



Fort Lauderdale Police Department 2018 Annual Staff Recruitment & Demographics Report

Report Compiled by the Support Services Bureau
Assistant Chief Karen Dietrich



FORT LAUDERDALE POLICE DEPARTMENT

DATE: January 15, 2019

TO: Rick Maglione, Chief of Police

FROM: Captain William Schultz, Staff Development Division/Support Services Bureau

SUBJECT: Annual Staff Recruitment and Demographics Report – January 2018 to December 2018

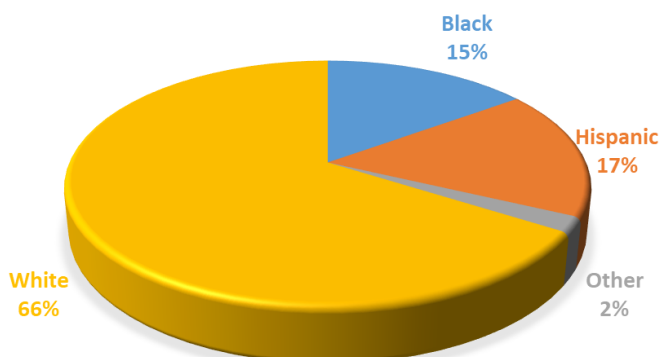
The 2018 recruitment season had a challenging commencement but concluded in great success. We began with 46 vacancies and, during the course of the year, lost an additional 13 officers. By year's end, vacancies were reduced to only five, yielding the highest number of officers hired within one year in almost a decade. Our employee demographics as of December 31, 2018 are illustrated in the charts below.

2018 YEAR-END SWORN STAFFING LEVELS ¹ BY RACE			
Race	2018	% of Total	2010 City of Fort Lauderdale Census % ²
White	354	66%	63%
Hispanic	91	17%	14% ³
Black	79	15%	31%
Other	11	2%	2%
Total	535	100%	-

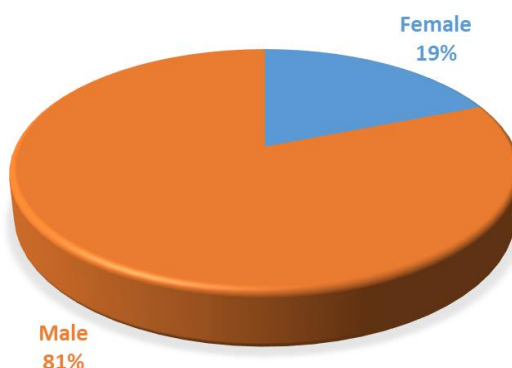
2018 YEAR-END SWORN STAFFING LEVELS ¹ BY GENDER			
Gender	2018	% of Total	2010 City of Fort Lauderdale Census % ²
Female	99	19%	47%
Male	436	81%	53%
Total	535	100%	-

The pie charts below illustrate the data above. While the race of sworn staff closely resembles the racial makeup of the City of Fort Lauderdale reflected in the 2010 census, there is an overrepresentation of male sworn officers and an underrepresentation of female sworn officers. While females make up 47% of the City of Fort Lauderdale population, they account for 19% of our sworn officers. In contrast, males make up 53% of the city's population, however, they make up 81% of the sworn officers. According to the 2017 FBI UCR reports⁴, there was a total of 670,279 officers in the US, in which males officers made up 87.5% and female officers made up 12.5%. Comparitively, FLPD employs a higher percentage of females and minorities than the national level.

SWORN STAFFING PERCENTAGES BY RACE



SWORN STAFFING PERCENTAGES BY GENDER



1 - Totals current as of December 31, 2018 of all sworn officers, including reserves. Source: FLPD Recruiting & Background Unit

2 - 2010 is the most recent United States City of Fort Lauderdale Census data available. Percentages are rounded to whole number. Source: www.census.gov

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./2017/crime-in-the-u.s.-2017/tables/table-74>

2018 HIRING STATISTICS

Sworn officer employment was up from 498⁵ to 535, reflecting a 7% increase in staffing. 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. The non-certified application process was open from May 11, 2018 to November 30, 2018, yielding 986 applicants. The certified officer application process was open from April 9, 2018 to December 3, 2018, providing 230 additional applicants. During this time frame, we received a total of 1,216 applications. By contrast, we received 253 total applications in 2017, illustrating an increase of 381% in 2018.



