

EEO Utilization Report

Organization Information

Name: City Of El Paso Police Department

City: El Paso

State: TX

Zip: 79903

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

Policy Statement:

The City of El Paso is committed to providing an employee workforce that reflects the community it serves and encourages all segments of the population to become involved with and seek employment in City government. Additionally, the City of El Paso is committed to equal employment opportunity and to ensuring that all employees have a work environment that is free of conduct that could be considered discriminatory or harassing based on an employee's protected status (i.e., race, color, religion/religious creed, sex/gender, pregnancy, marital status, age, national origin/ancestry, physical or mental disability, medical condition, sexual orientation, gender identity, military or veteran status, union participation/non-participation, or status in any other group protected by Federal, State or Local law). The City of El Paso attempts to foster a fair and respectful treatment of employees and individuals interested in employment with the City of El Paso. Finally, it is the policy of the City of El Paso to identify and remove artificial barriers to employment and promotion for all individuals and to attract and assist members of historically disadvantaged groups to qualify for employment and promotion. In keeping with the above, it is the policy of the City of El Paso to select, develop, and promote applicants and employees based on objective measures without discrimination. Similarly, the City of El Paso shall administer all other human resources matters, such as compensation, benefits, transfers and layoffs in accordance with this policy.

Following File has been uploaded: City of El Paso Non-Discrimination Policy.pdf

Following File has been uploaded:Non-Discrimination-Policy.pdf

Step 4b: Narrative of Interpretation

In keeping with the El Paso Police Department's commitment to having a workforce that reflects the community it serves, the department will examine its recruitment and retention practices to see if there may be ways to attract more applicants from the under represented categories.

A comparison of the department's workforce to the Community Labor Statistics indicates an under representation in the following categories:

1. Professionals: White and Asian males are under represented
2. Professionals: White and Asian females are under represented
3. Technicians: Black or African American and Asian males are under represented
4. Technicians: Hispanic or Latino Females are under represented
5. Protective Services: Sworn-Patrol Officers- White, Hispanic or Latino, Black or African American females are under represented
6. Protective Services: Non-Sworn- White, Hispanic or Latino females are under represented
7. Administrative Support: White, Hispanic or Latino males are under represented
8. Skilled Craft: Hispanic or Latino females are under represented
9. Service/Maintenance: Hispanic or Latino females are under represented

Step 5: Objectives and Steps

1. 1. Increase the representation of White and Asian males in the Professional category through recruitment and retention avenues

- a. Ensure that all job postings for department professional positions get widest dissemination via the internet, and other marketing means as budget permits
- b. Ensure that local / state employment offices are aware of any open department professional positions
- c. review applicant flow data for vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify potential barriers to employment.
- d. take action to remove and/or mitigate potential barriers and review practices periodically

2. 2. Increase the representation of White and Asian females in the Professional category through recruitment and retention avenues

- a. review applicant flow data for vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify potential barriers to employment.
- b. Ensure that all job postings for professional positions get widest dissemination via the internet, and other marketing means as budget permits
- c. Ensure that local / state employment offices are aware of any open department professional positions
- d. take action to remove and/or mitigate potential barriers and review practices periodically

3. 3. Increase the representation of Black or African American and Asian males in the Technician category through recruitment and retention avenues

- a. Ensure that all job postings for technician positions get widest dissemination via the internet, and other marketing means as budget permits
- b. Ensure that local / state employment offices are aware of any open department Technician positions
- c. review applicant flow data for vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify potential barriers to employment.
- d. take action to remove and/or mitigate potential barriers and review practices periodically

4. 4. Increase the representation of Hispanic or Latino Females in the Technician category through recruitment and retention avenues

- a. Ensure that all job postings for technician positions get widest dissemination via the internet, and other marketing means as budget permits

- b. Ensure that local / state employment offices are aware of any open department Technician positions
- c. review applicant flow data for vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify potential barriers to employment.
- d. take action to remove and/or mitigate potential barriers and review practices periodically

5. 5. Increase the representation of White, Hispanic or Latino, Black or African American females in the Protective Services: Sworn-Patrol Officers category through recruitment and retention avenues

- a. When available increase the number of White, Hispanic or Latino, Black or African American females assigned to the departments recruitment team.
- b. When available, White, Hispanic or Latino, Black or African American females employees will attend job fairs at colleges, universities and military bases, and other community functions in order to identify and recruit applicants.
- c. recruit military personnel in order to increase White, Hispanic or Latino, Black or African American females applicants.
- d. continue to offer tuition reimbursement to employees to encourage and enable affordable continuing education in order to retain employees.
- e. review applicant flow data for vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify any potential barriers to employment.
- f. take action to remove and/or mitigate potential barriers and review practices periodically
- g. suggest pay& benefits increases to attract sworn patrol officer applicants

