

FORT LAUDERDALE  
POLICE DEPARTMENT

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ANNUAL  
RECRUITMENT AND  
DEMOGRAPHIC  
REPORT

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2022

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# YEAR-END SWORN STAFFING

The Fort Lauderdale Police Department (FLPD) began 2022 with 10 sworn vacancies. By the end of 2022, sworn vacancies increased to 31. This is due to the amount of budgeted sworn officers increasing from 533 to 550 at the beginning of fiscal year 2023.

The charts illustrate the racial and gender makeup of the Department at the end of 2022 as well as 2020 U.S. Census percentages for the City of Fort Lauderdale. Sworn personnel that identify as White continue to make up more than half the department's sworn staffing (58%).

When professional staff are included in the agency's total, White staff make up 57% of the Department. Sworn staff that identify as Hispanic/Latino make up almost 25% of all sworn staff while less than 15% of sworn staff are made up by Black sworn personnel. The total of sworn staff that identified as "Other" increased by 10 from one in 2021. "Other" now makes up 2.1% of sworn staff.

## 2022 YEAR-END SWORN STAFFING LEVELS BY RACE

| RACE     | 2022 | % OF TOTAL | 2020 CITY CENSUS <sup>1</sup> |
|----------|------|------------|-------------------------------|
| ASIAN    | 2    | 0.4%       | 1.6%                          |
| BLACK    | 77   | 14.8%      | 32.2%                         |
| HISPANIC | 129  | 24.9%      | 18.5%                         |
| OTHER    | 11   | 2.1%       | 2.5%                          |
| WHITE    | 300  | 57.8%      | 46.6%                         |
| TOTAL    | 519  | 100%       |                               |

## 2022 YEAR-END SWORN STAFFING LEVELS BY GENDER

| GENDER | 2022 | % OF TOTAL | 2020 CITY CENSUS <sup>1</sup> |
|--------|------|------------|-------------------------------|
| FEMALE | 109  | 21%        | 47.8%                         |
| MALE   | 410  | 79%        | 52.2%                         |
| TOTAL  | 519  | 100%       |                               |

The races of sworn staff does not currently resemble the racial makeup of the City of Fort Lauderdale reflected in the 2020 census. All race categories are under/overrepresented. For example, according to the latest census, White residents make up 46.6% of the City's population, while the Department's staff that identify as White is almost 58%. Black residents make up 32.2% while Black sworn staff make up almost 15%. 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 20% of our officers. In contrast, males make up 52.2% of the City's population; however, they account for 80% of the officers. Comparisons to FBI's Law Enforcement Employee statistics for 2021 and 2022 for Florida are currently unavailable. In 2021, only two of 757 law enforcement agencies in Florida submitted employment statistics.

1. <https://www.census.gov/quickfacts/fortlauderdalecityflorida>



| YEAR-END SWORN STAFFING 2021/2022<br>COMPARISON BY RACE |      |            |      |            |           |
|---|------|------------|------|------------|-----------|
| RACE  | 2021 | % OF STAFF | 2022 | % OF STAFF | % CHANGE  |
| ASIAN   | 2    | 0.4%       | 2    | 0.4%       | ↔ 0%      |
| BLACK   | 78   | 15.0%      | 77   | 14.8%      | ↘ -1.3%   |
| HISPANIC  | 115  | 22.1%      | 129  | 24.9%      | ↗ +12.2%  |
| OTHER   | 1    | 0.2%       | 11   | 2.1%       | ↗ +1,000% |
| WHITE   | 324  | 62.3%      | 300  | 57.8%      | ↘ -7.4%   |
| TOTAL   | 520  | 100%       | 519  | 100%       | ↘ -0.2%   |

Year-end staffing by race has changed considerably from 2021. The Hispanic/Latino demographic increased by 12.2% and Other increased by 1,000%, from one sworn officer identifying as Other to 11. The percentage of Black and White officers decreased by 1.3% and 7.4%, respectively, while Asian officers remained at two.

