

EEO Utilization Report

Organization Information

Name: Santa Rosa County Sheriff's Office

City: Milton

State: FL

Zip: 32583

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Attached is our agency's Harassment and Discrimination Policy.

Following File has been uploaded:D-008 - Harassment and Discrimination.doc

Step 4b: Narrative of Interpretation

Since January 1, 2021, the Santa Rosa County Sheriff's Office has received 139 applications for sworn law enforcement positions. Of those applications received, only 24 were female applicants. Of those 24 applicants, 10 did not meet the minimum qualifications (such as being certified in the state of Florida), three (3) were disqualified for policy violations, four (4) withdrew their application, and the remainder are pending processing. Female applicants, regardless of ethnicity are underutilized when compared to county demographics due to the nature of work and lack of available applicants. The same can be said for African-American male applicants for sworn patrol positions. Underutilization is attributed to a lack of available applicants who meet the minimum qualifications for the position.

Step 5: Objectives and Steps

1. Our objective is to provide equal employment opportunities for Black or African American men when our organization fills vacancies that become available in the Protective Services: Sworn-Patrol Officers job category.

a. Work diligently to process applications for Black or African American men when minimum qualifications are met. To establish a hiring process that does not unnecessarily disqualify Black or African American males.

2. Our objective is to provide equal employment opportunities for White women when our organization fills vacancies that become available in the Protective Services: Non-Sworn job category.

a. Work diligently to process applications for white females men when minimum qualifications are met. To establish a hiring process that does not unnecessarily disqualify white females.

3. Our objective is to provide equal employment opportunities for White women when our organization fills vacancies that become available in the Protective Services: Sworn-Patrol Officers job category.

a. Work diligently to process applications for white females men when minimum qualifications are met. To establish a hiring process that does not unnecessarily disqualify white females.

Step 6: Internal Dissemination

Our EEO Utilization report is disseminated via agency bulletin board in a public area, via agency website, and via intra-office electronic bulletin board (PowerDMS). These methods of dissemination are accessible by the public, vendors, and members of the agency.

Step 7: External Dissemination

External dissemination will be via agency website.

Utilization Analysis Chart
Relevant Labor Market: Santa Rosa 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 #/%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/71%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,790/50%	55/2%	4/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1,615/45%	30/1%	40/1%	4/0%	50/1%	0/0%	0/0%	4/0%
Utilization #/%	-21%	-2%	-0%	0%	0%	0%	0%	0%	26%	-1%	-1%	-0%	-1%	0%	0%	-0%
Professionals																
Workforce #/%	3/27%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/64%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,900/33%	79/1%	115/2%	15/0%	90/2%	0/0%	20/0%	0/0%	3,300/57%	39/1%	105/2%	0/0%	35/1%	10/0%	10/0%	25/0%
Utilization #/%	-6%	8%	-2%	-0%	-2%	0%	-0%	0%	6%	-1%	-2%	0%	-1%	-0%	-0%	-0%
Technicians																
Workforce #/%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/40%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	355/30%	0/0%	0/0%	0/0%	10/1%	0/0%	35/3%	0/0%	725/62%	45/4%	0/0%	0/0%	4/0%	0/0%	0/0%	4/0%
Utilization #/%	10%	0%	0%	0%	-1%	0%	-3%	0%	-22%	16%	0%	0%	-0%	0%	0%	-0%
Protective Services: Sworn-Officials																
Workforce #/%	69/83%	2/2%	1/1%	0/0%	1/1%	0/0%	0/0%	0/0%	8/10%	0/0%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	865/74%	50/4%	45/4%	0/0%	15/1%	15/1%	4/0%	0/0%	160/14%	0/0%	10/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	9%	-2%	-3%	0%	-0%	-1%	-0%	0%	-4%	0%	2%	0%	0%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	129/76%	5/3%	2/1%	4/2%	6/4%	0/0%	0/0%	0/0%	18/11%	0/0%	3/2%	2/1%	1/1%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	3,065/53%	265/5%	295/5%	0/0%	20/0%	15/0%	34/1%	15/0%	1,810/31%	75/1%	120/2%	0/0%	100/2%	0/0%	15/0%	4/0%
Utilization #/%	23%	-2%	-4%	2%	3%	-0%	-1%	-0%	-20%	-1%	-0%	1%	-1%	0%	-0%	-0%
Protective Services: Non-sworn																
Workforce #/%	61/70%	0/0%	6/7%	0/0%	1/1%	0/0%	0/0%	0/0%	15/17%	1/1%	3/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	35/70%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	15/30%	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 #/%	0%	0%	7%	0%	1%	0%	0%	0%	-13%	1%	3%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	26/29%	1/1%	0/0%	0/0%	1/1%	0/0%	0/0%	0/0%	57/63%	0/0%	4/4%	2/2%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,095/28%	205/2%	285/3%	0/0%	95/1%	15/0%	20/0%	10/0%	6,120/56%	240/2%	430/4%	55/1%	160/1%	0/0%	125/1%	20/0%
Utilization #/%	0%	-1%	-3%	0%	0%	-0%	-0%	-0%	6%	-2%	0%	2%	-1%	0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	3,215/82%	80/2%	270/7%	60/2%	10/0%	10/0%	20/1%	10/0%	250/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
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 #/%	4,450/43%	400/4%	505/5%	30/0%	175/2%	15/0%	145/1%	15/0%	3,690/35%	205/2%	445/4%	10/0%	175/2%	50/0%	45/0%	95/1%
Utilization #/%	57%	-4%	-5%	-0%	-2%	-0%	-1%	-0%	-35%	-2%	-4%	-0%	-2%	-0%	-0%	-1%

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									✓							

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 #/%	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%
Assistant Chief																
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%
Colonel																
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%
Major																
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%
Captain																
Workforce #/%	5/100%	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%
Lieutenant																
Workforce #/%	14/100%	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%
Sergeant																
Workforce #/%	31/84%	1/3%	1/3%	0/3%	1/3%	0/0%	0/0%	0/0%	3/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	129/76%	5/3%	2/1%	4/4%	6/4%	0/0%	0/0%	0/0%	18/11%	0/0%	3/2%	2/1%	1/1%	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: Heather Gunn

Human Resources Director

07-27-2021

[signature]

[title]

[date]