For every 100 applications received, we hired approximately four (4) officers.

Upon closer examination of the 1,216 applications received, a total of 303 candidates (213 non-certified and 90 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 25%. As illustrated below, this increase in the candidate pool led to an increase in our overall staffing level, as well as in all race categories other than Hispanic, which shows a slight decrease this year versus last. Of note, the Background Investigations Unit worked diligently to complete the background investigations of all eligible candidates on the hiring list.

In 2018, FLPD filled 47 sworn police officer positions, while in 2017, 14 sworn police officer positions were filled, marking an increase of 235%. The chart below illustrates the comparison of race demographics of the newly sworn officers for 2017 and 2018. Sworn officers across all races increased with the highest percentage increase made by African American officers hired.

Sworn Officers Hired by Race 2017-2018 Comparison					
RACE	2017	% of Hired	2018	% of Hired	% Change from 2017
White	6	43%	21	45%	↑ 250%
Hispanic	7	50%	16	34%	↑ 129%
Black	1	7%	9	19%	↑ 800%
Other	0	0%	1	2%	N/C ⁶
Total	14		47		↑ 235%

⁵ – 2017 total of 498 excluded 9 reserve officers and one Chief of Police position was vacant and filled at time of calculation.
⁶ – Not calculable (percentage change cannot be calculated from zero)

2018 YEAR END STAFFING LEVELS

At the end of 2018, staffing levels were 7% above the staffing levels of the previous year. The number of white officers increased 10%, while black officers increased by 7% and officers identifying as “Other” races increased 57%. Hispanic officers decreased slightly by 5% from 2017.

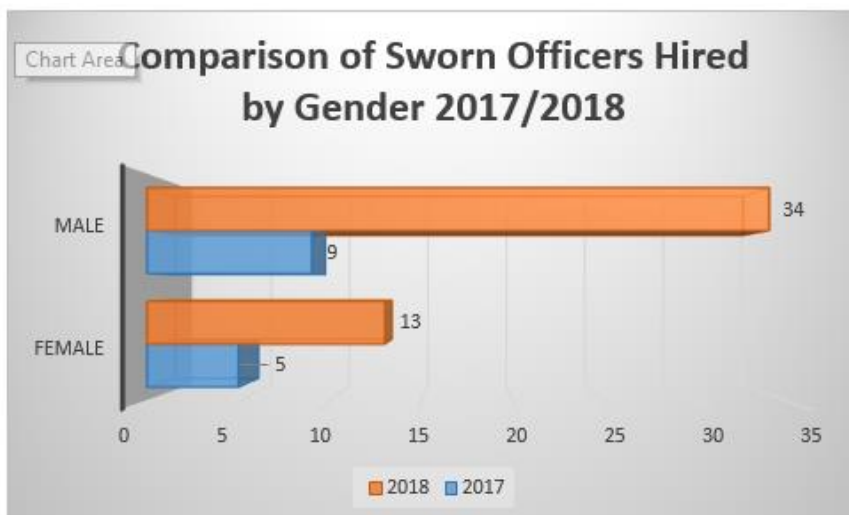
Comparison of Year-End Staffing Levels by Race						
RACE	2017	% of Staff	2018	% of Staff	% Change from 2017	
White	321	65%	354	66%	↑	10%
Hispanic	96	19%	91	17%	↓	-5%
Black	74	15%	79	15%	↑	7%
Other	7	1%	11	2%	↑	57%
Total	498		535			

Female officers increased from 90 in 2017 to 99 in 2018. In 2018, 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 make up 81% of the 2018 sworn staff; however, on a national level, male officers make up 87.5%. The differential between the national level and FLPD reflects the departments strive to have a more diverse force that is representative of the community it serves.

Comparison of Year-End Staffing Levels by Gender						
Gender	2017	% of Staff	2018	% of Staff	% Change from 2017	
Female	90	18%	99	19%	↑	7%
Male	408	82%	436	81%	↑	10%
Total	498		535			

2018 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 hired increased from 5 in 2017 to 13 in 2018. The chart below illustrates the comparison of hiring by gender.



The 47 police officers hired in 2018 were from the existing applicant eligibility list established during 2017, as well as the open application process between May and December of 2018.