Female staffing also increased by 3.8% and male staffing decreased by 1.2% in 2022. According to FBI nationwide law enforcement data<sup>2</sup> (2021) for cities with a population between 160,000 and 200,000, male officers make up an average of 86.3% of sworn staffing, while female officers make up 13.7%. When compared to FLPD, female officers make up a larger percentage and male officers make up a lower percentage than cities with similar populations.

| YEAR-END SWORN STAFFING 2021/2022<br>COMPARISON BY GENDER |      |            |      |            |          |
|---|------|------------|------|------------|----------|
| GENDER  | 2021 | % OF STAFF | 2022 | % OF STAFF | % CHANGE |
| FEMALE  | 105  | 19.0%      | 109  | 21.0%      | ↗ +3.8%  |
| MALE  | 415  | 81.0%      | 410  | 79.0%      | ↘ -1.2%  |
| TOTAL   | 520  | 100%       | 519  | 100%       | ↘ -0.2%  |

2. <https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/downloads>



| SWORN EMPLOYEE PROMOTIONS<br>2022 |       |       |          |       |                   |       |
|-----------------------------------|-------|-------|----------|-------|-------------------|-------|
|                                   | ASIAN | BLACK | HISPANIC | OTHER | TWO OR MORE RACES | WHITE |
| FEMALE                            | 0     | 1     | 0        | 0     | 0                 | 3     |
| MALE                              | 1     | 5     | 6        | 0     | 0                 | 9     |
| TOTAL                             | 1     | 6     | 6        | 0     | 0                 | 12    |

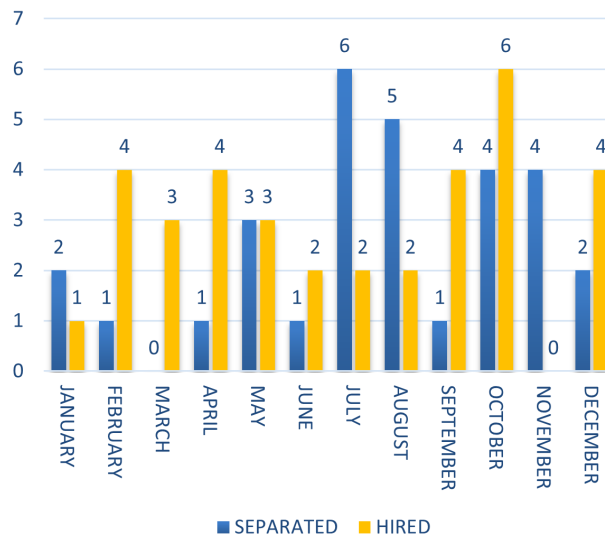
### SWORN EMPLOYEE PROMOTIONS

A total of 25 sworn employees were promoted in 2022. Six of 25 employees identified as Black and six identified as Hispanic/Latino. One sworn employee who identified as Asian and 12 that identified as White also received promotions.

## SWORN ATTRITION

The attrition rate for sworn staff during 2022 was 5.8%, a decrease of 1.9% from 2021. This attrition rate is based on sworn employees that have separated from employment (retirement, termination, etc.). A total of 16 retirements occurred in 2022, compared to 23 in 2021. Three employees were terminated and 14 resigned. Additionally, it should be noted that over 20% of FLPD's sworn staff have been employed by the Department for over 20 years and could retire at any time.

| SWORN RETIREMENTS |      |      |      |       |
|-------------------|------|------|------|-------|
|                   | 2020 | 2021 | 2022 | 2023* |
| TOTAL             | 22   | 23   | 16   | 6     |



