

EEOP Utilization Report



Tue May 12 11:52:14 EDT 2015

Step 1: Introductory Information

Grant Title:	FY2014 Edward Byrne Memorial JAG Program	Grant Number:	2014-DJ-BX-0358
Grantee Name:	Key West Police	Award Amount:	\$14,780.00
Grantee Type:	Local Government Agency		
Address:	1604 N. Roosevelt Blvd. Key West, Florida 33040		
Contact Person:	Lieutenant James Benkoczy	Telephone #:	305-809-1000
Contact Address:	1604 N. Roosevelt Blvd. Key West, Florida 33040		
DOJ Grant Manager:	Elaine LanLandingham	DOJ Telephone #:	202-305-0034

Grant Title:	COPS Hiring Grant	Grant Number:	2011-UMWX-0042
Grantee Name:	Key West Police	Award Amount:	\$885,796.00
Grantee Type:	Local Government Agency		
Address:	1604 N. Roosevelt Blvd. Key West, Florida 33040		
Contact Person:	Lieutenant James Benkoczy	Telephone #:	305-809-1000
Contact Address:	1604 N. Roosevelt Blvd. Key West, Florida 33040		
DOJ Grant Manager:	Verela Braxton	DOJ Telephone #:	202-514-7016

Policy Statement:

The Key West Police Department is an Equal Opportunity employer. The Department affords equal employment, promotion, training and compensation opportunities to all people. It prohibits discrimination due to race, color, sex, gender identity or expression, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, source of income, age or veteran status, including qualified handicapped individuals. This policy and the Equal Employment Opportunity Plan, prepared by the Professional Standards Commander, approved by the Chief of Police, and adopted by the Department are intended to monitor and promote diversification of its work force by attracting protected class applicants and affording them equal opportunities for employment, promotion, training and compensation.

Step 4b: Narrative Underutilization Analysis

According to the Department of Justice, courts have generally recognized that statistics showing underutilization by two or more standard deviations may be significant. According to the calculations using the DOJ website, we are only significantly underutilizing White females (-17%) in sworn patrol officers positions. We are not significantly underutilizing any other race or sex in any other job category.

With that said, we recognize minor underutilization in sworn patrol to include: Black males (-5%), Hispanic females (-5%) and Black females (-4%), the last two contributing to an overall greater underutilization of females in general in this category. There was also an underutilization of White males in the sworn officials category of -9%.

The likely reason for underutilization of Whites is the abundance of Hispanics from both Key West and South Florida, where many of our applicants come from.

In keeping with our commitment to reflect the community we serve, the Department endeavors to attract more women applicants of all races, along with Black males.

Step 5 & 6: Objectives and Steps

1. Our objective is to make our workforce profile more closely reflect the available community labor force by hiring more women and blacks as sworn officers.

- a. We plan to provide equal opportunities for all applicants.
- b. We plan to communicate our objective to the prospective minority applicants in our employment advertising.
- c. We plan to recruit in diverse populations, such as military and minority communities.
- d. We plan to present our objective to the local high school population through our explorer program.

Step 7a: Internal Dissemination

We plan to disseminate our EEOP Utilization Report internally by:

1. Incorporate it into policies.
2. Email a copy to each current member.
3. Keep a copy available with Personnel Services or Human Resources.

Step 7b: External Dissemination

We plan to disseminate our EEOP Utilization Report outside the department by:

1. Make it available on the City website.
2. Communicate it to the media.
3. Have a complete copy available for review by the public.
3. Include a statement on all job applications and postings.

Utilization Analysis Chart
Relevant Labor Market: Monroe 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/
CLS #/%	2,870/53 %	455/8%	50/1%	0/0%	0/0%	0/0%	0/0%	0/0%	1,680/31 %	190/4%	125/2%	0/0%	0/0%	0/0%	29/1%	0/0%
Utilization #/%																
Professionals																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,015/42 %	284/6%	85/2%	0/0%	10/0%	0/0%	25/1%	10/0%	1,955/41 %	305/6%	50/1%	0/0%	45/1%	0/0%	0/0%	0/0%
Utilization #/%																
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	190/40%	60/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	140/29%	45/9%	0/0%	0/0%	45/9%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Officials																
Workforce #/%	17/55%	9/29%	1/3%	0/0%	1/3%	0/0%	0/0%	0/0%	3/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	935/64%	295/20%	65/4%	0/0%	0/0%	0/0%	0/0%	0/0%	105/7%	35/2%	25/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-9%	9%	-1%	0%	3%	0%	0%	0%	2%	-2%	-2%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	34/53%	16/25%	2/3%	0/0%	1/2%	0/0%	0/0%	0/0%	8/12%	2/3%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	1,255/40 %	320/10%	265/8%	0/0%	0/0%	0/0%	0/0%	0/0%	915/29%	245/8%	125/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	13%	15%	-5%	0%	2%	0%	0%	0%	-17%	-5%	-4%	0%	2%	0%	0%	0%
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/52%	10/34%	0/0%	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
Utilization #/%																
Administrative Support																
Workforce #/%	7/28%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	11/44%	4/16%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,905/27%	720/7%	180/2%	35/0%	85/1%	0/0%	40/0%	0/0%	4,775/44%	1,410/13%	455/4%	0/0%	105/1%	10/0%	25/0%	4/0%
Utilization #/%	1%	1%	-2%	-0%	-1%	0%	-0%	0%	-0%	3%	-0%	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 #/%	2,725/65%	1,035/25%	245/6%	0/0%	30/1%	0/0%	30/1%	20/0%	115/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,125/34%	2,185/18%	700/6%	0/0%	15/0%	0/0%	0/0%	0/0%	3,225/26%	1,345/11%	495/4%	10/0%	140/1%	0/0%	40/0%	0/0%
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																
Workforce #/%	0/0%	0/0%	0/0%	0/100%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	1/50%	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%	0/0%
Lieutenant																
Workforce #/%	4/67%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective or Sergeant																
Workforce #/%	12/55%	8/36%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	34/53%	16/25%	2/3%	0/2%	1/2%	0/0%	0/0%	0/0%	8/12%	2/3%	0/0%	0/0%	1/2%	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 EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Joseph Tripp

Professional Standards Commander

05-06-2015

[signature]

[title]

[date]