

EEOP Utilization Report



Thu Nov 17 17:51:25 EST 2016

Step 1: Introductory Information

Grant Title:	Local Border Security	Grant Number:	GSLBSP2016
Grantee Name:	City of El Paso Police Department	Award Amount:	\$254,000.00
Grantee Type:	Local Government Agency		
Address:	300 N. Campbell El Paso, Texas 79901		
Contact Person:	Adriana Romero	Telephone #:	915-212-4296
Contact Address:	911 Raynor El Paso, Texas 79903		
DOJ Grant Manager:	Debbie Jacaman	DOJ Telephone #:	512-936-2600

Grant Title:	Stonegarden	Grant Number:	GOPSG2015
Grantee Name:	City of El Paso Police Department	Award Amount:	\$1,168,582.00
Grantee Type:	Local Government Agency		
Address:	300 N. Campbell El Paso, Texas 79901		
Contact Person:	Adriana Romero	Telephone #:	915-212-4296
Contact Address:	911 Raynor El Paso, Texas 79903		
State Granting Agency:	County of El Paso	Grant Number:	GOPSG2015
Contact Name:	Isabel Hernandez		
Contact Address:	500 E. San Antonio El Paso, Texas 79901		
Telephone #:	915-546-2000		

Grant Title:	Sustainment of Specialized Teams	Grant Number:	GFHGP2016
Grantee Name:	City of El Paso Police Department	Award Amount:	\$109,800.00
Grantee Type:	Local Government Agency		
Address:	300 N. Campbell El Paso, Texas 79901		

Contact Person: Adriana Romero **Telephone #:** 915-212-4296
Contact Address: 911 Raynor
El Paso, Texas
79903
DOJ Grant Manager: Helen Martinez **DOJ Telephone #:** 512-463-8411

Grant Title: General Victims Services **Grant Number:** GS2592804
Grantee Name: City of El Paso Police Department **Award Amount:** \$187,991.00
Grantee Type: Local Government Agency
Address: 300 N. Campbell
El Paso, Texas
79901
Contact Person: Adriana Romero **Telephone #:** 915-212-4296
Contact Address: 911 Raynor
El Paso, Texas
79903
DOJ Grant Manager: Cecilia Acuff **DOJ Telephone #:** 512-463-8229

Grant Title: Matrix El Paso Fusion Center **Grant Number:** GFSHGPFUS
Sustainment
Grantee Name: City of El Paso Police Department **Award Amount:** \$458,886.00
Grantee Type: Local Government Agency
Address: 300 N. Campbell
El Paso, Texas
79901
Contact Person: Adriana Romero **Telephone #:** 915-212-4296
Contact Address: 911 Raynor
El Paso, Texas
79903
DOJ Grant Manager: Helen Martinez **DOJ Telephone #:** 512-463-8411

Grant Title: TAG-Texas Anti Gang **Grant Number:** G2116TAG
Grantee Name: City of El Paso Police Department **Award Amount:** \$2,000,000.00
Grantee Type: Local Government Agency
Address: 300 N. Campbell
El Paso, Texas
79901

Contact Person: Adriana Romero

Telephone #: 915-212-4296

Contact Address: 911 Raynor
El Paso, Texas
79903

DOJ Grant Manager: Andrew Freidrichs

DOJ Telephone #: 512-463-8232

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 and/or mental disability, medical condition, sexual orientation, gender identity, military or veteran status, or status in any other group protected by federal, state or local law.) The City attempts to foster a fair and respectful treatment of employees and individuals interested in employment with the City. 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 to select, develop, and promote applicants and employees based on objective measures without discrimination. Similarly, the City shall administer all other human resources matters, such as compensation, benefits, transfers and layoffs in accordance with this policy.

