

Fort Lauderdale Police Department 2019 Annual Staff Recruitment & Demographics Report

Report Compiled by the Support Services Bureau & Performance Analysis
Assistant Chief Karen Dietrich



FORT LAUDERDALE POLICE DEPARTMENT

DATE: January 23, 2020

TO: Rick Maglione, Chief of Police

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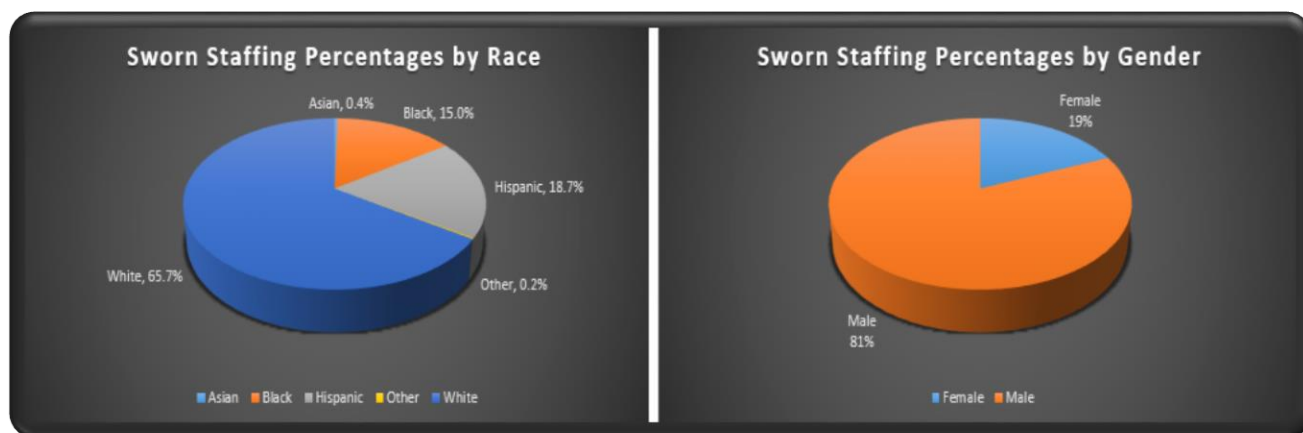
SUBJECT: Annual Staff Recruitment and Demographics Report –
January 2019 to December 2019

The Fort Lauderdale Police Department (FLPD) began 2019 with 5 vacancies. By the end of 2019, vacancies were reduced to only 2. Our sworn officer demographics as of December 31, 2019 are illustrated in the charts below along with a comparison to the population of the City of Fort Lauderdale.

2019 YEAR-END SWORN STAFFING LEVELS ¹ BY RACE			
Race	2019	% of Total	2019 Est. City of Fort Lauderdale Census % ²
Asian	2	0.4%	1.7%
Black	80	15.0%	31.3%
Hispanic	100	18.7%	18.5%
Other	1	0.2%	2.0%
White	351	65.7%	62.2%
Total	534	100.0%	

2019 YEAR-END SWORN STAFFING LEVELS ¹ BY GENDER			
Gender	2019	% of Total	2019 Est. City of Fort Lauderdale Census % ²
Female	99	19%	47.8%
Male	435	81%	52.2%
Total	534	100%	

The pie charts below illustrate the FLPD data above. While the race of sworn staff closely resembles the racial makeup of the City of Fort Lauderdale reflected in the 2019 census estimate (with the exception of black sworn staff), 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 2018 FBI UCR reports⁴, there was a total of 686,665 officers in the US, in which male officers made up 87.4% and female officers made up 12.6%. Comparatively, FLPD employs a higher percentage of females and minorities compared to the national level.



1 - Totals current as of December 31, 2019 of all sworn officers, not including reserves. Source: Telestaff

2 - 2018 is the most recent United States City of Fort Lauderdale Estimated Census data available. Source: <https://www.census.gov/quickfacts/fact/table/fortlauderdalecityflorida/POP815218>

3 - Note: Hispanic Census respondents submitted their race as White (majority of respondents), Black, Asian, American Indian or Pacific Islander. Some also submitted "Some Other Race".

With that, the Hispanic percentage above is the combination of those respondents who specified Hispanic or Latino only and/or responded with more than one race in addition to Hispanic or Latino. It is a break out total from the other three categories above, which total 100% of Census respondents.

4 - Source: <https://ucr.fbi.gov/crime-in-the-u.s/2018/crime-in-the-u.s.-2018/tables/table-74>

2019 HIRING STATISTICS

Officer positions decreased from 534 to 530 due to the disbanding of the Nighttime Economy Unit and 4 positions were given back to City Hall. 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. The non-certified officer recruitment was opened in June of 2019 and is currently still open. The certified officer recruitment was open from May to October 2019. FLPD received a total of 1,042 applications. By contrast, we received 1,216 total applications in 2018.



For every 100 applications received, we hired approximately three (3) officers.

