

**PINELLAS COUNTY SHERIFF'S OFFICE
GRANTS ADMINISTRATION SECTION**

DATE: February 27, 2007

TO: Readers of 2007 Department of Justice
Equal Employment Opportunity Plan ("EEOP")

FROM: Kathleen Corr, Grants Administrator

SUBJECT: Purpose of this EEOP

As a recipient of federal grant funds, the United States Department of Justice ("DOJ") required that the Pinellas County Sheriff's Office ("PCSO") submit this Equal Employment Opportunity Plan ("EEOP"). This EEOP was prepared exclusively pursuant to DOJ guidelines, using data and methodologies required by DOJ, and it is not to be considered or used for any purpose other than that for which it was intended. PCSO is an equal opportunity employer that has not and will not discriminate against anyone because of a protected status.

/kc

EQUAL EMPLOYMENT OPPORTUNITY PLAN

PINELLAS COUNTY SHERIFF'S OFFICE

10750 Ulmerton Road

Largo, Florida 33778

(727) 582-6200

Submitted to: Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice
810 Seventh Street, N.W., Room 8136
Washington, D.C. 20531

Purpose of Submission: To comply with the Office for Civil Rights requirement that grantees that have 50 or more employees; have 3 percent or more minorities in service population; and that receive over \$500,000 (or \$1 million during an 18 month period) are required to submit an EEOP to the Office of Civil Rights for review.

Grant Title: Multiple Awards

Grant Number: Multiple

Grantee Name: Pinellas County Sheriff's Office

Award Amount: Multiple

Contact Person: Sgt. Mary Kurchinski

Telephone #: (727) 582-6766

Date and effective duration of EEOP: February 4, 2007 – February 3, 2009

PART 1: POLICY STATEMENT

It is the policy of the Pinellas County Sheriff's Office (PCSO) to recruit, advertise for, and hire employees without regard to race, creed, color, sex, age, national origin or disability. Further, it is the policy of PCSO to treat all persons equally with respect to all employment practices including screening, recruitment, demotion, assignment, hiring, leave practices, rates of pay, fringe benefits and other forms or pay or credit for services rendered.

PCSO subscribes to this plan of action and has initiated the necessary steps to comply with the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, Executive Order 11246, Executive Order 11375, Revised Order #4, and as amended by Civil Rights Act of 1991, as they apply to all equal employment opportunities.

PCSO also subscribes to the provisions of the Americans with Disabilities Act which prohibits discrimination against qualified individuals with a disability, and will provide reasonable accommodations in the application process and in the performance of essential job functions. The Sheriff and all administrative management personnel are committed to Equal Employment Opportunity (EEO) and will follow all EEO laws and Fair Employment Practices to assure fair and equitable treatment of all present and future employees.

The Human Resources Director shall be accountable for the development, implementation and administration of PCSO's Equal Employment Opportunity Plan as necessary to effectively carry out PCSO's equal employment opportunity objectives. EEO statistics comparing the agency's workforce with the available community workforce shall be updated annually.

The Human Resources Director shall have the overall responsibility for insuring compliance of PCSO with the provisions of the Equal Employment Opportunity Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, Executive Order 11246, Executive Order 11375, Revised Order #4, and as amended by Civil Rights Act of 1991, as they apply to all equal employment opportunities.

The Human Resources Director shall be responsible for interpreting the policies and goals of the Equal Employment Opportunity Plan to management, to employees, and to other groups and agencies to assure that the Plan attains its objectives.

Each Bureau Commander shall be responsible for providing guidance to their respective staff persons, and for coordination as necessary to effectively carry out the Equal Employment Opportunity responsibilities applicable to their bureaus. Each Bureau Commander shall work directly with the Human Resources Director relative to the progress and/or lack of progress regarding equal employment requirements and issues.

Each Bureau Commander will be held accountable for commitment to and effectiveness in carrying out the Pinellas County Sheriff's Office Equal Employment Opportunity Plan. The annual goals for each Bureau Commander will include appropriate equal opportunity targets and management objectives established for their respective bureaus.

This policy is approved and effectively dated January 25, 2007.