6. 6. Increase the representation of White, Hispanic or Latino females in the Protective Services: Non-Sworn category through recruitment and retention avenues

- a. Ensure that all job postings for Protective Services: Non-Sworn positions get widest dissemination via the internet, and other marketing means as budget permits
- b. Ensure that local / state employment offices are aware of any open department Non-Sworn positions
- c. review applicant flow data for vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify potential barriers to employment.
- d. take action to remove and/or mitigate potential barriers and review practices periodically

7. 7. Increase the representation of White, Hispanic or Latino males in the Administrative Support category through recruitment and retention avenues

- a. Ensure that all job postings for Administrative Support positions get widest dissemination via the internet, and other marketing means as budget permits
- b. Ensure that local / state employment offices are aware of any open department Administrative Support positions
- c. review applicant flow data for vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify potential barriers to employment.
- d. take action to remove and/or mitigate potential barriers and review practices periodically

8. 8. Increase the representation of Hispanic or Latino females in the Skilled Craft category through recruitment and retention avenues

- a. Ensure that all job postings for Skilled Craft positions get widest dissemination via the internet, and other marketing means as budget permits
- b. Ensure that local / state employment offices are aware of any open department Skilled Craft positions
- c. review applicant flow data for vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify potential barriers to employment
- d. take action to remove and/or mitigate potential barriers and review practices periodically

9. 9. Increase the representation of Hispanic or Latino females in the Service/Maintenance category through recruitment and retention avenues

- a. Make periodic notification of open service/maintenance positions to trade schools with job placement programs

- b. Ensure that all job postings for Service/Maintenance positions get widest dissemination via the internet, and other marketing means as budget permits
- c. Ensure that local / state employment offices are aware of any open department Service/Maintenance positions
- d. review applicant flow data for vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify potential barriers to employment.
- e. take action to remove and/or mitigate potential barriers and review practices periodically

Step 6: Internal Dissemination

The EEOP Utilization Report will be posted on the Police Department's internal computer network. This internal computer network is accessible to any Police Department employee and is regularly accessed by employees for various internal work issues. The EEOP Utilization Report will also be posted on bulletin boards or other conspicuous places throughout the various regional commands and support offices of the Police Department. Finally, copies of the plan will be available for review by any employee in the Police Department's Human Resources Office. All employees will be notified via an internal email from the Chiefs Office that a copy of the EEOP Utilization Report is available as indicated here.

Step 7: External Dissemination

The EEOP Utilization Report will be posted on the Police Department's public website (EPPD.org) and on the department's recruiting website (joinpepd.com), the latter of which is accessed by interested police officer applicants. Any agency, organization, and interested member of the public can review a copy of the EEOP Utilization Report by accessing either website. Additionally, all contractors and vendors that do business with the Police Department will be notified that the EEOP Utilization Report is available upon request. All parties and members of the public can also obtain a copy of the EEOP Utilization Report by visiting the El Paso Police Department's Human Resources Office.

Utilization Analysis Chart
Relevant Labor Market: El Paso city, Texas

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 #/%	28/16%	70/39%	4/2%	0/0%	1/1%	0/0%	3/2%	0/0%	19/11%	48/27%	3/2%	0/0%	0/0%	0/0%	2/1%	0/0%
CLS #/%	3,960/17%	9,210/40%	160/1%	40/0%	265/1%	0/0%	19/0%	0/0%	2,020/9%	6,775/30%	155/1%	0/0%	150/1%	0/0%	85/0%	0/0%
Utilization #/%	-2%	-1%	2%	-0%	-1%	0%	2%	0%	2%	-3%	1%	0%	-1%	0%	1%	0%
Professionals																
Workforce #/%	76/10%	334/42%	9/1%	2/0%	0/0%	0/0%	11/1%	0/0%	34/4%	311/39%	7/1%	1/0%	1/0%	0/0%	9/1%	0/0%
CLS #/%	5,410/13%	10,745/26%	775/2%	30/0%	480/1%	0/0%	75/0%	70/0%	5,765/14%	16,280/40%	615/2%	20/0%	555/1%	0/0%	65/0%	65/0%
Utilization #/%	-4%	16%	-1%	0%	-1%	0%	1%	-0%	-10%	-1%	-1%	0%	-1%	0%	1%	-0%
Technicians																
Workforce #/%	34/10%	170/51%	2/1%	1/0%	0/0%	1/0%	5/2%	0/0%	12/4%	99/30%	4/1%	0/0%	1/0%	1/0%	1/0%	2/1%
CLS #/%	505/8%	2,275/38%	135/2%	4/0%	75/1%	0/0%	0/0%	0/0%	320/5%	2,485/42%	75/1%	4/0%	60/1%	0/0%	15/0%	0/0%
Utilization #/%	2%	13%	-2%	0%	-1%	0%	2%	0%	-2%	-12%	-0%	-0%	-1%	0%	0%	1%
Protective Services: Sworn-Officials																
Workforce #/%	58/16%	237/65%	8/2%	1/0%	5/1%	0/0%	0/0%	0/0%	7/2%	45/12%	3/1%	0/0%	2/1%	0/0%	1/0%	0/0%
CLS #/%	1,575/19%	5,135/62%	210/3%	15/0%	0/0%	0/0%	0/0%	10/0%	115/1%	1,130/14%	65/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-3%	2%	-0%	0%	1%	0%	0%	-0%	1%	-1%	0%	0%	1%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	75/10%	549/72%	15/2%	1/0%	4/1%	2/0%	13/2%	0/0%	9/1%	90/12%	1/0%	0/0%	1/0%	2/0%	2/0%	0/0%
Civilian Labor Force #/%	2,110/9%	11,685/50%	405/2%	20/0%	55/0%	0/0%	30/0%	60/0%	685/3%	7,625/33%	215/1%	75/0%	50/0%	20/0%	119/1%	20/0%
Utilization #/%	1%	21%	0%	0%	0%	0%	2%	-0%	-2%	-21%	-1%	-0%	-0%	0%	-0%	-0%
Protective Services: Non-sworn																

