organization will review all available employment organization data related to the Professional job categories to identify any issues that may pose barriers for Asian, Hispanic or Latino or White women as well as White men. (e.g. review of recent vacancies, review of job posting and advertising practices and retention and attrition rates of particular frequently vacant positions.) Based on internal review of employment data, we will design an action plan within six months of the date of this EEOP to attract more Asian, Hispanic or Latino or White women as well as White men. Within 12 months of the date of this EEOP, we will review our action plan and evaluate our progress.

Section 7: Dissemination Strategy: Internal

The organization will place a copy of the EEO Utilization Report in each of the employee break/lunchroom bulletin boards.

Section 7: Dissemination Strategy: External

The organization will place an electronic copy of the EEO Utilization Report in the City's website on the Human Resources Department page.

Utilization Analysis Chart
Relevant Labor Market: Los Angeles County
, California

| 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 #/% | 4/31% | 1/8% | 1/8% | 0/0% | 0/0% | 0/0% | 0/0% | 3/23% | 2/15% | 1/8% | 1/8% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 185,325/29% | 91,670/14% | 19,200/3% | 585/0% | 66,535/10% | 490/0% | 9,070/1% | 117,225/18% | 71,270/11% | 22,755/4% | 505/0% | 54,000/8% | 770/0% | 8,710/1% |
| Utilization #/% | 2% | -6% | 5% | -0% | -10% | -0% | -1% | 5% | 4% | 4% | 8% | -8% | -0% | -1% |
| Professionals | | | | | | | | | | | | | | |
| Workforce #/% | 8/22% | 5/14% | 1/3% | 0/0% | 6/17% | 0/0% | 1/3% | 1/3% | 10/28% | 2/6% | 1/3% | 1/3% | 0/0% | 0/0% |
| CLS #/% | 250,830/24% | 94,610/9% | 31,245/3% | 690/0% | 109,570/11% | 850/0% | 14,830/1% | 215,800/21% | 126,155/12% | 41,895/4% | 735/0% | 120,845/12% | 865/0% | 15,995/2% |
| Utilization #/% | -2% | 5% | -0% | -0% | 6% | -0% | 1% | -18% | 15% | 1% | 3% | -9% | -0% | -2% |
| Technicians | | | | | | | | | | | | | | |
| Workforce #/% | 15/33% | 23/51% | 3/7% | 0/0% | 1/2% | 0/0% | 1/2% | 0/0% | 1/2% | 1/2% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 42,600/13% | 110,605/33% | 9,435/3% | 290/0% | 26,015/8% | 360/0% | 3,250/1% | 25,815/8% | 77,890/23% | 10,810/3% | 175/0% | 24,170/7% | 230/0% | 2,045/1% |
| Utilization #/% | 21% | 18% | 4% | -0% | -6% | -0% | 1% | -8% | -21% | -1% | -0% | -7% | -0% | -1% |
| Protective Services: Sworn | | | | | | | | | | | | | | |
| Workforce #/% | 5/12% | 28/68% | 2/5% | 0/0% | 1/2% | 1/2% | 0/0% | 0/0% | 4/10% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 20,845/22% | 35,000/37% | 12,805/14% | 160/0% | 5,295/6% | 345/0% | 1,850/2% | 3,085/3% | 7,755/8% | 5,340/6% | 80/0% | 755/1% | 160/0% | 355/0% |
| Utilization #/% | -10% | 31% | -9% | -0% | -3% | 2% | -2% | -3% | 1% | -6% | -0% | -1% | -0% | -0% |
| Protective Services: Non-sworn | | | | | | | | | | | | | | |
| Workforce #/% | 0/0% | 2/13% | 0/0% | 0/0% | 1/7% | 0/0% | 0/0% | 3/20% | 7/47% | 0/0% | 1/7% | 1/7% | 0/0% | 0/0% |
| CLS #/% | 1,315/20% | 1,790/27% | 565/8% | 10/0% | 285/4% | 15/0% | 90/1% | 645/10% | 1,085/16% | 645/10% | 15/0% | 150/2% | 0/0% | 80/1% |
| Utilization #/% | -20% | -13% | -8% | -0% | 2% | -0% | -1% | 10% | 30% | -10% | 6% | 4% | 0% | -1% |
| Administrative Support | | | | | | | | | | | | | | |
| Workforce #/% | 1/3% | 2/6% | 0/0% | 0/0% | 1/3% | 0/0% | 0/0% | 1/3% | 28/85% | 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 |
| CLS #/% | 136,950/12% | 196,580/17% | 31,100/3% | 720/0% | 75,045/7% | 1,035/0% | 9,955/1% | 178,935/16% | 320,770/28% | 59,430/5% | 1,500/0% | 98,490/9% | 2,255/0% | 15,435/1% |
| Utilization #/% | -9% | -11% | -3% | -0% | -4% | -0% | -1% | -13% | 56% | -5% | -0% | -9% | -0% | -1% |
| Skilled Craft | | | | | | | | | | | | | | |
| Workforce #/% | 3/23% | 8/62% | 1/8% | 1/8% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 63,805/19% | 205,440/60% | 10,550/3% | 650/0% | 18,110/5% | 590/0% | 3,490/1% | 4,090/1% | 28,310/8% | 1,425/0% | 70/0% | 6,090/2% | 25/0% | 245/0% |
| Utilization #/% | 4% | 2% | 5% | 8% | -5% | -0% | -1% | -1% | -8% | -0% | -0% | -2% | -0% | -0% |
| Service/Maintenance | | | | | | | | | | | | | | |
| Workforce #/% | 6/19% | 24/75% | 1/3% | 0/0% | 0/0% | 0/0% | 1/3% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% | 0/0% |
| CLS #/% | 108,625/8% | 528,515/41% | 46,285/4% | 1,220/0% | 70,860/5% | 1,625/0% | 10,425/1% | 88,995/7% | 322,210/25% | 40,170/3% | 975/0% | 67,535/5% | 1,230/0% | 9,040/1% |
| Utilization #/% | 10% | 34% | -0% | -0% | -5% | -0% | 2% | -7% | -25% | -3% | -0% | -5% | -0% | -1% |

Significant Underutilization Chart

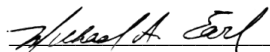
| Job Categories | Male | | | | | | | Female | | | | | | |
|---------------------------------------|-------|--------------------|---------------------------|----------------------------------|-------|---|-------------------------|--------|--------------------|---------------------------|----------------------------------|-------|---|-------------------------|
| | 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: Non-sworn | ✓ | | | | | | | | | | | | | |
| Administrative Support | | | | | | | | ✓ | | | | ✓ | | |
| 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 |
| Police 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% |
| Police Captain | | | | | | | | | | | | | | |
| 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% |
| Police Lieutenant | | | | | | | | | | | | | | |
| Workforce #/% | 0/0% | 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% |
| Police Sergeant | | | | | | | | | | | | | | |
| Workforce #/% | 1/14% | 6/86% | 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 #/% | 2/7% | 19/66% | 2/7% | 0/3% | 1/3% | 1/3% | 0/0% | 0/0% | 4/14% | 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.


[signature]

Director of Human Resources

[title]

06/26/2024

[date]