JIM COATS, Sheriff
Pinellas County

PART 2: PINELLAS COUNTY SHERIFF'S OFFICE WORKFORCE ANALYSIS

Two charts are included in Part 2. The first chart, entitled *Pinellas County Sheriff's Office Workforce Summary*, provides a statistical breakdown of the agency's current workforce for each job category, broken down by gender within each racial and national origin group. The data taken from the Pinellas County Sheriff's Office EEO Report depicts the agency's workforce composition as of December 11, 2006.

These statistics have been converted into percentages reflecting the portion of people in each job classification, of a given race/sex/national origin. For example, as is the case in the "Officials/Administrators" category, the Sheriff's Office has three employees designated as Officials/Administrators—one black male, and two white males—the chart displays 1 and 33.3% in the blocks for black male, and 2 and 66.7% in the blocks for white male in the Officials/Administrators Category.

The second chart is entitled *Pinellas County Sheriff's Office Protective Services Officials*. For purposes of this report Protective Services Officials are defined as sworn personnel above the rank of entry level position. These data are included in the Protective Services Category of the first chart under "officials." Law Enforcement Bureau Deputies and Detention Bureau Deputies are in this same category, but are listed separately.

PART 3: COMMUNITY LABOR STATISTICS

The chart entitled *Community Labor Statistics* comprises Part 3 of this report and provides a statistical breakdown of the available community workforce for each job category broken down by gender within each national origin group. These data were obtained from the U.S. Census Bureau 2000 EEO Data Tool and reflect the community which forms this agency's potential hiring pool* - the Tampa – St. Petersburg – Clearwater, Florida Metropolitan Statistical Area.

As with the charts detailing the agency's current workforce composition included in Part 2, the analysis of the community workforce also has been converted into percentages.

*Please note that there are certain disqualifiers for persons in the MSA pool, such as, but not limited to, a felony conviction and lack of a high school diploma/G.E.D.

PART 4: UTILIZATION ANALYSIS

Part 4 is comprised of two sections.

The first section includes one chart, entitled *Utilization Analysis*, and compares the Pinellas County Sheriff's Office workforce with that of the relevant community in order to determine if, and in what job categories, women and/or minorities (cross-classified by gender) are under-represented in the agency's workforce. The utilization analysis forms the basis for the Equal Employment Opportunity Plan and is obtained by comparing the information presented in Part 2 with that in Part 3. The format in the Utilization Analysis chart is presented in terms of percentages. Figures were determined by subtracting the percentages obtained in Part 3 from those obtained in Part 2. As an example, if Hispanic males comprised 25% of the agency's professional employees, but Hispanic males made up 50% of professionals in the community workforce, 50% would be subtracted from 25%. The resulting figure, -25%, would be placed in the block on the underutilization analysis for Hispanic males professionals. This process is applied to all categories.

The second section of the utilization analysis is narrative and provides the agency's interpretation of the utilization analysis chart and points out areas that are of concern.

Utilization Analysis Narrative:

The Pinellas County Sheriff’s Office (PCSO) had a total of 3,063 full- and part-time permanent employees as of December 11, 2006. Of those employees, 1,784 (58.24%) were male and 1,279 (41.76%) were female.

Males

The Work Force Utilization Analysis chart which compares U.S. Census, 2000 Tampa – St. Petersburg – Clearwater, Florida Metropolitan Statistical Area with the Pinellas County Sheriff’s workforce as of December 11, 2006 identifies an under-representation of males in the following job categories and races:

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
White Males	Professionals	18.8%
	Technicians	2.6%
	Protective Services Officials (Detention)	1.4%
	Administrative Support	16.7%
Hispanic Males	Officials/Administrators	3.7%
	Professionals	1.7%
	Technicians	3.2%
	Protective Services Officials (Law Enforcement)	4.3%
	Protective Services Officials (Detention)	6.1%
	Protective Services Entry Level (Law Enforcement)	2.9%
	Protective Services Entry Level (Detention)	0.7%
	Protective Services Non-Sworn	2.9%
	Administrative Support	2.7%
Skilled Craft	10.3%	
Black Males	Professionals	0.4%
	Technicians	1.0%
	Protective Services Officials (Law Enforcement)	4.6%
	Protective Services Officials (Detention)	4.2%
	Protective Services Non-Sworn	4.6%
	Administrative Support	1.8%
	Skilled Craft	6.5%
Asian Males	Officials/Administrators	0.9%
	Professionals	1.3%
	Technicians	0.7%
	Protective Services Officials (Law Enforcement & Det.)	0.4%
	Protective Services Entry Level (Law Enforcement & Det.)	0.9%
	Administrative Support	0.6%
	Skilled Craft	0.9%

