

# EEOP Utilization Report



Wed Nov 30 16:51:20 EST 2016

## Step 1: Introductory Information

<b>Grant Title:</b>	Edward Byrne Memorial Justice Assistance Grant	<b>Grant Number:</b>	2017-JAGC-NASS-1-F9-120
<b>Grantee Name:</b>	Nassau County	<b>Award Amount:</b>	\$45,615.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	96135 Nassau Place Yulee, Florida 32097		
<b>Contact Person:</b>	Carol Gilchrist	<b>Telephone #:</b>	904-530-6020
<b>Contact Address:</b>	91635 Nassau Place Yulee, Florida 32097		
<b>DOJ Grant Manager:</b>	Joan Sizemore	<b>DOJ Telephone #:</b>	850-617-1262

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### Policy Statement:

The Nassau County Sheriff's Office is an Equal Employment Opportunity Employer. We consider applicants for all position without regard to race, color, national origin, sex, age, gender, disability, martial status, religion or any other legally protected status.

#### **Step 4b: Narrative Underutilization Analysis**

In reviewing the Utilization Analysis Chart, it is noted that the job category, Protective Services: Sworn Patrol Officers showed underutilization of one standard deviation in White Female and Other.

In keeping with national trends in the percent of female officers employed across state and local police departments and Sheriff's Offices, the Nassau County Sheriff's Office is committed to having a workforce that is representative of the community that it serves and the nation as a whole.

#### **Step 5 & 6: Objectives and Steps**

**1. The Nassau County Sheriff's Office openly welcomes the applications of women who wish to serve as patrol and correctional officers. The input of current females employees will also be sought in an effort to better understand the possible barriers, real or perceived, that may deter females from applying. Along with this process, we will continue to make contact with every potential applicant at all recruiting events attended regardless of race and sex.**

- a. Our organization will designate a person from administration to serve as a liaison and outreach coordinator with the educational institutions, such as the Northeast Criminal Justice Academy at Florida State College, Jacksonville; as well as the Criminal Justice Academy at Florida Gateway College in Lake City and St. Johns River Community College in St. Augustine.

#### **Step 7a: Internal Dissemination**

Distribute a hard-copy of the EEOP to all employees in a supervisory position.

Send a hard-copy memorandum to all employees, informing them that a copy of the EEOP Short Form is available on request.

Keep a bound copy of the EEOP Short Form among the materials on display at the Nassau County Sheriff's Office Human Resources Department.

#### **Step 7b: External Dissemination**

Distribute bound copies of the EEOP Short Form to the Clerk of Court - Administrative Office for public review.

Post a copy of the EEOP Short Form on the Nassau County Sheriff's Office website.

**Utilization Analysis Chart**  
**Relevant Labor Market: Nassau 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
<b>Officials/Administrators</b>																
Workforce #/%	1/100%	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%	0/0%
CLS #/%	1,360/58%	34/1%	90/4%	0/0%	10/0%	0/0%	0/0%	0/0%	760/32%	35/1%	60/3%	0/0%	10/0%	0/0%	0/0%	0/0%
Utilization #/%	42%	-1%	-4%	0%	-0%	0%	0%	0%	-32%	-1%	-3%	0%	-0%	0%	0%	0%
<b>Professionals</b>																
Workforce #/%	4/100%	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%	0/0%
CLS #/%	940/33%	0/0%	50/2%	30/1%	10/0%	0/0%	0/0%	0/0%	1,630/57%	50/2%	80/3%	0/0%	65/2%	0/0%	25/1%	0/0%
Utilization #/%	67%	0%	-2%	-1%	-0%	0%	0%	0%	-57%	-2%	-3%	0%	-2%	0%	-1%	0%
<b>Technicians</b>																
Workforce #/%	2/100%	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%	0/0%
CLS #/%	350/57%	4/1%	15/2%	0/0%	0/0%	0/0%	4/1%	10/2%	160/26%	20/3%	40/6%	0/0%	0/0%	0/0%	15/2%	0/0%
Utilization #/%	43%	-1%	-2%	0%	0%	0%	-1%	-2%	-26%	-3%	-6%	0%	0%	0%	-2%	0%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	390/68%	20/4%	20/4%	0/0%	10/2%	0/0%	0/0%	0/0%	60/11%	15/3%	55/10%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	93/81%	2/2%	4/3%	1/1%	1/1%	0/0%	0/0%	2/2%	12/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	2,020/60%	95/3%	120/4%	0/0%	15/0%	0/0%	4/0%	0/0%	970/29%	30/1%	90/3%	0/0%	0/0%	0/0%	25/1%	0/0%
Utilization #/%	21%	-1%	-0%	1%	0%	0%	-0%	2%	-18%	-1%	-3%	0%	0%	0%	-1%	0%
<b>Protective Services: Non-sworn</b>																
Workforce #/%	25/58%	1/2%	2/5%	0/0%	0/0%	0/0%	0/0%	0/0%	9/21%	2/5%	4/9%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	35/78%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	10/22%	0/0%	0/0%	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 #/%	-20%	2%	5%	0%	0%	0%	0%	-22%	21%	5%	9%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	26/33%	1/1%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	42/53%	2/3%	6/8%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,445/25%	20/0%	170/3%	0/0%	25/0%	0/0%	10/0%	0/0%	3,495/61%	120/2%	340/6%	0/0%	60/1%	0/0%	25/0%	0/0%
Utilization #/%	8%	1%	-0%	0%	-0%	0%	-0%	0%	-8%	0%	2%	0%	-1%	0%	-0%	0%
<b>Skilled Craft</b>																
Workforce #/%	2/100%	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%	0/0%
CLS #/%	2,115/90%	45/2%	125/5%	0/0%	0/0%	0/0%	0/0%	0/0%	70/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	-2%	-5%	0%	0%	0%	0%	0%	-3%	0%	0%	0%	0%	0%	0%	0%
<b>Service/Maintenance</b>																
Workforce #/%	2/100%	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%	0/0%
CLS #/%	2,670/42%	415/7%	510/8%	15/0%	25/0%	0/0%	4/0%	10/0%	2,035/32%	135/2%	370/6%	0/0%	70/1%	0/0%	20/0%	85/1%
Utilization #/%	58%	-7%	-8%	-0%	-0%	0%	-0%	-0%	-32%	-2%	-6%	0%	-1%	0%	-0%	-1%

### 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
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	93/81%	2/2%	4/3%	1/1%	1/1%	0/0%	0/0%	2/2%	12/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

### 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									✓							
Protective Services: Non-sworn	✓							✓								

