

EEOP Utilization Report



Tue Dec 02 16:47:08 EST 2014

Step 1: Introductory Information

Grant Title:	Edward Byrne Memorial Justice Assistance Grant	Grant Number:	2015-JAGC-NASS-1-R3-010
Grantee Name:	Nassau County	Award Amount:	\$49,172.00
Grantee Type:	Local Government Agency		
Address:	96135 Nassau Place Yulee, Florida 32097-8634		
Contact Person:	Carol Gilchrist	Telephone #:	904-530-6020
Contact Address:	96135 Nassau Place Yulee, Florida 32097-8634		
State Granting Agency:	FDLE	Grant Number:	2015-JAGC-NASS-1-R3-010
Contact Name:	Joan Sizemore		
Contact Address:	P.O. Box 1480 Tallahassee, Florida 32302-1489		
Telephone #:	850-617-1262		

Policy Statement:

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

Step 4b: Narrative Underutilization Analysis

In reviewing the Utilization Analysis Chart, it is noted that only one job category, Protective Services: Sworn Patrol Officers (which includes Correctional Officers) showed underutilization of one standard deviation in White Female.

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 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 in Jacksonville; as well as the Criminal Justice Academy at Florida Gateway College in Lake City, FL.

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
Officials/Administrators																
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 #/%	1,360/68%	34/1%	90/4%	0/0%	10/0%	0/0%	0/0%	760/32%	35/1%	60/3%	0/0%	0/0%	10/0%	0/0%	0/0%	0/0%
Utilization #/%	42%	-1%	-4%	0%	-0%	0%	0%	-32%	-1%	-3%	0%	0%	-0%	0%	0%	0%
Professionals																
Workforce #/%	2/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/60%	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%	1,630/57%	50/2%	80/3%	0/0%	0/0%	65/2%	0/0%	25/1%	0/0%
Utilization #/%	7%	0%	-2%	-1%	-0%	0%	0%	3%	-2%	-3%	0%	0%	-2%	0%	-1%	0%
Technicians																
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 #/%	350/57%	4/1%	15/2%	0/0%	0/0%	0/0%	4/1%	160/26%	20/3%	40/6%	0/0%	0/0%	0/0%	0/0%	15/2%	0/0%
Utilization #/%	43%	-1%	-2%	0%	0%	0%	-1%	-26%	-3%	-6%	0%	0%	0%	0%	-2%	0%
Protective Services: Sworn-Officials																
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%	60/11%	15/3%	55/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Protective Services: Sworn-Patrol Officers																
Workforce #/%	115/79%	3/2%	6/4%	0/0%	1/1%	0/0%	0/0%	18/12%	0/0%	3/2%	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%	970/29%	30/1%	90/3%	0/0%	0/0%	0/0%	0/0%	25/1%	0/0%
Utilization #/%	19%	-1%	1%	0%	0%	0%	-0%	-16%	-1%	-1%	0%	0%	0%	0%	-1%	0%
Protective Services: Non-Sworn																
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 #/%	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 #/%	22%	0%	0%	0%	0%	0%	0%	-22%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	17/24%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	48/67%	1/1%	5/7%	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 #/%	-2%	1%	-3%	0%	-0%	0%	-0%	0%	5%	-1%	1%	0%	-1%	0%	-0%	0%
Skilled Craft																
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%
Service/Maintenance																
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%
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 #/%	8%	43%	-8%	-0%	-0%	0%	-0%	-0%	-32%	-2%	-6%	0%	-1%	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									✓							

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
Protective Services: Sworn-Patrol Officers																
Workforce #/%	115/79%	3/2%	6/4%	0/1%	1/1%	0/0%	0/0%	0/0%	18/12%	0/0%	3/2%	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 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.

Brian Joseph
[signature]

Sheriff
[title]

12-3-14
[date]