

EEO Utilization Report

Organization Information

Name: Fort Pierce Police Department

City: Fort Pierce

State: FL

Zip: 34954

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

The City of Fort Pierce has established a system of personnel management to assist in providing superior service to the community. An employee who violates any of these Personnel Rules and Regulations shall be subject to disciplinary action.

The City (and its departments, including the Police Department) are committed to equal employment opportunity/prohibition against discrimination, harassment and retaliation.

Following File has been uploaded:20220104102831912.pdf

Step 4b: Narrative of Interpretation

Generally speaking, the law enforcement profession does not attract as many females (particularly white females) as males for employment purposes. Additionally, the vetting process for employment is long and laborious and it is not unusual for individuals to receive, and subsequently accept, other employment offers in the interim.

Step 5: Objectives and Steps

1. Recruiting staff will continue to pursue appropriate applicants for open positions.

- a. meet with recruits at the local community college law enforcement academies.
- b. Recruiting staff has targeted females and, in particular, white females to limited success. Since the pandemic, recruiting staff has participated in virtual recruiting on various college 'campuses' with no success.
- c. Recruiting staff has been tasked with targeting female recruits, particularly white females, and has creative in utilizing all forms of social media and in-person opportunities to pursue the objective.
- d. As an inducement to all officers, the City offers a stipend monthly for those who reside within the City limits of \$250/mo. And a \$500 bonus is given to any Police Department employee who brings on any female or minority recruit who successfully completes the FTO Program.

Step 6: Internal Dissemination

The EEO Utilization report will be shared with Department Command staff and Department recruiters; all public documents created by government in the state of Florida are covered by the Sunshine Law which allows anyone who has an interest in reviewing this information if they have an interest.

Step 7: External Dissemination

The report will be shared with the Human Resource Department of the City and the City Administrative staff as well as any organization interested.

Utilization Analysis Chart
Relevant Labor Market: St. Lucie 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 #/%	4,425/51 %	395/5%	390/4%	15/0%	185/2%	10/0%	30/0%	4/0%	2,295/26 %	400/5%	450/5%	0/0%	65/1%	0/0%	0/0%	65/1%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	3,620/29 %	225/2%	420/3%	0/0%	195/2%	0/0%	0/0%	0/0%	5,755/46 %	575/5%	1,340/11 %	0/0%	355/3%	0/0%	90/1%	50/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	765/34%	80/4%	110/5%	45/2%	10/0%	0/0%	15/1%	0/0%	830/37%	100/4%	275/12%	10/0%	0/0%	0/0%	25/1%	4/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	15/58%	4/15%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,355/65 %	180/9%	255/12%	0/0%	0/0%	0/0%	0/0%	0/0%	250/12%	15/1%	45/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-7%	7%	-1%	0%	0%	0%	0%	0%	-8%	-1%	9%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	37/42%	12/13%	18/20%	0/0%	2/2%	0/0%	0/0%	3/3%	4/4%	6/7%	5/6%	0/0%	0/0%	0/0%	1/1%	1/1%
Civilian Labor Force #/%	4,015/32 %	1,935/15 %	1,285/10 %	15/0%	100/1%	0/0%	29/0%	30/0%	2,795/22 %	1,055/8%	1,280/10 %	15/0%	70/1%	0/0%	0/0%	10/0%
Utilization #/%	10%	-2%	10%	-0%	1%	0%	-0%	3%	-18%	-2%	-5%	-0%	-1%	0%	1%	1%
Protective Services: Non-sworn																
Workforce #/%	2/18%	0/0%	2/18%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/64%	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	
	Utilization #/%	Workforce #/%	CLS #/%	Utilization #/%	Workforce #/%	CLS #/%	Utilization #/%	Workforce #/%	CLS #/%	Utilization #/%	Workforce #/%	CLS #/%	Utilization #/%	Workforce #/%	CLS #/%	Utilization #/%	
Administrative Support																	
Workforce #/%	3/13%	2/9%	2/9%	0/0%	0/0%	0/0%	0/0%	7/30%	2/9%	7/30%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	
CLS #/%	5,425/23%	1,090/5%	1,040/4%	10/0%	120/1%	0/0%	80/0%	10,955/46%	1,845/8%	2,600/11%	25/0%	330/1%	0/0%	0/0%	95/0%	10/0%	
Utilization #/%	-10%	4%	4%	-0%	-1%	0%	-0%	-16%	1%	19%	-0%	-1%	0%	-0%	-0%	-0%	
Skilled Craft																	
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	
CLS #/%	6,275/69%	1,640/18%	710/8%	0/0%	0/0%	0/0%	49/1%	325/4%	90/1%	25/0%	0/0%	0/0%	0/0%	0/0%	15/0%	0/0%	
Utilization #/%																	
Service/Maintenance																	
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	
CLS #/%	7,105/30%	3,715/16%	2,495/11%	95/0%	205/1%	0/0%	20/0%	5,000/21%	1,745/7%	2,730/12%	30/0%	60/0%	15/0%	54/0%	60/0%	60/0%	
Utilization #/%																	

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									✓							

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%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Chief																
Workforce #/%	1/50%	0/0%	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%
Major																
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%
Sergeant																
Workforce #/%	9/53%	3/18%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	5/100%	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%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	37/42%	12/13%	18/20%	0/2%	2/2%	0/0%	0/0%	3/3%	4/4%	6/7%	5/6%	0/0%	0/0%	0/0%	1/1%	1/1%

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: Anita Cocoves

Grant Coordinator

04-01-2022

[signature]

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[date]