Native Hawaiian/ Other Pacific Islander Males	Officials/Administrators	0.01%
	Protective Services Entry Level (Law Enforcement)	0.03%
	Administrative Support	0.03%
	Skilled Craft	0.02%
American Indian/ Alaskan Native Males	Officials/Administrators	0.2%
	Technicians	0.3%
	Protective Services Officials (Law Enforcement & Det)	0.4%
	Protective Services Entry Level (Detention)	0.1%
	Administrative Support	0.1%
	Skilled Craft	0.5%
Two or more races Males	Officials/Administrators	0.7%
	Professionals	0.7%
	Technicians	0.5%
	Protective Services Entry Level (Law Enforcement & Det)	0.9%
	Protective Services Non-Sworn	1.1%
	Administrative Support	0.5%
	Skilled Craft	1.6%

There are a total of forty-five areas of male under-representation ranging from a low of .01% to a high of 18.8%. Further analysis of the utilization chart demonstrates the following information:

- **Twenty-three of the forty-six are underutilized by less than one-percent (.01% - .9%) distributed as follows:**

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
Hispanic Males	Protective Services Entry Level (Detention)	0.7%
Black Males	Professionals	0.4%
Asian Males	Officials/Administrators	0.9%
	Technicians	0.7%
	Protective Services Officials (Law Enforcement & Det)	0.4%
	Protective Services Entry Level (Law Enforcement & Det)	0.9%
	Administrative Support	0.6%
	Skilled Craft	0.9%
Native Hawaiian/ Other Pacific Islander Males	Officials/Administrators	0.01%
	Protective Services Entry Level (Law Enforcement)	0.03%
	Administrative Support	0.03%
	Skilled Craft	0.02%
American Indian/ Alaskan Native Males	Officials/Administrators	0.2%
	Technicians	0.3%
	Protective Services Officials (Law Enforcement & Det)	0.4%
	Protective Services Entry Level (Detention)	0.1%
	Administrative Support	0.1%
	Skilled Craft	0.5%

Two or more races	Officials/Administrators	0.7%
Males	Professionals	0.7%
	Technicians	0.5%
	Protective Services Entry Level (Law Enforcement & Det)	0.9%
	Administrative Support	0.5%

- **Seventeen of the forty-five are underutilized by less than five-percent (1.0% - 4.6%) distributed as follows:**

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
White Males	Technicians	2.6%
	Protective Services Officials (Detention)	1.4%
Hispanic Males	Officials/Administrators	3.7%
	Professionals	1.7%
	Technicians	3.2%
	Protective Services Officials (Law Enforcement)	4.3%
	Protective Services Entry Level (Law Enforcement)	2.9%
	Protective Services Non-Sworn	2.9%
	Administrative Support	2.7%
Black Males	Technicians	1.0%
	Protective Services Officials (Law Enforcement)	4.6%
	Protective Services Officials (Detention)	4.2%
	Protective Services Non-Sworn	4.6%
	Administrative Support	1.8%
Asian Males	Professionals	1.3%
Two or more races	Protective Services Non-Sworn	1.1%
	Skilled Craft	1.6%

- **Two of the forty-five are underutilized in a range between 5.1% and 6.5% distributed as follows:**

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
Hispanic Males	Protective Services Officials (Detention)	6.1%
Black Males	Skilled Craft	6.5%

- Three of the forty-five are included in the highest grouping of male underutilization and distributed as follows:

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
White Males	Professionals	18.8%
	Administrative Support	16.7%
Hispanic Males	Skilled Craft	10.3%

Females

The Work Force Utilization Analysis chart which compares U.S. Census, 2000 Tampa – St. Petersburg – Clearwater, Florida Metropolitan Statistical Area with the Pinellas County Sheriff’s workforce as of December 11, 2006 identifies an under-representation of females in the following job categories and races:

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
White Females	Officials/Administrators	33.8%
	Protective Services Officials (Law Enforcement)	4.6%
	Protective Services Entry Level (Law Enforcement)	25.4%
	Protective Services Entry Level (Detention)	16.2%
	Skilled Craft	5.2%
Hispanic Females	Officials/Administrators	2.8%
	Technicians	1.6%
	Protective Services Officials (Law Enforcement)	0.3%
	Protective Services Officials (Detention)	1.3%
	Protective Services Entry Level (Law Enforcement)	5.0%
	Protective Services Entry Level (Detention)	4.3%
	Protective Services Non-Sworn	2.2%
	Administrative Support	4.9%
	Skilled Craft	0.9%
Black Females	Officials/Administrators	2.3%
	Technicians	4.4%
	Protective Services Officials (Law Enforcement)	2.8%
	Protective Services Entry Level (Law Enforcement)	4.3%
	Protective Services Non-Sworn	2.5%
	Skilled Craft	0.7%
Asian Females	Officials/Administrators	0.6%
	Professionals	0.6%
	Technicians	0.4%
	Protective Services Officials (Law Enforcement & Det)	0.2%
	Protective Services Entry Level (Law Enforcement)	1.1%
	Protective Services Entry Level (Detention)	0.6%
	Skilled Craft	0.4%

Native Hawaiian/ Other Pacific Islander Females	Officials/Administrators	0.03%
	Technicians	0.1%
	Protective Services Entry Level (Law Enforcement & Det)	0.03%
	Administrative Support	0.03%
American Indian/ Alaskan Native Females	Officials/Administrators	0.1%
	Professionals	0.1%
	Technicians	0.2%
	Protective Services Officials (Law Enforcement & Det)	0.1%
	Protective Services Entry Level (Law Enforcement & Det)	0.1%
	Protective Services Non-Sworn	0.4%
	Skilled Craft	0.03%
Two or more races Females	Officials/Administrators	0.4%
	Professionals	0.6%
	Technicians	0.9%
	Protective Services Officials (Law Enforcement & Det)	0.1%
	Protective Services Entry Level (Law Enforcement & Det)	0.9%
	Protective Services Non-Sworn	1.1%
	Administrative Support	1.0%
	Skilled Craft	0.1%

There are a total of forty-six areas of female under-representation ranging from a low of .03% to a high of 33.8%. Further analysis of the utilization chart demonstrates the following information:

- **Twenty-six of the forty-six are underutilized by less than one-percent (.03% - .9%) distributed as follows:**

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
Hispanic Females	Protective Services Officials (Law Enforcement)	0.3%
	Skilled Craft	0.9%
Black Females	Skilled Craft	0.7%
Asian Females	Officials/Administrators	0.6%
	Professionals	0.6%
	Technicians	0.4%
	Protective Services Officials (Law Enforcement & Det)	0.2%
	Protective Services Entry Level (Detention)	0.6%
	Skilled Craft	0.4%
Native Hawaiian/ Other Pacific Islander Females	Officials/Administrators	0.03%
	Technicians	0.1%
	Protective Services Entry Level (Law Enforcement & Det)	0.03%
	Administrative Support	0.03%
American Indian/ Alaskan Native	Officials/Administrators	0.1%
	Professionals	0.1%

Females	Technicians	0.2%
	Protective Services Officials (Law Enforcement & Det)	0.1%
	Protective Services Entry (Law Enforcement & Detention)	0.1%
	Protective Services Non-Sworn	0.4%
	Skilled Craft	0.03%
Two or more races	Officials/Administrators	0.4%
Females	Professionals	0.6%
	Technicians	0.9%
	Protective Services Officials (Law Enforcement & Det)	0.1%
	Protective Services Entry Level (Law Enforcement & Det)	0.9%
	Skilled Craft	0.1%

- **Fifteen of the forty-six are underutilized by less than five-percent (1.0% - 4.9%) distributed as follows:**

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
White Females	Protective Services Officials (Law Enforcement)	4.6%
Hispanic Females	Officials/Administrators	2.8%
	Technicians	1.6%
	Protective Services Officials (Detention)	1.3%
	Protective Services Entry Level (Detention)	4.3%
	Protective Services Non-Sworn	2.2%
	Administrative Support	4.9%
Black Females	Professionals	2.3%
	Technicians	4.4%
	Protective Services Officials (Law Enforcement)	2.8%
	Protective Services Entry Level (Law Enforcement)	4.3%
	Protective Services Non-Sworn	2.5%
Asian Females	Protective Services Entry Level (Law Enforcement)	1.1%
Two or more races	Protective Services Non-Sworn	1.1%
Females	Administrative Support	1.0%