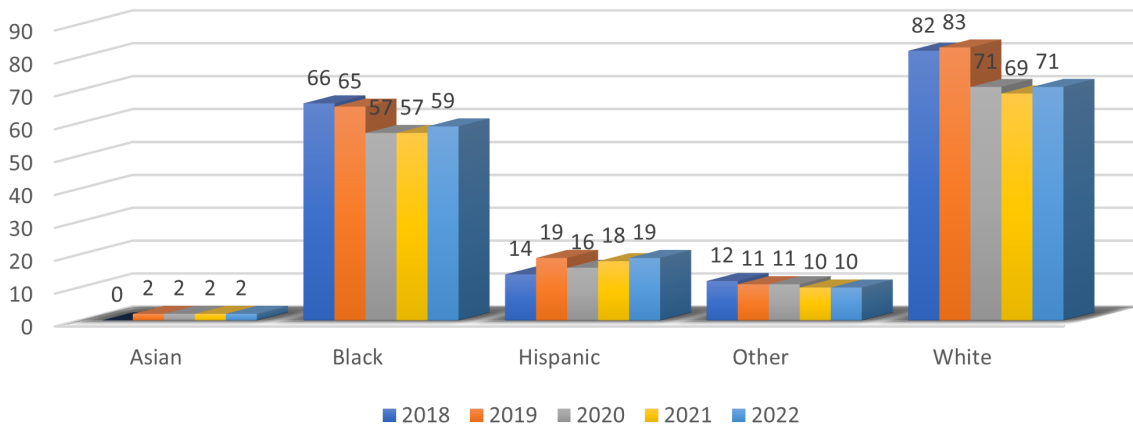
\*Projected retirements



# YEAR-END PROFESSIONAL STAFFING

The Fort Lauderdale Police Department began 2022 with 38 Professional staff vacancies. By the end of 2022, these vacancies decreased to 28. Professional staff demographics from 2018 through 2022 are illustrated in the bar charts below. An increase in Hispanic/Latino employees occurred over the 5-year span, however, a decrease occurred in Black, White, and Other, while Asian employees remained the same.

PROFESSIONAL STAFF BY RACE  
2018-2022



It is not uncommon for female professional staff to be overrepresented in law enforcement agencies. In similar size agencies, female professional staff make up an average of 72% while male staff make up 27%. Fort Lauderdale Police Department has an identical make up of professional staff. It should be noted that detention officers and corporals fall under the professional staff count.

Currently, the Department has four reserve officers and 16 part-time employees.

| PROFESSIONAL EMPLOYEES PROMOTIONS/TRANSFERS<br>2021/2022 |      |      |          |
|--|------|------|----------|
| RACE   | 2021 | 2022 | % CHANGE |
| BLACK  | 4    | 2    | ⬇️ -50%  |
| HISPANIC   | 1    | 4    | ⬆️ 300%  |
| OTHER  | 1    | 0    | ⬇️ -100% |
| WHITE  | 2    | 1    | ⬇️ -50%  |
| TOTAL  | 8    | 7    | ⬇️ -13%  |

This chart illustrates promotions and transfers of professional staff during 2021 and 2022 along with the percentage change from year to year. While similar totals were reported for both years, Hispanic/Latino professional staff promotions/transfers increased by 300% while all other demographics decreased.



In 2022, the Fort Lauderdale Police Department recruitment efforts were ambitious and substantial. FLPD recruitment teams attended 20 in-person expositions and career/ job fairs. They also attended over 150 basic motor skills tests and swim tests held at Broward College Institute of Public Safety. Recruiters also attended seven virtual career fair expositions and formally presented at 13 in-state schools, one (1) military and one (1) veterans recruiting events.

Recruiters attended various community events focused on minority populations including Black, female and LGBTQ+ focused events and visited nine (9) in-state police academies. In addition to the traditional career fairs and recruiting visits, the team participated in over 50 community engagement events.

The Recruiting Team continued to partner with our Media Relations Team throughout 2022 to increase our presence in social media and placed advertisements in magazines and local newspaper outlets. The Department has amassed approximately 63,000 followers across social media platforms (Facebook, Instagram and Twitter). Ads were also placed in Saludos Hispanos, Black College Today, South Florida Gay News, The Westside Gazette, NJ Cops magazine, The Chief NY Civil Service Newsletter, Police1.com, NAWLEE.org,

The Big O Show, and the Equal Opportunity Employment and Education Journal.

