

# EEO Utilization Report

## Organization Information

Name: Flagler County Sheriff's Office

City: Bunnell

State: FL

Zip: 32110

Type: County/Municipal Law Enforcement

## **Step 1: Introductory Information**

### **Policy Statement:**

The Flagler County Sheriff's Office (FCSO) is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of any kind. FCSO is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at FCSO are based on industry standards, job requirements and individual qualifications, without regard to race, color, religion, sex (including pregnancy, gender identity and sexual orientation), national origin, age, disability, genetic information (including family medical history), political affiliation, military service or any other status protected by the laws or regulations. FCSO has a zero-tolerance for all discrimination or harassment based on any of these characteristics.

## **Step 4b: Narrative of Interpretation**

Based off of the Utilization Analysis Chart, we have a relatively high percentage of underrepresentation of women across our Sworn Officials, Sworn Patrol Officers and Non-Sworn. The data that was provided does not include our Part-time positions; however, if all positions (F/T and P/T) are calculated, 30.90% of our total workforce is women. We also see that there's an underrepresentation of Hispanic males within our Non-Sworn positions.

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

**1. Our objective is to provide equal employment opportunities for women when our organization fills vacancies that become available in all of our job category.**

a. HR will conduct "targeted recruitment" of Hispanic or Latino Females for all positions. These efforts will include posting for positions at predominantly Hispanic colleges (i.e. FIU, etc.).

**2. Our objective is to provide equal employment opportunities for Hispanic Males when our organization fills vacancies that become available in all of our job category with a primary focus in Non-Sworn positions.**

a. HR will conduct "targeted recruitment" for Hispanic or Latino Males within Non-Sworn positions. These efforts will include posting for positions at predominantly Hispanic colleges (i.e. FIU, etc.).

## **Step 6: Internal Dissemination**

We will distribute the EEO Utilization Report to all employees (including the Sheriff) via our Intranet system.

## **Step 7: External Dissemination**

The EEO Utilization Report will be posted within our Careers page on FlaglerSheriff.com and if requested, we will provide to the individual via a Public Records Request.

**Utilization Analysis Chart**  
**Relevant Labor Market: Flagler 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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,990/55 %	20/1%	105/3%	0/0%	0/0%	10/0%	0/0%	0/0%	1,265/35 %	30/1%	110/3%	20/1%	35/1%	0/0%	15/0%	0/0%
Utilization #/%																
<b>Professionals</b>																
Workforce #/%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	13/81%	0/0%	0/0%	0/0%	1/6%	0/0%	0/0%	0/0%
CLS #/%	1,245/30 %	30/1%	45/1%	10/0%	10/0%	0/0%	0/0%	15/0%	2,150/52 %	80/2%	370/9%	0/0%	125/3%	0/0%	35/1%	0/0%
Utilization #/%	-18%	-1%	-1%	-0%	-0%	0%	0%	-0%	29%	-2%	-9%	0%	3%	0%	-1%	0%
<b>Technicians</b>																
Workforce #/%	3/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/33%	0/0%	1/11%	0/0%	1/11%	0/0%	1/11%	0/0%
CLS #/%	125/15%	25/3%	35/4%	0/0%	0/0%	0/0%	0/0%	0/0%	460/56%	105/13%	45/6%	0/0%	10/1%	0/0%	0/0%	10/1%
Utilization #/%	18%	-3%	-4%	0%	0%	0%	0%	0%	-23%	-13%	6%	0%	10%	0%	11%	-1%
<b>Protective Services: Sworn-Officials</b>																
Workforce #/%	54/81%	6/9%	3/4%	0/0%	0/0%	0/0%	0/0%	0/0%	2/3%	0/0%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	270/62%	15/3%	15/3%	0/0%	0/0%	0/0%	0/0%	0/0%	105/24%	30/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	19%	6%	1%	0%	0%	0%	0%	0%	-21%	-7%	3%	0%	0%	0%	0%	0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	108/67%	7/4%	11/7%	0/0%	1/1%	0/0%	1/1%	0/0%	21/13%	8/5%	5/3%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	1,470/52 %	195/7%	125/4%	0/0%	34/1%	0/0%	14/0%	50/2%	655/23%	125/4%	110/4%	0/0%	25/1%	0/0%	30/1%	0/0%
Utilization #/%	15%	-3%	2%	0%	-1%	0%	0%	-2%	-10%	1%	-1%	0%	-1%	0%	-1%	0%
<b>Protective Services: Non-sworn</b>																
Workforce #/%	18/29%	4/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	35/56%	3/5%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	15/11%	70/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	25/18%	30/21%	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 #/%	18%	-44%	0%	0%	0%	0%	0%	0%	39%	-17%	3%	0%	0%	0%	0%	0%
<b>Administrative Support</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,980/28 %	140/2%	250/4%	0/0%	95/1%	0/0%	0/0%	25/0%	3,920/55 %	255/4%	260/4%	35/0%	40/1%	0/0%	50/1%	15/0%
Utilization #/%																
<b>Skilled Craft</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,700/83 %	95/5%	60/3%	15/1%	60/3%	0/0%	4/0%	0/0%	95/5%	15/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
<b>Service/Maintenance</b>																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	2,920/41 %	595/8%	400/6%	40/1%	160/2%	0/0%	0/0%	50/1%	2,205/31 %	380/5%	275/4%	0/0%	70/1%	0/0%	0/0%	50/1%
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
<b>Protective Services: Sworn-Officials</b>									✓	✓						
<b>Protective Services: Sworn-Patrol Officers</b>									✓							
<b>Protective Services: Non-sworn</b>		✓								✓						

### 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>SHERIFF</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%
<b>CHIEF</b>																
Workforce #/%	3/60%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>COMMANDER</b>																
Workforce #/%	12/75%	2/12%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/6%	0/0%	1/6%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>SERGEANT</b>																
Workforce #/%	19/83%	3/13%	1/4%	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%
<b>CORPORAL</b>																
Workforce #/%	19/86%	1/5%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/5%	0/0%	0/0%	0/0%	0/0%	0/0%
<b>Protective Services: Sworn-Patrol Officers</b>																
Workforce #/%	108/67%	7/4%	11/7%	0/1%	1/1%	0/0%	1/1%	0/0%	21/13%	8/5%	5/3%	0/0%	0/0%	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 EEO Utilization Report.

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

Certified As Final By: Christopher Wagner

HR Director

02-07-2023

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