- **Two of the forty-six are underutilized in a range between 5.0% and 5.2 % distributed as follows:**

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
White Females	Skilled Craft	5.2%
Hispanic Females	Protective Services Entry Level (Law Enforcement)	5.0%

- **Three of the forty-six are included in the highest grouping of female underutilization and distributed as follows:**

<u>Race/Hispanic Origin</u>	<u>Job Category</u>	<u>Underutilization</u>
White Females	Officials/Administrators	33.8%
	Protective Services Entry Level (Law Enforcement)	25.4%
	Protective Services Entry Level (Detention)	16.2%

PART 5: OBJECTIVES

Part 5 addresses the underutilization of females and minorities identified in Part 5 and sets forth objectives to address underutilization

It should be noted that the majority of underutilizations are small in percentage and corresponding number, but that these underutilizations will be taken into account as positions are created and/or vacancies occur.

The Pinellas County Sheriff's Office has as one of its objectives to Law Enforcement Protective Services Entry Level category (underutilization of 25.4%) in which women are most underutilized, followed by the Detention Protective Services Entry Level (underutilization of 16.2%) category.

A second objective is to increase the number of minority males throughout the agency's job classifications with special focus on the job categories of highest underutilization, specifically, in Professionals (18.8%), followed by Administrative Support (16.7%) and Skilled Craft (10.3%) categories.

PART 6: STEPS TO ACHIEVE THE OBJECTIVES

Four years ago, the Pinellas County Sheriff's Office instituted the position of a full-time Diversity Officer to pinpoint the factors and propose solutions to address the underutilization of women and minorities within the agency. The Diversity Officer assists the Human Resources Director by making every effort to look at positions and recruit qualified applicants of every race, with a focus on those categories of underutilization. Further, the Human Resources Director and the Diversity Officer will review and refine all of the agency's processes to determine if any of the procedures currently in use are barriers to minorities, including females, in applying for and obtaining employment and in being promoted as opportunities become available. The Diversity Officer holds periodic meetings with Bureau Commanders to review department progress in achieving the Plans objectives.

PART 7: DISSEMINATION

This Equal Employment Opportunity Plan will be disseminated to the agency's workforce and to its job applicants in the following manner:

- A copy of the Equal Employment Opportunity Plan will be included in the agency's website, both internal and external.
- A copy of the Equal Employment Opportunity Policy will be given to each Bureau to post and keep available for staff.

CHART #1 PINELLAS COUNTY SHERIFF'S OFFICE'S WORKFORCE SUMMARY

Job Category	Male								Female						
	Total	W	H	B	A	NH / OPI	AI / AN	2 or more races	W	H	B	A	NH / OPI	AI / AN	2 or more races
Officials/Administrators (01)	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0
	100%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals (02)	252	47	4	5	1	2	1	0	152	13	24	2	1	0	0
	100%	18.7%	1.6%	2.0%	0.4%	0.8%	0.4%	0.0%	60.3%	5.2%	9.5%	0.8%	0.4%	0.0%	0.0%
Technicians (03)	236	70	1	3	1	0	0	0	149	5	5	2	0	0	0
	100%	29.7%	0.4%	1%	0.4%	0.0%	0.0%	0.0%	63.1%	2.1%	2.1%	0.8%	0.0%	0.0%	0.0%
Protective Services Sworn: (04)															
Law Enforcement Officials: (Sergeants, Lieutenants, Captains, Majors, Chief Deputy & Sheriff)	132	109	4	6	0	0	0	0	11	0	1	0	1	0	0
	100%	82.6%	3.0%	4.5%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.8%	0.0%	0.8%	0.0%	0.0%
Detention Officials (Sergeants, Lieutenants, Captains, Majors)	82	51	1	4	0	0	0	0	16	0	10	0	0		0
	100%	62.2%	1.2%	4.9%	0.0%	0.0%	0.0%	0.0%	19.5%	0.0%	12.2%	0.0%	0.0%	0.0%	0.0%
Law Enforcement Deputies	804	617	21	52	3	0	2	0	94	2	12	0	0	1	0
	100%	76.7%	2.6%	6.5%	0.4%	0.0%	0.2%	0.0%	11.7%	0.2%	1.5%	0.0%	0.0%	0.1%	0.0%
Detention Deputies	820	459	39	69	3	2	1	0	171	7	64	4	0	1	0
	100%	56.0%	4.8%	8.4%	0.4%	0.2%	0.1%	0.0%	20.9%	0.9%	7.8%	0.5%	0.0%	0.1%	0.0%
Protective Services Non-Sworn	268	122	1	7	4	0	0	0	117	3	11	2	1	0	0
-5	100%	45.5%	0.4%	2.6%	1.5%	0.0%	0.0%	0.0%	43.7%	1.1%	4.1%	0.7%	0.4%	0.0%	0.0%
Administrative Support (06)	449	46	2	4	0	0	0	0	344	6	41	5	0	1	0
	100%	10.3%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	76.8%	1.3%	9.2%	1.1%	0.0%	0.2%	0.0%
Skilled Craft (07)	17	17	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	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%
Service/Maintenance (08)	Not applicable to the agency														
Totals	3063	1540	73	151	12	4	4	0	1054	36	168	15	3	3	0
	100%	50.3%	2.4%	4.9%	0.4%	0.1%	0.1%	0.0%	34.4%	1.2%	5.5%	0.5%	0.1%	0.1%	0.0%

