

# Fort Lauderdale Police Department 2020 Annual Staff Recruitment & Demographics Report

Report Compiled by Performance Analysis & Support Services Bureau  
Assistant Chief Doug McDougall



# FORT LAUDERDALE POLICE DEPARTMENT

DATE: January 27, 2021

TO: Karen Dietrich, Interim Chief of Police

FROM: Wesley Acosta, Management Analyst

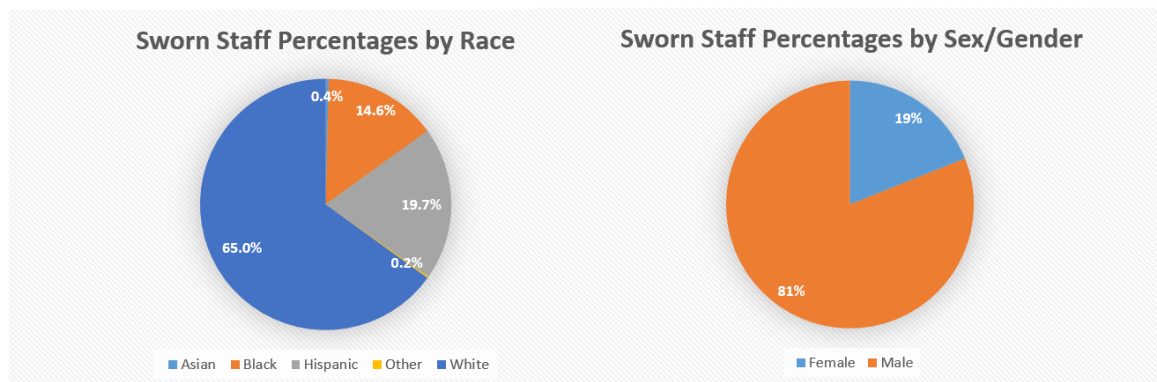
SUBJECT: Annual Staff Recruitment and Demographics Report  
January 2020 to December 2020

The Fort Lauderdale Police Department (FLPD) began 2020 with 2 vacancies. By the end of 2020, vacancies increased to 18. Our sworn officer demographics as of December 31, 2020 are illustrated in the charts below along with a comparison to the population of the City of Fort Lauderdale.

2020 YEAR-END SWORN STAFFING LEVELS <sup>1</sup> BY RACE			
Race	2020	% of Total	2020 Est. City of Fort Lauderdale Census % <sup>2</sup>
Asian	2	0.4%	1.6%
Black	75	14.6%	32.2%
Hispanic	101	19.7%	18.5%
Other	1	0.2%	2.5%
White	333	65.0%	46.6%
<b>Total</b>	<b>512</b>	<b>100.0%</b>	

2020 YEAR-END SWORN STAFFING LEVELS <sup>1</sup> BY GENDER			
Gender	2020	% of Total	2020 Est. City of Fort Lauderdale Census % <sup>2</sup>
Female	97	19%	47.8%
Male	415	81%	52.2%
<b>Total</b>	<b>512</b>	<b>100%</b>	

The pie charts below illustrate the FLPD data above. The races of sworn staff does not currently resemble the racial makeup of the City of Fort Lauderdale reflected in the 2020 estimated census. With the exception of officers that identify as Hispanic/Latino, the remaining race categories are under/over represented. For example, according to the latest estimate of the City's population, white residents make up 46.6% of the total population, while the Department's staff that identify as white is 65%. Additionally, there is an overrepresentation of male officers and an underrepresentation of female officers. While females make up 47.8% of the City of Fort Lauderdale population, they account for 19% of our officers. In contrast, males make up 52.2% of the City's population; however, they account for 81% of the officers. According to the 2019 FBI UCR reports<sup>4</sup>, there was a total of 49,987 officers in cities with a population between 100,00 and 249,999 residents. Male officers made up 87.6% and female officers made up 12.4%. Comparatively, FLPD employs a higher percentage of females and minorities compared to the national level according to FBI UCR data.



1 - Totals current as of December 31, 2020 of all sworn officers, not including reserves. Source: Telestaff  
 2 - 2019 is the most recent United States City of Fort Lauderdale Estimated Census data available. Source: <https://www.census.gov/quickfacts/fact/table/fortlauderdalecityflorida,FL/PST045219#of-headnote-a>  
 3 - Note: Hispanic Census respondents may be of any race.  
 4 - Source: <https://ucr.fbi.gov/crime-in-the-u.s/2018/crime-in-the-u.s.-2018/tables/table-74>

## 2020 HIRING STATISTICS

At the beginning of 2020, the Department began with 530 budgeted sworn positions due to the disbanding of the Nighttime Economy Unit in 2019. In 2018, the Fort Lauderdale Police Department initiated and completed a total revision of our application and hiring process. This process improvement accelerated potential applicant processing and paved the way to more efficient hiring in 2019 and 2020. It should be noted that the Covid-19 pandemic impacted the hiring process negatively. The non-certified officer recruitment opened on June of 2019 and remained open through March 31, 2020. Non-certified positions reopened again on November 23, 2020 and is currently open. The certified officer recruitment opened on May 20, 2020 and remains open. FLPD received a total of 1,067 applications in 2020. By contrast, we received 1,042 total applications in 2019.