Step 4b: Narrative Underutilization Analysis

In keeping with the El Paso Police Departments 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 departments workforce to the Community Labor Statistics indicates an under representation in the following categories:

Protective Services: Sworn-Patrol Officers White and Hispanic/Latino Females are under represented

Protective Services: Non-Sworn White and Hispanic/Latino Females are under represented

Administrative Support White and Hispanic/Latino Males are under represented

Step 5 & 6: Objectives and Steps

1. Increase the representation of White and Hispanic/Latino females in both Sworn and Non-Sworn categories as well as administrative support White and Hispanic/Latino males through recruitment and retention avenues.

- a. Feature women prominently in recruitment brochures, ads and the departments website.
- b. The Recruitment unit of the department will continue to add female police officers to the unit.
- c. Female police officers will attend job fairs at colleges, universities, military bases, and other community functions in order to identify and recruit female candidates.
- d. Female police officers will cover topics such as career paths, family life, challenges and other issues affecting women in law enforcement.
- e. Recruit military personnel in order to increase female candidates.
- f. Continue to offer tuition reimbursement to sworn, non-sworn and administrative employees to encourage and enable affordable continuing education in order to retain employees.
- g. Review applicant flow data for recent vacancies, job posting practices, interview processes, promotion evaluation, etc., to identify any potential barriers (i.e. adverse impact) to employment.
- h. Take action to remove and/or mitigate these potential barriers and review practices periodically.

Step 7a: Internal Dissemination

The EEOP Utilization Report will be posted on the Police Departments internal computer network. This internal computer network is accessible to any Police Department employee and is regularly accessed by employees for various uses. The EEOP Utilization Report will also be posted on bulletin boards or other conspicuous places throughout the various regional commands and auxiliary support offices of the Police Department where employees congregate. Finally, copies of the plan will be available for review by any employee in the Police Departments Human Resources Division. All employees will be notified via internal e-mail that a copy of the EEOP Utilization Report will be available as indicated above.

Step 7b: External Dissemination

The EEOP Utilization Report will be posted on the Police Departments public website. Any agency, organization, and interested member of the public can review a copy of the EEOP Utilization Report by accessing the website. Additionally, all contractors and vendors that do business with the Police Department will be notified that the EEOP Utilization Report is available on request. All parties and members of the public can also obtain a copy of the EEOP Utilization Report by visiting the El Paso Police Departments Human Resources office.