Billboards were placed in Chicago New York City, Philadelphia, San Antonio, and Milwaukee which generated increased applications from these areas and led to features on the Fox and Friends national morning show. The efforts of our recruiting team members helped generate over 450 job interest cards. Their efforts were successful in soliciting interested individuals amongst a very diverse group of people as evidenced by the number of applications received during 2022.

To increase and enhance our minority hiring to more closely reflect the diverse community that we serve, recruitment efforts geared towards minority hiring remained strong. The Recruitment Team attended career fairs and events with four Historically Black Colleges and Universities in Florida and have developed relationships with the two largest - Florida A&M University and Bethune-Cookman University. The team also networked with the Fort Lauderdale Black Police Officers' Association and local high schools such as Dillard, Stranahan, Fort Lauderdale and Whiddon Rogers. The team also collaborated with the National Organization of Black Law Enforcement Executives (NOBLE), YouthBTS and The Urban League of Broward County.

## 2022 RECRUITMENT



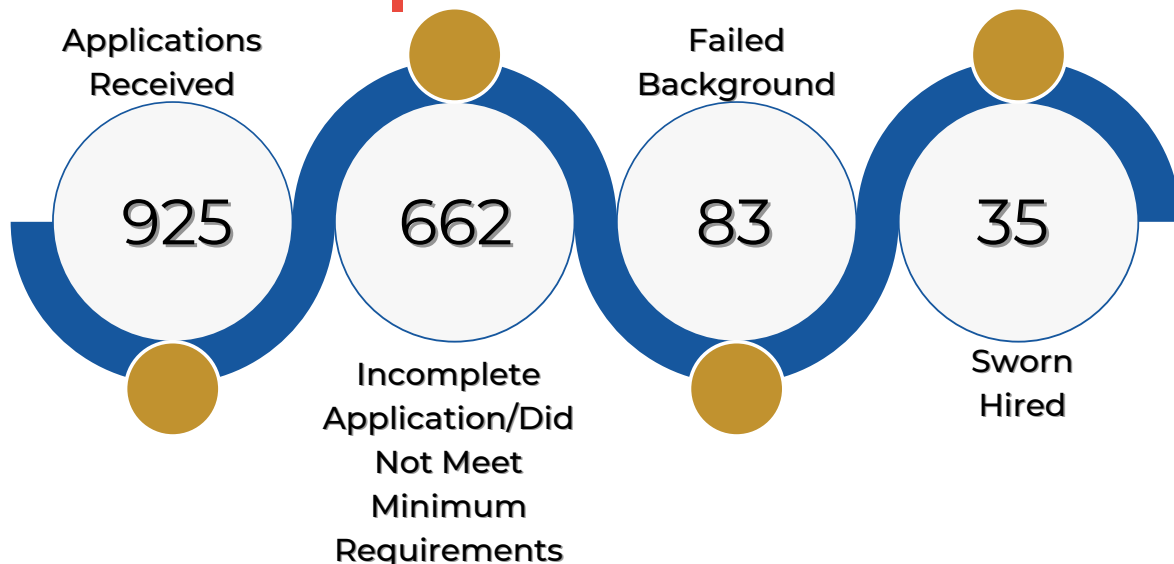
## RECRUITMENT CHALLENGES

The Background Unit faced many of the same obstacles in hiring and recruiting as it has the past couple of years. There was tremendous competition to find the best possible candidates due to most law enforcement agencies throughout the country being short-staffed while drawing from the similar pools of applicants. Additionally there is a decreased interest in the profession and there is a substantial challenge processing out-of-state applicants due to officers not being able to travel for testing. During 2022, Recruitment was able to bring the Department to two (2) vacancies. The hiring process was purposefully slowed down while awaiting the arrival of additional sworn positions to the Department, which ultimately came in the form of 17 new sworn positions for the Department, raising our allotment to 550 sworn positions. The Background Unit is enthusiastic to decrease the vacancy rate this coming year. The Department's Background Unit was recognized nationally by various media outlets through news articles and television broadcasts for its ability to hire and recruit in 2022.