*For every 100 applications received, we hired approximately two (2) officers.*

Upon closer examination of the 1,067 applications received, a total of 202 candidates (102 non-certified and 100 certified) met minimum standards and therefore were processed further to participate in oral board interviews. Although there was an increase in applications received in 2020, 31% fewer candidates met minimum standards. In summary, this provided an initial application acceptance rate of 19%, reflecting a drop of 9 percentage points from 2019.

Hispanic applicants met minimum standards at a higher rate than candidates of other races and made up seven of the 17 new hires. Black and white candidates had a similar total of candidates that met minimum standards; however the remaining 10 candidates hired were white, while one black candidate was hired\*. The Background Investigations Unit worked diligently to complete the background investigations of all eligible candidates on the hiring list.

<b>Breakdown of Sworn Position 2020 Applicants</b>									
	American Indian	Asian	Black	Hispanic	Native Hawaiian	Two or More Races	White	Unknown /Not Specified	Grand Total
Female	0	2	69	59	1	8	45	0	184
Male	6	9	250	298	2	12	291	11	879
Unknown/ Not Specified	0	0	0	1	0	0	0	3	4
<b>Total Applicants</b>	<b>6</b>	<b>11</b>	<b>319</b>	<b>358</b>	<b>3</b>	<b>20</b>	<b>336</b>	<b>14</b>	<b>1067</b>
<b>Met Minimum Standards</b>	<b>2</b>	<b>3</b>	<b>58</b>	<b>74</b>	<b>0</b>	<b>3</b>	<b>59</b>	<b>3</b>	<b>202</b>
<b>% Hired</b>	<b>0%</b>	<b>0%</b>	<b>0.3%*</b>	<b>2.0%</b>	<b>0%</b>	<b>0%</b>	<b>3.0%</b>	<b>0%</b>	

\*One Black officer was hired but did not accept position

In 2020, the FLPD filled 17 police officer positions, while in 2019, 32 police officer positions were filled (a decrease of 47%). The following chart illustrates the comparison of race demographics of the officers hired in 2019 and 2020.

Sworn Officers Hired by Race 2019-2020 Comparison					
RACE	2019	% of Hired	2020	% of Hired	% Change from 2019
Asian	0	0%	0	0%	Not Calculable
Black	6	19%	0	0%	↓ -100%
Hispanic	11	34%	7	41%	↓ -36%
White	15	47%	10	59%	↓ -33%
<b>Total</b>	<b>32</b>	<b>100%</b>	<b>17</b>	<b>100%</b>	↓ -47%

### 2020 YEAR-END STAFFING LEVELS

At the end of 2020, staffing levels were 4% less than the sworn officer staffing levels from the previous year. The number of white officers decreased from 351 to 333 (5%), the number of black officers decreased from 80 to 75 (6%) and officers identifying as “other” races remained the same. Hispanic officers increased from 100 to 101 (1%) from 2019. The overall decrease of 4% in total staffing could be attributed to a few different factors. The main factor seems to be the number of officers (19) that retired via the D.R.O.P. program in 2020. Another factor could be attributed to public perception of police and the perceived stressors tied to a career as a law enforcement officer attributed to that perception.