Utilization Analysis Chart
Relevant Labor Market: El Paso County, 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 #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,825/19%	10,130/39%	305/1%	40/0%	275/1%	0/0%	110/0%	15/0%	2,325/9%	7,420/29%	225/1%	0/0%	150/1%	0/0%	85/0%	0/0%
Utilization #/%																
Professionals																
Workforce #/%	6/17%	9/25%	2/6%	0/0%	0/0%	0/0%	0/0%	0/0%	5/14%	13/36%	1/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	6,350/14%	12,095/26%	950/2%	30/0%	560/1%	0/0%	100/0%	70/0%	6,295/14%	18,505/40%	705/2%	25/0%	600/1%	0/0%	65/0%	75/0%
Utilization #/%	3%	-1%	4%	-0%	-1%	0%	-0%	-0%	0%	-4%	1%	-0%	-1%	0%	-0%	-0%
Technicians																
Workforce #/%	4/40%	2/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/40%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	675/10%	2,490/38%	135/2%	4/0%	75/1%	0/0%	0/0%	15/0%	360/6%	2,600/40%	80/1%	4/0%	60/1%	0/0%	15/0%	0/0%
Utilization #/%	30%	-18%	-2%	-0%	-1%	0%	0%	-0%	-6%	0%	-1%	-0%	-1%	0%	-0%	0%
Protective Services: Sworn-Officials																
Workforce #/%	61/17%	215/62%	9/3%	1/0%	5/1%	0/0%	0/0%	0/0%	17/5%	36/10%	3/1%	0/0%	2/1%	0/0%	0/0%	0/0%
CLS #/%	1,930/19%	6,160/62%	265/3%	15/0%	20/0%	0/0%	10/0%	10/0%	140/1%	1,340/13%	65/1%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-2%	-0%	-0%	0%	1%	0%	-0%	-0%	3%	-3%	0%	0%	1%	0%	0%	0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	81/12%	501/74%	14/2%	3/0%	5/1%	2/0%	3/0%	1/0%	6/1%	52/8%	2/0%	0/0%	0/0%	1/0%	2/0%	0/0%
Civilian Labor Force #/%	2,795/6%	21,730/45%	570/1%	50/0%	125/0%	0/0%	195/0%	25/0%	2,190/5%	19,715/41%	320/1%	8/0%	90/0%	20/0%	240/0%	10/0%
Utilization #/%	6%	29%	1%	0%	0%	0%	0%	0%	-4%	-33%	-0%	-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 #/%	9/9%	58/60%	3/3%	0/0%	0/0%	0/0%	1/1%	0/0%	1/1%	21/22%	0/0%	0/0%	2/2%	0/0%	1/1%	0/0%
CLS #/%	85/11%	150/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	100/13%	415/54%	4/1%	0/0%	0/0%	0/0%	15/2%	0/0%
Utilization #/%	-2%	41%	3%	0%	0%	0%	1%	0%	-12%	-32%	-1%	0%	2%	0%	-1%	0%
Administrative Support																
Workforce #/%	1/1%	21/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	23/15%	100/67%	4/3%	0/0%	0/0%	0/0%	1/1%	0/0%
CLS #/%	4,935/6%	27,420/32%	690/1%	35/0%	270/0%	0/0%	95/0%	100/0%	6,055/7%	44,165/52%	1,035/1%	135/0%	285/0%	20/0%	240/0%	130/0%
Utilization #/%	-5%	-18%	-1%	-0%	-0%	0%	-0%	-0%	8%	15%	1%	-0%	-0%	-0%	0%	-0%
Skilled Craft																
Workforce #/%	0/0%	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%
CLS #/%	3,245/12%	22,305/80%	335/1%	30/0%	95/0%	0/0%	45/0%	70/0%	185/1%	1,400/5%	40/0%	0/0%	15/0%	0/0%	0/0%	0/0%
Utilization #/%	-12%	20%	-1%	-0%	-0%	0%	-0%	-0%	-1%	-5%	-0%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	1/9%	9/82%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4,215/5%	45,545/49%	1,195/1%	125/0%	325/0%	15/0%	90/0%	40/0%	2,805/3%	36,490/40%	705/1%	85/0%	310/0%	0/0%	149/0%	20/0%
Utilization #/%	5%	32%	-1%	-0%	-0%	-0%	-0%	-0%	-3%	-31%	-1%	-0%	-0%	0%	-0%	-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
Protective Services: Sworn-Patrol Officers									✓	✓						
Protective Services: Non-sworn									✓	✓						
Administrative Support	✓	✓														

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 #/%	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%
Assistant Chief																
Workforce #/%	1/25%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Commander																
Workforce #/%	1/14%	5/71%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/14%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	11/26%	21/50%	2/5%	0/7%	3/7%	0/0%	0/0%	0/0%	1/2%	4/10%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	25/19%	86/67%	2/2%	1/1%	1/1%	0/0%	0/0%	0/0%	6/5%	6/5%	2/2%	0/0%	0/0%	0/0%	0/0%	0/0%
Detective																
Workforce #/%	23/14%	101/61%	4/2%	0/1%	1/1%	0/0%	0/0%	0/0%	9/5%	26/16%	0/0%	0/0%	2/1%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	81/12%	501/74%	14/2%	3/1%	5/1%	2/0%	3/0%	1/0%	6/1%	52/8%	2/0%	0/0%	0/0%	1/0%	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 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.

Certified As Final By: Linda B. Thomas

Human Resources Director

11-17-2016

[signature]

[title]

[date]