In 2018, the Fort Lauderdale Police Department recruitment efforts were ambitious and substantial. Recruiting teams attended 40 Expositions and Career/Job Fairs and attended 90 basic motor skills tests held at Broward College Institute of Public Safety. Recruiters presented at 17 in-state schools, two (2) military and three (3) veterans recruiting events. Recruiters attended community events to include African American, women, and LGBT+ focused events. The recruiting team also visited five (5) in-state police academies. In addition to the traditional career fairs and recruiting visits, the team participated in 174 engagement events with direct contact with the public.

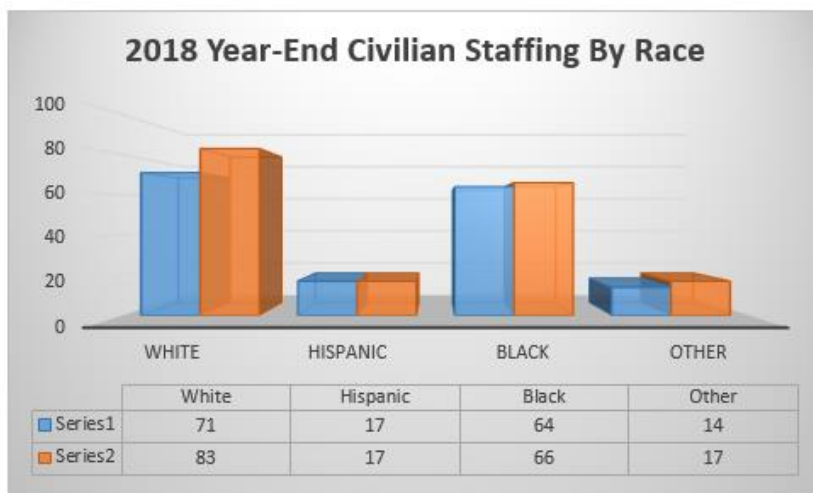
The Recruiting Team continued to partner with our Public Information Officers throughout 2018 to increase our presence in social media as well as advertisement in magazines and local newspaper outlets. They have amassed approximately 12,682 followers across the four social media platforms (Facebook, 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, wraps were added on recruiting and other vehicles to showcase our diversity and community support. Along the same lines, our specialty units, such as the Neighborhood Action Teams and Community Engagement Team, assisted in our recruiting efforts in schools and neighborhoods. The efforts of our recruiting team members helped generate 1,011 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 2018.

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. With our robust hiring efforts in 2018, the chart below illustrates the comparison of recruitment achievements from 2017 to 2018.

Minority Recruitment Efforts Yearly Comparison			
	2017	2018	% Difference
Recruiting Events	15	40	↑ 167%
Advertisements	3	5	↑ 67%

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 2018. Civilian staff increased by 10% in 2018 when compared to 2017. When broken down by race, white staff made up 45%, while African American staff made up 37%. Hispanic staff did not increase from 2017, remaining at 17 employees for both years.



Female staff made up 69% of civilian staff in 2018 while male civilian staff made up 31%. Both genders increased by 5% and 24%, respectively. Compared to national statistics⁴ of civilian employees working in law enforcement agencies, female civilian staff makes up 60.4%, while male civilian staff makes up 39.6%.

2018 Year-End Civilian Staffing Levels				
Gender	2017	2018	2018 % of Total Civilian Staff	2017 - 2018 % Difference
Male	46	57	31%	↑ 24%
Female	120	126	69%	↑ 5%
Total	166	183	-	-

The Recruiting and Background Unit continued their roles in finding and processing qualified civilian personnel. Demographic recruitment results for civilian employees are reflected in the charts below.

Comparison of Civilian Employees Hired by Gender 2017/2018			
Gender	2017	2018	% Difference
Male	7	7	→ 0%
Female	6	19	↑ 217%
Total	13	26	↑ 100%

Comparison of Civilian Employees Hired by Race 2017/2018			
Race	2017	2018	% Difference
White	4	7	↑ 75%
Hispanic	1	7	↑ 600%
Black	6	12	↑ 100%
Other	2	0	↓ -100%
Total	13	26	↑ 100%

RECRUITMENT FORECAST - ATTRITION RATE

There was an average attrition rate of 2% for sworn 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% in 2019, 1.5% in 2020 and 1.7% in 2021. Future minimum recruitment targets will incorporate these factors.

DROP Mandated Retirements		
2019	2020	2021
3	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. We have continued our 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.