## 2022 SWORN HIRING

In 2022, the Fort Lauderdale Police Department received 925 applications, a decrease of 22% from 2021 when 1,184 applications were received. A total of 662 applicants did not meet minimum requirements and were unable to move on to oral boards. Eighty three (83) failed background investigations and at the end of the process, 35 applicants were hired.





| BREAKDOWN OF 2022 SWORN OFFICER APPLICANTS            |                 |       |       |          |                 |                   |       |                       |       |
|---|-----------------|-------|-------|----------|-----------------|-------------------|-------|-----------------------|-------|
|   | AMERICAN INDIAN | ASIAN | BLACK | HISPANIC | NATIVE HAWAIIAN | TWO OR MORE RACES | WHITE | UNKNOWN NOT SPECIFIED | TOTAL |
| FEMALE  | 0               | 1     | 45    | 71       | 0               | 2                 | 33    | 3                     | 155   |
| MALE  | 1               | 17    | 188   | 285      | 2               | 17                | 245   | 11                    | 766   |
| UNKNOWN   | 0               | 0     | 0     | 0        | 0               | 0                 | 0     | 4                     | 4     |
| TOTAL   | 1               | 18    | 233   | 356      | 2               | 19                | 278   | 18                    | 925   |
| % OF APPLICANTS                                       | 0.1%            | 1.9%  | 25.2% | 38.5%    | 0.2%            | 2.1%              | 30.1% | 1.9%                  | 100%  |
| DID NOT MEET MINIMUM STANDARDS/INCOMPLETE APPLICATION |                 |       |       |          |                 |                   |       |                       |       |
| FEMALE  | 0               | 1     | 37    | 49       | 0               | 2                 | 18    | 4                     | 111   |
| MALE  | 1               | 14    | 150   | 202      | 2               | 10                | 164   | 8                     | 551   |
| % OF APPLICANTS                                       | 100%            | 83%   | 80%   | 71%      | 100%            | 63%               | 65%   | 67%                   | 72%   |
| ATTENDED ORAL BOARDS                                  |                 |       |       |          |                 |                   |       |                       |       |
| FEMALE  | 0               | 0     | 5     | 9        | 0               | 0                 | 17    | 0                     | 31    |
| MALE  | 0               | 0     | 24    | 66       | 0               | 0                 | 59    | 0                     | 149   |
| % OF APPLICANTS                                       | 0%              | 0%    | 12%   | 21%      | 0%              | 0%                | 27%   | 0                     | 19%   |
| FAILED BACKGROUNDS (AFTER ORAL BOARDS)                |                 |       |       |          |                 |                   |       |                       |       |
| FEMALE  | -               | -     | 1     | 4        | -               | -                 | 7     | -                     | 12    |
| MALE  | -               | -     | 14    | 28       | -               | -                 | 29    | -                     | 71    |
| % OF ORAL BOARDS                                      | -               | -     | 52%   | 43%      | -               | -                 | 47%   | -                     | 46%   |
| % HIRED OF APPLICANTS                                 |                 |       |       |          |                 |                   |       |                       |       |
| %   | 0%              | 0%    | 1.7%  | 3.4%     | 0%              | 0%                | 6.8%  | 0%                    | 3.8%  |

## SWORN OFFICER APPLICANTS

A total of 925 applications were received between January 1, 2022 and December 31, 2022. Incomplete applications and applicants that did not meet minimum standards made up 72% of the applicant pool. Of the original applicants, only 19% (180) made it to the oral board phase. In comparison, 267 participated in oral boards in 2021. Almost half (46%) of those that participated in oral boards failed background investigations.