Upon closer examination of the 1,042 applications received, a total of 292 candidates (194 non-certified and 98 certified) met minimum standards and therefore were processed further to participate in oral board interviews. In summary, this provided an initial application acceptance rate of 28%. The Background Investigations Unit worked diligently to complete the background investigations of all eligible candidates on the hiring list.

In 2019, the FLPD filled 32 police officer positions, while in 2018, 47 police officer positions were filled (a decrease of 32%). The chart below illustrates the comparison of race demographics of the officers hired in 2018 and 2019.

Sworn Officers Hired by Race 2018-2019 Comparison					
RACE	2018	% of Hired	2019	% of Hired	% Change from 2018
Asian	1	2%	0	0%	↓ -100%
Black	9	19%	6	19%	↓ -33%
Hispanic	16	34%	11	34%	↓ -31%
White	21	45%	15	47%	↓ -29%
Total	47	100%	32	100%	↓ -32%

2019 YEAR END STAFFING LEVELS

At the end of 2019, staffing levels were .2% (one sworn officer) below the staffing levels of the previous year. The number of white officers decreased from 354 to 351 (1%), while the number of black officers increased from 79 to 80 (1%) and officers identifying as “other” races decreased from 11 to 1 (-91%). This decrease could be due to missing demographic information in the Telestaff system during 2018 that was updated or corrected in 2019. Hispanic officers increased from 91 to 100 (10%) from 2018.

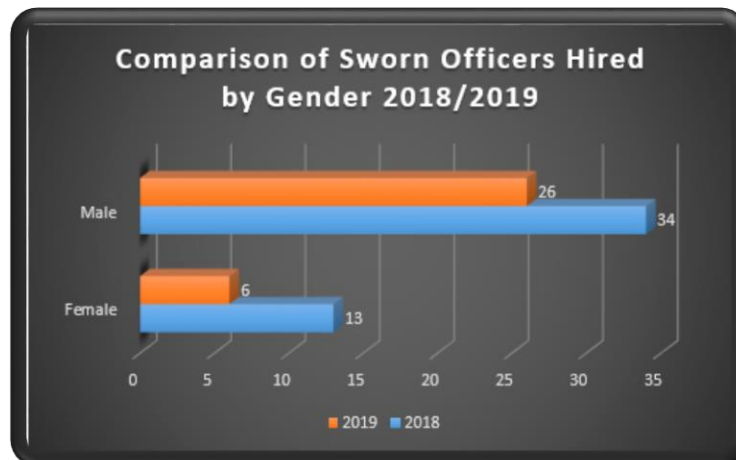
Comparison of Year-End Sworn Staffing Levels by Race					
RACE	2018	% of Staff	2019	% of Staff	% Change from 2018
Asian	0	0%	2	0.4%	Not Calculable
Black	79	15%	80	15.0%	↑ 1%
Hispanic	91	17%	100	18.7%	↑ 10%
Other	11	2%	1	0.2%	↓ -91%
White	354	66%	351	65.7%	↓ -1%
Total	535		534		↓ -0.2%

The number of female officers remained at 99, equal to the total at the end of 2018. In 2019, female officers made up 19% of sworn staff in our department, which is a higher representation of female officers when compared to the national⁴ percentage of 12.5%. Male officers made up 81% of the 2019 sworn staff; however, on a national level, male officers make up 87.5%. The differential 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	2018	% of Staff	2019	% of Staff	% Change from 2018
Female	99	19%	99	19%	→ 0%
Male	436	81%	435	81%	↓ -0.2%
Total	535		534		↓ -0.2%

2019 RECRUITING 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 13 in 2018 to 6 in 2019. The number of male officers recruited decreased from 34 in 2018 to 26 in 2019. The chart below illustrates the comparison of hiring by gender.



The 32 police officers hired in 2019 were from the existing applicant eligibility list established in 2018 as well as the open application process which began in May of 2019.