Chart #2 PINELLAS COUNTY SHERIFF'S OFFICE PROTECTIVE SERVICES OFFICIALS*

Job Category	Male								Female						
	Total	W	H	B	A	NH / OPI	AI / AN	2 or more races	W	H	B	A	NH / OPI	AI / AN	2 or more races
Sheriff	1	1													
		100%													
Chief Deputy	1	1													
		100%													
Law Enforcement Majors	2	2													
		100%													
Detention Majors	1	1													
		100%													
Total Agency Majors	3	3													
	100%	100%													
Law Enforcement Captains	9	7		1									1		
	100%	78%		11%									11%		
Detention Captains	4	3											1		
Total Agency Captains	100%	75%											25%		
Law Enforcement Lieutenants	27	23	2						2						
	100%	85%	7%						7%						
Detention Lieutenants	19	13		1					3		2				
Total Agency Lieutenants	100%	68%		5%					16%		11%				
Law Enforcement Sergeants	92	75	2	5					9		1				
	100%	82%	2%	5%					10%		1%				
Detention Sergeants	58	34	1	3					13		7				
Total Agency Sergeants	100%	59%	2%	5%					22%		12%				
Total Agency Officials	214	160	5	10					27		11		1		
	100%	75%	2%	5%					13%		5%		0.5%		