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
Workforce #/%	101/11%	660/75%	17/2%	4/0%	5/1%	1/0%	19/2%	0/0%	12/1%	58/7%	1/0%	0/0%	0/0%	0/0%	5/1%	0/0%
CLS #/%	85/14%	135/22%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	25/4%	375/60%	4/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-2%	53%	2%	0%	1%	0%	2%	0%	-3%	-54%	-1%	0%	0%	0%	1%	0%
Administrative Support																
Workforce #/%	23/2%	280/25%	8/1%	0/0%	3/0%	1/0%	9/1%	0/0%	77/7%	697/62%	8/1%	2/0%	1/0%	1/0%	14/1%	0/0%
CLS #/%	4,355/6%	25,575/33%	470/1%	20/0%	250/0%	0/0%	95/0%	80/0%	5,305/7%	40,510/52%	845/1%	135/0%	260/0%	20/0%	170/0%	130/0%
Utilization #/%	-4%	-8%	0%	-0%	-0%	0%	1%	-0%	0%	10%	-0%	0%	-0%	0%	1%	-0%
Skilled Craft																
Workforce #/%	31/9%	285/85%	4/1%	3/1%	1/0%	0/0%	1/0%	0/0%	0/0%	11/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,315/10%	18,860/82%	170/1%	25/0%	95/0%	0/0%	20/0%	70/0%	145/1%	1,365/6%	0/0%	0/0%	15/0%	0/0%	0/0%	0/0%
Utilization #/%	-1%	3%	0%	1%	-0%	0%	0%	-0%	-1%	-3%	0%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	65/6%	672/64%	14/1%	3/0%	2/0%	2/0%	34/3%	1/0%	34/3%	205/20%	3/0%	0/0%	0/0%	0/0%	10/1%	0/0%
CLS #/%	3,560/4%	39,800/49%	860/1%	85/0%	305/0%	15/0%	75/0%	40/0%	2,560/3%	33,175/41%	555/1%	85/0%	265/0%	0/0%	114/0%	20/0%
Utilization #/%	2%	15%	0%	0%	-0%	0%	3%	0%	0%	-21%	-0%	-0%	-0%	0%	1%	-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
Professionals	✓				✓				✓				✓			
Technicians			✓		✓					✓						
Protective Services: Sworn-Patrol Officers									✓	✓	✓					
Protective Services: Non-sworn									✓	✓						
Administrative Support	✓	✓														
Skilled Craft										✓						
Service/Maintenance										✓						

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
Police Chief																
Workforce #/%	0/0%	0/0%	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%
Police Assistant Chief																
Workforce #/%	0/0%	3/75%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Commander																
Workforce #/%	1/14%	4/57%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Lieutenant																
Workforce #/%	17/38%	21/47%	1/2%	1/7%	3/7%	0/0%	0/0%	0/0%	1/2%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Sergeant																
Workforce #/%	21/15%	100/72%	3/2%	0/1%	1/1%	0/0%	0/0%	0/0%	4/3%	9/6%	1/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Police Detective																
Workforce #/%	19/11%	109/64%	2/1%	0/1%	1/1%	0/0%	0/0%	0/0%	2/1%	34/20%	1/1%	0/0%	2/1%	0/0%	1/1%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	75/10%	549/72%	15/2%	1/1%	4/1%	2/0%	13/2%	0/0%	9/1%	90/12%	1/0%	0/0%	1/0%	2/0%	2/0%	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: Araceli Guerra

Managing Director Human Resources

08-31-2022

[signature]

[title]

[date]