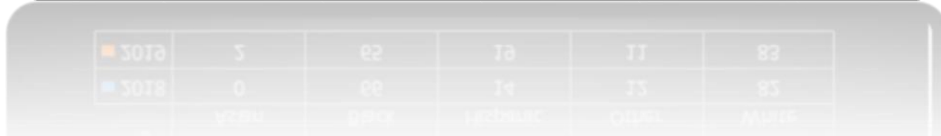
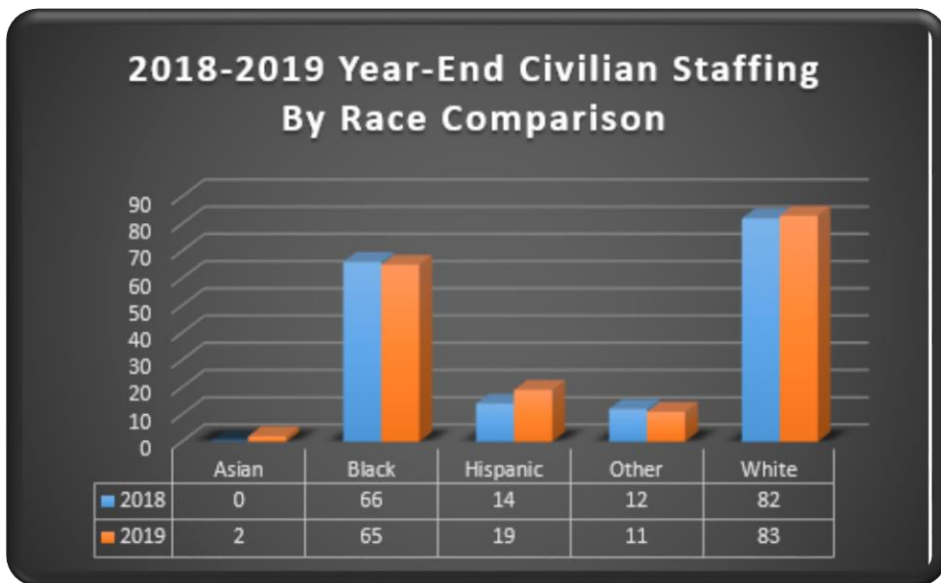
In 2019, the Fort Lauderdale Police Department recruitment efforts were extremely ambitious and substantial. FLPD Recruitment teams attended 45 Expositions and Career/Job Fairs and 120 basic motor skills tests held at Broward College Institute of Public Safety. Recruiters formally presented at 19 in-state schools, three (3) military and three (3) veterans recruiting events. Recruiters attended various community events to include Blacks, female, and LGBT+ focused events. The recruiting team also visited six (6) in-state police academies. In addition to the traditional career fairs and recruiting visits, the team participated in 184 engagement events with direct contact with the public.

The Recruiting Team continued to partner with our Public Information Officers throughout 2019 to increase our presence in social media as well as advertisement in magazines and local newspaper outlets. They have amassed approximately 15,880 followers across the four social media platforms (Facebook, Instagram, Twitter, LinkedIn) and advertised via a radio commercial and ads in *Homeland Magazine for Veterans*, *Saludos Hispanos*, *Westside Gazette* and the *Equal Employment Opportunity and Employment Guide*. Additionally, the FLPD Jeep had the FLPDJobs.com website added to it to showcase our diversity and specialty units. The efforts of our recruiting team members helped generate over 1,000 job interest cards. Their efforts were successful in soliciting interested individuals amongst a very diverse group of people as evidenced by the high amount of applications received during 2019.

In an effort to increase and enhance our minority hiring to more closely reflect the diverse community 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 and recruitment for 2019. Civilian staff increased by 3% in 2019 when compared to 2018. When broken down by race, white staff made up 46%, while black staff made up 36%. Hispanic staff increased from 14 employees to 19 (36%) in 2019. Staff identifying as Asian increased from 0 to 2.



In 2019, the civilian staff was composed of 69% female staff and 31% male staff. Both genders increased by 2% and 6% respectively. Compared to national statistics⁴ of civilian employees working in law enforcement agencies, female civilian staff make up 60.4% while male civilian staff make up 39.6%.

2018/2019 Year-End Civilian Staffing Levels Comparison				
Gender	2018	2019	2019 % of Total Civilian Staff	2018 - 2019 % Difference
Female	122	125	69%	↑ 2%
Male	52	55	31%	↑ 6%
Total	174	180	-	↑ 3%

The Recruiting and Background Units continued their roles in finding and processing qualified civilian personnel. Recruitment of black and Hispanic civilians decreased while recruitment of white civilians increased by 57%. Recruitment by gender increased for males by 1 hire while females decreased by 3. Demographic recruitment results for civilian employees are reflected in the charts below.

Comparison of Civilian Employees Hired by Race 2018/2019			
Race	2018	2019	% Difference
Black	12	11	↓ -8%
Hispanic	7	2	↓ -71%
Other	0	0	-
White	7	11	↑ 57%
Total	26	24	↓ -8%

Comparison of Civilian Employees Hired by Gender 2018/2019			
Gender	2018	2019	% Difference
Female	19	16	↓ -16%
Male	7	8	↑ 14%
Total	26	24	↓ -8%

A total of 9 promotions or transfers took place during 2019. These numbers also reflect the transfer of 2 black female sworn positions to civilian PSA positions.

Civilian Promotions/Transfers	
Race	2019
Black	4
Hispanic	2
Other	1
White	2
Total	9

Civilian Promotions/Transfers	
Gender	2019
Female	6
Male	3

RECRUITMENT FORECAST - ATTRITION RATE

There was an average attrition rate of 2% for officers between 2016 and 2018. This attrition rate is based solely on 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 1.5% in 2020 and 1.7% in 2021. Future minimum recruitment targets will incorporate these factors.

DROP Mandated		
2019	2020	2021
4	8	9

CONCLUSION

In conclusion, 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 continued 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.