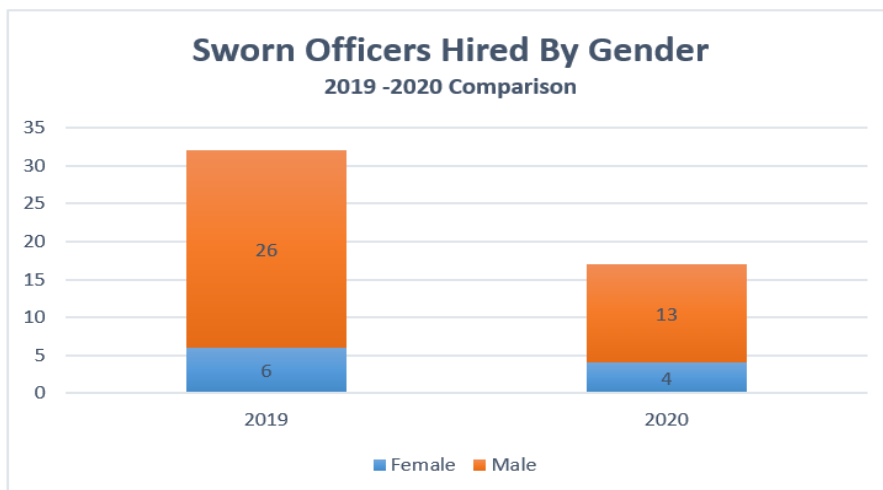
Comparison of Year-End Sworn Staffing Levels by Race					
RACE	2019	% of Staff	2020	% of Staff	% Change from 2018
Asian	2	0.4%	2	0.4%	⇒ 0%
Black	80	15.0%	75	14.6%	↓ -6%
Hispanic	100	18.7%	101	19.7%	↑ 1%
Other	1	0.2%	1	0.2%	⇒ 0%
White	351	65.7%	333	65.0%	↓ -5%
<b>Total</b>	<b>534</b>		<b>512</b>		↓ -4%

The number of female officers decreased by 2 to 97 officers from 2019. In 2020, female officers made up 19% of sworn staff in our department, which is a higher representation of female officers when compared to the national<sup>4</sup> percentage of 12.5% reported by FBI UCR data. Male officers made up 81% of the 2020 sworn staff; however, on a national level, male officers make up 87.5%. The difference between the national level and The Fort Lauderdale Police Department’s reflects the Departments efforts to have a more diverse force that is representative of the community it serves.

Comparison of Year-End Sworn Staffing Levels by Gender					
Gender	2019	% of Staff	2020	% of Staff	% Change from 2018
Female	99	19%	97	19%	↓ -2%
Male	435	81%	415	81%	↓ -5%
<b>Total</b>	<b>534</b>		<b>512</b>		↓ -4%

## **2020 RECRUITMENT EFFORT**

The Fort Lauderdale Police Department continues its efforts to recruit and maintain the appropriate levels of male and female sworn personnel. The total number of female officers recruited decreased from 6 in 2019 to 4 in 2020. The number of male officers recruited decreased from 26 in 2019 to 13 in 2020. The chart below illustrates the comparison of hiring by gender.



In 2020, the Fort Lauderdale Police Department recruitment efforts were still incredibly ambitious and substantial despite having to deal with COVID-19 restrictions. FLPD recruitment teams attended 15 In-Person Expositions and Career/ Job Fairs and 100 basic motor skills tests held at Broward College Institute of Public Safety. Recruiters also attended 12 Virtual Career Fair Expositions. Recruiters formally presented at 13 in-state schools, one (1) military and one (1) veteran's recruiting events. Recruiters attended various community events to include black, female and LGBT+ focused events. The recruiting team also visited nine (9) in-state police academies. In addition to the traditional career fairs and recruiting visits, the team participated in 65 engagement events with direct contact with the public.

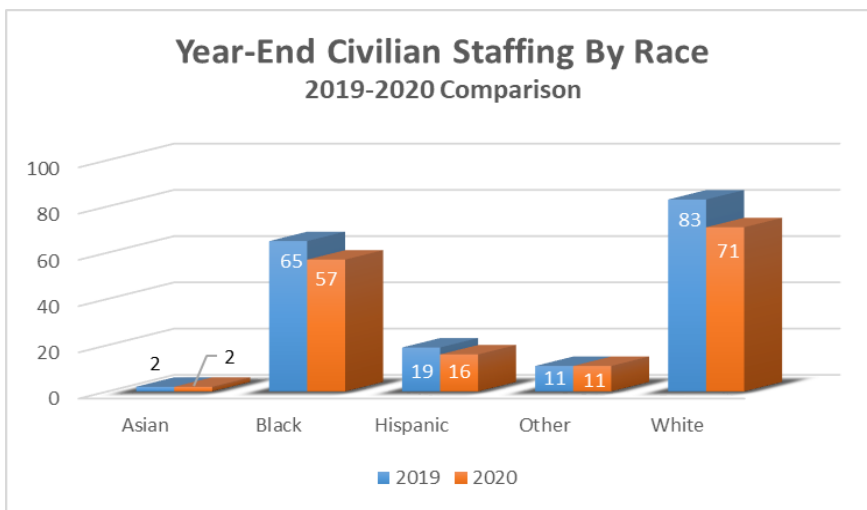
The Recruiting Team continued to partner with our Media Relations Team throughout 2020 to increase our presence in social media as well as advertisements in magazines and local newspaper outlets. Together they have amassed approximately 46,500 followers across social media platforms (Facebook, Instagram and Twitter) and advertised in publications like Saludos Hispanos, The Westside Gazette and the Equal Opportunity Employment and Education Journal. The efforts of our recruiting team members helped generate over 450 job interest cards. The efforts were successful in soliciting interested individuals amongst a very diverse group of people as evidenced by the high amount of applications received during 2020.