Chart #3 COMMUNITY LABOR STATISTICS (CLS)*

Job Category	Total	Male							Female						
		W	H	B	A	NH / OPI	AI / AN	2 or more races	W	H	B	A	NH / OPI	AI / AN	2 or more races
Officials/Administrators	168,049	88,040	6,140	3,655	1,430	15	280	1,160	56,759	4,745	3,820	1,040	50	185	735
% of total	100	52.4%	3.7%	2.2%	0.9%	0.01%	0.2%	0.7%	33.8%	2.8%	2.3%	0.6%	0.03%	0.1%	0.4%
Professionals	194,674	72,910	6,380	4,725	3,325	40	330	1,289	85,505	7,280	8,570	2,820	50	264	1,185
% of total	100%	37.5%	3.3%	2.4%	1.7%	0.02%	0.2%	0.7%	43.9%	3.7%	4.4%	1.4%	0.03%	0.1%	0.6%
Technicians	28,725	9,270	1,020	655	310	0	75	140	13,645	1,065	1,875	345	15	65	250
% of total	100%	32.3%	3.6%	2.3%	1.1%	0.0%	0.3%	0.5%	47.5%	3.7%	6.5%	1.2%	0.1%	0.2%	0.9%
Protective Services:															
Officials	20,195	12,840	1,465	1,845	80	0	85	2	2,605	264	720	45	0	30	19
% of total	100%	63.6%	7.3%	9.1%	0.4%	0.0%	0.4%	0.01%	12.9%	1.3%	3.6%	0.2%	0.0%	0.1%	0.1%
Patrol Officers* (Civilian Labor Force)	414,541	168,190	22,860	18,860	5,355	124	879	3,798	153,800	21,435	23,850	4,680	130	720	3,734
% of total	100%	40.6%	5.5%	4.5%	1.3%	0.03%	0.2%	0.9%	37.1%	5.2%	5.8%	1.1%	0.03%	0.2%	0.9%
Protective Services Non-Sworn	905	410	30	65	10	0	0	10	275	30	60	0	0	4	10
% of total	100%	45.3%	3.3%	7.2%	1.1%	0.0%	0.0%	1.1%	30.4%	3.3%	6.6%	0.0%	0.0%	0.4%	1.1%
Administrative Support	328,750	88,740	10,305	8,830	1,865	95	360	1,555	168,425	20,455	21,435	2,705	100	635	3,245
% of total	100%	27.0%	3.1%	2.7%	0.6%	0.03%	0.1%	0.5%	51.2%	6.2%	6.5%	0.8%	0.03%	0.2%	1.0%
Skilled Craft	108,595	79,000	11,220	7,025	1,000	20	540	1,720	5,635	980	805	470	0	35	144
% of total	100%	72.7%	10.3%	6.5%	0.9%	0.02%	0.5%	1.6%	5.2%	0.9%	0.7%	0.4%	0.0%	0.03%	0.1%
Service/Maintenance		(not applicable to the reporting agency)													
% of total															
*Patrol Officers: PCSO	requires that entry level law enforcement and detention deputies be at least nineteen years of age and that they possess a high school diploma or GED.														
	CLS numbers were derived from the U.S. Census Bureau, Census 2000, EEO Data Tool, Educational Attainment by Geography, Sex and Age for Tampa-St. Petersburg-Clearwater, FL MSA. All persons with a G.E.D. through a doctorage and ages 20 to 39 were included in the totals of the CLS.														
Notes:	Persons of Hispanic origin may be of any race, and , therefore, persons counted in this category were in some cases counted again in the appropriate racial category.														

Chart #4 Utilization Analysis

	Male							Female						
Job Category (CLS = Community Labor Statistics)* (Workforce = PCSO Employees)	W	H	B	A	NH / OPI	AI / AN	2 or more races	W	H	B	A	NH / OPI	AI / AN	2 or more races
Officials / Administrators														
Workforce %	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CLS %	52.4%	3.7%	2.2%	0.9%	0.01%	0.2%	0.7%	33.8%	2.8%	2.3%	0.6%	0.03%	0.1%	0.4%
Utilization %	14.3%	-3.7%	31.1%	-0.9%	-0.01%	-0.2%	-0.7%	-33.8%	-2.8%	-2.3%	-0.6%	-0.03%	-0.1%	-0.4%
Professionals														
Workforce %	18.7%	1.6%	2.0%	0.4%	0.8%	0.4%	0.0%	60.3%	5.2%	9.5%	0.8%	0.0%	0.0%	0.0%
CLS %	37.5%	3.3%	2.4%	1.7%	0.02%	0.2%	0.7%	43.9%	3.7%	4.4%	1.4%	0.03%	0.1%	0.6%
Utilization %	-18.8%	-1.7%	-0.4%	-1.3%	0.78%	0.2%	-0.7%	16.4%	1.5%	5.1%	-0.6%	0.0%	-0.1%	-0.6%
Technicians														
Workforce %	29.7%	0.4%	1.3%	0.4%	0.0%	0.0%	0.0%	63.1%	2.1%	2.1%	0.8%	0.0%	0.0%	0.0%
CLS %	32.3%	3.6%	2.3%	1.1%	0.0%	0.3%	0.5%	47.5%	3.7%	6.5%	1.2%	0.1%	0.2%	0.9%
Utilization %	-2.6%	-3.2%	-1.0%	-0.7%	0.0%	-0.3%	-0.5%	15.6%	-1.6%	-4.4%	-0.4%	-0.1%	-0.2%	-0.9%
Protective Services:														
Officials														
Law Enforcement (Sergeants, Lieutenants, Captains, Majors, Chief Deputy and Sheriff)														
Workforce %	82.6%	3.0%	4.5%	0.0%	0.0%	0.0%	0.0%	8.3%	1.0%	0.8%	0.0%	0.8%	0.0%	0.0%
CLS %	63.6%	7.3%	9.1%	0.4%	0.0%	0.4%	0.0%	12.9%	1.3%	3.6%	0.2%	0.0%	0.1%	0.1%
Utilization %	19.0%	-4.3%	-4.6%	-0.4%	0.0%	-0.4%	0.0%	-4.6%	-0.3%	-2.8%	-0.2%	0.8%	-0.1%	-0.1%
Detention (Sergeants, Lieutenants, Captains, Majors, Chief Deputy and Sheriff)														
Workforce %	62.2%	1.2%	4.9%	0.0%	0.0%	0.0%	0.0%	19.5%	0.0%	12.2%	0.0%	0.0%	0.0%	0.0%
CLS %	63.6%	7.3%	9.1%	0.4%	0.0%	0.4%	0.0%	12.9%	1.3%	3.6%	0.2%	0.0%	0.1%	0.1%
Utilization %	-1.4%	-6.1%	-4.2%	-0.4%	0.0%	-0.4%	0.0%	6.6%	-1.3%	8.6%	-0.2%	0.0%	-0.1%	-0.1%