A total of 3.8% successfully made it through the application process, compared to 4.1% in 2021.





| SWORN OFFICER APPLICANTS BY RACE<br>2020-2022 COMPARISON |      |      |          |      |          |
|--|------|------|----------|------|----------|
| RACE   | 2020 | 2021 | % CHANGE | 2022 | % CHANGE |
| AMERICAN INDIAN  | 6    | 6    | ↔ 0%     | 1    | ⬇ -83%   |
| ASIAN  | 11   | 15   | ⬆ +36%   | 18   | ⬆ 20%    |
| BLACK  | 319  | 282  | ⬇ -12%   | 233  | ⬇ -17%   |
| HISPANIC   | 358  | 417  | ⬆ +16%   | 356  | ⬇ -15%   |
| NATIVE HAWAIIAN  | 3    | 0    | ⬇ -100%  | 2    | ⬆ N/C    |
| 2 OR MORE RACES  | 20   | 35   | ⬆ +75%   | 19   | ⬇ -46%   |
| WHITE  | 336  | 400  | ⬆ +19%   | 278  | ⬇ -31%   |
| UNKNOWN  | 14   | 29   | ⬆ +107%  | 18   | ⬇ -38%   |
| TOTAL  | 1067 | 1184 | ⬆ +11%   | 925  | ⬇ -22%   |

**SWORN OFFICER APPLICANTS BY RACE AND GENDER TREND**

From 2020 to 2021, the total amount of applicants increased by 11%. The number of applicants among most races increased, however the number of Black and Native Hawaiian applicants decreased overall by 12% and 100% respectively. From 2021 to 2022, the number of applicants decreased overall by 22%. According to research from the Police Executive Research Forum , most law enforcement agencies are still facing serious staffing issues. Although numbers seem to have rebounded a bit in 2021, increasing resignations and retirements continue to be a hinderance to adequate staffing levels.

| SWORN OFFICER APPLICANTS BY GENDER<br>2020-2022 COMPARISON |      |      |          |      |          |
|--|------|------|----------|------|----------|
|  | 2020 | 2021 | % CHANGE | 2022 | % CHANGE |
| FEMALE   | 184  | 193  | ⬆ +5%    | 159  | ⬇ -18%   |
| MALE   | 879  | 980  | ⬆ +11%   | 766  | ⬇ -22%   |
| TOTAL  | 1067 | 1184 | ⬆ +11%   | 925  | ⬇ -22%   |

When applicants are broken down by gender, an increase of both female and male applicants occurred in 2021, however, decreases were seen across both genders in 2022. Female applicants decreased by 18% and male applicants decreased by 22% in 2022.

3. <https://www.policeforum.org/workforcemarch2022>



# 2022 PROFESSIONAL STAFF HIRING

A total of 23 professional employees were hired throughout 2022 compared to 2021 in which 32 employees were hired. Professional employee staffing levels continue to be a challenge for the Department.