In an effort to increase and enhance our minority hiring to more closely reflect the diverse community that we serve, recruitment efforts geared towards minority hiring has remained strong.

## **CIVILIAN STAFFING AND RECRUITING**

The Recruiting and Background Units tracked our civilian personnel and recruitment efforts. The figures below are representative of staffing in 2019 and 2020. Civilian staff decreased by 13% in 2020 when compared to 2019. When broken down by race, white staff made up 45%, while black staff made up 36%. Hispanic staff decreased from 19 to 16 employees and made up 10% of civilian staff in 2020. Staff identifying as Asian remained at 2 and made up 1% of civilian staff .





In 2019, the civilian staff was composed of 69% female staff and increased to 72% in 2020. Male staff was 31% in 2019 and now makes up 28%. Female and male civilian staffing in both genders decreased by 10% and 20%, respectively. Compared to national statistics<sup>4</sup> of civilian employees working in law enforcement agencies, female civilian staff make up 60.4% while male civilian staff make up 39.6%. This reflects an over-representation of female staff and under-representation of male staff when compared to national totals.

### Year-End Civilian Staffing Levels by Gender 2019-2020 Comparison

Gender	2019	2020	2020 % of Total Civilian Staff	2019 - 2020 % Difference
Female	125	113	72%	↓ -10%
Male	55	44	28%	↓ -20%
<b>Total</b>	<b>180</b>	<b>157</b>	-	↓ -13%

The Recruiting and Background Units continued their roles in finding and processing qualified civilian personnel. Recruitment of civilians overall decreased by 71%. There were decreases across races and genders overall. The ongoing Covid-19 pandemic presented a significant obstacle in the hiring of civilian positions.

### Comparison of Civilian Employees Hired by Race 2019/2020

Race	2019	2020	% Difference
Black	11	6	↓ -45%
Hispanic	2	0	↓ -100%
Other	0	0	-
White	11	1	↓ -91%
<b>Total</b>	<b>24</b>	<b>7</b>	↓ -71%

### Comparison of Civilian Employees Hired by Gender 2019/2020

Gender	2019	2020	% Difference
Female	16	4	↓ -75%
Male	8	3	↓ -63%
<b>Total</b>	<b>24</b>	<b>7</b>	↓ -71%

A total of 7 promotions or transfers took place during 2020. In 2019 there were 2 Hispanic civilians and 1 civilian that identified as “other” that were promoted/transferred. Civilians identifying as Hispanic or other did not receive promotions/transfers in 2020.

<b>Civilian Promotions/Transfers</b>	
<b>Race</b>	<b>2020</b>
<b>Black</b>	5
<b>Hispanic</b>	0
<b>Other</b>	0
<b>White</b>	2
<b>Total</b>	7

<b>Civilian Promotions/Transfers</b>	
<b>Gender</b>	<b>2020</b>
<b>Female</b>	4
<b>Male</b>	3

### **RECRUITMENT FORECAST - ATTRITION RATE**

The actual attrition rate was 3.7% for officers in 2020, however, the rate for 2020 was forecasted to be 1.5 in 2019. This attrition rate is based solely on sworn employees that have separated from employment due to retirement. Based on the anticipated vacancies created by the Deferred Retirement Option Plan (D.R.O.P.), the attrition rate is predicted to be 1.4% in 2021 and 1.6% in 2022. Future minimum recruitment targets will incorporate these factors.

<b>DROP Mandated</b>		
<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>19</b>	<b>7</b>	<b>8</b>

### **CONCLUSION**

There were significant challenges during 2020 including a global pandemic which affected hiring of new employees. Due to the highly contagious nature of COVID-19; conducting in-person interviews, background checks, oral boards, and other stages of hiring were significantly hindered. Additionally, perceptions of careers in law enforcement were affected due to numerous country-wide protests against police stemming from historical racial injustice and the use of excessive force.

The Fort Lauderdale Police Department continues to emphasize the recruitment of qualified police and civilian applicants in order to maintain a diverse work force which reflects the racial, ethnic, gender and diversity composition of the City of Fort Lauderdale. The Department continues its minority and diversity recruiting efforts through advertisement, college visits, recruiting events and community engagement. To address our college education or military experience requirement for application, we furthered our qualified applicant pool by substantial outreach at academic institutions and military events within and outside our area.

The City of Fort Lauderdale is an equal opportunity employer.