Chart #4 Utilization Analysis

	Male							Female						
Job Category (CLS = Community Labor Statistics)* (Workforce = PCSO Employees)	W	H	B	A	NH / OPI	AI / AN	2 or more races	W	H	B	A	NH / OPI	AI / AN	2 or more races
Law Enforcement														
Workforce %	76.7%	2.6%	6.5%	0.4%	0.0%	0.2%	0.0%	11.7%	0.2%	1.5%	0.0%	0.0%	0.1%	0.0%
CLS %	40.6%	5.5%	4.5%	1.3%	0.03%	0.2%	0.9%	37.1%	5.2%	5.8%	1.1%	0.03%	0.2%	0.9%
Utilization %	36.1%	-2.9%	2.0%	-0.9%	-0.03%	0.0%	-0.9%	-25.4%	-5.0%	-4.3%	-1.1%	-0.03%	-0.1%	-0.9%
Detention														
Workforce %	56.0%	4.8%	8.4%	0.4%	0.2%	0.1%	0.0%	20.9%	0.9%	7.8%	0.5%	0.0%	0.1%	0.0%
CLS %	40.6%	5.5%	4.5%	1.3%	0.03%	0.2%	0.9%	37.1%	5.2%	5.8%	1.1%	0.03%	0.2%	0.9%
Utilization %	15.4%	-0.7%	3.9%	-0.9%	0.17%	-0.1%	-0.9%	-16.2%	-4.3%	2.0%	-0.6%	-0.03%	-0.1%	-0.9%
Non-sworn														
Workforce %	45.5%	0.4%	2.6%	1.5%	0.0%	0.0%	0.0%	43.7%	1.1%	4.1%	0.7%	0.4%	0.0%	0.0%
CLS %	45.3%	3.3%	7.2%	1.1%	0.00%	0.00%	1.1%	30.4%	3.3%	6.6%	0.0%	0.00%	0.4%	1.1%
Utilization %	0.2%	-2.9%	-4.6%	0.4%	0.0%	0.0%	-1.1%	13.3%	-2.2%	-2.5%	0.7%	0.4%	-0.4%	-1.1%
Administrative Support														
Workforce %	10.3%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	76.8%	1.3%	9.2%	1.1%	0.0%	0.2%	0.0%
CLS %	27.0%	3.1%	2.7%	0.6%	0.03%	0.1%	0.5%	51.2%	6.2%	6.5%	0.8%	0.03%	0.2%	1.0%
Utilization %	-16.7%	-2.7%	-1.8%	-0.6%	-0.03%	-0.1%	-0.5%	25.6%	-4.9%	2.7%	0.3%	-0.03%	0.0%	-1.0%
Skilled Craft														
Workforce %	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%
CLS %	72.7%	10.3%	6.5%	0.9%	0.02%	0.5%	1.6%	5.2%	0.9%	0.7%	0.4%	0.00%	0.03%	0.1%
Utilization %	27.3%	-10.3%	-6.5%	-0.9%	-0.02%	-0.5%	-1.6%	-5.2%	-0.9%	-0.7%	-0.4%	0.0%	-0.03%	-0.1%