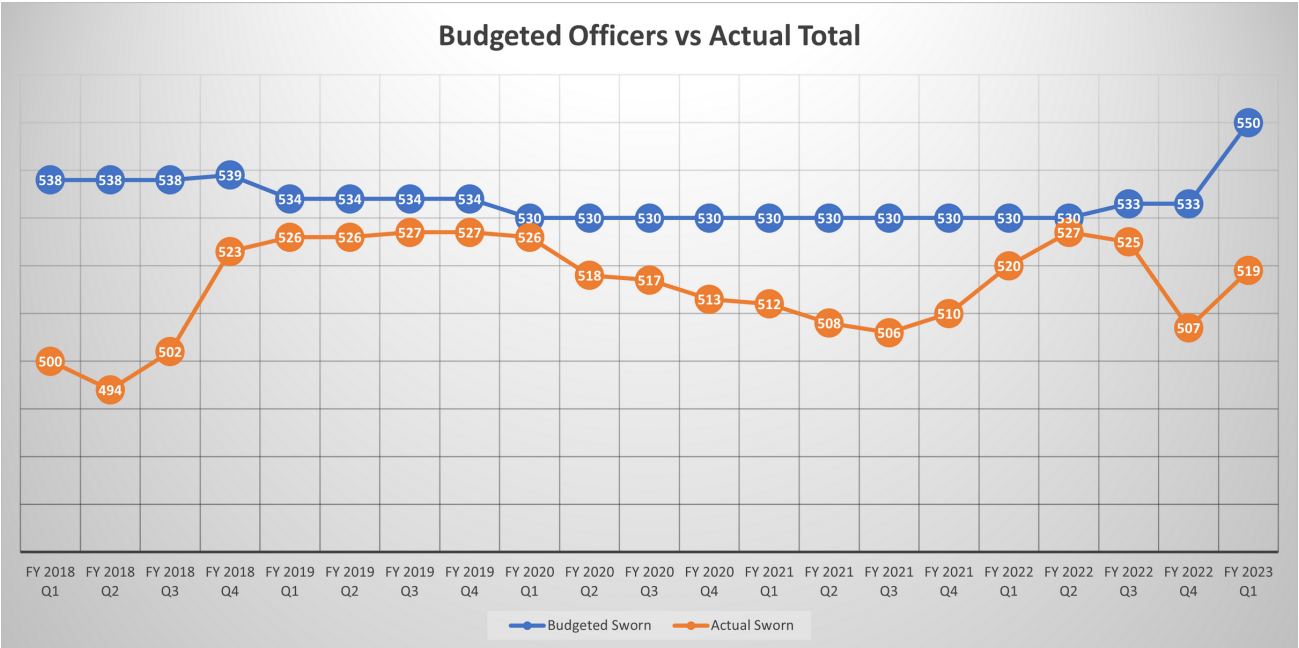
Several professional staff positions have been vacant for some time. One administrative aide position has been vacant for 1,825 days while another has been under the "selection interviews process" for 175 days. Detention officers fall under the Professional Staff category and six of these positions have been vacant for 268 days, while three additional positions have been vacant 91 days.

Four Police Records Clerks positions have been vacant an average of 289 days. These positions were approved for a higher base salary and recruitment is underway. Additionally, three public service aide positions have been vacant an average of 193 days and are currently in the oral board phase. Throughout 2022, the professional staff vacancy rate has increased from 6.1% to 14.2%.

| PROFESSIONAL EMPLOYEES HIRED BY RACE<br>2021/2022 |      |      |          |
|---|------|------|----------|
| RACE  | 2021 | 2022 | % CHANGE |
| BLACK   | 16   | 11   | ⬇️ -31%  |
| HISPANIC  | 5    | 7    | ⬆️ +40%  |
| OTHER   | 1    | 0    | ⬇️ -100% |
| WHITE   | 10   | 5    | ⬇️ -50%  |
| TOTAL   | 32   | 23   | ⬇️ -28%  |

| PROFESSIONAL EMPLOYEES HIRED BY GENDER<br>2021/2022 |      |      |          |
|---|------|------|----------|
| GENDER  | 2021 | 2022 | % CHANGE |
| FEMALE  | 22   | 18   | ⬇️ -18%  |
| MALE  | 10   | 5    | ⬇️ -50%  |
| TOTAL   | 32   | 23   | ⬇️ -28%  |





## DEPARTMENT GROWTH

The line graph above illustrates the budgeted officers per fiscal quarter starting in 2018 and ending FY 2023 Q1. Over the course of 5 years, staffing has allowed for an average of 535 budgeted officers. At the end of 2017 and the start of 2018, the Department saw a large dip in police officer staffing. Currently, there is a large gap between 550 budgeted officers and 519 employed. This is due to an increase of 17 police officer positions at the beginning of FY 2023. The Recruitment Team will focus on filling those additional positions by the close of 2023.

During 2022, focus shifted to recruiting efforts and hiring after a permanent chief was put in place. Additionally, in October of 2022, the Department was granted an additional 17 police officer positions raising the number of budgeted officers to 550. This increase will add a significant workload to the Recruiting Team as well as the Backgrounds Unit.

The Fort Lauderdale Police Department continues to emphasize the recruitment of qualified police and professional applicants in order to maintain a diverse work force which reflects the racial, ethnic, gender and diversity composition of the City of Fort Lauderdale. Minority and diversity recruiting efforts will continue through advertisements, college visits, recruiting events and community engagement.

The City of Fort Lauderdale is an equal opportunity employer.





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