

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 is firmly committed to a policy of equal employment and will administer its personnel policies and conduct its employment practices in a manner which treats each employee and applicant for employment on the basis of merit, experience and other work-related criteria without regard to race, color, religion, sex, national origin, ancestry, individuals with disabilities, or age.

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart, the Fort Pierce Police Department made the following observations:

In the Protective Services-Sworn Officers Category, the analysis shows an under-utilization by two or more standard deviations in the female category, with the most significant occurring in White Females (-18%), and Hispanic/Latino Females (-6%).

The Fort Pierce Police Department will review and revamp its recruiting efforts and practices to develop new strategies and techniques for attracting the interest of more White and Hispanic females for entry-level officer positions, as well as the continued overall recruitment of a diverse group of employees. The FPPD views its current workforce as diverse, however matters of discrimination are taken very seriously. The FPPD has always strived to adhere to the formula and methods presented by the EEOP, and the designation of these two categories is viewed as an issue the department should take action to address. One of the causes of this deficiency may be attributed to a smaller pool of applicants within the underutilized categories. While our department will attempt to target the categories where the number of employees need to be increased, it may require suggestions to our municipality to take steps to raise interest within the targeted groups in order for an impact to be seen in hiring and personnel.

Step 5: Objectives and Steps

1. 1. To provide equal employment opportunities for our underutilized category when vacancies occur within

- a. The FPPD will review its current internal recruitment efforts, the associated policies, and relevant criteria to ensure that its practices are not outdated or causing any negative impact on our efforts to address our areas of under-utilization.
- b. The FPPD will be reviewing its protocols and processes related to hiring and promotions, to ensure it is not causing any areas of underutilization by not properly advancing qualified personnel from underutilized categories; thereby limiting opportunities for new personnel to be hired/advanced.
- c. The FPPD will review its job posting and notification protocols, to ensure all eligible applicants are aware of advancement opportunities. The department will couple this with its recruitment/outreach initiatives, and ensure the underutilized categories are highlighted in our efforts.

2. To increase recruitment and outreach in underutilized areas

- a. The FPPD will increase its efforts to promote its vacant positions and recruit applicants from underutilized categories, by working with local recruiters to underscore the need for diverse/underutilized candidates.
- b. The FPPD will continue to develop its relationships with local colleges, and post its job vacancies & notifications in their graduate employment offices, and also meet with local institutions of higher learning and engage any students interested in a career in law enforcement.
- c. The FPPD will include female officers in the recruitment/outreach process by providing opportunities for them to conduct presentations at our on-going efforts at job fairs, career days, and department sponsored programming, emphasizing the need for females in law enforcement.
- d. The FPPD will initiate the use of social media recruitment by posting vacancies and engaging potential candidates via various social media platforms like Facebook, Instagram, and Twitter.

Step 6: Internal Dissemination

1. Distribute copies of the EEOP Utilization Report to all members of the Command Staff and encourage questions and review.
2. Post the EEOP Utilization Report on the POWER DMS internal network website, and make an inter-office email about

the reports presence and internal availability.

3. Post the EEOP Utilization Report on the Fort Pierce Department's document management system, requiring all employees to review the report and confirm their understanding of it's contents, as well as making copies available within the FPPD Headquarters.
4. Provide the FPPD recruiter and Public Information Officer with a copy of the EEOP Utilization Report for reference.
5. Email a PDF copy of the EEOP Utilization report to all FPPD administrative employees, patrol officers, task forces, and leadership command.

Step 7: External Dissemination

1. Post a copy of the EEOP Utilization Report on the FPPD web site.
2. Make copies of the EEOP Utilization Report available for review in the FPPD/City Human Resources Department.
3. Include links and information for viewing/reviewing a copy of the EEOP Utilization Report on all job announcements and recruitment related literature.
4. Provide a copy of the EEOP Utilization Report to the FPPD Recruiter, Public Information Officer, and Human Resources Department for reference or public dissemination when requested.
5. Provide a copy of the EEOP Utilization Report to all vendors, contractors, and subcontractors with an explanation of the policies and practices prior to the beginning of there contract/services.

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%	0/0%	0/0%	1/100%	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 #/%	-51%	-5%	-4%	-0%	-2%	-0%	-0%	-0%	-26%	-5%	95%	0%	-1%	0%	0%	-1%
Professionals																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/50%	0/0%	3/50%	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 #/%	-29%	-2%	-3%	0%	-2%	0%	0%	0%	4%	-5%	39%	0%	-3%	0%	-1%	-0%
Technicians																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/50%	1/50%	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 #/%	-34%	-4%	-5%	-2%	-0%	0%	-1%	0%	13%	46%	-12%	-0%	0%	0%	-1%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	17/74%	2/9%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	2/9%	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 #/%	9%	0%	-8%	0%	0%	0%	0%	0%	-8%	-1%	7%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	42/47%	18/20%	13/15%	0/0%	4/4%	0/0%	0/0%	0/0%	4/4%	2/2%	6/7%	0/0%	0/0%	0/0%	0/0%	0/0%
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 #/%	15%	5%	4%	-0%	4%	0%	-0%	-0%	-18%	-6%	-3%	-0%	-1%	0%	0%	-0%
Protective Services: Non-sworn																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/100%	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 #/%	135/42%	15/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	100/31%	30/9%	15/5%	0/0%	30/9%	0/0%	0/0%	0/0%
Utilization #/%	-42%	-5%	0%	0%	0%	0%	0%	0%	-31%	-9%	95%	0%	-9%	0%	0%	0%
Administrative Support																
Workforce #/%	2/11%	0/0%	2/11%	0/0%	0/0%	0/0%	0/0%	0/0%	8/44%	0/0%	6/33%	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%	45/0%	10,955/46%	1,845/8%	2,600/11%	25/0%	330/1%	0/0%	95/0%	10/0%
Utilization #/%	-12%	-5%	7%	-0%	-1%	0%	-0%	-0%	-2%	-8%	22%	-0%	-1%	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%	25/0%	325/4%	90/1%	25/0%	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%	25/0%	5,000/21%	1,745/7%	2,730/12%	30/0%	60/0%	15/0%	54/0%	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 of Police																
Workforce #/%	0/0%	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%
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 #/%	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%
Lieutenants																
Workforce #/%	4/80%	0/0%	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%
Sergeants																
Workforce #/%	11/79%	2/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	42/47%	18/20%	13/15%	0/4%	4/4%	0/0%	0/0%	0/0%	4/4%	2/2%	6/7%	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: Anthony Maynard

Grant Coordinator

04-14-2017

[signature]

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[date]